



## THE BASICS OF THE 2023-2028 COLLECTIVE AGREEMENT

A LOT WILL BE CHANGING WITH THE NEW COLLECTIVE AGREEMENT, BELOW IS AN OVERVIEW OF THE MAJOR CHANGES THAT WILL BE COMING SOON. AS THE TEXTS HAVE NOT BEEN WRITTEN YET FOR THE NEW AGREEMENT, MORE DETAILED INFORMATION ON EACH TOPIC WILL BE MADE AVAILABLE TO APPA MEMBERS WITHIN THE NEXT FEW WEEKS AND MONTHS.

### AGREEMENT IN PRINCIPLE ADOPTED BY THE SCHOOL SUPPORT STAFF UNIONS REPRESENTED BY THE SCHOOL SECTOR OF THE FEESP-CSN

NEARLY A YEAR AFTER OUR COLLECTIVE AGREEMENT EXPIRED, AND THANKS TO THE UNPRECEDENTED MOBILIZATION EFFORTS OF SUPPORT STAFF REPRESENTED BY THE SCHOOL SECTOR OF THE FEDERATION OF PUBLIC SERVICE EMPLOYEES (FEESP-CSN), A TENTATIVE AGREEMENT IN PRINCIPLE WAS REACHED LAST DECEMBER. THE AGREEMENT WAS PUT TO A VOTE BY 35,000 MEMBERS OF THE SECTOR DURING LOCAL GENERAL ASSEMBLIES.

The agreement in principle was adopted with a majority of the vote (**71.6% for the APPA-EMSB Union**), securing the renewal of the collective agreement until March 31, 2028. This decisive mandate serves as a warning to the Legault government that salary and working conditions are not all sunshine and roses within the school network. It's a clear signal that we will remember this for future negotiations.

Our schools need love, our students need services, and we need to be recognized for our true worth. The work to achieve this is not finished. Together, we must continue to pave the way towards better services for students and improved working conditions for support staff.

The school sector applauds the mobilization and solidarity that you, the support staff, have shown throughout this negotiation. These displays of mutual support and unity are significant assets and crucial to the strength of our union life in years to come. ■

### SALARY

- The new collective agreement is for 5 years, from April 1, 2023, to March 31, 2028.
- The Common Front negotiated a 17.4% pay increase over 5 years for all workers in all sectors.
- If inflation exceeds increases in 2025, 2026 and 2027 an adjustment of up to 1% per year will be added.
- The 6% increase for 2023-2024 will be retroactive to April 1, 2023.

FINANCIAL YEAR	PROJECTED INFLATION	SALARY INCREASE	INFLATION PROTECTION
Apr 1, 2023, to Mar 31, 2024	4.3%	6.0%	
Apr 1, 2024, to Mar 31, 2025	2.3%	2.8%	
Apr 1, 2025, to Mar 31, 2026	2.1%	2.6%	Up to 1.0% cost-of-living if inflation is over 2.6%
Apr 1, 2026, to Mar 31, 2027	2.0%	2.5%	Up to 1.0% cost-of-living if inflation is over 2.5%
Apr 1, 2027, to Mar 31, 2028	2.0%	3.5%	Up to 1.0% cost-of-living if inflation is over 3.5%
<b>Total</b>	<b>12.7%</b>	<b>17.4%</b>	Up to 3.0% cost-of-living adjustment.

The employer has 180 days following the release of Statistics Canada's [CPI data for Québec](#) to make the adjustment. No adjustment applies if the difference is less than 0.05%.

## HOW TO CALCULATE YOUR SALARY INCREASES

YEAR	PERCENT	EQUATION
2023	1.06 (6%)	Current salary X percentage Ex. $26.00 \times 1.06 = 27.56$
2024	1.028 (2.8%)	Previous year X percentage Ex. $27.56 \times 1.028 = 28.33$
2025	1.026 (2.6%)	Previous year X percentage Ex. $28.33 \times 1.026 = 29.06$
2026	1.025 (2.5%)	Previous year X percentage Ex. $29.06 \times 1.025 = 29.79$
2027	1.035 (3.5%)	Previous year X percentage Ex. $29.79 \times 1.035 = 30.83$

## VACATION.

Workers will get 25 days of vacation 6 years earlier than they do now. Starting at 15 years of service, workers will get an additional day every year, rather than every two years as in the previous collective agreement. This change will take effect for the 2024-2025 vacation period.

