

WHAT'S HAPPENING WITH OUR PAY EQUITY?

SOME OF US HAVE BEEN WAITING FOR A LONG TIME TO RECEIVE OUR RETROACTIVE EQUITY PAYMENTS. FINALLY, WE HAVE GOOD NEWS TO SHARE.

WHEN AM I GETTING PAID?

The APPA has received word from Human Resources that the payment will be before the winter holiday break. **We know you have a lot of questions. You will be receiving detailed information from HR next week.**

The retroactive amount will be deposited in one lump sum which may affect your withheld income tax amount for that pay period. Any overpayment will be returned to you when you file your 2021 tax returns.

The classifications slated to receive salary equity are Administrative Technician, School or Centre Secretary and Daycare Technician.

If you hold or have held one of these classifications within the last 10 years, then you will be receiving a lump sum deposit.

WHAT IS SALARY EQUITY?

In accordance with the Law on salary equity (LÉS), every five years, the Treasury Board must conduct an evaluation of salary equity maintenance for the Para public sector, which covers the health and social services and education sectors. This periodic evaluation is aimed at ensuring that employment categories, predominantly held by women, always receive equal pay and equal value as those predominantly held by men. Over time, are made in the workplace, which may affect jobs and lead to salary discrimination. The Treasury Board evaluates if such

changes are significant enough to change the category of employment or even its salary scale.



WHY ISN'T MY CATEGORY OF EMPLOYMENT GETTING PAY EQUITY?

As the Treasury Board conducts evaluations every five years, it is possible that your category may be included in future evaluations.

As with all things government-related, it will take some time for them to evaluate and recognize imbalances in salary. In the meantime, here are a few examples of things to look out for during the maintenance process:

- Creation, abolishment, or the merging of an employment category.
- Modification to tasks, responsibilities or qualifications required to perform a job.
- Change in working conditions.
- Changes to the salary of other employment categories.

We know that the hard work that you do deserves equal pay. Salary equity is an ongoing process. The APPA will continue to do our part in the fight for your working conditions. ■

FOR MORE INFORMATION, PLEASE READ THE SALARY EQUITY NEWSLETTERS (INFO-MANTIEN) BELOW:

[Info Mantien June 2021](#) | [Bulletin for Admin Techs](#)

APPA ELECTION RESULTS

ACCLAIMED



PRESIDENT

Michel Picard
Laboratory Technician
École Saint-Luc (CSSDM)

ACCLAIMED



SECRETARY-TREASURER

Marlène Tourville
Administrative Technician
Bureau de la paie (CSSDM)

ELECTED



VICE PRESIDENT EMSB

Andrea Di Tomaso
Graphic Arts Technician
Secretary General (EMSB)

Elections for positions on the Union Executive were held during our last General Assembly on October 27, 2021. This was the first time that the EMSB APPA members had to vote to elect a Vice President virtually. Inevitably, there were some hiccups but, in the end, we were able to proceed as planned.

Both Michel Picard and Marlène Tourville won by acclamation as President and Secretary-Treasurer, respectively. Andrea Di Tomaso defeated Paul Robichaud for the position of Vice President EMSB.

The APPA would like to acknowledge Paul's years of dedication as a contributing member of the Union Council, as Mobilization Coordinator during our 2015 negotiations, and as Vice President.

Paul also actively participated in many committees, notably: the Health and Safety Committee; the Advisory Committee on Special Education Services (ACSES); the Union Life Committee; and the APPA Convention Committee.

During his 3-year mandate as Vice President, Paul focussed on occupational health and safety and the Special Education sector. One of his major achievements was to ensure that the EMSB properly define the difference in roles between Special Education Technicians and Attendants, thereby validating their importance in the education system. Paul also wrote the monthly Ensemble Newsletters and the COVID-19 bulletins that were released from March to June 2020.

Paul supported many union members during the most difficult times in their lives and he did so with dedication, expertise, and heart.

Paul will continue to work with the APPA in as Information and Mobilization Coordinator until his well-earned retirement on January 7, 2022. ■

WHO WILL BE YOUR UNION DELEGATE FOR THE NEXT ROUND OF NEGOTIATIONS?

EXPERIENCE: **NONE REQUIRED.**

Elected delegates and information liaisons will be invited to attend a one-day, paid training session in 2022. The purpose of the training will be to ensure that delegates and information liaisons understand their role in the workplace and in the union structure.

We will have to rev up our engines to be ready for the next round of negotiations that will determine our working conditions from 2023 onward. As such, we must get our team ready because one thing is for sure, the government is already getting their team ready. We can't afford to be playing catch up when our livelihoods are at stake!

