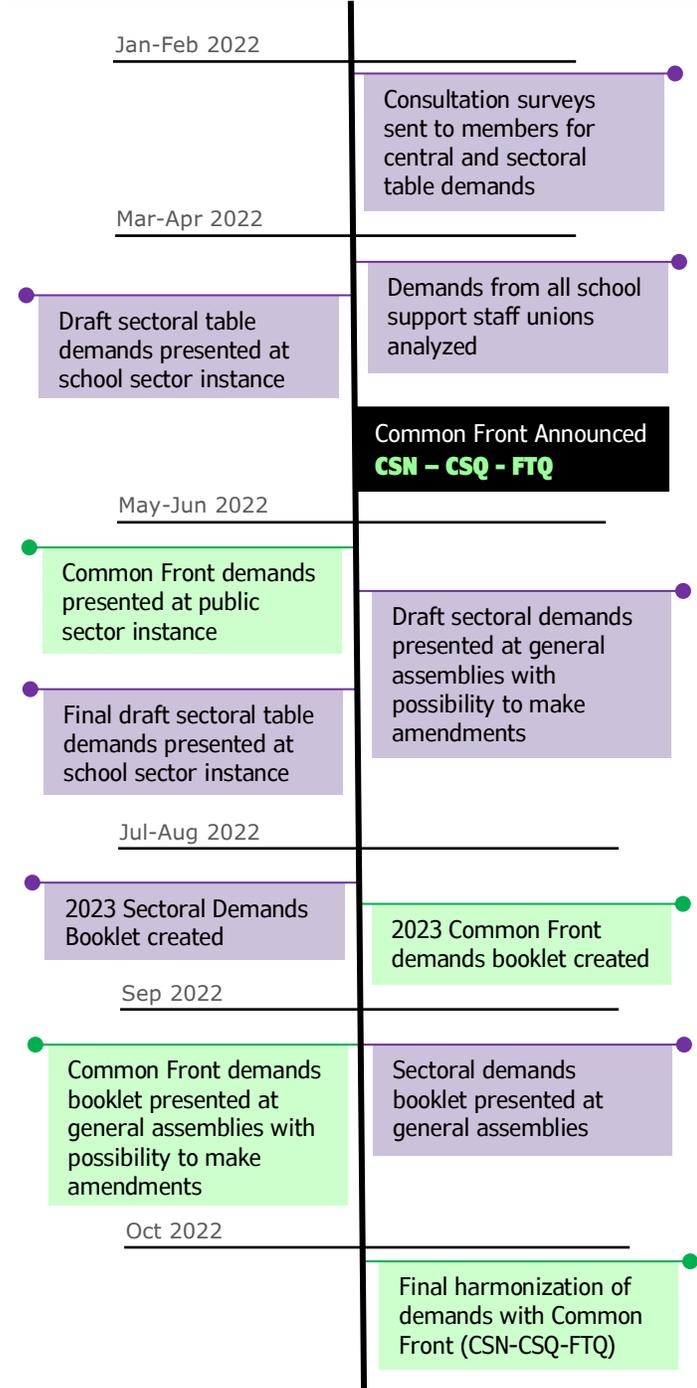


2023 NEGOTIATIONS CONSULTATION TIMELINE



October 28, 2022
Deposit of demand booklets at the Conseil du Trésor and CPNCA
NEGOTIATIONS BEGIN!

YOUR DEMANDS, ASSEMBLED!

AFTER A LOT OF HARD WORK FROM THE CSN PUBLIC SECTOR, SCHOOL SECTOR AND, OF COURSE, MEMBERS LIKE YOU. WE ARE FINALLY READY TO DEPOSIT OUR DEMANDS.



It was voted unanimously by our members to accept the proposed Central Table demands during our General Assembly on September 22.

If you participated in the consultation process, you are helping to shape the future of over 420 000 public sector workers across Quebec. These upcoming negotiations are sure to be historic ones as the CSN has joined with the CSQ the FTQ and the APTS to form a Common Front. A force that is rarely seen, only 4 similar common fronts were formed in the last 50 years.

WHAT'S NEXT?

On October 28, public sector workers from all 4 union centrals will march to the Treasury Board in Quebec City to deposit our central table demands. Afterwards, the FEESP-CSN School Sector unions will march to the CPNCA and CPNCF to deposit our sectoral table demands.

Join the [APPA-EMSB Facebook page](#) to watch us live.

For up-to-date information on negotiations visit our website at: appa.qc.ca/emsb/nego-2023

Our sectoral demands remain confidential until it is made public by the FEESP-CSN sometime in the next few weeks. ■



DO YOU KNOW THE BASICS ON STAFF MOVEMENT AND SENIORITY?

TEMPORARY, REGULAR, FULL-TIME OR PART-TIME? WHAT DOES THIS ALL MEAN FOR YOU? READ BELOW FOR A GENERAL OVERVIEW OF HOW THIS ALL WORKS WITHIN THE FRAMEWORK OF OUR COLLECTIVE AGREEMENT.

TEMPORARY EMPLOYEE

A temporary employee is a staff member who is hired to:

1. Work as a replacement for an employee who is absent until said employee returns to their post.
2. Occupy a vacant position until the job circular is posted and filled. For special education and daycare sectors, staffing sessions are held annually in the months of June and/or August.

