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WELCOME BACK

As the old adage says: The more things change the more they remain the same. Yes, it seems like it was only yesterday that our summer holidays started, and we have already returned to work. Even though time has flown by, we hope you were able to rest, recharge your batteries and visit family and friends. We wish each and everyone of you a great year ahead and let's hope it's less stressful than the last two!



WE'RE ON OUR WAY TO A NEW COLLECTIVE AGREEMENT

BOTH THE APPA-EMSB AND THE APPA-CSSDM ACCREDITATIONS HELD THEIR RESPECTIVE GENERAL ASSEMBLIES LAST WEEK TO PRESENT AND VOTE ON THE GLOBAL AGREEMENT IN PRINCIPLE.

Once all the proposed modifications to our former collective agreement (S-18) were presented to our EMSB members by Ms. Linda Tavolaro, FEESP Secretary General, and Mr. Jean-Marie Dionne, School Sector representative at the negotiation table, participants were invited to ask questions. At the end of the question period, members were asked to vote on the global agreement. **We are happy to say that both the members of the EMSB (92.5%) and the CSSDM (84.2%) voted in favour of the global agreement.**

The Sectoral Table for the CSN educational support staff unions were represented by the negotiating committee for the Fédération des employés et employés de services publics (FEESP-CSN). The management of both School Boards and Service Centres were represented by the Anglophone and Francophone Management Negotiating Committees (CPNCA and CPNCF).

The Central Table was represented by the CSN Comité de coordination des secteurs public et parapublic (CCSPP)

Now we must wait to see how the other CSN unions in the Public Sector have voted to see if the various collective agreements will be put into place. The time frame for these collective agreements is from April 2020 to the end of March 2023. ■

Below are links to information regarding our potential new global agreement and how it affects you.

- [Central Table Presentation PDF](#)
- [Sectoral Table Presentation PDF](#)
- [Public Sector Classifications & Rankings](#)

This information is also available directly on the APPA website at appa.qc.ca/emsb/archives/8469

COVID-19 IN THE 2021-2022 SCHOOL YEAR

With the decrease in number of Covid-19 cases at the beginning of the summer, the government eased sanitary restrictions in the province. Unfortunately, this trend seems to have reversed itself with the increased numbers of Covid-19 variant cases in Quebec since mid-August.

Minister Roberge has given instructions to all school administrators on the orientations to follow for back-to-school 2021. These can be found at <https://www.quebec.ca/en/education/back-to-school-2021>.

KNOW THE RULES ON OVERTIME & VERBAL DEALS

OVERTIME: ANY EXTRA TIME THAT YOUR IMMEDIATE SUPERIOR EXPRESSLY ASKS YOU TO DO ABOVE YOUR REGULAR DAILY WORK HOURS.



FIND OUT IF IT'S REALLY OVERTIME OR NOT

It is common for school administrators to invite staff members to participate in special meetings and school events such as open house or student interventions. If the time required to participate is within your daily work schedule, it is no problem.

However, if the meeting is held outside (before or after) your daily work schedule, it is important to clarify with your school administrator by email whether your attendance is optional or mandatory. If they are inviting you, your presence is not mandatory and if you choose to attend, the time you spend at the meeting will not be considered overtime.

If, on the other hand, the school administrator demands or requires your presence, it is considered overtime and you must be compensated at time and a half for the number of minutes you attend the meeting.

If an agreement cannot be reached between you and your principal within six (6) weeks as to when you may take time off in the future as overtime compensation, then you can ask to be paid for the additional overtime you worked.

KEEP TRACK OF YOUR OVERTIME ON PAPER

If your overtime covers various dates and hours worked, it is best that a running data sheet be kept. It is important that your immediate superior gives you their overtime instructions for each date by email and that they sign your running data sheet every time they require you to work overtime.

Unfortunately, we have been witness to employees that have worked numerous overtime hours and then were told by their immediate superior that the number of compensation hours they were requesting was

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REGISTER TODAY FOR THE RAC IN SPECIAL CARE COUNSELLING

Champlain College is continuing the application process for a new cohort of a Recognition of Acquired Competencies (RAC) in Special Care Counselling (SCC) to earn an Attestation d'études collégiales (AEC).

Should you have any questions or would like to register, contact Natalie Gill: ngill@crcmail.net.

YES, IT'S ELIGIBLE FOR PIC REIMBURSEMENT!

If you are a regular employee, you also have access to a reimbursement through the [PIC Fund](#).

For any questions regarding the PIC, please email: appa_pic@emsb.qc.ca

If you have an AEC in Special Care Counselling and 4 years of directly relevant experience you are able to apply to become a Special Education Technician at the EMSB.

incorrect! Since it was not officially tabulated and signed off by the school administrator, the union could not prove how many overtime hours were actually worked.

