

Au Revoir!

(by Debbie Crowley, Vice President, APPA)

As I am preparing to venture into this thing called retirement...I am very reflective on the path I have taken to get me here!

I embarked on my EMSB journey 17 years ago, at 43 years old, as a second career, when my first employer ceased to exist and closed its doors forever. I quickly noticed that I was too young to retire, too old to have had some necessary education requirements (in order to obtain a comparable position/salary to my first career), and far too poor just to stay home! I decided to trudge forward, equipped with my experience (that I dearly hold on to, to this day!) and apply for a job at the EMSB. The salary wasn't too bad and the fringe benefits were even better! I quickly moved from assignment to assignment (elementary school, high school, registration and eligibility and accounting) as you (should) do when you are a temp on the priority list, taking any job classification, anywhere and for whatever length of time that was offered to me. I also applied to every job posting that was published (even if not qualified...just in case). I did this for two years and finally got my first regular job, as OA II in the mailroom, & after two years, got my tenure. I moved on to the Registration department, Cafeteria services and finally in Human Resources as a temporary Administrative Technician in the support staff dossier. I replaced for two years in this post and then it was posted as a vacant position, to which I applied & obtained. It was challenging & exciting to learn all the new duties & procedures...and... I thoroughly enjoyed every minute of it. Time marched on and in 2009, a new challenge presented itself to me, my implication into union life!! First, sporadically as a union council member and then, the year later, in 2010, was elected to Vice-President for APPA/EMSB and released full time to the APPA office...and the rest, they say is history!

My time at the APPA has been the biggest learning curveever! You quickly learn that we are almost like an insurance policy, there to help out when the need arises. You also quickly find out that as much as you want to, you are not going to change the world. It will most likely take the form of baby steps while you defend your members' rights to the best of your ability!! I have tried to do this every step of the way on my journey, using common respect, courtesy and good judgement. Certainly, I have not won every battle, but have given everything during the process!

All this to say, that every single person I have dealt with, helped, listened to or crossed paths with has enriched my life in some way; either by teaching me patience, teaching me a life-lesson or generally making my life better!

I can certainly list a whole bunch of names of people I would like to thank, but I won't even try as I will most definitely omit one or more and it would not be right.

By the same token, there are certain people that I cannot pass up the opportunity:

A few of my Executive Committee co-members, & most importantly, very good friends: My Prezz (Michel), Pèse sul' piton (JP), Always have your back (Richard), and Mes Belles Dames: Denise, Marlène, Rachel et Chantal. I love you guys!

Our APPA office staff: Steff (hope you know how much our friendship means!), Mireille, Camille & Tanya...je vous aime and thanks for all you do!

First responders / grievance officers (CSDM): Louise and Patrick, I will miss you both, especially lunchtime in the kitchen! Ne parlez pas de shoppe pendant l'heure de diner!

Jean-Philippe: what can I say...except...thanks for being you and I will cherish our friendship forever!

EMSB union council members: Pina, Bob, Evelyne, Jeannine, and Nadia – I adore you !!; and all our Union Council members for CSDM as well – you are the greatest / vous êtes le best!

Union Committee Members: Keep up your dedicated work / bonne continuité!

I will miss you all tremendously / Vous allez me manquer énormément!

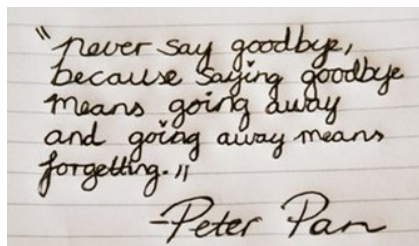
To my vis-à-vis in Human Resources...the ride has not always been easy & things have not always turned out as planned (for either side), in our labor relation dealings, but thank you for having always proceeded with courtesy and

respect. As well, let me thank you for being the best bosses I never had!!!

Paul (my Teddy Bear): I am remiss to really find all the words to express how much you mean to me. You are one of the sweetest, kindest persons that I have ever had the pleasure of not only meeting but working with and calling friend. You get me and you will never know how much you have helped me along the way... for just being you! Keep your passion, but don't sweat the small stuff...everything will fall into place. I will miss our everyday contact...big hugs!!!