ANNUAL VACATION LEAVE	YEARS OF SERVICE NEEDED 2020-2023 COLLECTIVE AGREEMENT (OLD)	YEARS OF SERVICE NEEDED 2023-2028 COLLECTIVE AGREEMENT (NEW)
20 days	1 to 16 years	1 to 14 years
21 days	17 years	15 years
22 days	19 years	16 years
23 days	21 years	17 years
24 days	23 years	18 years
25 days	25 years	19 years

If you have more than 15 years of service, then you will be awarded the extra vacation days owed to you starting for the 2024-2025 vacation period. **This is not retroactive.**

## PAYROLL.

- The existing pay system will be modified to make the paystub easier to understand. Training will be provided to payroll personnel and a new guide for staff will be created.
- Grievances related to processing errors affecting salary may now be submitted within six (6) months of the error.

## INSURANCE.

As of April 1, 2024, the **annual employer contributions** to health insurance will increase as follows:

PLAN TYPE	EMPLOYER CONTRIBUTION
Individual	\$150
Single Parent	\$300
Family	\$300

These additional employer contributions will help to **lower the employee's insurance premiums.**

We know that despite this, insurance costs remain very high for public sector workers. This fight is not over, the CSN is still pushing the government to implement solutions that will lower our insurance rates.

## RETIREMENT.

- A progressive retirement agreement may be extended after the 5<sup>th</sup> year to a maximum of 7 years.
- The maximum age for participation in the [RREGOP](#) will be raised from 69 to 71.
- On October 29, **the government withdrew** its demand to force workers with more than 35 years of service to work until age 57 or have their pensions reduced.
- On December 6, 2023, it **withdrew** its second demand to reduce RREGOP pensions of public-sector workers in view of recent improvements to the [Québec Pension Plan \(QPP\)](#).

## Strike Fund Cheques

There are strike fund cheques at the APPA office waiting to be picked up.  
Pickup Schedule: Monday to Friday 9:00 am to 4:00 pm

## PARENTAL RIGHTS.

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- A leave without pay may now be taken before paternity or adoption leave, but not before the child's arrival at home.
- One more day will be added to the special paid leave during pregnancy for a maximum of 5 days.
- The section on parental rights in the collective agreement will be changed to include inclusive language.

## VIOLENCE PREVENTION.

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- The concept of a safe work environment and violence-prevention will be written into the first chapter of the 2023-2028 collective agreement as a general principle.
- A training program covering violence-prevention and reporting methods will be offered every year to all school support staff members.
- Introduction of a new annex on global health, which holds a dedicated monetary envelope for the duration of the collective agreement.
- An additional dedicated amount of \$90 per full-time equivalent (FTE<sup>1</sup>) for the training of staff working with special needs students.

## TRAINING & PROFESSIONAL DEVELOPMENT.

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- Addition of \$90 dedicated for training and professional integration for all staff. This increases the total training allowance to \$190 per full-time equivalent (FTE<sup>1</sup>).
- Temporary employees will now have access to professional improvement funds.

## WORKING CONDITIONS.

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- Special education and daycare staff will be recalled to work a minimum of two pedagogical days before the entry of students. **These two days will be regular paid working days.** The school administration will be encouraged to allow support staff to return to work even earlier if possible, and to extend working days during end-of-year pedagogical days.
- The meal period for the purpose of the stabilization premium for the daycare sector will be standardized to 60 minutes.
- The topic of excessive workload will be added to the mandate of the Labour Relations Committee.
- A new appendix will be written outlining the basic framework for the creation of floating positions. All job classifications may be included.

## REDUCING JOB INSECURITY.

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- Introduction of the obligation to create positions with the greatest number of hours and with continuous work schedules in the special education sector and the general sector.
- Addition of the obligation to create positions with continuous work schedules for the daycare sector.
- Support staff covered by Chapter 10 of the collective agreement (lunch monitors) will be integrated into the general sector.

## MOVEMENT OF PERSONNEL.

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- The school board may extend the probationary period for newly hired support staff by 30 days if needed.
- The school board may increase a special education position by a maximum of 20% without abolishment **once** within the lifetime of the position.