BEWARE OF DEALS INVOLVING YOUR WORK BREAKS

Some school administrators will propose to an employee that if they forfeit their breaks for the school year, the time worked would be exchanged as compensation time for March Break.



Although the deal may seem attractive at first, be aware that if you forfeit your breaks, this is what you are giving up for the exchange:

One health break is equal to 15 minutes a day for the 180 days students attend school. 15 minutes multiplied by 180 days (0.25×180) = 45 hours of actual work. This means you have given up 45 hours of break time for a maximum of 35 hours of compensation during March Break.

Two health breaks, or 30 minutes of your lunch break a day multiplied by the 180 days students attend school (0.5×180) = 90 hours of actual work. This means you have given up 90 hours of time for a maximum of 35 hours of compensation during March Break.

THE UNION CAN'T HELP WITH VERBAL AGREEMENTS

As the title of this article indicates, these are deals between an employee and their immediate superior. These verbal agreements are not covered by our collective agreement. Unless you have a written, signed document indicating that both you and your immediate superior have agreed to this exchange, you will not be able to prove that the deal was made, and the Union will not be able to defend you! ■

HAS YOUR WORK SCHEDULE BEEN CHANGED?

IT'S IMPORTANT TO KEEP TRACK OF ANY CHANGES AND INFORM THE UNION. WANT TO KNOW WHY? CONTINUE READING BELOW.

All employees are assigned a work schedule when they start a new post at the EMSB. Your schedule indicates the start and end times of your shift.

It is important to know that the time frames for your lunch and health breaks may be moved around at any time during the school year. However, **the start and/or end times of your assigned work schedule can only be changed by one-hour, twice during the school year** to meet changes in the needs of your school.

Your school administrator must advise the APPA when they make such a change in your schedule. However, this is not always done. For this reason, we strongly suggest that you advise us by email of any changes in either the start and/or end times of your work schedule. **Even one minute is considered a change.**

We understand how work schedule changes can have an impact on your daily work-life balance. Keeping us informed of any change, as small as it may be, will help us better defend your rights in the future. ■



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SO, WHAT'S HAPPENING WITH OUR STRIKE PAY?

WHY IS IT TAKING SO LONG? WELL, IT'S A BIT COMPLICATED, SO HERE'S THE STORY ABOUT THE TWO STRIKE FUNDS AND WHY WE HAD TO DO IT THIS WAY.

A LITTLE BIT OF HISTORY

During our previous collective agreement negotiations in 2015, after 5 days of picketing, members would have been eligible to receive the CSN professional defence fund (CSN-PDF). However, we came to an agreement after 4 days.

This caused many of our members to speak out about their dissatisfaction with how the strike fund was managed.

This sentiment was voiced right up the chain to the CSN. The CSN-PDF was amended in January 2021 to increase the amount to \$300 starting on the 3rd day instead of the 5th day, of picketing actions.

To support our members even further, the APPA Union Council voted to amend the APPA professional defence fund (APPA-PDF), increasing the benefit to \$60 per day or \$30 per half-day beginning on the first day of picketing actions.

THE PAYMENT CONUNDRUM

Since the APPA has a finite amount of money available to support our members, we had to find a way ensure that we did not exhaust our PDF fund in case the negotiations lasted longer than anticipated.

Our solution was to allot a \$420 combined benefit per member across our 5-day strike mandate. If we reach 3 days, then the payment defaults to the CSN-PDF amount of \$300, keeping the APPA fund intact. The other 48 hours of strike would be covered by the APPA-PDF. The total of both funds together, average to \$60 per 24 hours of strike.

Working with two separate sources bars us from distributing the APPA benefit to our members before an agreement is signed and our 5-day strike mandate ended. As the possibility exists, as slim as it may be, the public sector rejects the global agreement in principle, we would continue onward with the rest of our strike mandate.

WHERE ARE WE NOW?

So here we are, 24 hours into our mandate over a period of two days.

We at the APPA, have inputted the data from the May 26th and 27th attendance sheets into our computer system and we are now waiting for the final answer from the public sector.

Once we are given the green light to distribute what our members are entitled to (\$30 per half-day), we will get to work as soon as possible.

Yes, we know it is taking a long time, but to properly manage the APPA-PDF with our futures in mind, this was the best way to do it. ■

For more information on the PDF, please [click here](#) or visit our website under Documentation, PDF Strike Fund Brochure 2021.

GET THE WORD OUT

STAY INFORMED AND INFORM OTHERS

Run for APPA Union Delegate or volunteer as an Information Liaison at your workplace. It's that simple!



For more information contact
APPA Information and Mobilization at
aditomaso@appa.qc.ca or visit www.appa.qc.ca



Association Professionnelle
du Personnel Administratif (CSN)