

DRAFT SECTORAL DEMANDS PRESENTED

NEW DEMANDS ADDED FOR 2023 NEGOTIATIONS STARTING IN OCTOBER



A big thank you to the members who participated in our General Assembly on May 19. Without the participation of each and every one of you, we would not have been able to achieve our goal of voting on the draft demands.

WHAT'S NEXT?

APPA Union Representatives will join our peers from FEESP-CSN school sector unions across Quebec. For three days we will deliberate upon the final demands booklet. Once adopted, it will be presented to general assemblies in September. The complete list of demands will be deposited at the CPNCA on October 28 and official negotiations will begin once more. The content of the demands booklet remains confidential until it is made public by the FEESP-CSN. ■

NO STRESS STAFFING SESSIONS

THE SCHOOL YEAR IS ALMOST OVER, WHICH MEANS THAT THE ANNUAL STAFFING SESSIONS ARE COMING. DAYCARE, ADMINISTRATION AND SPECIAL EDUCATION SESSIONS WILL

BE HELD VIRTUALLY VIA MICROSOFT TEAMS. THE DATES FOR EACH SECTOR WILL BE SENT TO YOU FROM HR AND YOU WILL RECEIVE INVITATIONS TO THE TEAMS MEETINGS.

WHAT YOU NEED TO KNOW

When making up the staffing plan the Board must identify all abolished and vacant positions. If there are **more vacant positions** than abolished ones, no-one will be placed in excess. However, if there are **more abolished positions** than vacant ones, employees in the same class of employment with the least seniority shall be declared to be **in excess** and their posts shall be added to the bank

of vacant posts. If, for some reason, the vacant post of the person declared to be in excess is not taken during the movement that person will return to their post.

1. COMPOSITION OF THE BANK OF VACANT POSTS

In the context of the general staffing plan, the bank of vacant posts shall include:

- Newly created positions;
- regular posts left vacant between January and June of the school year;
- posts of employees who have confirmed their retirement and will not be returning after July 1;
- posts vacated by employees placed in excess by the Board.

2. POST ABOLISHMENTS AND DISPLACEMENTS

My position is abolished, I must:

- a) Displace a person with LESS seniority in my class of employment; **OR**
- b) Choose a position in the bank of vacant posts in my class of employment.

I have been displaced by a person whose position is abolished, I must:

- a) Choose a vacant post in the bank of vacant posts in my class of employment.

Failing this, I must:

- a) Take a vacant post at my level of seniority, in the class of employment whose salary scale is immediately inferior* to the class of employment I held. **OR**
- b) Displace the person with the LEAST seniority and less seniority than me, in the class of employment whose

salary scale is immediately inferior to the class of employment I held.

I have been declared in excess for my class of employment, I must:

- a) Remain in my post if it is available or take a vacant position in my class of employment if one is still available. **OR**
- b) Take a vacant post at my level of seniority, in the class of employment whose salary scale is immediately inferior* to the class of employment I held. **OR**
- c) Displace the person with the LEAST seniority and less seniority than me, in the class of employment whose salary scale is immediately inferior to the class of employment I held.

Failing this, if a post is still not obtained:

- A person who **has tenure** but cannot obtain a post will be placed on availability with salary protection.
- A person **without tenure** will be laid off and placed on the Priority List of Employment.

* If a person cannot choose in the immediately inferior class of employment, the choice is made in the class of employment immediately inferior to that one, and so on down the line.

3. TRANSFERRING TO A DIFFERENT POST

In the case where there is at least one abolished post and one vacant post in your class of employment:

- The Board offers the vacant posts as a transfer to anyone who has more seniority than the person who has been abolished.
- The post freed up by the person who chose the transfer will be added to the bank of vacant posts.

a person may choose, more than once, to transfer to a vacant post that has just been freed up. ■



APPA LGBT COMMITTEE NEEDS YOU

The LGBT Committee is committed to recognizing and celebrating the contributions of union members from lesbian, gay, bisexual, queer and transgender communities.

If you would like to be part of this committee, do not hesitate to contact us at the following coordinates: aditomaso@appa.qc.ca or by phone at 514 254-3503 extension 204.

Officialize International Day Against Homophobia and Transphobia at the UN.

Sign the petition here: <https://chnq.it/rhkcK9J5>

WHAT IS TENURE?

AN OVERVIEW OF WHAT TENURE MEANS FOR YOU, WHY IT'S IMPORTANT AND HOW TO CHECK IF YOU HAVE IT.



The meaning of tenure differs depending on the type of industry you work in. For EMSB support staff, reaching two years of continuous active service in a regular, full-time position means that you become a permanent “tenured” employee.

VOCABULARY: WHAT DOES ALL THIS MEAN?

Regular Employee

someone who has obtained an open (not temporary) position and has passed their probationary period of 60 or 90 days depending on their classification.

Full-Time Position

means your weekly working hours are equal to, or greater than seventy-five percent (75%) of the 35-hour workweek. However, if you're working in a regular part-time post and obtain a full-time post in the future, the hours worked part-time count towards your two years of active service. Special Projects are not considered regular posts.

Active Service

The period of time during which you were paid a salary and actually worked in your post. So, if there's a break in your work, such as taking a leave of absence, then that amount gets added to your two years.

