

November 2020

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APPA Executive Committee Elections

The APPA held virtual elections for many of the union executive committee positions on October 14th. The APPA-EMSB only had one position up for election: 1st Vice-President-EMSB. Winning again by acclamation, Linda Tavolaro will continue to serve as our APPA 1st Vice-President for the three-year mandate. Congratulations to you, Linda, and thank you for your continued dedication to representing our APPA staff throughout the EMSB.



APPA Delegate Elections

Many schools/centers still DO NOT have an official delegate or information liaison for the 2020-2021 school year. Without someone in the workplace to transmit union information and documentation, APPA members might end up missing out on important news, especially during our current negotiation period. The official list of delegates can be found by clicking on the following link:



<http://appa.qc.ca/emsb/appa-union-delegates-council>

If the school/center has no name highlighted in **RED** next to it, then we need someone!

For more information, contact Kim Watson at kwatson@appa.qc.ca or at 514-254-3503 ext 217.

General Assembly – November 25

Our next APPA General Assembly will be held virtually on Wednesday, November 25th at 7:00p.m. In order to participate, you must register beforehand by sending an email to : assemblee@appa.qc.ca. Indicate your full name, class of employment, employee number and the email address with which you will connect to the Zoom platform.

Your participation is important since we will be discussing the following points:

- Collective insurance renewal (vote)
- Mobilization
- Additional pedagogical days

The members in attendance at the general assembly vote, and the APPA executive committee must respect their decision. Be part of this democratic, decision-making process!



Why didn't I get a raise this year?

Our 2015-2020 Collective Agreement officially expired on March 31, 2020. Until a new collective agreement is negotiated and signed, there is no salary increase given. However, the clauses of the 2015-2020 agreement remain in effect until a new Collective Agreement is signed.

Three Extra Pedagogical days and Holiday Extension?

The government recently announced the addition of three extra pedagogical days for the 2020-2021 school year. The FEESP-School Sector and the APPA are very aware of the serious impact these extra days may have on the employees affected by this decision. Since March, and throughout this pandemic, the government has required these employees to provide services without consulting them or their unions, all the while neglecting to recognize their contribution.



For our part, the APPA had made representation to the EMSB to implement measures to mitigate work overload and stress levels. Discussions are currently taking place with respect to, among other issues, hours of work, preparation and planning, and staffing. We encourage our members to attend the general assembly and voice their concerns regarding these added days so that further representation and actions can take place, if necessary.

Like everyone else, the APPA learned of the potential extension of the holidays during Mr. Legault's news conference on Monday, November 18th. The FEESP-School Sector is already making representation with the government regarding this announcement. More details will follow as they become available.

Collective Agreement Information

Overtime Hours:

Anytime you are asked to work overtime, make sure you have it in writing. As the adage says: "A verbal agreement is only as good as the paper it is written on."

Personal Days:

Employees who are on automatic payroll are entitled to 2 days per year for personal matters. These days cannot be denied by the employer provided the request is made, in writing, at least 24 hours in advance. Personal days are taken from the 7-day sick bank.

Family Responsibility:

An employee may take up to 10 days off per year for family obligations related to health, care or education. Up to 6 of these days can be paid from the employee's unused sick days.

Special Leaves:

Different events in the lives of employees require them to be absent from the workplace. For details on special leaves, and what employees are entitled to, click on the following link:

http://www.appa.qc.ca/pdf/eng/new_members/agreement_note_special_leaves_5-1.00.pdf

Temporary Changes at the APPA

Paul Robichaud will be absent from the APPA office for an undetermined period. As such, Kim Watson will be temporarily replacing him until he returns.

Red & Black Tuesdays and T-Shirt Thursdays:

Thank you to everyone wearing their colours! It may not seem like a big action, but it has been noticed! Keep it up!

