



## 2023-2028 COLLECTIVE AGREEMENT SIGNED: A MILESTONE FOR SCHOOL SUPPORT STAFF

After one of the most challenging negotiations in decades and months of hard work by the negotiating committee, the 2023-2028 collective agreement was signed by the school support sector and management representatives on June 8<sup>th</sup>, 2024. All non-monetary terms of the collective agreement take effect immediately, apart from certain transitory measures for the status of employment, which will be implemented over the next 12 months.

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

The employer now has 45 days to adjust salary scales, and 60 days to pay out the retroactive amounts from April 1<sup>st</sup>, 2023. If the board does not respect these delays, then they must pay a penalty. Support staff currently on maternity leave or salary insurance are eligible for retroactive amounts and wage increases. Retired support staff who were active in 2023 and 2024 are also eligible for retroactive amounts, but the school board must have your current contact information on file to be able to send you the amount owed.

#### EXAMPLES OF APPROXIMATE RETROACTIVE SALARY FROM APRIL 1, 2023, TO JUNE 30, 2024

HOURLY RATE	32.5h/week (10 months)	35h/week (10 months)	35h/week (12 months)
\$20/hour	\$2574.00	\$2772.00	\$2940.00
\$25/hour	\$3218.00	\$3461.00	\$3644.00
\$30/hour	\$3861.00	\$4158.00	\$4410.00

This has been the largest salary increase the public sector has ever seen. We only got this far because of the incredible mobilization of our members, both on and off the picket lines. This battle may be over, but we still have a long journey ahead until we, the school support staff, are recognized for our true value in both salary and working conditions. We will continue to fight for you every step of the way. ■

### WHAT YOU NEED TO KNOW ABOUT THE RETRO

From the date the collective agreement comes into force (which was June 9, 2024), the school board has 45 days to adjust salary scales and 60 days to pay any retroactive salary.

According to our calculations, this would be the last week of July and the second week of August respectively.

However, many of us will be on vacation during the summer, including payroll personnel. **So, there is a chance that the school board will surpass this date and choose to pay a penalty.**

As usual, the APPA is in communication with HR and Payroll. We will advise you once we have more information.

PHOTO BY GSTOCKSTUDIO (VECTEEZY)



# IMPORTANT INFO FOR TEMPORARY STAFF AND REGULAR STAFF WITH A 15-TO-20-HR WORKWEEK

**BIG CHANGES ARE COMING TO THE PAY AND ELIGIBILITY CONDITIONS FOR BENEFITS (SICK DAYS, VACATION DAYS, GROUP AND SALARY INSURANCE) FOR BOTH TEMPORARY EMPLOYEES AND THOSE WORKING UNDER 20 HOURS A WEEK.**

## STARTING ON JULY 1<sup>ST</sup>, 2024

As of July 1<sup>st</sup>, the monetary compensation for temporary staff and regular staff with a 15-to-20-hour workweek will increase to **8.77%** for vacations and **12.13%** for benefits (sick days, holidays) for a total of **20.9%**. **If you have 15 or more years of seniority, your vacation percentage will increase.**

Vacation days, sick days, holidays and winter break will only apply to temporary positions that have a predetermined length of over 6 months with a work week of 20 hours or more. **This means that if you have several short-term replacements that add up to 6 months, you will no longer be added to automatic pay, be eligible for benefits, group insurance, life and salary insurance.**

## STARTING ON JANUARY 3<sup>RD</sup>, 2025

As of January 3<sup>rd</sup>, 2025, if you occupy a regular post with a workweek between 15 and 20 hours, you will no longer be eligible for sick days, holidays, and other benefits. Instead, you will be compensated with a minimum of **8.77%** for vacation and **12.13%** for benefits. **If you have 15 or more years of seniority, your vacation percentage will increase.**

This means that if you have group insurance with the School Board (Beneva), your last day of coverage will be on January 3<sup>rd</sup>, 2025. You will no longer have any sick days or vacation

days, nor the two-week paid winter break. You will also lose access to salary insurance and life insurance.

**If you are currently on salary insurance, your coverage will be maintained until you reach 104 weeks or until you return to work.**

**IF YOU WISH TO MAINTAIN YOUR BENEFITS PAST JANUARY 3<sup>RD</sup> 2025, YOU MUST OBTAIN A REGULAR POSITION WITH A SCHEDULE OF 20 HOURS PER WEEK OR MORE. ■**

## WHAT'S CHANGED IN THE NEW COLLECTIVE AGREEMENT?



PHOTO BY PRAPASSONG (GETTY IMAGES)

The basics of the new 2023-2028 collective agreement, including changes to vacation, retirement, insurance, violence prevention, professional development, working conditions and important changes to the status of employment can be found in the [March 2024 Ensemble Newsletter](#):

[appa.qc.ca/emsb/mar-2024-newsletter](http://appa.qc.ca/emsb/mar-2024-newsletter)

The 2023-2028 collective agreement is available in French (for now) and will be translated in the upcoming months. You may download the new collective agreement and classification plan on the [APPA Website](#):

[appa.qc.ca/emsb/docs/collective-agreement](http://appa.qc.ca/emsb/docs/collective-agreement)

# RETURN-TO-WORK DATES FOR SCHOOL SUPPORT STAFF

Some schools may recall their staff earlier. If you don't know when you are supposed to return, contact your administrator.

