



**SPRING IS HERE!**  
PAY INCREASES, FIRST AID,  
PIC INFO, VACATIONS, & MORE

PHOTO: MICROSOFT STOCK IMAGES

## COST-OF-LIVING ADJUSTMENT: WHAT IT MEANS FOR YOUR PAY

AS PART OF THE 2023-2028 S18 (FEESP-CSN) COLLECTIVE AGREEMENT, ALL SCHOOL SUPPORT STAFF SAW A 2.5% SALARY INCREASE EFFECTIVE APRIL 1, 2026.

This increase also includes a retroactive cost-of-living adjustment of **up to 1%** if the average rate of inflation according to the Consumer Price Index (CPI) for Quebec exceeds the percentage of the salary increase by at least 0.05% **The calculation is based on the previous 12-month period** covering April 1<sup>st</sup>, 2025, until March 31<sup>st</sup> 2026.

**On April 20th, Statistics Canada released its official CPI data for March 2026. For the province of Quebec, the average annual inflation was calculated at 2.71%.**

### WHAT DOES THIS MEAN?

**SINCE INFLATION (2.71%) EXCEEDED THE 2025 SALARY INCREASE (2.6%), THE DIFFERENCE OF 0.11% WILL BE APPLIED AS AN ADDITIONAL SALARY ADJUSTMENT.**

The EMSB will have 180 days to adjust our wages retroactively to **April 1, 2025**.

The salary scales of all support staff classifications can be found on pages 210 to 239 of the 2023-2028 S18 (FEESP-CSN) Collective Agreement.

Download a copy of the agreement on the APPA website at [appa.qc.ca/emsb/docs/collective-agreement](https://appa.qc.ca/emsb/docs/collective-agreement). ■

### DEADLINE TO PROPOSE CHANGES TO THE BENEVA GROUP INSURANCE PLAN

MEMBERS HAVE UNTIL **JUNE 15, 2026** TO SUBMIT PROPOSALS FOR CHANGES TO THE GROUP INSURANCE PLAN. REQUESTS MAY INCLUDE THE ADDITION OF MEDICATIONS, TREATMENTS, OR OTHER COVERAGE.

ALL PROPOSALS ARE REVIEWED BY THE PARITY INSURANCE COMMITTEE (FEESP-CSN SCHOOL SECTOR), WHICH EVALUATES THEIR OVERALL BENEFIT VS COST FOR THE GROUP.

SUBMIT PROPOSALS BY EMAIL TO [ADITOMASO@APPA.QC.CA](mailto:ADITOMASO@APPA.QC.CA)

# CLARIFICATION ON FIRST AID CERTIFICATION



THE APPA HAS RECEIVED MANY INQUIRIES ABOUT FIRST AID CERTIFICATION. HERE'S WHAT YOU NEED TO KNOW.

Support staff whose positions require First Aid certification (daycare, special education, lunch monitors and school secretaries) must renew their certification by taking a 6-hour recertification course every **three** years.

Certification is a condition of employment, failure to maintain a valid certificate may result in disciplinary measures.

## WHAT'S CHANGED?

As of April 1, 2026, all First Aid recertification training must be completed in person with an approved provider. **Virtual training is no longer accepted**, to ensure hands on practice and alignment with current best practices.

The HR Memo that was sent to all EMSB staff can be downloaded in English and in French on the APPA website: [appa.qc.ca/emsb/docs/health-safety](https://appa.qc.ca/emsb/docs/health-safety)

## PLANNING YOUR RECERTIFICATION

Whenever possible, schools should organize group training sessions with an approved provider.

If this is not possible, you may register with an approved

provider individually. In such cases, arrangements must be made in advance with your school administration to be absent from your post.

## WHO PAYS FOR THE RECERTIFICATION?

Salary is maintained during the recertification course, whether the training is organized by the school or taken individually.

The recertification course is 100% reimbursed through PIC funding, (clause 5-7.10) of the collective agreement.

Reimbursement procedures and forms are available on the APPA website: [appa.qc.ca/emsb/members/pic](https://appa.qc.ca/emsb/members/pic) ■



Government of Canada

Gouvernement du Canada

## DON'T FORGET TO RENEW YOUR CANADIAN DENTAL CARE PLAN (CDCP)

Members covered under the Canadian Dental Care Plan (CDCP) are reminded that coverage must be renewed **every year** to remain active.

