

Welcome Back

As September approaches its end, it is hard to believe that the summer holidays went by so quickly. The APPA executive welcomes you back and we hope that you were able to slow down, enjoy time with your loved ones and recharge your batteries.

This year promises to be an eventful one. Not only will we be holding a strike vote in September and hosting a BBQ & bowling event for national support staff day, but there will also be general assemblies to vote in our 1st Vice-president and to renew our collective insurance. Combined with our continued pressure tactics, we will be hard at work to make sure our union stays strong!

Why are we Having our Strike Vote General Assembly in Person?

The APPA is very aware of the convenience of having general assemblies online. Most of our members live in the east or the west and it is difficult to travel to the other side of the city for a 7:00 p.m. meeting. A request was made by the APPA executive to hold the general assembly with our strike vote online. Unfortunately, it was not possible for this meeting.

The last strike vote was online because we were in a pandemic and not legally allowed to gather in large numbers. We had to read statements and vote, that given the extreme circumstances, the general assembly would be held online, exceptionally.

Since the law requires us to hold a strike vote by secret ballot, it also meant spending tens of thousands of dollars to use a specific third-party voting system that could verify the identity of each voter and maintain the confidentiality of the vote.

We are governed by the labour code, our by-laws, and our internal regulations. However, to change our by-laws, there would have to be a notice of motion made at a regular general assembly by a member. Our next regular joint meeting (CSSDM & EMSB) will be on October 25th. Once the notice of motion is made, it gets put on the agenda for the members to debate and vote at the following general assembly.

Mark your Calendars!!! Save the dates for 2023!!!

- ♦ **September 23 : Front Commun Rally for our Public Services**
- ♦ **September 27: Strike Vote General Assembly**
- ♦ **September 30: National Support Staff Day BBQ and Bowling @ the APPA**
- ♦ **T-shirt Thursday: Wear your shirts in support of the Common Front**

STRIKE Vote Assembly

Go vote

EMSB GENERAL ASSEMBLY

DATE: SEPTEMBER 27, 2023

TIME: 7 PM

WHERE: ROYAL VALE SCHOOL

ADDRESS: 5851 SOMERLED AVENUE
MONTREAL, QC, CANADA

H3X 2A5 (entrance on Draper)

- A LIGHT DINNER WILL BE SERVED AS OF 6PM

- PARKING WILL BE AVAILABLE IN THE EMSB PARKING LOT, 5 MINUTE WALK TO THE SCHOOL.





How many breaks do I get?

[Click here](#)

The APPA gets many calls regarding the breaks and lunch periods to which our members are entitled. Taking a breather from our busy schedules is important for our well-being. Our collective agreement states the following:

6 to 8 HOUR WORK SHIFT	15-minute morning rest period, which shall be taken towards the middle of the morning period. Lunch break towards the middle of the workday 15-minute afternoon rest period, which shall be taken towards the middle of the afternoon period.
MORE THAN 5 HOURS, BUT LESS THAN 6 HOURS	15-minute morning rest period, which shall be taken towards the middle of the morning period. Lunch break towards the middle of the workday
3 to 5 HOUR WORK SHIFT	15-minute morning rest period, which shall be taken towards the middle of the work shift. No lunch break.

Please note that employees are not permitted to forego their rest periods in order to accumulate overtime compensation or reduce their workday.

Calling in sick? Have an appointment? Need someone to fill in for you? Whose responsibility is it to find my replacement?

If you cannot be at work, it is your responsibility to let your immediate supervisor know that you will be absent. Though you may be willing to find your own replacement, it is not your responsibility. This applies to all APPA members, whether in the general sector, special educator sector, or the daycare sector.

School Delegates for 2023-2024

As every school year begins, the hunt for school delegates or liaisons has become a main priority, especially this fall.

We need **at least one person** per workplace to distribute union gear, for strike attendance, membership cards signatures, amongst other tasks.

It is especially important this year because in the case of a strike, members will not have access to the strike fund if there is not someone in place to coordinate the attendance sheets. The union executive cannot be in all workplaces at the same time and that is why we need to rely on the help of the delegate or liaison.