JOB CLASSIFICATION	RECALL DATE
Student Attendant	August 27
Special Education Technician	August 27
Interpreter Technician	August 27
Lab Technician	August 29
Documentation Technician	August 29
School Secretary (10 mos)	August 13
Secretary (10 mos)	August 13
Student Supervisor (10 mos)	Varies by school
Recreational Activities Tech.	August 29
Daycare Educator	August 27
Daycare Educator, Pr. Cl.	August 23
Daycare Technician	August 23

## DON'T SKIP OUT ON YOUR RETURN-TO-WORK DATE



PHOTO BY GABBY-K (PEXELS)

### WHY EXTENDING YOUR SUMMER VACATION MAY NOT BE A SUCH A GOOD IDEA.

Sometimes life surprises us. It could be a last-minute camping trip with your family, tickets to see a show in Toronto or an invitation for a party out of town. We never know what may happen and when these opportunities may arise.

It is essential to keep in mind that if you are a 10-month employee, your August return-to-work date is not optional. **You must report to back to work on your official recall date.**

It's easy to be tempted to take a couple of extra days off at the end of August, especially before the Labour Day long weekend.

Failing to report to work during this essential time of year without an extremely valid reason, such as a death in the family or an illness, is a bad idea.

**Our collective agreement clearly states that human resources may consider this absence as a resignation.**

Of course, the union is there to help you, even if you make a mistake. However, if it is in the collective agreement, it makes it much harder for us to defend. ■



## NOTICE FOR NON-TEACHING STAFF ABOUT EMPLOYMENT INSURANCE

### WHEN TO APPLY

Always apply for EI benefits as soon as possible after you stop working. **You can apply for benefits even if you have not yet received your record of employment (ROE).** If you apply more than four weeks after your last day of work, you may lose benefits.

If you received benefits in the last 52 weeks and there are still weeks payable on that claim, we will automatically reactivate (renew) your existing claim when you submit your application.

If you want to start a new claim instead of reactivating your existing claim, contact Service

Canada at 1-800-206-7218 before you apply.

### HOW TO APPLY

- 1) Visit [Canada.ca/ei](https://Canada.ca/ei) for information on EI benefits and to apply online.
- 2) Make sure you have the following information to complete your application:
  - your social insurance number (SIN).
  - your dates of employment.
  - your banking information for direct deposit.
- 3) Complete your online application.

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Employment and  
Social Development Canada

Emploi et  
Développement social Canada

### AFTER YOU APPLY

To avoid delays in processing your application, it is important you:

- 1) provide any required documents or missing information
- 2) check online for your ROEs
- 3) submit your reports every two weeks.

### BENEFIT STATEMENT AND ACCESS CODE

A benefit statement is mailed to you shortly after you apply for EI benefits. The statement includes your access code, a four-digit number. You will need your access code and your SIN to complete your EI reports.

Receiving an EI benefit statement does not mean that Service Canada has made a decision about your claim.

### REPORTING AND JOB SEARCH

Depending on which benefits you applied for, you may need to submit a report every two weeks to Service Canada. In these reports, you must:

- show you are available for work
- declare dates and hours you worked with amounts earned and other monies received from work
- declare hours of training you attended
- indicate which days you are not available for work (for example, when you are on vacation)

You will also need to keep a detailed record of your job search efforts, as we may ask for this information at any time.

### WHEN PAYMENTS START

Payments are only issued after your reports have been processed. You will receive your first payment about 28 days after you apply if you are eligible and have provided all required information.

### SIGN UP FOR MY SERVICE CANADA ACCOUNT (MSCA)

With MSCA, you can check the status of your application, find out when your payments start and end, view your electronic ROEs or confirm if they have been issued.

Visit [Canada.ca/msca](https://Canada.ca/msca) to sign up.

If you have any questions, visit [Canada.ca/ei](https://Canada.ca/ei) or contact Service Canada at 1-800-206-7218.



# A MESSAGE FROM THE PRESIDENT

We're a few days away from the end of the 2023-2024 school year, and after the

excitement of the last ten months, we'll finally be able to catch our breath: Strike action at a level we had not seen in decades; accessing the CSN professional defence fund (FDP) for the first time in our history; the distribution of these cheques along with those from the APPA strike fund; the signing and implementation of a brand-new collective agreement containing significant changes to employment status, and more... We will undoubtedly welcome the summer holidays!

The school support staff have been put to the test in recent years, but we are finally recognized verbatim in our new collective agreement. The Board recognizes the importance of support staff, their essential role in the day-to-day operations of schools and centres, and their significant contribution to the quality of services offered to students. How will this new clause, which appears in the *General Principles* of the collective agreement be applied? The answer remains a mystery.

*“La commission reconnaît l'importance du personnel de soutien, son rôle essentiel dans les activités quotidiennes des écoles et des centres et son apport significatif en regard de la qualité des services offerts aux élèves.”*

While we wait to see you again next school year, my union team and I wish you a wonderful summer vacation. May it be a time for family gatherings, exciting adventures, and, most importantly, relaxation! We look forward to seeing you again in the upcoming school year!

*Michel Picard*

President, APPA ■

