

WHAT SHOULD I DO DURING THE TEACHER STRIKE?

We always encourage our members to express solidarity with our colleagues regardless of their union allegiance. However, while doing so, it is important that we obey the provisions of the Quebec Labour Code. Therefore, we must observe the following rules to avoid sanctions and disciplinary measures that can result in negative consequences.



WHAT YOU NEED TO KNOW

- 1) The School Board has mandated in an email memo sent the evening of April 12, 2021, that all personnel must report to their usual workplace after the end of the teacher strike at 9:30 a.m.
- 2) APPA members cannot participate, or encourage anyone to participate in any picketing action, action that

blocks access to the building or encourages a slowdown in normal work activity. ***However, we can wear our CSN t-shirts and bandanas to show our support for our colleagues.***

We have received confirmation that all APPA members will receive their regular remuneration, provided they fulfill their employee obligations. Remember, the old collective agreement is still in force pertaining to work schedules, working hours and overtime rules. As this is a unique situation, please don't hesitate to contact your union representatives **Kim Watson**, Interim Vice-President (kwatson@appa.qc.ca) or **Linda Tavoraro**, 1st Vice-President (ltavoraro@appa.qc.ca) and they will be happy to provide information. ■

IT'S TIME TO CHECK YOUR SENIORITY

Yes. It can make a difference when applying for positions.

The latest updated seniority lists will be posted by Human Resources on the [ePortal](#) in the next few weeks. It is important for our members to make sure that your information on the list is accurate.

Movement of personnel (bumping sessions) is coming soon and it's important for you that the Board has your correct information on file.

Seniority and tenure are calculated according to articles 8-1.00 and 1-2.18 in the [S18 Collective Agreement](#)

If you notice an error, you have 45 days to contest the discrepancy by contacting Human Resources.

If you still have not been able to resolve the issue with HR, please contact Linda Tavoraro, APPA Vice-President at ltavoraro@appa.qc.ca. ■



ONLINE TOOLS FOR MOBILIZATION

During this round of negotiations, mobilization has become digital.

WEBSITE

Now you can get the latest updates on the progress of the central negotiating table directly from the CSN at:

secteurpublicque.quebec

NEWSLETTERS

Info-Négo newsletters are in French online and available in English on PDF once you click on “lire plus”.

TOOLS

The [Outils](#) section has links to digital tools such as flyers, posters, Facebook frames, banners and profile pictures for all mobilization campaigns.

Follow the CSN on their [Facebook page](#) at www.facebook.com/LaCSN/ for instant updates. ■

APPA-EMSB FACEBOOK PAGE

Introducing our very own Facebook Page just for APPA members of the EMSB.

Over the last couple of years, it has been increasingly apparent that the needs of EMSB members differ from CSSDM members. For the sake of clarity, community, and communication, it was decided that we needed our very own page.

Visit our page right now and click on “Like” to make sure that you see our posts on your home feed.

facebook.com/appaemsb

It is our hope that this new page will help to foster a strong community of support staff working in EMSB schools and offices. ■

EAP QUESTIONNAIRE

THE EMPLOYEE ASSISTANCE PROGRAM (EAP) FOR EMSB EMPLOYEES IS PROVIDED BY MORNEAU SHEPELL. THE EAP PROVIDES A VARIETY OF MENTAL HEALTH AND WORK-LIFE COUNSELLING SERVICES TO EMPLOYEES AND THEIR FAMILIES.

THE APPA WOULD LIKE TO KNOW IN GENERAL IF OUR MEMBERS ARE AWARE OF THE EAP AND/OR SATISFIED WITH THEIR LEVEL OF SERVICE.

WE INVITE EVERYONE TO COMPLETE THIS SHORT ONLINE QUESTIONNAIRE BY APRIL 30, 2021:

[HTTPS://FORMS.OFFICE.COM/R/QDCH31W2HQ](https://forms.office.com/R/QDCH31W2HQ)

APRIL
28
Day of Mourning

We remember those who died, or were injured or made ill, from their work.

ARE YOU PAID FOR THE EASTER HOLIDAYS?

Good Friday was on April 2 and Easter Monday was on April 5, 2021. The table below will guide you in determining if they are paid holidays for you depending on your post (full-time, part-time) and pay type.

FULL TIME POSTS: FROM 26.25 HOURS TO 35 HOURS (75% TO 100%)

PAY TYPE	IS IT A PAID HOLIDAY?	CONDITIONS
Automatic	Yes	None
Wage Slip	Yes	Must have worked 10 days before holiday and continuing in assignment afterwards.

PART TIME POSTS: FROM 15.25 HOURS TO 26 HOURS (43.57% TO 74.29%)

PAY TYPE	IS IT A PAID HOLIDAY?	CONDITIONS
Automatic	Yes	In proportion to employee's workday.
Wage Slip	Yes	In proportion to employee's workday. Must have worked 10 days before holiday and continuing in assignment afterwards.

PART TIME POSTS: 15 HOURS OR LESS

PAY TYPE	IS IT A PAID HOLIDAY?	CONDITIONS
Wage Slip	No	The employee already receives 11% and 8% on each pay which covers fringe benefits such as: vacation, legal holidays, etc.

GET TO KNOW YOUR UNION ON ZOOM

Everything you wanted to know about the APPA but never dared to ask.

ON THURSDAY, APRIL 29TH AT 7:00 P.M. WE WILL BE HOSTING A MEETING ON ZOOM FOR ALL OF OUR NEW (AND OLD) MEMBERS WHO WANT TO KNOW WHAT THE APPA IS ALL ABOUT.

FROM THE UNION STRUCTURE TO GRIEVANCES TO COLLECTIVE AGREEMENTS, GET A SNAPSHOT OF YOUR UNION AND WHAT WE CAN DO FOR YOU!

RESERVE YOUR PLACE ONLINE BEFORE APRIL 28:

[HTTPS://FORMS.OFFICE.COM/R/TQ2XRDYH43](https://forms.office.com/R/TQ2XRDYH43)

FONDACTION RRSP CONTRIBUTIONS

It's so easy to contribute. Through bi-weekly payroll deductions, you won't even miss it.

Did you know Fondaction is a great way to save and contribute to your RRSP with the additional benefit of a total tax credit of 35%? If you wish to have more information, you can see the attached flyers or contact our Fondaction representative, Axel Bousquet.

Axel Bousquet, Fondaction Representative

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WWW.FONDACTION.COM/ENGLISH.PHP



TOGETHER! WE SOUND THE ALARM!

March 31, 2021 marked the one-year anniversary of our expired collective agreements. Public sector unions across the province mobilized to "sound the alarm" to show the government that we want to negotiate! Thank you to everyone who participated. Check out our [Facebook Page](#) for photos and videos.