



THE CLOSING OF A CHAPTER: A FAREWELL FROM OUR PRESIDENT, MICHEL PICARD

When the 2025-2026 school year began, I had a feeling it would pass at lightning speed and that I would soon find myself at the end of this chapter of my working and union life. And here we are.

Over the past several months, I have experienced all of my "lasts": my last start of the school year, last general assembly, last Public Sector Council, last APPA conference, last School Support Sector Council, last CSN convention, last joint union council meeting, and soon, my last Executive Committee meeting.

My eighteen years serving on the APPA-CSN Executive Committee, including eleven years as President, have been filled with meaningful experiences and memorable encounters. When you first take on a union role, I can assure you that you do not arrive with innate knowledge. You must approach the work with humility, especially when you are surrounded daily by people who navigate collective agreement clauses as easily as if they were reciting the alphabet!

What I thought improbable, even impossible, when I arrived in August 2008, finally came to pass: I, too, was able to find my way around the collective agreement, the specific conditions, and other letters of agreement,

both on the CSSDM and EMSB sides. And I can assure you, that was no small task.

What I have ultimately learned is that serving on a union executive means choosing to raise your level of activism by several notches. It means being willing to step out of your comfort zone and put on your work boots, because labour relations are a worksite that is constantly evolving. It means being resilient when setbacks occur and accepting that you cannot always win. It means taking the time to listen to members and support them in finding solutions. It means taking up the cause of individuals when an event occurs that affects their working conditions or their health and safety while at work. It means showing by example that mobilization can lead to gains.

Above all, it is about believing that being a member of a union means ensuring you have a fundamental tool to defend your rights. Having worked in non-unionized workplaces during the early years of my career, I can assure you that you feel very alone and small when faced with an employer who abuses their authority. Hence my relief when I was hired by the MCSC in 1991 and was finally able to sign a union membership card.

Without even realizing it, you have just shared another "last" with me: this is my final *President's Message*.

Thank you for having accompanied me throughout the years I held this role. All the events during which I had the chance to be with you will remain forever etched in my memory, whether at assemblies, conferences, parties or demonstrations. You are the finest members a union could ever dream of having.

I wish you all the very best as you continue your careers in the many job classifications represented by the APPA. And remember: the union is you. It is up to you to ensure that the APPA continues its mission of being a leader in defending the rights of Montreal's school support staff.

You have every reason to be proud.

In solidarity, one last time,

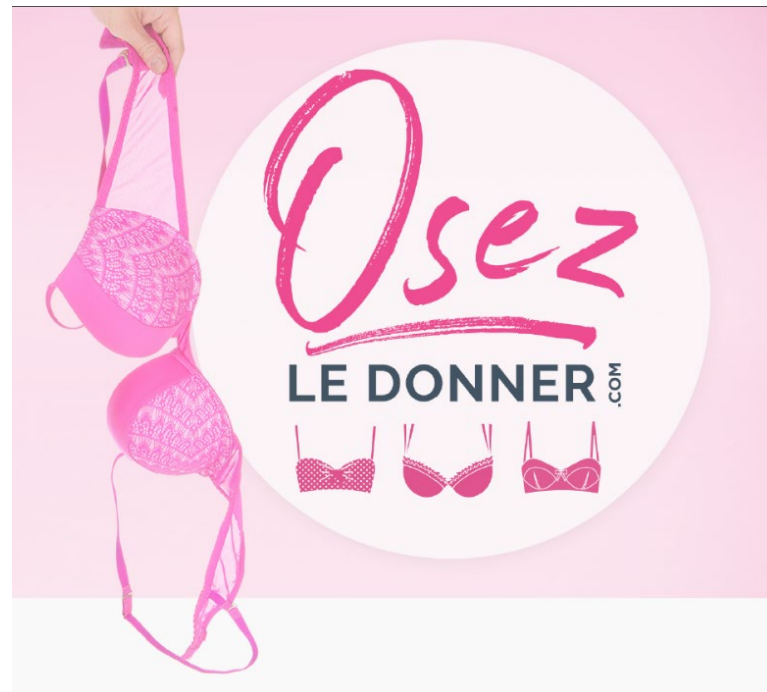
Michel



SPECIAL ED. STAFFING POSTPONED

Please note that the special education sector staffing sessions originally scheduled for June 25 and June 26 have been postponed to a later date, as the staffing plan has not yet been approved by the EMSB Council of Commissioners.

