

Return to Work

After a well appreciated summer holiday, everyone is back to work. Replenished, slightly tanned and off course, highly motivated! We wish you all a wonderful school year!



Following on September 8th General Assembly

The point of this assembly, that took place at the EMSB main office, was to present the demands from both the Common Front and the Sectorial Table. The first part was presented by Franco Fiori of the CSN while the second part was done by our very own Debbie Crawley, who was elected at the Federation last spring to take place in that negotiation process and who I am proudly replacing at the APPA's office. A few additional demands were also adopted by assembly, to be brought back to the Sectorial Table and possibly integrated to the "official" demands if

judged appropriate.

Cindy Syriague also acted as a representative of the Special Education Technicians' committee and presented us with a résumé of the committee's work over the last few years. A great performance for an even greater project!

A special thank you to those of you who attended and exerted their democratic right to a voice!

« Claws » of the Month

Following our return to work, questions were raised regarding replacements carrying over into the new school year. According to the Local Adaptations that were agreed upon by the school board and the APPA, section 4.2 e), a person from the priority list must terminate her/his assignment prior to starting a new one, unless that new assignment would permit for the person to become regular. Section 4.4 also states that temporary



employees whose assignment finishes within 5 working days must be considered when a new assignment of 20 weeks or more comes out.

In other words, someone who started a replacement during the previous school year will remain in that post in the new school year if the incumbent has not returned to their posts.

One, Two... Testing!

With a load of Job Opportunity Circulars that just elapsed, you'll be happy to know that the APPA is currently working jointly with the human resources department managers in order to come up with a more clear strategy in term of testing for new posts. More details on that working progress to come soon.



RAC (Recognition of Acquired Competences)

You have looked at different Job Opportunity Circulars (available at www4.emsb.qc.ca) and you think you might be qualified to apply for some of them?

For example, you have a pre-university college diploma in commerce and a university certificate in computer science, and you have worked in the private industry for a few years prior to being hired at the school board as an office agent. You would like to know if you qualify for an administration technician post.

It could be interesting for you to go through the RAC procedure. Once deemed qualified, the process of applying on any JOC would be greatly facilitated. You have to know that it will cost you about \$575 to go through the process and that this cost is not covered by the PIC (Professional Improvement Committee).

For more information:

<http://reconnaisancedesacquis.ca/>



Health & Safety Week

October 19th to 25th is National Occupational Health and Safety Week, something that a lot of us don't feel concerned about. Occupational safety should be linked to miners and construction workers, shouldn't it? But every time one climbs on a chair to replace the clock's battery, wears high heels to run from her desk to the photocopier or lifts a box without bending knees, unnecessary risks are taken. You have noticed damaged tiles or steps that could be a tripping hazard? You have examples of wrong doing –safety wise- of co-workers? Share them with us (no name necessary!) so that we can all work together for a safer environment.



ENSEMBLE!

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