

What is the APPA?

The APPA is made up of more than 5,000 members.

Since its conception in 1961, the APPA has maintained a tradition of participatory representation and has met many challenges. In 1981, the APPA succeeded in unionizing Day Care Service personnel at the CECM. In 1988, lunchtime Student Supervisors at the CECM were also unionized by the APPA. With the amalgamation of school boards on July 1, 1998, the APPA's reputation as a credible and honest union allowed it to convince EMSB employees of its merits and, in the following elections, obtain a majority of votes. In May of 1999 the APPA welcomed support staff employees of the new English Montreal School Board into its ranks.

The APPA-CSN is, above all, a tool for the preservation of justice and equality. This is what our members clearly want, first and foremost, from their union. Employers, too, have learned to respect the mandate that our members have given us to defend their rights and the principle of fairness in the workplace. We know that the determination to defend our rights, and to stand up for what we believe in, can only be guaranteed through the diligence, involvement and vigilance of our members and through the active democratic process that is the cornerstone of the APPA-CSN decisional process.

The APPA publishes a newsletter "ENSEMBLE", which is distributed to all its members in each workplace. It contains a number of short texts that explain, in practical terms, different articles of the collective agreement, in an effort to assist you to determine your rights at a quick glance.

A website is also available (www.appa.qc.ca) where you can automatically receive web updates by registering your email address.

As well, there are different committees that exist within the APPA, professional improvement committee, health & safety committee, verification committee, constitution committee and a newsletter committee.

The School Boards have learned to respect our syndical organization. The best way to guarantee its representative character is your involvement, your vigilance, and knowledge of the democratic tools that we have acquired together. Our union is essential, in calm times as well as in times that prove to be more difficult.



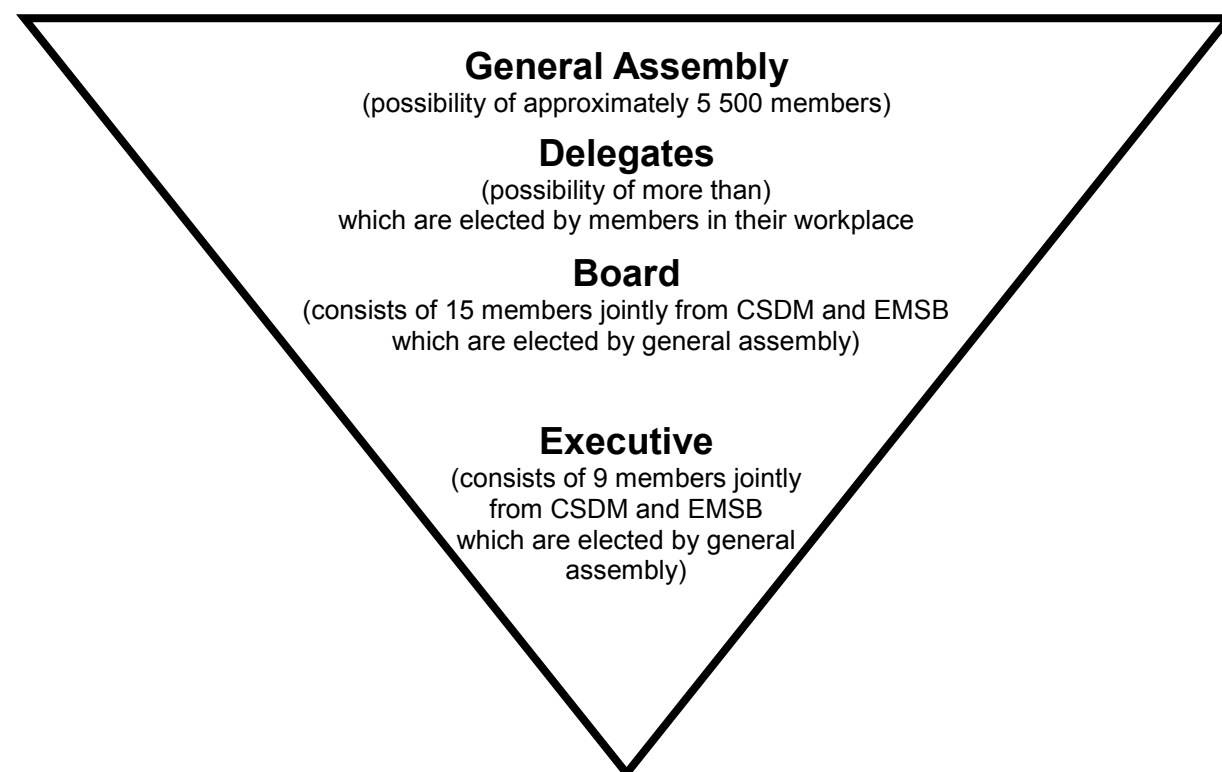
WWW.APPA.QC.CA

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ASSOCIATION PROFESSIONNELLE DU PERSONNEL ADMINISTRATIF (CSN)

The APPA includes all support staff personnel of the English Montreal School Board and the Commission Scolaire de Montréal. The APPA is affiliated with the CSN and is a member of the school sector's FEESP (Fédération des employées et employés des services publics).

Structure of APPA



Services Offered to You

- Negotiations
- Interpretation of Collective Agreement
- Movement of Personnel
- Security of Employment
- Remuneration
- Health & Safety
- Insurances
- Pension Plan
- Parental Leaves
- Harassment Complaints
- Professional Improvement

ENSEMBLE! Retrouvez-nous sur le WEB : www.appa.qc.ca



Conseil central
DU MONTRÉAL MÉTROPOLITAIN



APPA Executive Committee

Jean-Pierre Bourgault
Secretary-Treasurer
jpbourgault@appa.qc.ca, ext. 214

Administers the APPA budget
Responsible for the convention and other social activities
Resource person and member of the insurance committee .

Michel Picard
President
mpicard@appa.qc.ca, ext. 212

Chairs various APPA committees (executive, coordinating board, assemblies)
Responsible for grievance committee
Responsible for communication to the media
Implementation and elaboration of training programs (executive, coordinating board, union council)
Official political representative
Takes part, ex-officio, in all union committees and assemblies

Linda Tavoraro
1st Vice-President
ltavoraro@appa.qc.ca ext. 205

Interpretation of collective agreement for all members:
disciplinary measures, grievances, security of employment,
movement of personnel, staffing sessions
Responsible for the labour relations committee

Debbie Crawley
Vice-President
dcrawley@appa.qc.ca, ext. 204

Respond to telephone inquiries from members regarding harassment, CSST, retirement, and parental leaves.
Responsible for transmitting information: newsletter, agreement notes and web site
Responsible for the professional improvement committee

Denise Trudel, 1st Vice-President CSDM

Marlène Tourville, Vice-President CSDM, general and special education sector
Louise Archambault, Vice-President CSDM , general and special education sector
Rachel Demers, Vice-President CSDM, day care sector
Richard Gagnon, Vice-President CSDM , day care sector

These individuals are part of the Executive Committee, however, they do not offer services to EMSB members.

EMSB Union Council Members

General Sector

Paul Robichaud, Special Education Technician
Nadia Audet, Laboratory Technician
Robert Plunkett, Special Education Technician

Day Care Sector

Evelyne Guitta, Daycare Educator
Pina Santino, Daycare Technician