Last, but far from least...Linda...what can I say?? I am old enough to be your mother, yet by the same token, you have taught me so much...yes, you have been a mentor to me. I have followed your footsteps since I began my journey at the Board. You are wise beyond your years & your calm demeanor vs my short fuse has combined to make us quite a memorable team. Thank you seems so very "not enough"!! You have enriched my life and for this I thank you. It is definitely not goodbye, as I know we will be friends forever!

Therefore, my friends, in closing, I wish to say a hearty "See y'all later" and hopefully our paths will cross again...somewhere... sometime!!!



You say Goodbye and Paul says Hello....Hello Hello... I don't know why you say goodbye Paul says Hello!

(by Linda Tavoraro, First Vice President, APPA)

Well well, the day has finally come Debbie dearest! From the moment we FIRST met many many years ago to our HR days when I called to ask you to report to St. Brendan School as a temporary School Secretary, to the past 9 years as my colleague and side-kick at the APPA.

What can I say, some much time has passed and so quickly! But no matter where I went you were always there! You were there to fill in a temporary office job, you were there when I left HR in the support staff dossier and replace me and take this as your own position. You were there when Anna & Jacqui left the APPA and took on the reigns with me, you were there when I went on maternity leave 2X and replaced me. But you were much much more than just a replacement or colleague, you became one of my dearest friends. We laughed, cried, yelled and sometimes we were speechless I could not have asked for a better partner in crime, you were always there whether it was to support me, the employees, the members, the APPA executive, the entire School Sector in negotiations for which you gracefully gave up your life for 2+ years. You are a rock and a wonderful person. In life, we come across so many people. Some have more of an impact than others and I can boldly and proudly say that you have a huge and wonderful impact at the EMSB / APPA. I can go on and on for hours and reminisce over our executive meetings, our meetings with the Board, the evenings in assemblies spent with our members, our trips to Quebec City...but in the end my friend as much as this chapter is over in your life, you have so much more work to do. Your

newly retired husband, your children and grandchildren will finally have much more time with you. You will sadly be missed at the office. Your insight, your gallant but straight to the point way, will always be remembered at the office. We have spent 17 years together and I will have to go through quite a few more without you (sigh). Thank you, thank you, thank you from the bottom of my heart. I will miss you and will always cherish our time together. Best of luck my friend. Spoil yourself, live life to the fullest and most of all enjoy. Happy Retirement Debbie!

Hello, Goodbye

Well, now that I shed a few tears and wiped them away, I now have the honor and pleasure to officially announce to the APPA members that Debbie will be replaced as Vice President (on an interim basis until the next election in October 2018), by Paul Robichaud. Most of you are already familiar with Paul as he has

been working John Grant High School as a Special Education Technician since 1984. As well, he worked at the APPA during the 2015 negotiations behind the scenes getting in contact with many members (delegates and liaison agents). Paul has a lot of experience working in the special education sector and brings his experience to the table which is much needed given that the special needs population is increasing at the EMSB. He will certainly be an asset to the APPA, the members and also the EMSB by bringing his insight on some of the difficulties and challenges that the employees working with these students encounter. Welcome aboard Paul. We are looking forward to working with you and we wish you much success in this new adventure! Buckle up!

Annualization of Daycare Schedules

As per Appendix 18 of our collective agreement, the EMSB was to have annualized daycare schedules, as a pilot project for the 2017-2018 school year. For various technical reasons, this was not possible and both the EMSB and the union agreed to postponing said pilot project to the 2018-2019 school year. Therefore, as such the positions for the new school year will be annualized to include pedagogical days, along with the preparation and planning time (which are already annualized into the positions). Following the 2018-

2018 CALENDAR						
January						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
February						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
March						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
April						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
May						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
June						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
July						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
August						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
September						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
October						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
November						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
December						
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

2019 school year, the EMSB and the union must evaluate the annualization process & determine whether or not annualization will be an integral part of the collective agreement. In order for the union to conduct a proper evaluation, we must count on your input (daycare educators, educators-principal class & technicians) as to how the process is working out. Therefore, we ask you to submit your comments & concerns to us at the APPA so that we can determine if the process is a success or not.



ENSEMBLE!
Find us online at www.appa.qc.ca
Readers' opinion: ensemble@appa.qc.ca

