

## APRIL 1<sup>st</sup> 2022 THE LAST PAY RAISE FOR SCHOOL SUPPORT STAFF

Our next pay stub will reveal the final pay raise negotiated for the 2020-2023 collective agreement.

To find out your new hourly rate scroll to **Annex 1 on page 222 (231)** of the [S18 Collective Agreement](#) on the APPA website.

This was calculated using a sliding scale where the lowest rank receives the highest increase:

RANK	APR 1, 2022
1	6.0%
2	5.4%
3	5.3%
4	4.8%
5	4.4%
6	4.1%
7	3.7%
8	3.5%
9	3.2%
10	3.0%
11	2.8%
12 & up first nine steps	3.0%
12 & up other steps	2.0%

### IMPORTANT!

Your rank and your step are not the same thing. To find out what rank your classification is, scroll to Annex 3 on page 251 (260) of the [S18 Collective Agreement](#) on the APPA website.



## REPLACING TEACHERS FOR RECESS SUPERVISION?

EXTRA SUPERVISION MINUTES TO BE OFFERED TO LUNCH MONITORS AND OTHER SUPPORT STAFF.

The new MTA collective agreement allows elementary school teachers to reduce some of their recess supervision to perform other educational tasks. As such, support staff may be called to replace the teachers who opt for this reduction in time. These employees will be paid as student supervisors, as per the government's budgetary envelope.

Although the staff council must be consulted regarding the implementation of these changes, the procedure for assigning support staff was sent out to elementary schools before consulting the APPA; an action that we have already denounced.

School administrators are not obliged to implement any changes this year. Those who have chosen to do so are required to offer the time to lunch monitors first, since it is the same category of employment. Failing this, the time is offered by seniority to all other support staff in the school.

This time cannot have the effect of replacing a break. A minimum 30-minute lunch period must also be respected, and this additional time must not result in an employee working over 35 hours per week. ■

# IT'S TIME FOR YOUR OPINION ON PAY EQUITY!

The goal of the pay equity program is to prevent gender discrimination of predominantly female job classes in terms of salary. An assessment by the Treasury Board is made every five (5) years to ensure that pay equity is maintained.

The CSN is currently challenging the Treasury Board's previous assessment of several job titles in 2015.

## MOVING TOWARDS MAINTAINING PAY EQUITY

In anticipation of the Treasury Board's 2020 pay equity maintenance assessment, we are finalizing our information collection to identify changes affecting job values from January 1, 2016, to December 31, 2020.



### IT'S SURVEY TIME AND WE NEED YOUR VOICE!

We ask that you complete this short survey regarding your employment as soon as possible and no later than **April 20th, 2022**, so that the FEESP-CSN can make all relevant representations and file appropriate challenges if necessary:

[forms.office.com/r/CLrJPUQJ37](https://forms.office.com/r/CLrJPUQJ37)

## PSYCHOLOGICAL HEALTH SURVEY FOR SCHOOL EMPLOYEES

The Quebec Public Health Institute (INSPQ) has launched a survey for employees working in elementary and secondary schools. The goal of this survey is to assess the psychosocial risk factors and document the influence of the pandemic on mental health. This will help public health formulate recommendations and courses of action at the organizational level.

The survey takes 30 to 45 minutes to complete, so set aside some private time. This survey is anonymous, and your responses will remain confidential.

French: <https://sondages.inspq.qc.ca/santetravail/189748?lang=fr>

English: <https://sondages.inspq.qc.ca/santetravail/189748?lang=en>

**YOU HAVE UNTIL FRIDAY, APRIL 22 TO COMPLETE THE SURVEY!**



# SAVE SOME TIME, READ YOUR EMAILS

WE SPEND HOURS EVERY WEEK CHECKING OUR EMAILS WITHOUT ACTUALLY KNOWING WHAT'S IN THEM.

Email makes life easier, especially when sending large amounts of information. The invention of the email meant that we didn't need to write things down, or interrupt whatever we were doing to take a call that could be sent by nifty electronic mail.



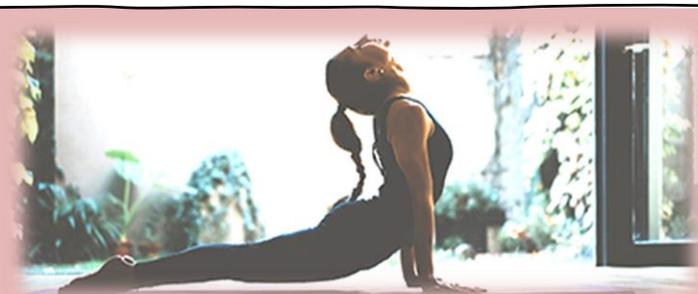
However, email has quickly become the monster of the 21<sup>st</sup> century. After years of being inundated by memos, advertisements, spam and phishing attempts. Many of us developed the bad habit of scanning over our emails, instead of actually reading them. This can lead to misinformation resulting in misunderstandings and... of course, more work.

