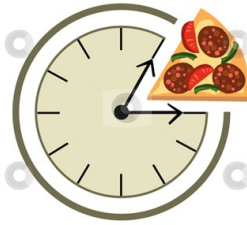


Clarification on Rest Periods Memo (October 1st, 2014)

A lot of you have already contacted us following the release of the memo but there might still be a need for clarification for those who did not.

When it says that employees are entitled to receive a minimum of 30 minute as a lunch break and that a 45 minute lunch break will result in working an additional 15 minutes at the end of the day, it does NOT imply that an employee can choose the duration of his or her lunch period! What it means is that according to



“Les normes du travail”, your employer has to give you a minimum of 30 consecutive minutes for lunch if your shift is more than 5 hours. The employer also has a right to schedule a longer lunch period, usually up to one hour, and that is the example that seems to be missing for a better understanding. So if your working day is 7 hours and you are told to take one hour unpaid lunch, you will then finish your day 8 hours after you've started it.

Reject Austerity

We have been hearing a lot about austerity measures in the news lately. The Liberal government claims that their goal is to reach a balanced budget and to reduce our debt. However this political ideology can prove more harm than good. For example when there are massive cuts in our education system, this type of measure creates social inequality and accentuates poverty in our society. We cannot accept this in today's age when we live in a developed and democratic society.



It is important to let the government know that are not going to accept these measures and it is vital that our

voices be heard. We invite you to join us at the “Reject Austerity” walk that will take place in Montreal (meeting point: corner of Peel & de la Gauchetière) on Saturday, November 29th starting at 12 p.m.

Austerity is definitely a failure. It has led to thousands of lost jobs, without solving the overflowing and crowding in the health sector or the cuts in the education sector that affects our students. So dress up warmly and join the APPA for this occasion! So-So-So-Solidarity!

A Delegate in your Workplace?

The delegates' structure is still in place and there is room for you in it! Although mandates have a duration of 2 school years, many workplaces have lost their delegate following last June's staffing sessions. In this collective agreement renewal year, it is a perfect opportunity for you to get a feel of union's life! Contact us or visit our website for more information.

From www.appa.qc.ca, go to Documentation >> Forms >> Election of Delegates

The list of current delegates can also be found on our website. Just look for the logo shown on the right on our website's main page!



Overpayment Recuperation

Although we are confident that everyone at EMSB does their work precisely, diligently and proudly, many factors can explain for an overpayment to exceptionally occur.

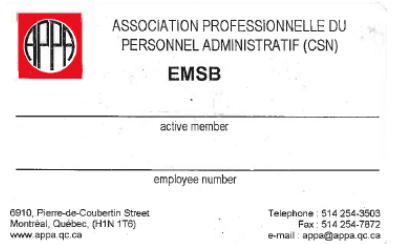
Because it is always inconvenient when your regular salary gets temporarily modified, and to minimize the effect on your personal obligations,



HR has agreed to put in place a procedure whereby the APPA and employee are contacted together before any monies are recuperated. If this situation concerns you, make sure to get us involved in the process so that we can ensure that your options and rights are respected and clearly identified to you.

Union Card

You have never received your official plasticized union card? Or you did, but it got somehow... misplaced? Now is the time to let us know, as re-impression will be done early in the New Year. Please send an email to appa@appa.qc.ca or leave a detailed message on our voice mail, including your full name, employee number and address.



Holiday Party!

Yes, it's this time of the year! Your chance to enjoy yourself with colleagues, in a festive and relaxed atmosphere, away from the crowded shopping malls or busy kitchen in preparation for the holidays.

Come and join us at l'Astral, 305, St. Catherine Street West on Friday, December 5th 2014 as of 8 p.m.

Official invitation posters were sent to every workplace and the information will also remain posted on the web site. Remember that **NO** tickets will be sold at the door and get yours without delay!



New Look for the Newsletter

We are pleased to distribute to you the first revamped newsletter. In **COLOR** with a variety of pictures and articles on many interesting subjects. We will be keeping you abreast on the public sector negotiations as well as local matters. If you have any suggestions for future articles that you like to see appear in our newsletter, please feel free to contact us. We welcome all suggestions!



ENSEMBLE!

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

