

Words Matter!

As employees, we have been made fully aware of proper social media netiquette!

We understand what posted information & messages we should or should not share (friends of friends can access posts!), the content of our messages (our walls can be visited by the employer at any time, such as during pre-hiring period, waiting for an assignment or during a medical leave), when exactly we visit social media sights (during working hours is considered time theft), briefly, **COMMON SENSE** should always be used !

It is also a foregone conclusion that foul language / swearing is a no-no in the workplace as well.

What we have not talked about and clearly we should, as it is the socially responsible thing to do, are the words / phrases we use in the workplace.

How many times, in moments of frustration, stress or other, have we either said or heard someone say:

"If this computer crashes one more time, I'm throwing it out the window"

"If she busts my chops once more today, I'm gonna kill her!"



"I'm going to need a drink after working on this budget."

"The laptop I was given to work with is ghetto."

"That's so gay."

However benign these or similar statements may seem to one person, at the time of a frustrating moment, another person (including your boss) may interpret them to be the truth, offensive, racist &/or taken as a serious threat.

We must learn the art of thinking before we speak. Our words do matter & the social context in which we now live, and rightfully so, obliges your employer to take what is said seriously. Therefore, a word or phrase spoken in anger, frustration, or moment of stress can come back to haunt you via a disciplinary measure, even leading up to and including your dismissal.

So please keep the following quote in mind the next time you feel like blowing off steam:

"Speak when you are angry and you will make the best speech you will ever regret."

We Day / We Can Make a Difference

(by Pina Santino, Nesbitt Base Program Daycare Technician & Union Council Member for the Daycare sector)

Having been an educator for 20+ years and now a technician, I realize sometimes we don't always feel like we are part of the educational system and sometimes feel that our jobs are not taken seriously.

Sometimes I realize we need to just take initiative and make the difference ourselves.

As a technician, I also work with the Grade 6 senior students and I was introduced, by my spiritual animator, to the WE DAY/we scare hunger program. Although my plate is more than full, I took on this project and the first year we partnered up with the grade 5 group and a few high schools and we purchased a school in Kenya.

Last year, Dante School Base program's educator, Maria joined in and we were able to purchase a well for the school. This year our two schools along with a few high

schools will be providing goats (milk) to these children. We raised funds, we educated and we motivated the children to make a difference.

February 21st was WE DAY and all schools/centres who participated got free tickets to this event. It leaves you feeling inspired and fulfilled.

WE do make a difference!

As daycare educators/technicians WE can get involved and WE can make a difference. WE are not babysitters, WE make a difference in the children's' lives. I'd love to see more APPA members get involved.

A quote that stuck with me on WE DAY:

"It's better to aim high and miss rather than aim low and hit"



Easter Holiday

The Easter holiday is upon us (Good Friday, March 30th, 2018 and Easter Monday, April 2nd 2018).

The table below will guide you in determining if it is a paid holiday for you, depending on your status, post/assignment and pay type:

STATUS	POST/ ASSIGNMENT	PAY TYPE	PAID HOLIDAY (yes or no)
Regular	Full time *	Automatic pay	Yes
Regular	Part time **	Automatic pay	Yes (in proportion to employee's work day)
Regular	Part time **/ holiday falls on a day where-by the employee is not working	Automatic pay	Yes (manually, according to the formula described in the Quebec Labor code)
Regular	15 hours & less	Wage slip /time sheets	No (as the employee already receives 11% and 8% on each pay which covers fringe benefits such as: vacation, legal holidays, etc.)
Temporary	Full time *	Automatic pay	Yes
Temporary	Part time **	Automatic pay	Yes (in proportion to employee's work day)
Temporary	Full time *	Wage slip / time sheets	Yes (provided employee worked 10 days before holiday & continuing in an assign-
Temporary	Part time **	Wage slip / time sheets	Yes (in proportion to employee's work day; provided employee worked 10 days before holiday and continuing in an assignment after holiday)
Temporary	15 hours & less	Wage slip / time sheets	No (as the employee already receives 11% and 8% on each pay which covers fringe benefits such as: vacation, legal holidays, etc.)

* Full time: 26.25 hours to 35 hours (75% to 100%)

** Part time: 15.25 hours to 26 hours (43.57% to 74.29%)



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