

'Tis the Season Break

It seems like just yesterday that we were sitting on our porches and taking a swim in the pool...and in a flash...it's the Holiday Season. The nights are longer and the weather much colder. However there is something special about this time of year: it's the time where we get to unwind and relax with family and friends. It is also the time where we are able to appreciate our colleagues and have a holiday lunch and maybe even a little gift exchange. In today's chaotic world, it's important to stop and appreciate the little things in life.

We hope you will take this opportunity to get all the rest that you possibly can this holiday season, as when we return, we have many challenges that we must face. We must ensure that the government fully comprehends and recognizes the value of the public sector and its services. We hope that after reflection the government will finally come to terms with the fact that we cannot and will not accept the austerity measures that they are imposing. We must ensure that the public understands our importance and worth and that we are compensated accordingly for it.

At the union office, as well, we will be working hard in 2015 getting ready for the negotiation process. But now it's time to kick up our feet, for a little while, and enjoy this holiday season. On that note, we here at the APPA union office, would like to take this opportunity to wish you and loved ones a very restful, peaceful and joyous holiday season and hope to see you all in the new year re-energized and ready to take on the challenges of the year ahead.

From the APPA Executive Committee:

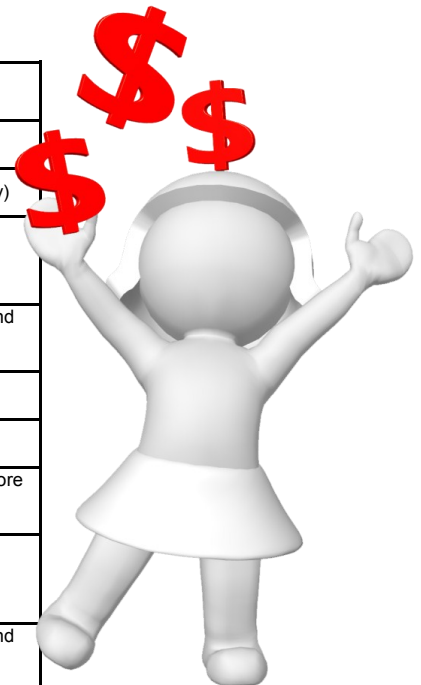


Am I Entitled to be Paid During the Holiday Season?

Holidays for all the APPA support staff employees will be a full two weeks this year which extends from December 22nd to January 4th, 2015 inclusively. We are to report back to work as of January 5th, 2015.

Below you will find a chart to help understand who is paid for the holiday period and for how many days.

STATUS	POST/ ASSIGNMENT	PAY TYPE	# of Days Paid
Regular	Full time	Automatic pay	10 days
Regular	Part time	Automatic pay	10 days (in proportion to employee's work day)
Regular	Part time / holiday falls on a day whereby 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 / Timesheets	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	10 days
Temporary	Part time	Automatic pay	10 days
Temporary	Full time	Wage slip / Timesheets	Yes (provided employee worked 10 days before holiday & continuing in an assignment after holiday)
Temporary	Part time	Wage slip / Timesheets	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 / Timesheets	No (as the employee already receives 11% and 8% on each pay which covers fringe benefits such as: vacation, legal holidays, etc.)



Group Insurance Renewal - January 1st, 2015

As of January 1st, 2015, the SSQ group insurance rates for every plan (1, 2 and 3) will be raised by 2.2%. In 2014, the premiums had been reduced by 2.0% using approximately \$372 000 of the \$960 000 plan's surplus from previous years. It was decided by the School Sector Council to stop using this surplus for 2015 and save the surplus in the eventuality that we receive a high raise in the future. As a result, this year's real increase is of 4.1% and the 9% tax sale must be added to the designated premium.

As a reminder, APPA chose to opt for dental care coverage, which also undergoes a 2% increase.

The rate for long term disability insurance goes from 1.283% to 1.386% of the gross salary, an increase of 8%. That coverage is an individual option that we recommend cancelling two years prior to retirement as the collective agreement itself already covers two years of salary insurance (first year at 85% and second year at 66 2/3%).

Good news: the life insurance rates are not affected for 2015.

See the Group Insurance 2015 Renewal table under "Documentation" at www.appa.qc.ca for more information.

Basic Health Care Plan		Current Rates	Rates starting on January 1 st , 2015
1	Individual	41,78 \$	43,49 \$
	Single-parent	52,62 \$	54,77 \$
	Family	85,10 \$	88,58 \$
2	Individual	55,67 \$	57,94 \$
	Single-parent	70,19 \$	73,05 \$
	Family	113,73 \$	118,37 \$
3	Individual	65,81 \$	68,46 \$
	Single-parent	83,06 \$	86,42 \$
	Family	134,93 \$	140,37 \$
Dental Care	Individual	15,21 \$	15,51 \$
	Single-parent	21,60 \$	22,03 \$
	Family	40,74 \$	41,55 \$

School Board Fusions and Destruction...

A lot of us may have felt relieved when Mr. Bolduc, Minister of Education, Sport and Leisure announced that the EMSB would not be affected by the changes to merge school boards. We need to specify that even though we may not be directly affected by these changes, our strength as a union, based on the number of employees that we are representing, will be greatly affected if the modifications to the CSDM territory take place as MELS is planning to implement.

It is of great importance that we support the effort to maintain the CSDM's integrity, not only for its union representation but also as tax contributors! Major expenses will accompany these changes with no cost savings.

Please go online and sign the petition:

<http://www.avaaz.org/fr/petition/>

A_lattention_du_ministre_Yves_Bolduc_Preserver_integra
lite_du_territoire_de_la_CSDM/?tKQHLdb

Reject Austerity Protest - November 29, 2014

Approximately 100 000 people walked in Montreal's streets on Saturday November 29th, denouncing Philippe Couillard's liberal government's austerity measures. Simultaneously, 25 000 citizens did just the same in the streets of Quebec City. The demonstration went on in a festive atmosphere. In Montreal, several members of the APPA mobilized on that cold but sunny day. We were more or less 150 representing our union. Thanks to all of you for attending.

This gathering displayed the first pressure tactics against austerity. We want our government to serve communities

over private industries, to listen to the public's resentment and its needs.

We could hardly force the government to back up with only a few demonstrations here and there. Pressure tactics will have to vary as we proceed through this social fight. We, the APPA, will have to get more involved and mobilized. We need everyone's participation to succeed. Together we are stronger! Information on the upcoming actions will come through our website, our Facebook page and of course, our newsletter.



ENSEMBLE!

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