



STAND UP. ACT.

CSN NATIONAL OCCUPATIONAL HEALTH & SAFETY WEEK TOOK PLACE FROM OCTOBER 17 TO 23, 2021.

Your APPA Health and Safety Committee wishes to hear your concerns as well as possible solutions for situations that may affect your health and safety. Remember that you have the power to recognize and act upon health and safety issues. You are our eyes and ears!

To follow up on National Occupational Health and Safety (OHS) Week, we invite you to enter our contest. Send us one or more photos of problematic situations with an explanatory text (Example: Broken or missing floor or ceiling tiles). Remember, you must inform your administrator or your superior of the problematic situation.

Send your entry to comite_sst@appa.qc.ca, specifying your name, place of work and school board. Photos should not contain any people nor be published on social media platforms. The health and safety committee will not publish any establishment names. ■

You have until November 30, 2021 at 11:59 p.m. to send us your entry. A draw for two \$50 gift cards will be held on December 15, 2021.



DID YOU KNOW?

According to an excerpt from [Article 49](#) of the *Occupational Health and Safety Act*, the worker must participate in the identification and elimination of the risks of occupational accidents and occupational diseases in the workplace.

GETTING INVOLVED IN UNION LIFE

WHETHER IT'S A LITTLE OR A LOT, IT'S UP TO YOU AS TO HOW YOU WANT TO PARTICIPATE IN YOUR UNION.

The labour movement was created over 100 years ago by people standing up together for fair wages, safe workplaces and decent work hours. We have come a long way from the terrible working conditions of the industrial revolution, but the struggle is never over. We are constantly pushing against budget cuts and changes to working conditions manufactured to favour wealthy businesses at the expense of public services.

The current provincial government has undervalued public workers to the point where there are now serious labour shortages in the health and education sectors. Regressive legislation such as the recent adoption of [Bill 59](#) and our government's deliberate misinformation during our most recent negotiations is making it extremely difficult for us to do what we were built to do — advocate for and negotiate on behalf of workers.

Now, maybe more than ever before, we need all the support we can get to defend ourselves and gain respect from our employer and the government. Therefore, the participation of our members in union life is of paramount importance.

The amount that you wish to get involved with your union is up to you. *Here are 7 ways that you can participate and give us a stronger collective voice.*

1. FOLLOW THE APPA ONLINE

Follow our [Facebook page](#) and visit the [APPA website](#) where we regularly post updates about meetings, events that are happening, and other important news. Not only can you stay up to date on opportunities that might impact you, but you can help pass on information to your co-workers.



2. FIND OUT WHO IS YOUR WORKPLACE DELEGATE

Each workplace should have a delegate to inform members about what's happening with their union and help make sure everyone's rights are protected.

It is good to have the name of your delegate and the best way to reach them. When an issue comes up, you can quickly reach out for help. We are currently in the process of electing our delegates for the 2021-2022 school year. We should have our new list available online by November.

3. ATTEND A GENERAL ASSEMBLY

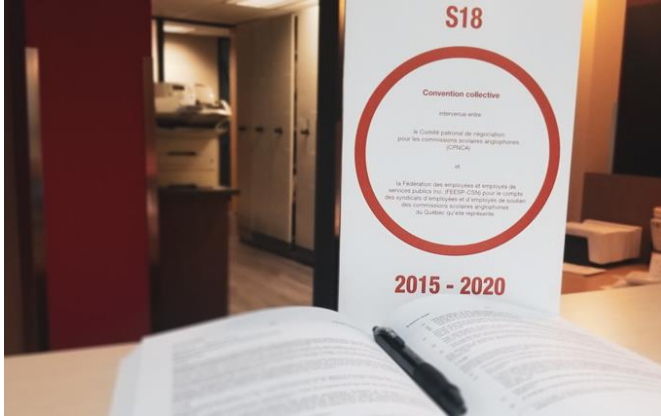
The APPA has regular general assembly meetings that all members are welcome to attend. This is where important business, like upcoming negotiations, formation of committees, planning for community events and more is discussed.

Attending one of these meetings can be a great way to dive in and learn more about what is going on and how you can be involved.



4. GET FAMILIAR WITH YOUR COLLECTIVE AGREEMENT

Do you have a copy of the [Collective Agreement](#)? Have you read it? By reading and understanding our Collective Agreement, you will be better equipped to spot when your rights, or the rights of your co-workers, are being violated.



5. HELP OUT WITH UNION EVENTS

The APPA has regular activities for its members, and we also participate in fundraisers and charity events.

