

## A WELCOME BACK LIKE NO OTHER!



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We are already well into the 2025-2026 school year, and most APPA members are experiencing a workplace reality that is very different than what would normally be expected. From the effects of staff shortages to the stress of an uncertain future in the EMSB, almost every employee has already felt the negative impacts that the beginning of this school year has brought.

As you all may recall, the end of the 2024-2025 school year proved to be quite difficult. The Quebec government imposed both a hiring freeze and budget cuts to the education system. This resulted in the EMSB abolishing many positions before the school year ended.

Unfortunately, though the government claimed to have returned funding to the system, no funding was received and further cuts to the budget were imposed.

As such, many vacant positions have not been offered to employees even though they are part of the official staffing plans adopted by the council of commissioners.

Some vacant regular positions have been transformed into temporary positions, and many replacement positions have been abruptly ended prior to the return of the incumbent. Even daily substitution is not automatically being offered and must be decided on a case-by-case basis.

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These actions have caused the remaining employees to carry heavier workloads which creates more stress and increases the risk of both physical and psychological injury or illness. Support staff across the EMSB is already feeling the burden of these decisions.

The APPA has been following the situation closely. Grievances have been filed to address any violations of our collective agreement and the impact they have had on our members. We continue to work tirelessly to minimize the day-to-day consequences of these

sweeping changes. ■

# THE FACTS ABOUT THE PRIORITY OF EMPLOYMENT LIST

ALL NEWLY HIRED SCHOOL SUPPORT STAFF ARE ADDED TO THE PRIORITY OF EMPLOYMENT (POE) LIST. THE POE LIST, ALSO KNOWN AS THE RECALL LIST, IS USED TO CONTACT EMPLOYEES FOR TEMPORARY OR REPLACEMENT POSITIONS.

THE RELEVANT ARTICLES FROM 2.2 TO 5.1 CAN BE FOUND IN OUR LOCAL AGREEMENT (S18A).

## REGISTERING FOR THE POE LIST

When registering for the POE list, the employee must complete an availability form that includes:

- The job classification(s) for which you are qualified and willing to work;
- The shifts and days of the week you are available;
- The regions within the EMSB's territory where you are willing to work;
- A reliable telephone number where you can be reached

## PROCEDURES FOR RECALL

The Board contacts individuals on the priority of employment list according to job classification and in order of seniority. Employees are recalled following the procedure below:

- a) The priority of employment list is applied by job classification.
- b) Employees are recalled based on seniority and their stated availability.
- c) Callbacks are made by telephone. Employees must respond within the following timeframes:
  - i For calls made before noon: by 4:00 p.m. the same day.
  - ii For calls made in the afternoon: by 9:00 a.m. on the next business day.

If the employee does not answer and no message can be left, the employee is deemed unavailable, and the Board will call the next person on the list.

- d) If an employee refuses the proposed assignment, the next person on the list is then called.
- e) An employee must complete their current temporary assignment before accepting another, unless it is a regular position with the Board.

## CHANGING YOUR AVAILABILITIES

You may modify the regions, shifts and days of the week you are available to work up to two (2) times per school year.

To do so, you must submit a written notice to HR at least 14 calendar days before the change takes effect. The Board should provide a copy of this notice to the union.

## IF YOU'RE TEMPORARILY UNAVAILABLE TO WORK

You may ask HR to recognize a period of unavailability for up to 12 months. This can be renewed with HR's approval.

Your request must be made in writing and must include your reason for being unavailable.



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**Note: Employees are responsible for ensuring that HR has up-to-date contact information (telephone number, address, etc.).**

## GROUNDINGS FOR REMOVAL FROM THE POE LIST

Your name may be removed from of the priority of employment (POE) list if:

- You refuse four (4) callbacks in the same school year, without a recognized reason.
- You do not report to work at the agreed time without a valid reason.
- You have not worked for the Board in the past twelve (12) months.
- You obtain a regular position with the Board.

- HR decides to remove you after reviewing at two (2) negative evaluations from two different supervisors.
- You resign from the EMSB ■

## GETTING TO KNOW THE CLASSIFICATION PLAN

DO YOU REALLY KNOW THE ROLES AND RESPONSIBILITIES OF YOUR CLASS OF EMPLOYMENT?