For the upcoming **2026–2027 benefit year**, the renewal period runs from **April 15 to June 1, 2026**.

Renewal is not automatic. Members must confirm their eligibility annually, including filing their income taxes and meeting the program's requirements.

## WHY IT MATTERS:

**If you do not renew by June 1, 2026, your coverage will end on June 30, 2026.** Any dental expenses incurred during a gap in coverage will not be reimbursed.

Members who miss the deadline can reapply but should expect a break in coverage until their application is processed.

To avoid interruptions, be sure to complete your renewal as early as possible once the renewal period opens.

For more information or to renew, visit: [canada.ca/dental](https://canada.ca/dental)

# PROFESSIONAL IMPROVMENT FUNDING PROCEDURES

DID YOU KNOW THAT AS A MEMBER OF THE APPA, YOU HAVE ACCESS TO FUNDING FOR PROFESSIONAL DEVELOPMENT?

The Professional Improvement Committee (PIC) has released a new booklet to guide you through the updated funding procedures. It outlines eligibility, reimbursement limits, and how to submit your request.

## WHAT'S NEW?

- Clear information on funding for credited studies, non-credit courses, RAC programs, and group training

- Updated reimbursement limits and deadlines
- A quick reference chart for easy planning

## DOWNLOAD THE PIC BOOKLET

Download the booklet on the APPA website at: [appa.qc.ca/emsb/members/pic](http://appa.qc.ca/emsb/members/pic)

**Important:** The PIC Committee strictly enforces eligibility criteria and deadlines. Be sure to review the booklet carefully and include all required documents; missing a deadline could mean missing out on funding. ■

## COMING SOON! NEW STAGIAIRE SUPERVISION BOOKLET

THE PIC COMMITTEE IS CURRENTLY UPDATING THE POLICIES AND PROCEDURES FOR STAGIAIRE SUPERVISION FUNDING.

KEEP AN EYE ON YOUR EMAILS FOR THE NEW BOOKLET AND UPDATED FORM!

# APRIL 28<sup>TH</sup> MARKS THE INTERNATIONAL DAY OF MOURNING IN CANADA

In 2024, 107 124 occupational injuries were recorded:

- 96,721 people suffered an accident at work
- 10,403 workers contracted an occupational disease

There were also 246 deaths in 2024:

- 74 people lost their lives in a workplace accident
- 172 people died as a result of an occupational disease

The Day of Mourning is a day to remember and honour workers who lost their lives, were injured or rendered ill due to their workplace. It's also a day to collectively renew our commitment to improving health and safety in the workplace and to preventing further injuries, illnesses and deaths. ■

# APRIL 28



WE HONOUR WORKERS WHO HAVE DIED OR BEEN INJURED IN THE WORKPLACE



# VACATIONS: LUMP SUM OR BI-WEEKLY PAYMENTS. WHICH IS RIGHT FOR YOU?

THE END OF THE SCHOOL YEAR IS FAST APPROACHING, WHICH MEANS IT’S TIME FOR SUPPORT STAFF TO DECIDE HOW THEY WOULD LIKE TO USE THEIR VACATION BENEFITS FOR THE UPCOMING YEAR.

To be entitled to this benefit you must be in a **REGULAR** position working more than 20 hours a week or in a **TEMPORARY** assignment **PREDETERMINED** to last 6 months or more (automatic pay).

In addition to vacation days, if you have any sick days left in your bank from this year, you can choose to convert them into vacation days, liquidate them as a lump sum, or move them into your non-cash value bank.

10-month employees have the option of extending their employment by the number of vacation days they have



accumulated, or to liquidate their vacation days as a lump sum amount.

## VACATION ENTRY DEADLINES

It’s important to **respect the deadlines established by Human Resources** when submitting your vacation choices. Once the selection period has closed, the system cannot be reopened to modify your selections.

If, during the following school year, you are unable to take your vacation on the dates originally selected, you must discuss alternative dates with your immediate superior and complete a **deviation form** provided by Human Resources. ■

*Each option has different implications depending on your personal and financial situation, so it’s worth taking a moment to consider what works best for you:*

VACATION VS LUMP SUM COMPARISON CHART	
USING YOUR VACATION DAYS	CLAIMING THE LUMP SUM
Extends your employment and delays your layoff date by the number of days in your bank.	Access to a large amount of money more quickly.
Ensures that you would be entitled to statutory holidays falling during your vacation such as St. Jean (June 24) and Canada Day (July 1).	You would not be entitled to any legal holidays taking place after your layoff date.
Income taxes will continue to be removed at your regular rate.	Extra income taxes will be removed and may be issued as a refund the following year.
You’ll continue contributing to your RREGOP pension plan.	No pension contributions are made (lump sum amount is not pensionable).
Group insurance premiums continue as usual until your final summer pay.	A larger backlog of unpaid premiums will be collected by Beneva when you return.