REGULAR EMPLOYEE

An employee who has obtained a vacant permanent post and has passed their probationary period of 60 or 90 days depending on their classification. You can be a regular employee and work either full-time or part-time. However, if you are working in a Special Project, it is not considered a permanent post.

FULL-TIME POSITION

Means your weekly working hours are equal to, or greater than 75% (26.25 hours) of the 35-hour workweek. If you work full-time, it means that every day you work counts as 1 day of seniority. Whether you work 26.25 hours a week or 32.5 hours a week your seniority goes up by the same amount.

PART-TIME POSITION

Means your weekly working hours are less than 75% (26.25 hours) of the 35-hour workweek. If you work part-time, your seniority increases by the percentage worked. For example, if you work 50% (17.5 hours) then your seniority goes up by 0.5 days every day you work.

SENIORITY LISTS

As we have two types of employees, Temporary and Regular, we have two separate lists that calculate seniority. If you are a temporary employee, it is called the Priority of Employment List (POE) if you are a regular employee, it is called the Seniority List. Both lists are managed by Human Resources.

OBTAINING A POST (MOVEMENT OF STAFF)

Eligibility to acquire a post are determined in the following order:

1. Required Qualifications (education, testing or interviews)
2. Descending order of seniority (Permanent)
3. Descending order of seniority (Temporary)

Regular employees will always have the first opportunity to choose a vacant position, even if they have worked less hours than a temporary employee. If you are a temporary employee and obtain a permanent position (full-time or part-time), then all the seniority that you accumulated on the POE List will be transferred to the Seniority List and you will have more opportunities to obtain better positions, as you will have jumped ahead of your peers on the POE List.

INTERNAL BUMP-UPS

If there is a vacant post that becomes available during the year, **it is first offered to qualified regular employees in the same school.** If you are a temporary employee, unfortunately you are not eligible for internal bump-ups even if no permanent employees want the post. An

unfilled vacant post will be offered **by order of seniority** to those remaining on the POE List that are not currently working.

RESIGNING FROM A POSITION

Whether you are temporary or permanent, **if you resign from your position during the school year, you will lose ALL your seniority** and you will have to start all over again from ground zero. You will lose your regular status and/or tenure and all the benefits that come with that. ■

EMSB EMPLOYEE AND FAMILY ASSISTANCE PROGRAM



Your Employee and Family Assistance Program (EFAP) provides you and your immediate family with confidential help for any work, health or life concern. They're available anytime and anywhere.

The EAFP can provide a series of sessions with a professional and if you need more specialized or longer-term support, suggest an appropriate specialist or service that is best suited to your needs. While fees for these additional services are your responsibility, they may be covered by your provincial or group insurance plan. ■

ACCESS EFAP 24/7 BY PHONE, WEB OR MOBILE APP:

TEL: 1-877-257-5557
 WEB: www.workhealthlife.com
 APP: app.lifeworks.com

OCTOBER IS WORKPLACE HEALTH & SAFETY MONTH

HEALTH AND SAFETY ALSO MEANS PROTECTING YOUR MENTAL HEALTH. WE ALL HAVE THE RIGHT TO A SAFE WORK ENVIRONMENT. CHECK OUT SOME OF THE FACTORS THAT INFLUENCE PSYCHOLOGICAL HEALTH IN THE WORKPLACE.

Learn more about mental health on the CCOHS website: WWW.CCOHS.CA/TOPICS/WELLNESS/MENTALHEALTH

Psychologically Healthy and Safe Workplaces

- WORK-LIFE BALANCE
- REASONABLE JOB DEMANDS
- VALUE AND RESPECT
- CHALLENGING WORK
- GROWTH AND DEVELOPMENT
- SECURITY

Workplace Factors

- Psychological and social support
- Organizational culture
- Clear leadership and expectations
- Civility and respect
- Psychological demands
- Growth and development
- Recognition and reward
- Involvement and influence
- Workload management
- Engagement
- Balance
- Psychological protection
- Protection of physical safety



STRONGER TOGETHER

Last spring, the APPA Union Life committee launched a contest to find a slogan for our union. The committee was looking for a slogan that would help unify and mobilize our members.

Over 35 slogans were submitted for consideration from EMSB and CSSDM members. Through a rigorous pre-selection process, six slogans were selected as semi-finalists by the Union Life Committee. The semi-finalists were presented to the Executive Committee and from those, three finalists were selected. The final vote was put to our Union Council during our September meeting.

It was decided by overwhelming majority that “Stronger Together” will henceforth be our slogan. It meets all the criteria that was targeted by this competition and with the next round of negotiations for our working conditions just around the corner, these three words say it all!

Congratulations to our winner, Ms. Elena Rossi, Handicapped Student Attendant at Michelangelo School. Ms. Rossi wins a prepaid Visa gift card worth \$50.00.

Her words are forever immortalized as the official slogan of the APPA!

A big thank you to all those who participated in the contest! ■

JOINT APPA-EMSB AND APPA-CSSDM GENERAL ASSEMBLY
A portion of this meeting will be held in French.
Wed Oct 12, 2022, @ 7:00 p.m.
École Georges-Vanier Auditorium
1205 Jarry Street East
(near Christophe-Colomb)