### PROFESSIONAL IMPROVEMENT COURSES: **It's your benefit, why not use it?**

The Professional Improvement Committee offers financial support to regular employees to cover certain educational and training expenses relevant to their work. Information on the reimbursement process can be found on the APPA Website. You can access the PIC forms along with all the other information below:

[appa.qc.ca/emsb/members/training-professional-improvement](https://appa.qc.ca/emsb/members/training-professional-improvement)

<sup>1</sup> FTEs are calculated by determining the number of hours worked by full-time or part-time employees in a year. To do this, multiply the number of weeks in a year with the number of hours for a full-time position - [forbes.com](https://forbes.com)

# STATUS OF EMPLOYMENT

EMPLOYMENT STATUS	TENURE-TRACK ELIGIBILITY	BENEFITS AND VACATION	MONETARY COMPENSATION VAC (8.77% - 11.21%)	MONETARY COMPENSATION BENEFITS (12.13%)
<b>Regular Staff</b>				
From 20 to 35 hours a week.	✓	✓	✗	✗
Less than 20 hours a week.	✗	✗	✓	✓
<b>Temporary Staff</b>				
<b>Predetermined</b> replacement of more than 6 months and 20 hours a week or more.	✗	✓	✗	✗
<b>Undetermined</b> replacement length or less than 20 hours a week.	✗	✗	✓	✓

- When the 2023-2028 collective agreement comes into effect, seniority will begin to increase by **one year** each calendar year regardless of the number of hours worked.
- For regular staff, posts with schedules of **20 hours or more** per week will become eligible for tenure and will be entitled to vacation and benefits.
- For temporary staff, replacements with a predetermined duration of 6 months or more with a weekly schedule of 20 hours or more will be entitled to vacation and benefits.
- A person who accepts a second assignment in addition to his or her usual position will now receive monetary compensation instead of benefits and vacation for the second assignment.
- For temporary staff, second assignments, and staff working under 20 hours a week, monetary compensation will be increased to **12.13%** for benefits and **8.77%** for vacation. *The 8.77% will increase annually from 15 to 19 years of service to compensate for the addition of extra vacation days.*
- Tenured staff put on **complete availability** (they are not working at all) registered with the Provincial Relocation Bureau will benefit from 100% salary protection for a maximum of 5 years. At the end of the 5-year period, if the employee has not been reintegrated into a position, salary protection will

cease. The employee will still maintain their employment link with the Board. ■

**WHEN WILL WE BE GETTING OUR SALARY INCREASES AND RETROACTIVE PAY?**

The retro and increases for 2023 and 2024 will be issued after the collective agreement is signed by the negotiating parties.

**WHY HASN'T IT BEEN SIGNED YET?**

The updated collective agreement must first be written and then carefully reviewed to make sure that all the changes conform with the agreement in principle. This is a long process that could take a couple of months.

Once the APPA knows when the increases and retroactive are on the way we will let you know ASAP!

## SUPERVISING STAGIAIRES: GET REWARDED!!!



The Professional Improvement Committee has allocated funds to support APPA Members who take on the responsibility of supervising stagiaires.

A supervisor's role is to lead and guide students during their stage, helping them develop essential skills and gain valuable experience. Supervisors may be eligible to receive a lump-sum at the **end of the school year**.

More information can be found on the APPA website, regarding the rules and guidelines of the stage supervision program along with all relevant forms.

For more information click below:

[appa.qc.ca/emsb/members/stagiaires](https://appa.qc.ca/emsb/members/stagiaires)

## Dare to Give Campaign 2024

The APPA Status of Women Committee is bringing awareness to the Quebec Breast Cancer Foundation by daring "You" to bring in your used Bras. There are prizes to be won and tonnes more. Check out <https://appa.qc.ca/emsb/dare-to-give-2024/> for more details.

How to participate:

- ❖ Get a team together of work friends and colleagues.
- ❖ Register your team using this [form](#).
- ❖ Put together a bra donation box in a easy access spot.
- ❖ Collect as many as you can until May 3rd, 2024.

A COLLECTION BOX WILL BE AVAILABLE DURING THE APPA CONVENTION AT THE STATUS OF WOMEN COMMITTEE BOOTH.

**21<sup>ST</sup> APPA CONVENTION**  
**PHOENIX**  
 April 18<sup>th</sup> & 19<sup>th</sup> 2024  
 General & Special Education sectors  
 April 20<sup>th</sup> 2024  
 Daycare sector



**ONLINE REGISTRATION**  
**From March 20<sup>th</sup> to 28<sup>th</sup> 2024**  
**[www.appa.qc.ca](http://www.appa.qc.ca)**