If you're thinking, "That's nice, but I don't have the time to read everything," remember this: the average office worker interrupts their regular tasks to scan emails 15 times a day. It takes roughly one to two minutes to get back to what you were doing after that quick check. That's up to 30 minutes of lost time!

Here are a few simple things you can do to help you save minutes a day and hours a week.

- Turn off those notifications! In Windows you can do this by typing "Focus Assist" in the search bar at the bottom of the screen and changing the settings.
- Set your own reminder to read and respond to your emails at set periods of time during the day.
- Delete or move read emails to other folders. Your eyes (and your sanity) will thank you later.
- Set up an account with a service like Gmail, Outlook or Apple for personal emails.

These tips will help you take the time to read important information with more care so you can stay on top of things with the EMSB and, of course, your union! ■



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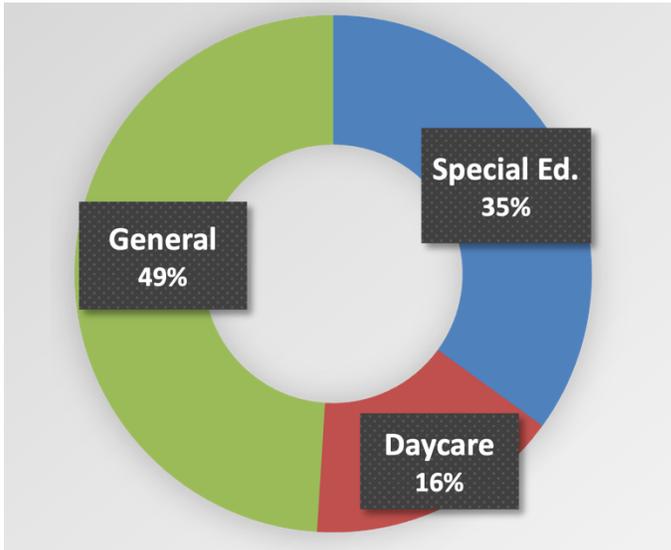
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# SURVEY RESULTS ON YOUR DEMANDS FOR 2023 NEGOS!



**WE ASKED AND YOU ANSWERED! HERE IS AN OVERVIEW OF THE RESULTS FROM OUR JANUARY 2022 SURVEY!**

Instead of holding a General Assembly, the APPA Executive Committee launched a survey asking all our members for their suggestions on what demands we should add to the sectoral table (working conditions) for the 2023 collective agreement negotiations.

In total, we received 170 responses from APPA-EMSB members on everything from, telework, staff movement and status of employment, to special leaves, vacation, disability and health & safety.

In March 2022 we brought your most popular demands to the FEESP-CSN school sector meeting in Quebec City, and we made sure your voices were heard loud and clear.

Now, it's almost time for school support staff all over the province to adopt all our demands that will be presented to the management negotiation committee.

**Want to know more? Come to the APPA-EMSB General Assembly in person on May 19, 2022, to help make the decision of what's in and what's out!**

**CHECK YOUR INBOXES FOR DETAILS SOON! ■**

# COLLECTIVE AGREEMENT NEWS

**YOU'RE NO FOOL! BELOW ARE TWO CHANGES THAT CAME INTO EFFECT ON APRIL FIRST.**

## **DAYCARE SECTOR: STABILIZING PREMIUM (SPLIT SHIFT)**

The stabilizing premium (split-shift) was increased to \$6.00 per day for daycare workers who must interrupt their workday for a time that exceeds their regular lunch period.

## **DAYCARE AND SPECIAL EDUCATION SECTORS: MINIMUM WORK PERIOD**

The work schedule for employees working in the job classifications of daycare educator, handicapped pupil attendant, and student supervisor must include a minimum work period of one (1) hour if their work begins before the start of the school day in the

**Please verify your pay statements for these changes starting on April 1, 2022. ■**

**APRIL 28**

**WE HONOUR**  
workers who have  
died or been injured in the workplace

**TO TRULY  
PROTECT  
EVERYONE**  
OCCUPATIONAL  
HEALTH AND SAFETY

**CSN**

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