

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

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**
- b) 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.

* 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.

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. ■

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!



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FOR MORE PICTURES**
facebook.com/appaemsb



School support staff

ON STRIKE
MAY 26TH AND 27TH

FROM NOON UNTIL NOON

**THE SUPPORT STAFF DESERVE
BETTER, MR. LEGAULT !**

