# ENSEMBLE

Association professionnelle du personnel administratif (CSN) appa.qc.ca

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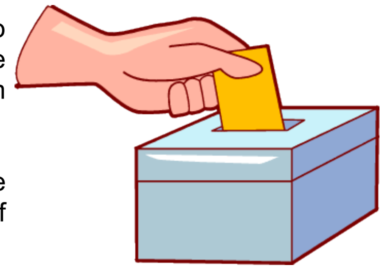
## Report on January 30th General Assembly



After last fall's strong mobilization, a disappointing number of members showed up to l'école Le Plateau for the General Assembly. Nevertheless, our options regarding the renewal of the medical insurance were presented and voted on, and so were the offers from the Sectorial and the Central table.

A big thank you to the ones who devoted their Saturday afternoon to listen to the presentations, ask questions and voice their opinion. They ended choosing for all 1500 of us, APPA members of the EMSB.

## Renewal of the Collective Insurance Plan

An option to change the deductible to be per prescription instead of being on an annual basis, as well as to introduce a maximum per visit for the elective care (plan 2 & 3 only), which would have lowered the premium, was presented but rejected by our assembly. It was voted to keep the status quo on the coverage and to accept the 6.5% increase of the premiums for the Health Care (5.5% for the Dental Care) by the same token.

The exact number of votes obtained for and against the various propositions of renewal were then added to the ones obtained at the APPA / CSDM General Assembly on February 7th to represent the overall APPA's position, who also voted the status quo. These numbers will then be put together with the ones of the other 36 unions of our federation (FEESP) to obtain the final decision for the renewal effective March 1st. We will advise you once we have been notified of the end result.

## Time for Debriefing

The negotiation process was tiring for us who are liberated on a full time basis at the union but also for the delegates (THANK YOU! We would have never made it without you!) and for all of us in general. Now is the time for a post-mortem: what did we do right? What could we improve for the next round of negos?

We received several complaints about the General Assembly taking place on a Saturday. We took note of it but considering the amount of information that had to be presented and mostly the fact that we wanted you to have the opportunity to ask questions and voice your opinion, it could have hardly been done on a week's night. (The assembly lasted for 3 hours and 45 minutes, which was less than we had expected. That would have meant from 7:00 to 10:45 p.m. on a week night).

The increased delegate structure was a must and we surely hope to keep it alive! And so were the regular update emails from Paul Robichaud.

Please share with us any feedback to that effect.

# Sectorial Table

Although management (CPNCA) had started the negotiations with an enormous number of demands to alter our working conditions, our pressure tactics at a provincial level ended up paying: the demands were greatly diminished in the end. We obtained something pretty close to a status quo there as well, with minor modifications from both sides. Copies of the articles of the collective agreement that are affected were distributed at General Assembly. A few extra copies were also sent to the work locations with this current newsletter. Please keep in mind that the document represents the general concept of what was negotiated, not the actual texts to be included in the collective agreement.

In a nutshell, the major modifications that took place in the process are:

- the possibility to apply to a post in another class of employment during the probationary period;
- the possibility of improving benefits according to the main post held;
- the extension of probation periods;
- the extension of delays for syndical releases that will be of 72 hours instead of the previous 48 hour notice;
- slight modifications to the allowable days for death in the immediate family to take into consideration reconstituted families;
- granting of a one year leave of absence following two years on salary insurance to maintain the link of employment;
- recognition of the travel time for members who have to change location during the course of the day;
- extension of pertinent training programs for special education personnel (to include more than just “Teacch”);
- increase of the adaptation period to 60 days, for both the Board and the employees (right to return to previous post);
- possibility to replace another employee in the same school for the adaptation sector, even if you are a regular employee, in order to obtain a more profitable replacement;
- in the Daycare sector, annualisation of the schedules and the impossibility for the School Board to create posts of more than 3 blocks;
- new options as to when compensation time may be taken.

As only two unions are linked by the S18 collective agreement and both voted in favor of accepting the agreement in principle presented, it is accepted and this is what will reflect in the 2015-2020 Collective Agreement.

The National negotiation parties will now finalize the text of the agreement. Once signed, they will be official and we will notify you of the effective date.


# Central Table

Salaries.This was our major battle: to eliminate impoverishment. The final results are humble. Of course they represent a lot more than the initial offer of 0-0-1-1-1%. And we did not get decreated.
6.75% is basically what everyone has obtained for the entire 5 years duration of the collective agreement. But only 5.25% of it will count towards your CARRA retirement plan as the rest is a lump sum.

- 1% as a lump sum for the period from April 1st, 2015 to March 31st, 2016 ($0.30 will be paid for each regular hour worked)
- 1.5% increase for the period from April 1st, 2016 to March 31st, 2017
- 1.75% increase for the period from April 1st, 2017 to March 31st, 2018
- 2.0% increase for the period from April 1st, 2018 to March 31st, 2019
- 0.5% as a lump sum for the period from April 1st, 2019 to March 31st, 2020 ($0.16 will be paid for each regular hour worked)

For several occupations that are either mostly male or mixed (half male, half female) and whose incumbents had been waiting ever since the salary equity process took place in 2006, the Salary Relativity modifications were also presented as part of the bargain. This process had for major objective to eliminate the inequity within certain classes of employments which had similar training requirements or similar responsibilities but showed salary discrepancies. To reach that objective, salary scales were revised in term of hourly salary and / or number of steps. If accepted – as they are attached to the acceptation of the Central Table agreement in principle- these new salary scales will be effective as of April 1st, 2019. Copies of the Salary Relativity document were distributed at General Assembly also and a few extra copies were also sent to the work locations with this current newsletter.

A simulation tool was created to evaluate the impact of the Salary Relativity on a particular job title and can be accessed at: www.entrenosmains.org/relativite. (A link to a 10 minutes video (in French only) explaining Salary Relativity can also be found at the same address.)

The Treasury Board’s threats to change the access rules to retirement were also revised. The demand to increase to 62 years old the criteria to retire without penalty was revised to 61 years old, to be effective only in 2019. The 90 factor was also reintroduced, meaning that if your age added to your years of service add up to 90 and over, you will be entitled to retire without penalty (as of 2019 also). The intention to use one’s 8 best years instead the 5 best ones to calculate the pension benefit was abandoned as well. As of July 2020, the reduction applying to an early retirement will increase from 4% to 6% per year. (Sad, but better than the 7.2% presented in the September 2015 initial offers.) People who have accumulated 35 years of service will still be able to retire without incurring any reduction to their benefits and may choose to keep working and cumulate up to 40 years of service (currently 38).

Although these monetary offers can be somehow disappointing, it could have been worst. In fact, it would have been much worst had we not walked out in such large numbers from October to December. With that in mind, our assembly voted in favor (78%) of the agreement in principle reached between the Treasury Board and the Common Front.

Our vote will be combined with the ones from the various assemblies as the double majority principle applies (majority of unions AND majority of members). If it is in the end accepted by most (we will know by the end of February), the agreement will be signed by all parts involved. The information would then go back down to payroll and we could expect the lump sum to be distributed at some point during the spring.