



## Time to take a stand, hold your ground and make lots of noise!!!

The big day has arrived and it's November 6<sup>th</sup>, 2023. The entire public sector will be going on strike starting at midnight until 10:30 am. This is the time comrades, to get loud, to make noise and make sure we are heard!

**WE DESERVE BETTER!!!!** We must let the government know we mean business. We must stand together and send a strong message.

The government's last offer on Sunday, October 29<sup>th</sup>, only improved the salary from 9% to 10.3% over 5 years. "It makes no sense – it's a real slap in our face..." said François Enault, first vice president of the CSN, which is part of the Common Front.

The Common Front, representing some 420,000 public sector workers in health, social services, and education say that the new offer falls short and is moving forward with planned strike days.



**As we hit the picket line, it is imperative that we follow the instructions listed below:**

- Strike Registration form must be completed within the first 7 days of the first day of striking if you want access to the CSN strike fund. EVERYONE MUST COMPLETE IT (find it below)
- Must be present on the picket line at the time that is designated by the union.
- Make sure to sign in at arrival with your school delegate and make sure to have your employee number. (can be found on your paystub)
- Dress warmly, bring a camping chair, blanket etc.
- Do not drink alcohol.
- Do not possess or consume drugs
- Do not vandalize.
- Do not block traffic.
- Be respectful.

**MAKE SOME NOISE, BE HEARD AND SEEN ON THE PICKET LINES!!!**

Remember that this registration is necessary if you want to receive potential strike fund benefit from the CSN Professional Defense Fund. You can easily register using the QR code or the link given below.

<https://libreservice.csn.qc.ca/gestiongreve/#/?id=7ba0ed1c-4004-47f5-842f-78e0c5257ec8>



## 2024 Beneva (SSQ) Group insurance Rates

During our last General Assembly, on October 25<sup>th</sup>, 2023, APPA members voted in favor of the proposed Beneva (SSQ) Insurance premium rates as of January 1<sup>st</sup>, 2024.

Below is the chart outlining the new premiums and the differences in rates associated with our plans and options.