The union regularly sends information that needs to be shared quickly with members and the best person to do so is the delegate or liaison within the workplace. If you are interested, please fill out one of these [forms](#) and send it back to us @ eltubio@appa.qc.ca

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. Though we are very busy, we do our best to get back to our members as quickly as possible. We always appreciate your patience and understanding.

Religious Holidays for the year : EMSB

The general High Holidays recognized by the Board for the 2023-2024 school year are:

RELIGIOUS HOLIDAY	DATES
Rosh Hashanah	September 16 and 17, 2023 (falls on a weekend)
Yom Kippur	September 25, 2023
Eastern Orthodox Christmas	January 7, 2024 (falls on a Sunday)
Feast of The Annunciation	March 25, 2024
Orthodox Easter	May 3, 2024 (Good Friday)
EID-AL-FITR	April 10, 2024
EID-AL-ADHA	June 17, 2024

Any additional dates, as well as requests made by employees of other faiths, should be verified with the Human Resources Department.

Any Religious Holidays that fall on the weekend will not be compensated on a work day.

Need a break! Time for a vacation! When can I take time off?

We often get questions from members about taking time off during the school year. For 12-month employees, there is a procedure for booking their vacation time. However, for 10-month employees, taking any vacation time outside of March Break is not normally allowed since the vacation days are paid out in the summer (we are all off during the Christmas Holidays, so that period does not count).

There are some special leaves permitted according to our collective agreement, including time off for one's marriage, deaths in the family and moving. The complete list can be found in Chapter 5 of our collective agreement.

Any other request for leave must be approved by your immediate supervisor and Human Resources. A request for a leave of absence must be done in a timely manner, providing the reason in most cases. Approval of your leave is subject to the EMSB's discretion. For more information, and a better understanding of how leaves of absence work, refer to our collective agreement: clauses 5-10.00 to 5-11.08 Click on this this link for our [collective agreement](#).

Important days to keep in mind!!!

**NATIONAL RALLY
FOR OUR
PUBLIC SERVICES**

**SATURDAY, SEPTEMBER 23, 2023
JEANNE-MANCE PARK – MONTRÉAL
1 PM**

APP A RALLYING POINT
CORNER OF
AVENUE DU PARC & MONT ROYAL
WE WILL BE THERE AS OF NOON TO GREET YOU. COME
MAKE SOME NOISE WITH US! YOUR PRESENCE IS VERY
IMPORTANT !

LOOK FOR THE APPA BALLOONS!

**FRONT
COMMUN**

APP A Association professionnelle
du **personnel administratif (CSN)**

INVITATION

NATIONAL SCHOOL SUPPORT STAFF DAY
SATURDAY, SEPTEMBER 30TH, 2023
BBQ + BOWLING ACTIVITY

BBQ @ 5pm to 6:30pm
In the parking lot of the APPA, 3340 boul. l'Assomption

Bowling activity @ 7pm to 10pm
Salle de quilles Moderne. 3115 boul. de l'Assomption
next to Assomption metro

**School support staff: People are
talking about us!!!**

On August 27th, 2023, a press conference was held to talk about the labour shortage in the different classes of employment of school support staff. Here are the links for the me-

CTV News

<https://montreal.ctvnews.ca/many-support-staff-positions-unfilled-in-quebec-schools-union-warns-1.6536943>

Global news

<https://globalnews.ca/news/9922989/many-support-staff-positions-unfilled-in-quebec-schools-union-warns/>

CityNews

<https://montreal.citynews.ca/2023/08/27/lack-support-staff-schools/>

CBC

<https://www.cbc.ca/news/canada/montreal/quebec-education-staff-shortage-1.6949232>

Toronto Star

https://www.thestar.com/news/canada/many-support-staff-positions-unfilled-in-quebec-schools-union-warns/article_eba02f8c-d7a3-5f15-bdea-c95c5d23df69.html

Canadian Press

https://www.thecanadianpressnews.ca/quebec/many-support-staff-positions-unfilled-in-quebec-schools-union-warns/article_c6d11a2c-d27b-5800-aebb-7d0875d50049.html