

New Vacation Scheduler

The EMSB has advised the APPA that they will be implementing a new online procedure for the selection of vacation for APPA members. On April 6th, 2016 we were shown what the new online vacation scheduler will entail. There are still a few ins and outs that need to be implemented from what we are told. We shared with the Board that we felt that the timeline between advising the employees of the new system and the deadline date to submit was a little too narrow. However, we were reassured that the system should be able to go through without any major



complications and that the employees would be advised during the week of April 25th, 2016. Once the new system is online we invite you to provide us with your comments and/or feedback so that we can share this information with HR. **Reminder (10-month/seasonal employees):** Please note that if you select to extend your lay-off date using your vacations, you will be entitled to be paid for legal holidays (included in this extension) and these days will be "pensionable" (you are contributing to RREGOP). However, if you choose the lump sum payment, you will not benefit from contributing to your pension plan.

Legal Holidays

Employees working part-time are also entitled to be paid for legal holidays even if they are not schedule to work that day. Example, a secretary works 60% (every Tuesday, Wednesday, Friday) and a legal holiday falls on a Monday (i.e. Victoria Day), she is entitled to receive a compensation day off in lieu of this holiday.



Also, temporary employees who work at least 10 days since his or her hiring, are to be compensated for legal holidays. There is a notion that exists that it is 10 consecutive days, however this is false.

If you are not sure of your rights, do not hesitate to contact the union office.

Testing & Interviewing

There has been a lot of talk about the hiring process that the EMSB is using for job postings. Although we are not in favor of testing or interviewing employees, we know that an employer has this right provided that the testing is pertinent to the job. We have worked hard to try to regulate & find some type of standardization with this process. We encourage all members who write tests to feel free to contact the APPA and we can review with you the pertinence of the test you have undergone.

We will also continue to work on persuading the Board that they are only creating more work for themselves and what they should be focusing on is training and development for its employees.



As for interviews, we have heard that HR is now interviewing employees who wish to transfer to another sector. For example, a CCW who has recently obtained her AEP in Daycare, & asking for her name to be on the priority of employment list, is being interviewed by H.R. If this is the case, we invite you to contact us as we are currently evaluating this process with the priority of employment agreement (local adaptations) and the classification

plan. As well, if anyone is bypassed for a job posting as a result of an interview, the APPA will contest this practice.

I'm Back!

(by Debbie Crawley)

Hey there everyone! I am writing this little note to advise that I have returned to my chair as VP for the EMSB at the APPA. For those of you who had not heard, I was away for close to 2 years on the negotiating committee (at both the English and French tables) for our new collective agreements. I must say that it was quite an experience or rather education, which I will cherish. This education will surely prove more than useful in any representations I make on your behalf! I would also like to take this opportunity to thank my replacement, Nadia (Audet), for stepping in and taking over. Nadia, you made my absence and subsequent return seamless! Thank you, ma belle et à bientôt!



I can be reached, as usual, at (514)-254-3503 Ext: 204 or email dcrawley@appa.qc.ca.

Shut Down

The EMSB has advised us that the summer shut down is as follows:

Youth sector, Administration Building & Satellite offices

July 23rd to August 7th, inclusively

Vocational Centres

July 16th to July 31st, inclusively

It is to be noted that each school /center cannot select their own shutdown period independently but rather must follow the schedule that has been set out by the Board. As well, the March Break is not considered a shut-down period. Employees may be encouraged but not obligated to take the March Break in centers. The only groups of employees that are obligated to take the March Break as vacation are employees working in the Special Education and Daycare sectors.



You may not always have a comfortable life and you will not always be able to solve all of the world's problems at once but don't ever underestimate the importance you can have because history has shown us that courage can be contagious and hope can take on a life of its own.

-Michelle Obama

New Collective Agreement

The APPA has been fielding numerous phone calls, since April 1st, regarding our new collective agreement and the various changes & salary increases that the new agreement entails. Please be advised that while the agreement in principle has been signed and ratified by the members, the texts of the new collective agreement are in the process of being finalized. This process should take approximately until mid or end of May 2016. Once complete, the collective agreement will be signed and the retroactive increases will take effect (the April 1st, 2015, lump sum payment & the April 1st, 2016, 1.5% increase). As soon as we know when the payment of these increases will be made, we will inform you.



Collective Insurance Plan

The following is to advise that the collective insurance plan has been renewed. The plan, without modifications, including a 6.5% raise in all premiums, is in effect since March 1st, 2016.

For complete information, including the collective insurance table of premiums, please go to our website (<http://appa.qc.ca/j/index.php/en/>)



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Find us online at www.appa.qc.ca

Readers' opinion: ensemble@appa.qc.ca