All support staff job descriptions are outlined in the **CPNCA Classification Plan**. This document explains the nature of each position, the characteristic functions, and the qualifications required.

The Classification Plan is an official document used by the APPA and it's a good idea to become familiar with it yourself.

You can download the up-to-date Classification Plan in French on the APPA website at:

[appa.qc.ca/emsb/docs/classification-plan/](http://appa.qc.ca/emsb/docs/classification-plan/) ■

## ALL ABOUT SENIORITY

Seniority refers to the length of service an employee has accumulated in a position covered by the collective agreement. It plays a key role in several employment matters, including hiring, layoffs, recalls, and internal job postings. The more seniority you have, the greater your priority when applying for available positions and the more protected you are when abolishments occur.

### HOW IS SENIORITY ACCUMULATED?

#### TEMPORARY EMPLOYEES

Your seniority accumulates by actual time worked as long as you remain in active service. When you obtain a regular APPA position, your seniority will be carried with you.

#### REGULAR EMPLOYEES

As long as you remain in active service or on an approved leave that protects your status, your seniority continues to accumulate by one year each year regardless of how many

hours you work. ■



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## CAN YOUR WORKING HOURS BE CHANGED? LET'S FIND OUT!

Working hours can be adjusted up to one hour (60 minutes) earlier or later than your usual start or end time:

- You must be consulted beforehand and told the reason for the change.
- You must be given at least 10 working days' notice, and a copy of the notice should also be sent to the union.
- Your schedule can only be changed **twice** per year.
- If only one work schedule in the same job class is affected by the adjustment, the employee with the least seniority is required to accept it.

The school board may also change schedules if there are important administrative or educational (pedagogical) reasons. For more information, please consult clause 8-2.08 in the S18 collective agreement.

You can download the S18 Collective Agreement in French (English coming soon) on the APPA website at:

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

DATE  
TRD!

## GENERAL ASSEMBLY: 2026 GROUP INSURANCE RATES

Our next General Assembly will focus on presenting and voting on the group insurance rates for 2026. An important decision that affects every member!

# UNION COUNCIL ELECTION RESULTS



## GENERAL SECTOR

**Ms. Jessie Cascino, School Secretary**  
Leonardo da Vinci Academy

**NEWLY ELECTED!**

**Mr. Christopher Simeone, Special Education Technician (interim)**  
Nesbitt Elementary School

## DAYCARE SECTOR

**Ms. Delia Pagliarulo, Daycare Educator**

East Hill Elementary School

**Ms. Eva Liane Tubio, Daycare Educator**

Leonardo da Vinci Academy

## SPECIAL EDUCATION SECTOR

**Ms. Meena Samreen Mirza, Handicapped Student Attendant**

Hampstead Elementary School

**Ms. Tara Kleen, Special Education Technician**

Coronation Elementary School

**NEWLY ELECTED!**

## CONSTITUTION (BY-LAWS) COMMITTEE

**Mr. Elijah Mackongo Njambe, Special Education Technician**

Edward Murphy School

**NEWLY ELECTED!**

*The APPA Union Executive would like to congratulate our new, and returning council members; we look forward to working together in this new mandate!*

## TWO FORMER COUNCIL MEMBERS CHOSE NOT TO RUN IN THESE ELECTIONS

**Ms. Manila Haghghat, Laboratory Technician**

General Sector representative 2020-2025

- Member of the APPA Health & Safety Committee
- Member of the APPA Union Life Committee
- Member of the Comité immigration et relations interculturelles (SIRI)

*Manila's tireless dedication and significant contribution to the health and safety, union life, and intercultural relations of our members throughout her many years of involvement is greatly appreciated by the APPA.*

**Mr. Todd Roberts, Handicapped Student Attendant**

Special Education Sector Representative 2019-2025

- Information & Mobilization Coordinator 2022-2023
- Member of the APPA Union Life Committee

*Todd's many contributions to our council, union life and delegate coordination is greatly appreciated by the APPA.*