Check out the [APPA website](#) or [Facebook Page](#) for past and upcoming activities or ask how you can get involved this year at our next general assembly.

6. BECOME A WORKPLACE DELEGATE

If you are interested in becoming a delegate, contact our Information and Mobilization Coordinator at

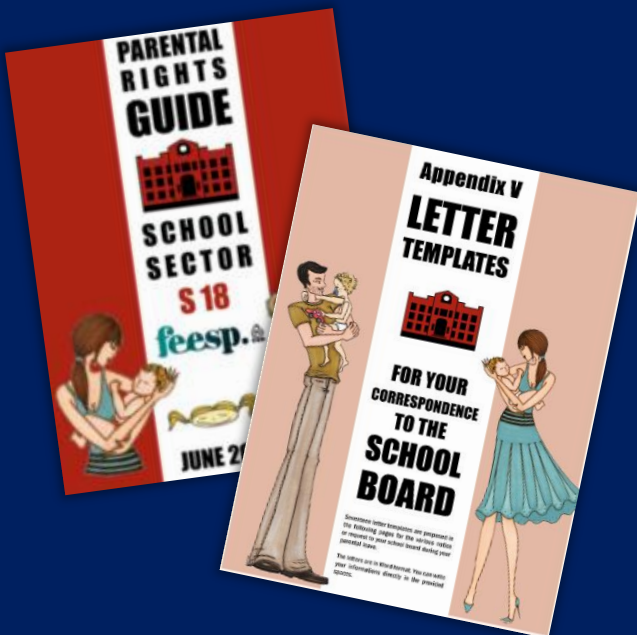
aditomaso@appa.qc.ca for more information or download the election form [here](#). Becoming a Delegate is a responsibility, but also a rewarding way to stick up for you and your co-workers.

7. JOIN A COMMITTEE

At the core of union life are the committees dedicated to the health and well-being of our membership. Committees help plan events, spread awareness, and provide support to APPA members. We have several committees including:

- **Union Life:** Major event planning and communication.
- **Appaid:** Mental health referral and support.
- **Health & Safety:** Workplace safety awareness and education.
- **LGBT:** Community support and awareness for our LGBTQ2+ members.
- **Status of Women:** Support and awareness of women's issues in the workplace and society.
- **Men in Minority Roles:** Community support for men working as the minority in certain classifications.

A union is only as strong, effective, and powerful as the members who participate in its operation and activities. You can best exercise that power by being informed, involved and active in the APPA. Why not try it? You might like it. ■



KNOW YOUR PARENTAL RIGHTS

Did you know that the FEESP School Sector created a complete [Parental Rights Guide](#)?

This comprehensive guide contains everything expecting parents need to know to prepare all the paperwork required for your employer and the government.

In addition, [Appendix V](#) offers template letters to facilitate the communication process with the School Board. Download a copy of these documents in English and French at the following link:

feesp.csn.qc.ca/boite-outil/droits-parentaux

WHO ARE THE APPA?

The Association professionnelle du personnel administratif (APPA) represents the school support staff working at the **English Montreal School Board** and the **Centre de service scolaire de Montréal**
With over 7000 union members in total, there are more of us than you think!

EMSB GENERAL SECTOR

4101 Office Agent, principal class	4201 Data processing operator, principal class	4221 Printing Operator
4102 Office agent, class I	4202 Data processing operator, class I	4226 Swimming Pool Supervisor
4103 Office agent, class II	4204 Data processing technician	4229 Printing Operator, principal class
4107 Buyer	4205 Documentation technician	4276 Food management Technician
4108 Storekeeper, principal class	4209 Laboratory Technician	4278 Data processing Technician, principal class
4109 Storekeeper, class I	4211 Administrative Technician	4279 Graphic Arts Technician
4110 Storekeeper, class II	4212 Audiovisual Technician	4280 School Transport Technician
4111 Executive Secretary	4213 Building Technician	4281 Vocational Training Technician
4113 Secretary	4214 Recreational Activities Technician	4283 Binder
4116 School Secretary	4215 School Organization Technician	4293 Student Supervisor

EMSB SPECIAL EDUCATION SECTOR

4207 Special Education Technician
4228 Braille Technician
4230 Interpreter Technician
4286 Attendant for handicapped students

EMSB DAYCARE SECTOR

4223 Lunch monitor
4284 Day Care Service Educator
4285 Day Care Service Technician
4288 Day Care educator, principal class



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du **Personnel Administratif (CSN)**

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