### GROUP INSURANCE – JANUARY 2024 PRICING – NEW PLAN

|  <b>Coverage</b>  |                                   | Rate as of January 1st 2023 |   | Rate as of January 1st 2024   |                       |                              |                           |                     |         |
|--|-----------------------------------|-----------------------------|---|---|-----------------------|------------------------------|---------------------------|---------------------|---------|
|  |                                   | Agreed Terms                | Including Employer Contribution + premium break | Agreed Terms  | Employer Contribution | Premium Break (2.0M \$ 2024) | Rates paid by the insured | Payroll Impact (\$) |         |
| <b>MEDICAL INSURANCE</b>   | Health 1                          | ▪ Individual                | 47,86 \$  | 38,74 \$  | 51,86 \$              | 8,40 \$                      | 3,00 \$                   | 40,28 \$            | 1,54 \$ |
|  |                                   | ▪ Single Parent             | 63,65 \$  | 41,73 \$  | 68,75 \$              | 20,97 \$                     | 4,00 \$                   | 43,78 \$            | 2,05 \$ |
|  |                                   | ▪ Family                    | 107,69 \$                                       | 85,10 \$  | 116,30 \$             | 20,97 \$                     | 6,76 \$                   | 88,57 \$            | 3,47 \$ |
|  | Health 2                          | ▪ Individual                | 66,75 \$  | 57,35 \$  | 70,82 \$              | 8,40 \$                      | 4,12 \$                   | 58,30 \$            | 0,95 \$ |
|  |                                   | ▪ Single Parent             | 88,78 \$  | 66,48 \$  | 94,18 \$              | 20,97 \$                     | 5,47 \$                   | 67,74 \$            | 1,26 \$ |
|  |                                   | ▪ Family                    | 150,19 \$                                       | 126,97 \$   | 159,33 \$             | 20,97 \$                     | 9,26 \$                   | 129,10 \$           | 2,13 \$ |
|  | Option 1                          | ▪ Individual                | 5,11 \$   | 5,03 \$   | 5,27 \$               | - \$                         | - \$                      | 5,27 \$             | 0,24 \$ |
|  |                                   | ▪ Single Parent             | 6,80 \$   | 6,70 \$   | 7,02 \$               | - \$                         | - \$                      | 7,02 \$             | 0,32 \$ |
|  |                                   | ▪ Family                    | 11,50 \$  | 11,33 \$  | 11,87 \$              | - \$                         | - \$                      | 11,87 \$            | 0,54 \$ |
|  | Option 2                          | ▪ Individual                | 16,44 \$  | 16,19 \$  | 16,97 \$              | - \$                         | - \$                      | 16,97 \$            | 0,78 \$ |
|  |                                   | ▪ Single Parent             | 21,87 \$  | 21,54 \$  | 22,57 \$              | - \$                         | - \$                      | 22,57 \$            | 1,03 \$ |
|  |                                   | ▪ Family                    | 36,99 \$  | 36,44 \$  | 38,18 \$              | - \$                         | - \$                      | 38,18 \$            | 1,74 \$ |
| 9% provincial sales tax has not been included in premium rates.<br>This amount is a taxable benefit.   |                                   |                             |   |   |                       |                              |                           |                     |         |
| Life Insurance (10,0%)   | ❖ Participants Basic              | 0,096 \$/1 000 \$           |   | For life, disability and dental insurance plans, there is no employer contribution.<br><br>Disability and dental insurance plans, participation is optional.<br>Dental examinations are eligible every 9 months.<br><br>9% provincial sales tax has not been included in premium rates. |                       |                              |                           |                     |         |
|  | ❖ Dependents                      |                             |   |   |                       |                              |                           |                     |         |
|  | ▪ Single Parent                   | 0,13 \$/1 000 \$            |   |   |                       |                              |                           |                     |         |
| Life Insurance   | ▪ Family                          | 0,42 \$/1 000 \$            |   |   |                       |                              |                           |                     |         |
|  | Accidental Death or Dismemberment | 0,013 \$/1 000 \$           |   |   |                       |                              |                           |                     |         |
| Disability insurance (-10 %)   | ❖ Long Term                       | 1,146 % of insurable salary |   |   |                       |                              |                           |                     |         |
| Dental care (9,3 %)  | ▪ Individual                      | 16,34 \$                    |   |   |                       |                              |                           |                     |         |
|  | ▪ Single Parent                   | 23,20 \$                    |   |   |                       |                              |                           |                     |         |
|  | ▪ Family                          | 43,77 \$                    |   |   |                       |                              |                           |                     |         |

## Dare to Give Campaign 2024

The APPA Status of Women Committee is bringing awareness to the Quebec Breast Cancer Foundation by daring "You" to bring in your used Bras. There are prizes to be won and tonnes more. To participate, follow the steps below:

1. Get a team together of work friends and colleagues.
2. Register your team using [this form](#)
3. Put together a bra donation box in an easy access spot.

Follow the arrows to learn more





Association professionnelle de  
personnel administratif  
Election Results  
October 25<sup>th</sup>, 2023



**Executive Committee : CSSDM**

**First Vice President (1 position)**

Patrick Bertrand : Elected by  
Acclamation

Data Processing technician, principal  
class

Services des technologies de  
l'information

**Vice President – General & Special  
Education Sector (1 position)**

Chantal Gignac : Elected by  
Acclamation

Administration Technician  
Ecole des Metiers de l'equipment  
motorise de Montreal

**Vice President – Daycare Sector (1  
position)**

Richard Ledoux : Elected by Acclamation

Daycare Service Educator  
Ecole le Plateau

**Vice President – Health & Safety (1  
position)**

Martin Laurence : Elected by Acclamation

Student Supervisor  
Ecole Lousie-Trichet

**Executive Committee: EMSB**

**First Vice President (1 position)**

Kim Watson : Elected by  
Acclamation

Laboratory Technician  
Westmount High School

**Audit Committee: 3 positions**

Gerard Chartrand : Elected by  
Acclamation

Laboratory Technician  
Ecole secondaire Lousi-Joseph-  
Papineau

**Elected to Audit Committee by vote**

Chantal Grenier  
School Secretary  
Ecole La Dauversiere

Melanie Patry  
Administration Technician  
Accounting Office