

Late May 2015

Vol. 14, No. 6

Negotiations Update

Although our Collective Agreement expired on March 31st 2015, its content remains valid until the signature of the next agreement. Discussions to that effect started last fall and are still taking place.

Here is the chronology of the process so far:

- September 2014: Presentation and Consultation on the Common Front and the School Sector Demands documents
- October 31st, 2014: Deposit of our demands to the CPNCA (Patronal committee)
- December 17th, 2014: Deposit of the Management demands (CPNCA)

Ever since the exchange of the demand documents, both parties have discussed and explained their content. Meetings take place on a regular basis for the School Sector Negotiation Committee (where our beloved Debbie Crawley, who I am currently replacing-sits) to inform the members of the executive committee



and the union council. In these meetings, positions on different topics are reassessed and priorities are established.

To emphasize our interest and seriousness in the process, pressure tactics are being put in place. You have already heard of the "Post-its" and the "Ring a bell" actions. You will soon receive a plastic bracelet to be worn. In several workplaces, some accreditations have also started walking out at lunch or during their breaks. You are more than welcome to join them during your own rest period! Distinctive APPA signs (flags) can be sent out upon request.

If picketing eventually leads to school entrance to be blocked, our position would be for you to respect these picket lines. The rule then would be that you have to remain available to accomplish your work, and you should present yourself on time for your regular shift.

Seniority Lists



The seniority lists (showing projected seniority up to June 30, 2015) have been published. It is vital for you to verify your seniority and to report any anomalies to the Human Resources Department as soon as possible. An unreported error can negatively affect your ranking to choose a post at the staffing session. The posted list will become official forty-five (45) days after the union receives the final copy (which includes all changes) & this in accordance to 8-1.09.

To Your Agenda

A few occasions to meet with us are occurring in the next weeks. Here they are:

- **May 20th:** Informal Assembly at the APPA's office: an occasion to hear about the negotiation process and the demands that are affecting your sector of work directly. (Same content than the Assembly that took place at the school board on May 13th).
- **June 16th:** Annual General Assembly and Election vote. For more information on the posts in election as well as the procedure if you'd like to present yourself on one of them, see our website. (Application should be received by June 5th at the very latest).



GENERAL ASSEMBLY



**Tuesday June 16th, 2015
at 7 p.m.**

Le Plateau school auditorium
3700 Calixa-Lavallée avenue
24E bus line

**5 Executive Committee posts
up for election**

Daycare & School Adaptation Sectors Staffing



If the post you are holding starts yearly with a given number of hours but gets increased annually in a similar way, then maybe these final hours should officially be offered as a whole. As in the end, you are getting paid for the number of hours actually

worked, this may seem to be of minor importance. You should know that for you to eventually have access to tenure, your official post must contain 26.25 hours or more. If you think this describes your situation, contact us!

Tenured Daycare Employees

Tenured employees must be assigned to a position with the same number of hours or a maximum reduction of 10% of the preceding year.

However, the regular workweek of a tenured employee cannot be reduced in such a way as to cause him or her to lose full-time status (less than 75%), even if the number of hours are reduced over several years. Should you decide to accept a post of less than 26.25 hours (75%) that is being offered to you, you must be aware that you will lose your tenure status and be considered as a regular part-time employee.

Prior to the filling of a newly created post or temporary vacancy, an employee whose hours are protected may be assigned duties to complete his or her work week.

First Aid Training Renewal



As per the CPNCA Classification Plan, members in several classes of employment have the obligation to have a valid First Aid training certificate. If you are in that situation and are offered to take the training course with the school board at a cost of \$75 (to be deducted from your salary), please let us know! For most cases, this obligation is

imposed only to the employees of the English school boards and we are currently investigating its legality. We cannot guarantee at this point that the training would be fully reimbursed but rest assured that we are working on it!

Did You Know That...

Although we wish for that situation never to happen, clause 5-3.22 of our collective agreement (in collaboration with the CARRA pension plan) provides a life insurance for active employees. In the event that a full-time working member would pass away, his or her family would receive \$6400. For a part-time employee, it would be \$3200.



We hope that this newsletter will prove to be helpful to you. If you need additional information or clarification, please do not hesitate to contact us at the Union office, at 514 254-3503, Linda Ext. 205 or Nadia Ext. 204.

2015-2016 EMSB Support Staff (APPA) Calendar

IMPORTANT DATES TO REMEMBER

May 12th	Adoption of general sector staffing plan by the council of commissioners
May 20th	APPA Informal Assembly – East
May 30th	Confirmation of regular positions in the daycare sector
Week of June 1st, 2015	Staffing session for administrative and technical positions
June 9th	Daycare sector staffing session
June 16th	APPA General Assembly – École Le Plateau
June 23rd	Last day of classes for the 2014-2015 school year
June 25th	Staffing Session for Special Education Technician
June 26th	Staffing Session for Handicapped Pupil attendant
July 20th to July 31st	EMSB summer shut-down period
August 17th	Staffing Session for vacant and long term replacement position in the Special Education Sector
August 31st	First day of classes for the 2015-2016

The EMSB has an obligation to send out a notice to employees to inform them of their lay off date as well as their return to work date no later than 30 days prior to their lay off date. You should be receiving this information shortly.



ENSEMBLE!

Find us online at www.appa.qc.ca

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