If you want to fight for better pay and working conditions, you must be involved in the process. If not, our collective voice will not be heard, and we risk obtaining less in the next round than we gained in our last negotiated collective agreement.

The success (or failure) of our upcoming negotiations will depend on your participation (or apathy)!

THE ROLE OF THE DELEGATE:

- Mobilize colleagues to encourage participation in union activities, such as general assemblies, sector meetings, social events, organized trips, etc.
- Inform peers and ensure that all members have access to newsletters, information bulletins, and all other pertinent information transmitted by the union.
- Represent the APPA within the workplace.
- Consult members to obtain their opinions and their expectations on issues such as working conditions and other union matters.
- Transmit information from the union's Executive Committee. ■



Paul Robichaud
Information & Mobilization Coordinator

514-254-3503 ext: 217

probichaud@appa.qc.ca

appa.qc.ca/emsb

TO OBTAIN THE OFFICIAL UNION DELEGATE ELECTION FORM CLICK ON THE LINK BELOW:

[**DELEGATE-ELECTION-FORM-2021-22**](#)

2022 SSQ GROUP INSURANCE RATES

DURING OUR LAST GENERAL ASSEMBLY, APPA MEMBERS VOTED IN FAVOUR OF THE PROPOSED SSQ INSURANCE PREMIUM RATES AS OF JANUARY 1ST 2022.



There were some major gains in our last round of negotiations concerning our group insurance plans. The Board's contribution to the basic medical insurance plan will increase to \$8.40 for individual or \$20.97 for family and single parent plans. This is an increase of 300%. As of April 1, 2022, the Board's contribution for part-time employees will increase to become equivalent to the one accorded to full-time employees. ■

Below is the table that illustrates the difference in rates associated with our plans and options:

GROUP INSURANCE — JANUARY 2022 — NEW PRICING PLAN

 Benefits 		Rates as of January 1 st , 2021		Rates as of January 1 st , 2022			
		Agreed terms	Including the additional employer contribution	Agreed terms	Including the additional employer contribution	Part time	
						Before April 1 st , 2022	After April 1 st , 2022
Premium rates comparison for a 14 days period							
PLAN 1	▪ individual	\$40,21	\$33,92	\$40,81	\$32,41	\$36,61	\$32,41
	▪ single-parent	\$50,24	\$42,24	\$50,99	\$30,02	\$40,50	\$30,02
	▪ family	\$90,47	\$76,21	\$91,83	\$70,86	\$81,34	\$70,86
PLAN 2	▪ individual	\$57,45	\$51,16	\$58,31	\$49,91	\$54,11	\$49,91
	▪ single-parent	\$71,82	\$63,82	\$72,90	\$51,93	\$62,41	\$51,93
	▪ family	\$129,25	\$114,99	\$131,19	\$110,22	\$120,70	\$110,22
Option 1	▪ individual	\$4,34	\$4,34		\$4,74		
	▪ single-parent	\$5,43	\$5,43		\$5,92		
	▪ family	\$9,76	\$9,76		\$10,65		
Option 2	▪ individual	\$14,45	\$14,45		\$15,75		
	▪ single-parent	\$18,07	\$18,07		\$19,70		
	▪ family	\$32,52	\$32,52		\$35,45		
<p>The amount disbursed to the member corresponds to the indicated rate plus the sales tax of 9%.</p> <p>From January 1 to March 31, 2022, the employer's contribution varies according to the number of hours worked weekly for the position held by the employee:</p> <ul style="list-style-type: none"> - 70% or more of the regular work week = full contribution of \$8.40 for individual or \$20.97 for the family & single-parent plan ; - Less than 70 % of the regular work week = half contribution for a total \$4.20 individual or \$10.49 for the family & single-parent plan. <p>Starting April 1, 2022: the employer's contribution does not vary according to the position held by the employee: full contribution of \$8.40 for individual or \$20.97 for the family & single-parent plan.</p> <p>This amount is taxable.</p>							
Life insurance (Average of -9,7 %)	❖ basic applicants	\$0,095/\$1 000					
	❖ dependants						
	▪ single-parent	\$0,13/\$1 000					
Life insurance (Average of -6,7%)	▪ family	\$0,38/\$1 000					
	❖ accidental death or mutilation(-6.7%)	\$0,014/\$1 000					
	❖ long term	1,447 % of gross salary					
Disability Insurance (-2 %)	▪ individual	\$15,31					
	▪ single-parent	\$21,74					
	▪ family	\$41,02					
Dental Insurance (+9,6 %)							

There is no employer contribution for the life insurance, disability or dental care plans.

The amount spent by the applicant corresponds to the indicated premium plus the 9% sales tax.

Participation in the dental plan is optional with a minimum participation of 40% per union accreditation and dental exams are eligible every 9 months.