# WORKPLACE DELEGATES AND INFORMATION LIAISONS FOR 2025-2026

WHEN WE ARE BETWEEN NEGOTIATING PERIODS, THE APPA OFTEN LOSES DELEGATES AND LIAISONS AT MANY OF OUR SCHOOLS. HOWEVER, IT IS STILL IMPORTANT THAT SOMEONE BE PRESENT TO SHARE INFORMATION SENT BY THE APPA WITH THEIR COLLEAGUES.

**Delegates must be elected every year, and a completed and signed form sent to the APPA. If we did not receive a form this year, then the delegate status of the person from last year is no longer valid.**

## WORKPLACES WITH NO DELEGATE FOR 2025-2026

<p><b>HEAD OFFICE</b>                  AEVS Department                  Human Resources                  IT Field Services                  Student Services</p> <p><b>ADULT AND VOC ED</b>                  High School of Montreal                  James Lyng Adult Centre                  JFK Adult Education Centre                  Pius X Career Centre                  Rosemount Technology (all campuses)                  Shadd Business Centre                  St. Laurent Adult Centre                  Wagar Adult Centre</p> <p><b>SPECIALIZED / OUTREACH</b>                  Focus High School                  L.I.N.K.S. High School                  Mackay Centre/P.E. Layton                  Outreach High School                  Sir. Mortimer B. Davis                  St. Raphael Elementary</p>	<p><b>HIGH SCHOOLS</b>                  F.A.C.E. High School                  John F. Kennedy High School                  LaurenHill Academy                  LaurenHill Junior campus                  Laurier MacDonald High                  Lester B. Pearson High                  M.I.N.D. High School                  Rosemount High School                  Vincent Massey Collegiate                  Westmount High School</p> <p><b>ELEMENTARY SCHOOLS</b>                  Bancroft Elementary                  Carlyle Elementary                  Dalkeith Elementary                  Dunrae Gardens Elementary                  Edinburgh Elementary Elizabeth                  Ballantyne Elementary                  F.A.C.E. Elementary                  Gerald McShane Elementary</p>	<p><b>ELEMENTARY SCHOOLS</b>                  Hampstead Elementary                  Honoré Mercier Elementary                  John Caboto Elementary                  Merton Elementary                  Michelangelo International                  Nesbitt Elementary                  Our Lady of Pompei Elementary                  Parkdale Elementary                  Pierre Elliot Trudeau Elementary                  Roslyn Elementary                  Sinclair Laird Elementary                  St. Gabriel Elementary                  St. Monica Elementary                  Westmount Park Elementary                  Willingdon Junior Campus                  Willingdon Senior Campus</p>
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**IF YOUR WORKPLACE IS NOT LISTED ABOVE, THIS MEANS THAT YOU HAVE A WORKPLACE DELEGATE. PLEASE VISIT THE APPA WEBSITE TO FIND THE NAME OF YOUR DELEGATE OR LIAISON BELOW:**

[APPA.QC.CA/EMSB/OUR-UNION/DELEGATES-COUNCIL](http://APPA.QC.CA/EMSB/OUR-UNION/DELEGATES-COUNCIL)

# SHINE TOGETHER IN DRUMMONDVILLE

## HIGHLIGHTS FROM THE 2026 APPA CONFERENCE

On March 26 and 27, 2026, the APPA lit up Drummondville with its annual conference, Shine Together. Bringing members together for two dynamic days of exchange, learning, and connection, the event was filled with inspiring presentations, lively discussions, and unforgettable moments that showcased the strength of our community.

**A heartfelt thank you to everyone who participated, and a very special thank you to our volunteers whose energy and dedication helped make this event such a success!**



Lots more photos of the event can be found on the APPA Website at: [appa.qc.ca/emsb/2026-appa-convention-photos](http://appa.qc.ca/emsb/2026-appa-convention-photos)