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STRIKE QUESTIONS AND ANSWERS

Since we first announced the strike, your calls and emails have been coming in. Here are the answers to the most common questions about the strike.

Q: Do we get \$60.00 for every day we are on strike?

A: For a ½ day, the strike benefit amount is \$30.00 and for a full day it is \$60.00. On the 3rd day of the strike, those who have **registered AND fully participated** in all picketing actions, will be eligible for the \$300 PDF Strike Fund provided by the CSN, which replaces the APPA Strike Fund for the first 2 days. *The PDF strike fund only applies to the time that we are on strike and is only applicable if you have lost income*.

Q: Do I still get paid for the work that I do before/after a ½ day on strike?

A: The Board must legally pay each employee for the time that they work, even if it is only for 10 minutes before the strike begins or ends.

Q: My post is only a 71% position; do I still need to picket the same number of hours as full-time staff?

A: You need to picket a full 2 hours per ½ day or 4 hours per full day or participate in any action required by the APPA to be eligible for the PDF strike fund no matter what the percentage is for your post.

Q: I forgot to register online for the PDF Strike Fund, is it too late?

A: We have 7 days from the beginning of the first strike day of the current mandate to register. If you have not registered, then unfortunately you are not entitled to the strike benefit.



Q: We have a temporary employee working at the school to replace someone who is on leave, do they also strike with us?

A: Anyone who pays our union dues has a right to strike and partake in the strike fund whether it be a substitute, part-time, full-time or lunch monitor (as long as they were scheduled to work during the strike hours).

Q: My work schedule is from 7:00 to 8:00 in the morning, but there are no students at school. Can I come in from 10:00 to 12:00 and then begin picketing once the strike starts?

A: If your principal is okay with shifting your hours over because there are no students that is perfectly fine, however it is up to them to allow you to do so.

Q: What happens if I'm on vacation or I've already scheduled a personal day during the strike?

A: If you have **scheduled** a vacation/personal day **in advance**, then the Board will not deduct your pay. If this

is the case, you would not be eligible for strike fund benefits as you will not lose any income for those days.

Q: If I'm on salary insurance or CNESST benefits, am I still eligible for the strike fund?

A: Members on employment insurance, paid sick leave, maternity/paternity leave or CNESST are not considered eligible for the strike fund as you would have not lost any income due to the strike.

Q: What do I do if I think I am getting sick or I am asked to isolate at home by Public Health?

A: If you are waiting for a COVID-19 test result, or have been ordered by Public Health to isolate, you cannot participate in the picketing actions. Instead, you must obtain a certificate from the screening centre or a letter from Public Health to validate your absence. You must send this document to the Mobilization Coordinator within 7 days of the strike day.

Q: If I have a doctor's appointment or if I'm scheduled to work from home during the strike, am I exempt from participating in picketing actions?

A: Unfortunately, we can only exempt members if they have a condition related to COVID-19 and can provide proof from Public Health or our employer. If you are working from home, or have a medical appointment, this does not qualify as an exemption; you must participate to be eligible for strike fund benefits.

Q: I am the school secretary / daycare technician; do I have to enter all the absences for all the school staff when they are on strike?

A: Entering absences is part of the job description for school secretaries/daycare technicians. We understand that this can be a lot of work for some, and payroll deadlines are very tight. If you cannot complete this task within your regular working hours, you must ask your Principal for permission to work overtime. If you cannot work overtime or are refused, then you can complete the task on another day. Please contact the APPA if you have any problems with this, as it is in our collective agreement.

Health Safety TIPS

DOCTOR'S REPORTS FOR WORK ACCIDENTS

If the CNESST has accepted your claim and that you are off work due to your accident, every time you go visit your doctor for a follow up, YOU must send a copy of his/her report to both the Health and Safety Coordinator at the School Board and to the agent that has been assigned to your dossier at the CNESST.

REIMBURSEMENTS FOR FIRST AID CERTIFICATION COURSES



The Union office has received many questions from members asking if they can be reimbursed from the Professional Improvement Committee (PIC) for taking a first aid course.

The <u>PIC booklet</u> states that **any employee** is eligible to receive reimbursement for a First Aid Course **including Chapter 10 employees**. Although Chapter 10 employees are not eligible to receive regular funding through the PIC, they are eligible for reimbursement of the cost of a first aid certification.

Individuals are eligible for funding up to a maximum of \$100 for certification or recertification every 3 years. If the cost of the course exceeds this amount, the employee will have to incur the extra expense.

ALL ABOUT THE STAFFING SESSIONS

It's June, which means that staffing sessions have already started. As in previous years, the EMSB has arranged its staffing sessions by sectors: Daycare, Administration and Special Education. Sessions will be held virtually via Microsoft Teams. The dates for each sector have been forwarded to you. As well, you will receive TEAMS invitations in the coming days.

WHAT YOU NEED TO KNOW

When making up the staffing plan the Board must identify all abolished and vacant positions. If there are **more vacant positions** than abolished ones, no-one will be placed in excess. However, if there are **more abolished** positions than vacant ones, employees in the same class of employment with the least seniority shall be declared to be **in excess** and their posts shall be added to the bank of vacant posts. If, for some reason, the vacant post of the person declared to be in excess is not taken during the movement that person will return to his or her post.

1. COMPOSITION OF THE BANK OF VACANT POSTS

In the context of the general staffing plan, the bank of vacant posts shall include:

- Newly created positions;
- regular posts left vacant between January and June of the school year;
- posts of employees who have confirmed their retirement and will not be returning after July 1;
- posts vacated by employees placed in excess by the Board.

2. POST ABOLISHMENTS AND DISPLACEMENTS

My position is abolished, I must:

- a) Displace a person with LESS seniority in my class of employment; OR
- b) Choose a position in the bank of vacant posts in my class of employment.

I have been displaced by a person whose position is abolished, I must:

a) Choose a vacant post in the bank of vacant posts in my class of employment.

Failing this, I must:

- a) Take a vacant post at my level of seniority, in the class of employment whose salary scale is immediately inferior* to the class of employment I held. OR
- b) Displace the person with the LEAST seniority and less seniority than me, in the class of employment whose salary scale is immediately inferior to the class of employment I held.

I have been declared in excess for my class of employment, I must:

- a) Remain in my post if it is available or take a vacant position in my class of employment if one is still available. OR
- Take a vacant post at my level of seniority, in the class of employment whose salary scale is immediately inferior* to the class of employment I held. OR
- c) Displace the person with the LEAST seniority and less seniority than me, in the class of employment whose salary scale is immediately inferior to the class of employment I held.

Failing this, if a post is still not obtained:

- A person who has tenure but cannot obtain a post will be placed on availability with salary protection.
- A person without tenure will be laid off and placed on the Priority List of Employment.

3. TRANSFERRING TO A DIFFERENT POST

In the case where there is at least one abolished post and one vacant post in your class of employment:

- The Board offers the vacant posts as a transfer to anyone who has more seniority than the person who has been abolished.
- The post freed up by the person who chose the transfer will be added to the bank of vacant posts.
- a person may choose, more than once, to transfer to a vacant post that has just been freed up.

^{*} If a person cannot choose in the immediately inferior class of employment, the choice is made in the class of employment immediately inferior to that one, and so on down the line.

APPA-EMSB STRIKE DAYS

MAY 26th & 27th, 2021

The APPA-EMSB's Executive and Mobilisation Committee would like to congratulate its members for their enthusiastic participation in our two-half day strikes. You were out in full force, making yourselves visible with your banners, signs and making as much noise as possible. Let's keep putting pressure on the government!