As soon new dates have been confirmed, the APPA and all special education sector staff will be notified.



DARE TO GIVE CAMPAIGN WINNERS

The APPA Status of Women's Committee dares women to donate their bras to help fight breast cancer. Each year members are asked to form their team and collect as many bras as possible for the cause!

The donated bras help underprivileged women find their "support" and one dollar from every bra donated helps to fund the Quebec Breast Cancer Foundation.

HERE ARE THIS YEAR'S WINNERS!

BIG BRA-WL COMPETITION

ABRACADABRA: EMSB Human Resources Department
(134 bras donated)

BOX-O-BRAS COMPETITION

LES GUERRIÈRES: CSSDM Administrative Offices
(most creative donation box)

PARTICIPATION DRAW

THE AEVS SUPPORT: EMSB Adult Ed and Voc Services
(just because you care)

MEMBER SPOTLIGHT: CLAUDIA TISEO, LIFEGUARD OF THE YEAR



Congratulations to APPA member Claudia Tiseo, who was named Lifeguard of the Year by the Quebec Lifesaving Society (Société de sauvetage du Québec) during a ceremony held on April 24, 2026.

Claudia joined the EMSB this year and works as a lifeguard at LaurenHill Junior Campus. This prestigious recognition highlights her professionalism, dedication, and commitment to ensuring the safety and well-being of those under her supervision.

The APPA is proud to count Claudia among its members and congratulates her on this well-deserved honour. We wish her continued success in her career. ■



2026-2027 RETURN TO WORK DATES

Remember, some schools may recall their staff earlier. If you don't know when you are supposed to return, contact your administrator. Do you need more time to prepare? If so, email your principal to ask if you may start earlier, using the time worked as compensation towards March Break.

JOB CLASSIFICATION	RECALL DATE
Secretary (10 Mos)	August 17
School Secretary (10 Mos)	August 17
Daycare Educator Pl. Class	August 26
Daycare Technician	August 26
Daycare Educator	August 28
Interpreter Technician	August 28
Special Education Technician	August 28
Student Attendant	August 28
Documentation Technician	September 1
Laboratory Technician	September 1
Lunch Monitor	September 1

MOVED? CHANGED YOUR NUMBER? LET PAYROLL KNOW

IF YOU'VE CHANGED YOUR ADDRESS OR PHONE NUMBER, BE SURE TO UPDATE YOUR CONTACT INFORMATION BEFORE THE NEW SCHOOL YEAR SO YOU DON'T MISS ANY VITAL INFORMATION.

To update your information, email the **payroll department** at payroll@emsb.qc.ca. Make sure to include your **full name** and **employee number** in the message.

Once your contact information is updated in the board's system, it is automatically shared with the union's member database on a monthly basis. ■



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10-MONTHERS APPLYING FOR EMPLOYMENT INSURANCE

IF YOU'RE A 10-MONTH EMPLOYEE, DON'T FORGET TO APPLY FOR EI AS SOON AS YOUR EMPLOYMENT ENDS FOR THE SUMMER.

WHAT TO REMEMBER:

- You can apply for EI the day after your last day of work.
- Your last day of work includes any vacation days used to extend your layoff into the summer.

- You don't need to wait for your Record of Employment (ROE) to apply.
- If you apply more than 4 weeks after your last paid day, you could lose benefits.

If you received EI in the last 52 weeks and still have weeks payable, your claim may be automatically renewed. If you want to start a new claim instead, contact Service Canada at 1-800-206-7218 before applying.

HOW TO APPLY:

1. Visit www.canada.ca/ei.
2. Have your SIN, employment dates, and direct deposit info ready.
3. Complete the online application.

After applying, you'll receive a benefit statement with your four-digit access code. This is required to submit your biweekly reports.

Note: You must keep a detailed record of your job search efforts. Service Canada may ask for proof at any time.

For updates or to view your electronic ROEs, sign up for a My Service Canada Account at www.canada.ca/msca. ■

UNION OFFICE SUMMER SHUTDOWN

Please note that the APPA-EMSB office will be **closed from July 1 to August 14, 2026**.

We will reopen on **Monday, August 17**. If you have an urgent issue during the closure, you may leave a message or send an email. We will respond as soon as possible once we're back.

Wishing you all a happy, healthy and restful summer.



CONTACT YOUR UNION



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