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Season's Greetings!

The APPA Executive would like to take this opportunity to wish each and every one of its members a Happy New Year! May this year bring to you and your family health and happiness.



Members Input

If you have an idea for an article that could be of interest to our readers, please contact Paul at 514-254-3503 Ext. 205 or at probichaud@appa.qc.ca.



Does Your School Have a Union Delegate?

If your school still doesn't have a Union Delegate for the 2016-2017 school year and you are, or you know of someone who might be interested in becoming one, please consult our union website (www.appa.qc.ca). There you will find a full description of what the role of a Union delegate entails, as well as the official procedure and form that has to be filled out in order for you to be elected.



A New Face at the APPA Head Office for 2017

As many of you already know, Linda Tavoraro will be off on maternity leave for 2017. Paul Robichaud will be replacing her, as interim vice-president at the APPA, during her absence.



Paul has worked as a Special Education Technician at the EMSB since 1984. He has been involved in union activities during the past several years: union delegate for John Grant High School; member on various APPA committees; mobilisation and information agent during our last negotiations; and member on the EMSB union council. In addition, he has followed different training sessions related to union topics (CNESST, grievances, harassment, etc.).

Please note that although Paul is covering for Linda, he will actually take over Debbie Crawley's workload and Debbie will take charge of Linda's workload during 2017.

You will be able to reach Paul at: 514-254-3503 ext: 205.

DID YOU KNOW



That your post as a Special Education sector employee (Handicapped Pupil Attendant, Special Education Technician, Interpreter Technician) includes preparation & planning

time; and this according to clause 7-3.24, paragraph three. If your schedule does not provide any preparation and planning time, please feel free to contact us and we will look into this matter. Although the collective agreement does not provide a specified amount of time, some time must be provided.

DID YOU KNOW



That if you are planning to retire in the next two years and have opted for the long term disability plan it would be wise to cancel this benefit given that in the event

that you become ill (in the next two years), the Board offers a salary insurance benefits to its employees for a two year period. A retired employee is not eligible for long term disability therefore you will never be able to claim this coverage and you would be paying this premium for two years without ever having the possibility to claim for the benefit.

Special Education Survey

In recent years, anecdotal reports from EMSB employees would suggest that Attendants for Handicapped Students are basically doing the same tasks as the Special Education Technicians. As everybody knows, anecdotal accounts cannot, by themselves, be conclusive since they might only reflect the specific stories of the individuals who are reporting them. However, since the number of these reports has been increasing in the past years, the APPA has decided to do a survey to validate if these particular situations are isolated events or part of a common place practice.

In January 2016, the APPA sent out a survey to all Attendants for Handicap Pupils and Special Education Technicians working at the EMSB. Out of a possible 278 employees, 113 participated in the study: 76 were Handicap Pupil Attendants and 37 were Special Education Technicians. Taking into consideration the percentage of returned surveys (40.64%), as well as the ratio of workers found in each class of employment (1 SET for 2 AHSs), we are confident that our results should be indicative of the tasks being accomplished in these two classes of employment which, in accordance with the CPNCA 2010 -2015 classification plan, are distinctive.

The goal of the survey was to investigate the following three objectives:

First objective: To evaluate if the Attendants for Handicapped Students, employed at the English-Montreal School Board, are doing the tasks for which they were specifically hired, as designated by the CPNCA

classification plan, or are they regularly accomplishing tasks that are associated with the Special Education Technicians' class of employment, tasks for which they were not hired.

Second objective: To compare the proportional distribution of Attendants for Handicapped Students and Special Education Technicians, in relation to our special education population found in the English Montreal School Board, to the average distribution observed, for these same classes of employment, in:

1. All of the school boards in Quebec;
2. All of the French school boards in Quebec; and
3. All of the English school boards in Quebec.

Third objective: To evaluate if the significant increase, noted in the special education population at the EMSB in the past seven years, has had a direct repercussion on the allocation of Attendants for Handicapped Students and Special Education Technicians within our school board.

The data analysis of the survey is almost completed and many interesting facts will be brought to you in the near future. Once the final report is completed, we will have a meeting with all Attendants for Handicapped Students and all Special Education Technicians to present all of our findings. The feedback you will give us, during this very important consultation, will determine which direction the union executive will take or not take with the factual information it has in its possession.

Professional Improvement Committee (PIC)

(by Nadia Audet, Member of the Union Council)

Money is placed annually in a fund to facilitate access to training or retraining for all regular support staff of the school board. We had better use it! Whether you want to start a University program, brush up on your computer skills prior to being tested for a promotion, learn a foreign language or renew your First Aid certification, the PIC can reimburse the cost up to the maximum yearly amount eligible.

You attended an amazing workshop and would like your coworkers to benefit from it as well? Great! Group training per work sector or other is also covered by the PIC and suggestions are more than welcome.

All information regarding the PIC rules are available on the

APPA web site, under Documentation and will be updated in the near future to include a few changes.

A Web Update message will be sent as soon as the PIC booklet will be replaced online.



ENSEMBLE!

Find us online at www.appa.qc.ca

Readers' opinion: ensemble@appa.qc.ca

