

## A MESSAGE FROM OUR PRESIDENT



MICHEL PICARD, PRESIDENT APPA

With a few weeks to go until the end of 2021, we can take a quick look back to realize that we will soon be turning the page on a very strange year. Twelve months in which we once again had to put our regular lives on hiatus while waiting for a return to normal.

We are all impatiently awaiting this normality, but one can wonder what normal looks like after nearly two years governed by decrees and other ministerial orders. The forced break, followed by a gradual, albeit inconsistent return, has left its mark on the way we work.

For example, telework, which had to be used sparingly, and granted only exceptionally, quickly became the new reality for people working in administration and some

school offices. As it had not been formally negotiated, the structure of telework quickly fell under the control of management at large. It will be necessary to quickly position ourselves for the next round of negotiations, so that affected staff members have a voice in that matter.

In schools, the appearance of class bubbles, distancing and disinfection protocols, isolation and rapid tests, as well as classroom and school closures, have put the concept of the school team to the test. It took ingenuity and selfless dedication from the staff of our educational institutions to keep the quality of service offered afloat.

Whether telecommuting and/or face-to-face, the APPA support staff have once again proven their value in delivering the goods. Did we get the recognition we wanted in the last round of negotiations? Unfortunately, no. The Legault government had committed itself to electoral promises by identifying certain groups of workers who would be entitled to a salary catch-up, rather than giving all workers the chance to recover their purchasing power after years of liberal austerity. They did not deviate from that plan.

Today, they are forced to invent all kinds of bonuses to maintain and/or attract staff to the different public sectors. Public services are in dire straits, and only the government, our employer, has the power to change it. Our working and salary conditions have so deteriorated over the past decades that Quebec public services are losing their capacity to recruit and retain workers. This is exacerbated by the rapidly increasing cost of living in the greater Montreal area.

On the cusp of 2022, an election year to boot, we seek real recognition of our contribution to public services. This can be achieved through a firm resolve by the government to correct inequities created by the last negotiations and from years of living under government austerity.

SCHOOL...

NOT WITHOUT US!

# DON'T FORGET TO CHECK THE SENIORITY LIST!

JUST LIKE SANTA, IT'S IMPORTANT TO CHECK THE LIST TWICE TO FIND OUT IF YOUR INFO IS NAUGHTY OR NICE!

The latest seniority list has been published by Human Resources with figures as of June 2021. It is possible that there may be errors in the data.

**Remember, it's the employee's responsibility to make sure that their information is accurate.**

The seniority list reflects the active service of **regular employees only.**



## HERE'S WHAT TO DO:

1. Download the latest seniority list on the [EMSB ePortal](https://bit.ly/3yMONJ3) at (<https://bit.ly/3yMONJ3>)
2. Find your Occupation/Classification. Your name should be listed in order of seniority.
3. Verify that your information is correct, particularly your years of seniority and tenure.

If you notice an error, you have **45 days** to report any discrepancies to Human Resources.

### Occupation: 4279 - Techn. en arts graphiques

Empl. #	Name	# Pos.	Nb Mth	Hrs / Week	Total %	W/P %	Place Of Work	Protected	Seniority	Start Date	Tenure
920-735-450	Di Tomaso Andrea	3853	12	35:00	100.00	100.00	703 - Secretary General		17-00-12	2003-09-08	Yes

# AM I PAID FOR THE HOLIDAY BREAK?

HOLIDAYS THIS YEAR EXTEND FROM DECEMBER 23<sup>RD</sup> 2021 TO JANUARY 5<sup>TH</sup> 2022.

Your employment status and the amount of time you worked before the holiday break determine the amount of time you will get paid for the 10-day shutdown period.

EMPLOYMENT STATUS	WORKED 10 DAYS OR MORE, CONSECUTIVE OR NOT, WITHIN 10 DAYS BEFORE THE BREAK	WORKED LESS THAN 10 DAYS, OR STOPPED WORKING MORE THAN 10 DAYS BEFORE THE BREAK
Regular Permanent	Entitled to 10 paid days.	Not entitled if resigned or on unpaid leave.
Full-Time Temporary	Entitled to 10 paid days.	Entitled to 2 paid days.
Part-Time Temporary	Entitled to 10 paid days.	Paid according to Quebec Labour Standards (contact HR for calculated amount).
Part-Time 15 hrs or less	Not entitled to any paid holidays. These employees already receive an additional 19% of their salary on each paycheck (8% for vacation pay and 11% to cover all other benefits).	

# 2020-2023 COLLECTIVE AGREEMENT NEWS



After two years of negotiations, mobilizations and strikes, we have succeeded thanks to the determination of you, our membership!

A sincere thank you for your patience.

The term of this Collective Agreement is three (3) years, from April 1, 2020, to March 31, 2023.

## RETROACTIVE INCREASES

PAYMENT TYPE	PERCENT AMOUNT	WHEN (APPROX)
Retroactive raise April 1, 2020 to present	2%	60 days after signature
Retroactive raise April 1, 2021 to present	2%	60 days after signature

## LUMP-SUM BONUSES

All members will also be receiving two separate additional lump-sum payments in early 2022.

## STRIKE PAY

We are finally able to process the Professional Defence Fund (PDF) payments of \$30 per half-day. You will receive information on how to obtain your payment in January.

## STAY TUNED

Further details on our new collective agreement and the major gains that we have achieved with the school sector will be sent to you in early January in a special communiqué from the APPA.

[UPDATE FROM THE SCHOOL SECTOR ON FACEBOOK](#)

# Season's Greetings

*Unlike last year, we can finally spend winter break in the company of some of our close family and friends. We hope that you take this special time to relax and enjoy the holiday spirit with the people that are the most special to you.*

*On behalf of the APPA Executive Committee and Union Council, we wish you all the best of the season and look forward to seeing you all in the New Year!*