As most posts are 10 months, at the EMSB, two hundred and sixty (260) continuous days is considered one year of service.

WHAT'S SO GREAT ABOUT TENURE?

Obtaining tenure comes with some benefits that nontenured employees do not have, such as:

Salary Protection

If your post is abolished and there are no positions available in your classification with the same number of hours as your previous post, as a tenured employee, your salary will be maintained.

If a tenured colleague with more seniority than you has their position abolished, it is possible that you may be displaced from your full-time post. If there are no vacant posts in your class of employment you may be placed in a lower classification. Tenured employees benefit from maintaining their original salary in this situation.

If there are no suitable positions available, you will be declared a surplus employee. The Board may ask you to undergo a retraining program to prepare you to occupy a different classification.

You may also be called upon by another school board within 50km of your residence that has a suitable position for you.

In the above situations, a nontenured employee would be laid-off and put back on the priority list.

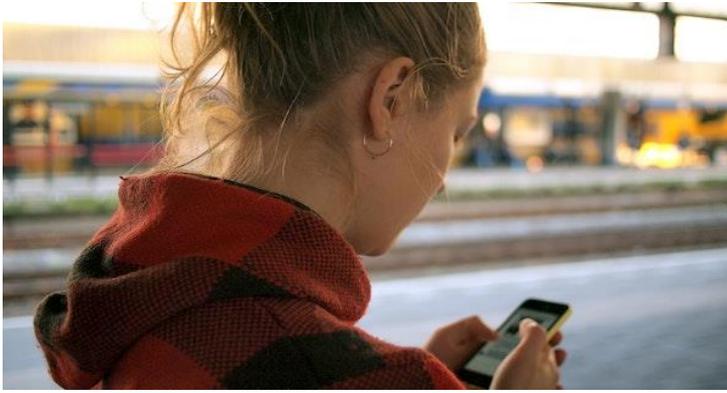
Partial Disability

As a tenured employee, if you are unable to perform your core duties due to a permanent or partial disability, you may request a transfer to a different post that may accommodate you while maintaining your original salary. ■

HOW DO I CHECK MY TENURE?

You will be able to see if you are tenured or not on the latest seniority list. If you feel that there is an error, you can contact Human Resources as soon as possible and they will be happy to make the corrections as needed.

If you disagree with HR's response, please contact your APPA reps for help.



SEND US AN EMAIL OR GIVE US A CALL, WE'RE HERE FOR YOU

YOUR APPA REPRESENTATIVES ARE HERE TO PROVIDE SUPPORT FOR YOU, OUR MEMBERS, WHEN YOU NEED IT

Whether it's to provide guidance on workplace health and safety, answer a question you have about our Collective Agreement or speak up for you when your rights have been ignored, your union reps are here to support you. Here's how you can reach us:

Kimberly Watson, 1 st Vice President		Andrea Di Tomaso, Vice President	
Email:	kwatson@appa.qc.ca	Email:	aditomaso@appa.qc.ca
Tel:	(514) 254-3503 ext. 205	Tel:	(514) 254-3503 ext. 204
Dossiers:	Staffing and Movement of Personnel, Working Conditions, Seniority and POE Lists, Labour Relations and Grievances	Dossiers:	Occupational Health and Safety / Work Climate and Harassment, Salary Insurance and CNESST Contestations, Delegates and Communications

Office Hours: Monday to Friday 8:30 a.m. to 4:30 p.m.

We are often in meetings and sometimes we are representing our members at CSN assemblies. If you can't reach us by phone, send an email and we will answer you as soon as we can!

Courtesy is always the best course of action. The person you may be contacting at the Board, is also a member of the APPA and your colleague. Mistakes are usually corrected, and questions answered as soon as possible.

If your problem can't be solved in a reasonable amount of time, take notes, and reach out to your APPA representatives for help.

CONTACTS FOR QUESTIONS AND GENERAL INFORMATION

FOR EVERYDAY QUESTIONS ABOUT INSURANCE, PENSIONS, VACATION BANKS, PAY ERRORS ETC. CONTACT THE EMSB DIRECTLY.

Dossier	Contact Person		Ext.
Group Insurance General Coverage, Claims Info.	SSQ Insurance (ssq.ca)	1-844-375-3591	--
Group Insurance Registration & Exemption Forms	Christelle Aubeeluck	maubeeluck@emsb.qc.ca	7498
Sick Leave (Salary Insurance)	Carmela D'Addario	cdaddario@emsb.qc.ca	7497
Work Accidents (CNESST)	Cindy Renaud	crenaud@emsb.qc.ca	7462
Pensions Leaves of Absence Maternity Leave	Heleine Lefebvre	hlefebvre@emsb.qc.ca	7282
Seniority Step Advancement PIC Testing	Elena Tagliavore	etagliavore@emsb.qc.ca	7472
Seniority Step Advancement Testing	Nina Tzimopoulos	ctzimopoulos@emsb.qc.ca	7372
Bank of Days Information, Vacations, Sick Days	Human Resources	bankofdays@emsb.qc.ca	--
Payroll Questions or Corrections	Payroll Services	payroll@emsb.qc.ca	--