

March Break Daycare Service Update

On the evening of January 12th, over 60 members from school daycares met at the APPA's office in order to voice their concerns regarding the upcoming opening of the daycares for March break this year. It was the occasion for everyone to ask questions and present suggestions. A big thank you to all those who attended! Now that we received confirmation that this service will not be offered this year, we would like to reassure you that the information gathered that evening was summarized and shared with the Human Resources and Daycare Services departments and that a follow up will be done. In the event that an attempt would be done again next year, we'll be ready!



General Assembly Daycare Technician Criteria

Following back and forth communications between APPA and Human Resources, a list of criteria that would be accepted in order for an employee to be deemed qualified as a daycare technician was agreed on. Of course, the DEC remains the first valid option, as per the classification plan, but a different educational background, and the addition of years of experience, would also be accepted. For these new criteria to take effect, it has to be approved by the council of commissioners but most importantly, by you, our members! A vote will take place at the February 16th General Assembly and you are more than welcome to attend. Remember that this will not only be affecting daycare employees, but also whoever would like to seize the opportunity to opt for a change in career!

EMSB Member for the Status of Women Committee

The Comité de la Condition Féminine (Status of Women Committee), headed by Sylvie Tremblay from the CSDM for both the APPA and the FEESP, and by Zoé Décarie for the CCMM, meets approximately once a month. Unfortunately, there is no APPA representative from the EMSB on the committee. If you happen to be a woman (yes, this is a prerequisite!), have an interest for women's well-being, are comfortable in French (verbal) and have a little time to invest for the cause, then you would certainly make a great candidate! Don't hesitate to contact us for more information. Next activity organized by the committee will be on March 12th for Women's Day.



Members Orientation Session

Every year, your union organizes a new members orientation session for newly hired employees who belong to the APPA accreditation. You just joined us? Great! We can't wait to meet with you! You have been with the EMSB for over a year but missed last year's get together? This invitation is for you! February 11th at 6:00 PM will be the occasion for you to get to know who we are and to receive pertinent information about some of your rights and obligations as a unionized employee. R.S.V.P. by phone or email.



Info-Nego

Throughout the collective agreement negotiation process which is actually taking place, the CPNCA (the Management Negotiating Committee for English-language School Boards) has submitted its demands which were then presented to union representatives at the January 14 and 15 school sector council meeting. In line with the government's salary offers, these demands are, for the most, unacceptable. Our working conditions, as well as our career advancement possibilities,

would be greatly affected if these new rules were to be accepted. For example, salary steps advancements would not be obtained on a yearly basis anymore but only following a positive evaluation of the employee. The employer would also reserve itself a right to profiling when time comes to fill up a post instead

of respecting seniority, a situation that we have been fighting against for years already without it even being legal!

To us, negotiation must serve everyone's best interest but the priority should remain the students! With unattractive working conditions or chances of advancement, school boards will be faced with an even greater turnover of employees and won't be able to retain the good ones, therefore penalizing our fragile clientele. We will need your implication to voice our concerns! Look out for upcoming pressure tactics from the Common Front.

We are available to come to your workplace during lunch or after your working hours if you would like to hear more about the negotiations or to discuss your working conditions, and we could even provide coffee and doughnuts for the occasion. Contact us for more information.

From Shakespeare to Molière, or Vice-versa

There is room for you to improve your French or English skills? The Rosetta Stone online program is for you! It is now made available to all EMSB employees, outside your regular working hours, at the special group rate of 65\$, and may be reimbursed by the PIC (must be a regular employee to be eligible). The user license will be valid for 8 months, starting March 1st to November 30th, 2015.

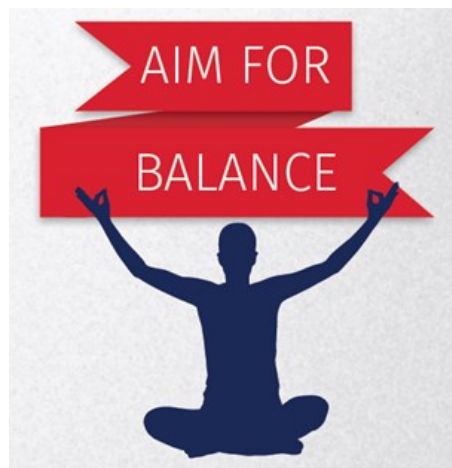


If you would like to find out more about Rosetta Stone, visit their website at www.rosettastone.ca



2015 APPA Convention

The big event is coming quickly! This year's convention's theme is "Aim for Balance". With every day's new challenges, it is sometimes hard to keep up. Come replenish your energy stack and obtain tools to work it all out! The Convention will take place at l'Esterel Resort in the Laurentians on Thursday March 19th and Friday March 20th for the members from the general sector and the special education sector. The daycare sector is invited to attend on Saturday March 21st. Online registrations will take place from February 23rd to March 6th on a first come first served basis. Transportation to and from l'Esterel will be offered. The organizing committee has worked hard to find workshops that will fit our needs and be entertaining. All we're missing for this event to be successful is your attendance!



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