

ENSEMBLE

Association professionnelle du personnel administratif (CSN)



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Welcome Back!

After a restful summer – it had to be, with the weather! - We are back! Ready to roll our sleeves and be up to the challenge this new school year will bring without a doubt.

We will be asked again to do more with less of everything. Less resources, less hours and obviously less money as well with the increase of cost of living and the depreciation of the Canadian dollar. As the negotiation process is still on, we will have to do all this while setting our limits.

Considering all this and in a more optimistic vision, you are invited to revisit the well-known expression: Mens sana in corpore sano (A healthy mind in a healthy body). Take care of yourself. Exercise, it clears up bad thoughts! Your day has a maximum of 7 working hours. Enjoy the last sunny days afterhours!

Vacation time might be over but this recent habit you took to spend more time with the loved ones most keep going!

T-Shirts, cow bells, "I'm on break" signs

With the ongoing Negotiation process, VISIBILITY is the key! While completing our tasks as conscientiously as usual, we must not let the population forget about us! In order to do so, a few cow bells were distributed to the work



locations in the spring and you are still invited to use them. (We took note that they are very much in demand and requested to obtain more)

September 1st, September 8th and September 14th being official negotiation days for the English Sector (CPNCA – Comité patronal de négociation des commissions scolaires Anglophones / Management Negotiating Committee for English-language School Boards), **ring the bells** on these days! Other noisy methods can be used as well, as long as the process takes place during your break, for a maximum of 15 minutes and remains within the limits of good taste.

As a silent protest, t-shirts will be distributed to every APPA member. One representative per work location will be asked to place an order on line (number, gender, size...). Instructions to that effect will be sent by internal mail. Make sure to identify your leader and indicate your preference!

We realize that whoever we service tends to take advantage of our presence at work - of every minute of it! For that purpose, **"I'm on break"** signs will be shortly available and should be placed at your work station when appropriate on a daily basis.

Support Staff Day September 25

Hooray! It's this time of the year! Support Staff day is approaching! Add the date to your agenda and look for more information as it is approaching: Friday September 25th, starting around 5:00 PM at the Cabaret Le Lion D'Or on Ontario Street. Entertainment and good company will be

World March of Women

(Special collaboration: Manila Haghighat, Women Condition Committee APPA)

The World March of Women is an international feminist action that promotes justice, equality, liberty, peace, and solidarity for all women of the world. It takes place every five years in different places of the world; which among them this year at Trois-Rivières on Saturday October 17, 2015. This year's theme is: "Liberty of our body, our earth, and our territory".

We are against austerity, destruction of the environment, and showcasing women's body by any beauty or sex industries.

The APPA will be represented on October 17th with Louise Archambault (CDSM), also from the APPA Women Condition Committee, leading the group.



Election of Delegates



At the General Assembly that took place in May 2015, the APPA Constitution, the Internal Rules and Regulations section in particular, were amended. In the past, the election of delegates used to take place in September for mandates that would last 2 years. Considering the movement of personnel that take place over the summer and the fact that people appreciate minimally having a month to adjust to their new working place, the election of delegates will be taking place in October for mandates of 1 year. The information concerning the roles and responsibilities of the delegates, as well as the election form are available at www.appa.qc.ca

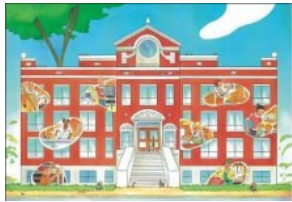
Overtime in Daycare



Discussions took place last year within your union and representatives of the Human Resources regarding the hours done outside of the regular work schedule of daycare employees mostly during pedagogical days. Although the definition of overtime was always clear in the collective agreement, its application in the daycare sector was not always adequate.

As a result, EMSB administrators have decided that for this coming year, these hours should be remunerated at time and a half, with the exception of the school daycares that have annualized the schedules. A memo to that effect should be distributed soon. With the upcoming Federal Elections, that change will certainly affect many of our members. Please contact us if clarifications are required.

Upcoming School Sector Meeting and More Info to Come



The Negotiation Committee (with Debbie Crawley being part of it) kept working on our dossier over the summer and we –your APPA representatives from the executive committee and the union council- will be updated soon on the progress that was made. The Public Sector will meet on September 3rd while the School Sector will do so on September 17th and 18th. Our next newsletter will provide the information but you can also access it faster through the APPA web site (www.appa.qc.ca), the APPA FaceBook page, the Federation web site (FEESP, Fédération des employés et employés des services publics, www.feesp.csn.qc.ca) or the CSN web site (Confédération des Syndicats Nationaux, www.csn.qc.ca).



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