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### STAFFING 2023-2024: WHAT YOU NEED TO KNOW

When determining the staffing plan, the EMSB 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, the vacant post of the person declared to be in excess is not taken during staffing sessions, that person will return to their post.

#### 1. POST ABOLISHMENTS AND DISPLACEMENTS

#### If 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.

# If 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.

#### 2. 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.

EMSB EMPLOYEE LAY-OFF AND RETURN TO WORK DATES		
Class of Employment	Lay-off date	Return to
		work date
12-month employees	n/a	According to approved vacation
School Secretaries-10 month Secretaries- 10 month	June 30, 2023	August 15, 2023
Daycare Technician Daycare Educator	June 28, 2023	August 24, 2023
Daycare Educator	June 22, 2023	August 28, 2023
Handicapped Pupil Attendant Special Education Technician Interpreter Technician	June 22, 2023	August 29, 2023
Student Supervisor-10 month Recreational activities technician	June 22, 2023	August 30, 2023
Documentation Technician Laboratory Technician	June 30, 2023	August 30, 2023
Swimming pool supervisor	According to school needs	According to school needs

## I NEED A PROXY!

IF YOU ARE UNABLE TO ATTEND YOUR STAFFING SESSION, YOU WILL NEED THE APPA TO SPEAK ON YOUR BEHALF BY PROXY.

Please e-mail any of the APPA representatives listed to request a proxy form:

• Kim Watson: kwatson@appa.gc.ca,

Meena Samreen Mirza: <u>msamreen@appa.qc.ca</u>

• Eva Tubio: <u>eltubio@appa.qc.ca</u>

#### Note to the special education sector:

The staffing list with the abolished and vacant positions for 2023-2024 will only be adopted June 20th, 2023. You will only be able to make your choices after this date, but before your staffing session.



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## GETTING INVOLVED IN UNION LIFE

## WHETHER A LITTLE OR A LOT, IT IS IMPORTANT TO PARTICIPATE IN YOUR UNION.

The labor 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. As the workplace moves towards service to clientele, the repercussions on mental health must now addressed. We are constantly pushing against budget cuts and changes to working conditions manufactured to favor wealthy businesses at the expense of public services.

The current provincial government has undervalued public workers to the point where there is now a serious labour shortage in both the health and education sectors. From passing regressive bills in recent years to deliberately delivering misinformation to the public during both this, and the last round of negotiations, the government has made it extremely difficult for us to do what we were built to do—advocate for and negotiate on the 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.

# MARK YOUR CALENDARS & SAVE THE DATES



# EMSB EMPLOYEES RALLY TOGETHER TO BE HEARD!

When: June 20th, 2023

Where: EMSB Head Office

6000 Fielding avenue

Time: 6:00pm-7:30pm



