

## WHATS GOING ON WITH TEMPS AND WINTER BREAK?



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### AM I ENTITLED TO PAID TIME OFF OR MONETARY COMPENSATION?

The new 2023-2028 collective agreement has introduced some big changes, especially to employment statuses like temporary, regular, and tenured. One positive change is an increase in pay for those who don't receive benefits.

#### WHO GETS THIS EXTRA PAY?

Anyone paid by wage slip or regular employees working less than 20 hours a week will get an additional 20.96% or more on each paycheque instead of benefits and time off. This is intended to cover benefits like vacation, sick days, statutory holidays, and insurance, similar to what full-time employees receive automatically.

### REGULAR STAFF WORKING UNDER 20 HOURS A WEEK

Starting January 3, 2025, if you work in a regular position but work less than 20 hours per week, you won't be eligible for sick days, holidays, or other standard benefits.

**If you have leftover vacation days from previous years, you can still use them until they run out.**

#### END OF INSURANCE COVERAGE (UNDER 20 HOURS)

If you're enrolled in group insurance through the School Board (Beneva), your coverage will end on January 3, 2025. Salary insurance and life insurance will also be discontinued. However, if you're currently on sick leave, you'll continue to be covered by salary insurance until you return to work or reach 104 weeks.

### IF YOU ARE TEMPORARY AND PAID ON WAGE SLIPS

In the last collective agreement, it was negotiated that the monetary compensation instead of benefits would be increased to **20.96%** and temporary staff would get this amount on each pay starting day 1 of their employment.

This means that you need to take into consideration that if you are on wage slips you won't be paid for the upcoming 2-week winter holiday break (even if you've worked 10 days before) nor any of the statutory holidays such as Christmas, Easter, Thanksgiving etc. As the additional 20.96% is the monetary equivalent to these benefits. ■

**Download our visual on who's eligible for benefits and who's eligible for monetary compensation.**

<https://shorturl.at/2XFHr>



# SUPPORTING OUR MEMBERS: YOUR QUESTIONS AND CONCERNS

Your elected union representatives (Kim and Andrea) are dedicated to helping you understand your rights and navigate the details of the Collective Agreement. Our role is to ensure that the EMSB honours the terms of the agreement, and we are committed to advocating on your behalf to protect those rights.

If you have a concern—whether it's a question about the Collective Agreement, incivility, or health and safety, we want all our members to feel comfortable contacting us. Whether you do so by phone, email, or in person, rest assured that, unless it's an extreme situation, any details you share will stay confidential within our union office.



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Sometimes, members prefer to ask questions anonymously, and we're happy to provide general information in these cases. However, to address a specific issue or take formal action, most of the time we need to know who's involved. It's difficult for us to contact Human Resources or raise any claims based on anonymous reports, as we're unable to represent or take formal steps without knowing who's affected.

Often, we can resolve issues without the need to file a grievance. However, if a grievance is appropriate, we'll discuss the process with you. When it comes to specific, individual concerns, we'll always ask for your permission before involving Human Resources or taking formal steps on your behalf.

We understand that bringing forward a concern can sometimes feel intimidating, especially if you worry about possible retribution from coworkers or administration. It's important to know that you have the right to raise issues without fear of punishment or negative consequences. While retaliation is a direct violation of the [Quebec Labour Code](#), we recognize that it can still happen. If you ever experience any form of retribution for bringing an issue to our attention, please don't hesitate to reach out. We're here to support you and will advocate on your behalf to ensure your rights are protected. ■

## KEEP AN EYE OUT FOR THE UPDATED SENIORITY LISTS

The new seniority list for regular APPA support staff employees is now available on the EMSB [ePortal](#), showing seniority calculated up to June 30, 2024. Seniority lists are used for all staff movements, including transfers, promotions, and job opportunity circulars, for the 2024-2025 school year.

**The seniority list becomes official 45 days after posting.** If you believe there is an error in your seniority, please contact Human Resources within this 45-day period to request a review. If no review is requested within this timeframe, your seniority may remain unchanged until the next update.

For direct access, visit <https://shorturl.at/DpGrC>. If you're not already logged into the [ePortal](#), you will need to enter your EMSB username and password. ■

### CONTACT YOUR UNION



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