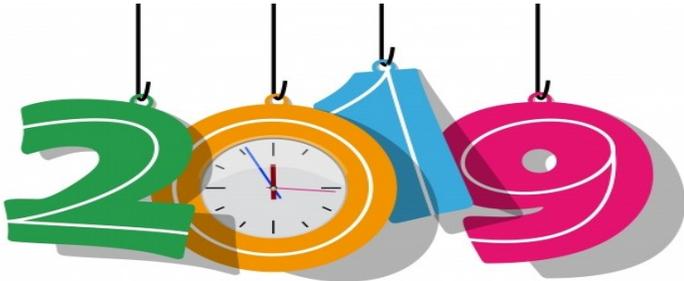


## Happy New Year!

The APPA Executive would like to take this opportunity to wish each and every one of its members a Happy New Year! May this year bring to you and your family health and happiness.



*Happy New Year*

## 2019 APPA Convention Time to register!

The 20th APPA Convention will be held on February 18th and 19th for the General and Special Education Sectors and on February 17th for Daycare Staff at Le Chantecler.

Registration will begin on January 8th at 10 a.m. Register early to have the best choices in your selection of workshops. EMSB members can also participate in the CSDM French workshops if they wish to do so.

For complete details, please go to our website at [www.appa.qc.ca](http://www.appa.qc.ca) and click on the Convention banner at the top of the Home page.

P.S. As requested by our members, a workshop on retirement will be offered.

## Follow-up on Special Education Survey

Since our meeting last Spring, in which the results of the Special Education Survey was presented to our members, a parity committee has been formed between the APPA and the EMSB. The committee will try to find solutions to the concerns that were brought forward by the survey's findings.

So far, the School Board and the APPA have met with a representative of Champlain's College to see how their AEC program could be tailored to meet the needs of our employees that would like to be considered qualified as Special Education Technicians. The talks are still ongoing and it seems like there might be a possibility to start a group in the near future.

**FOLLOW UP**



## SSQ Insurance

The unions associated with the School Sector have voted in favor of the proposed modifications that were presented to the APPA-EMSB members. As such, the SSQ program will have a transitional change of plan starting in January 2019 and then have if new plan as of April 2019. The SSQ will be sending information shortly. Make sure you look carefully at these documents since they will be asking you to indicate which new plan you would like to choose. If you don't respond to them, they will automatically reassign the new plan that is the most similar to you had in the past year. In addition, you will be asked if your chose to remain or opt out of the dental plan.



**20<sup>TH</sup> APPA  
CONVENTION**

**LET'S MAKE A DIFFERENCE**

<b>February 17<sup>th</sup>, 2019 DAYCARE STAFF</b>	<b>February 18<sup>th</sup> &amp; 19<sup>th</sup>, 2019 GENERAL SECTOR AND SPECIAL EDUCATION STAFF</b>
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**ONLINE REGISTRATION**  
from January 8<sup>th</sup> to 18<sup>th</sup>, 2019  
[www.appa.qc.ca](http://www.appa.qc.ca)

# Important changes that will impact our working conditions

During the 2018-2019 school year, APPA members would have had and will have numerous changes coming their way. At the provincial political level, a new party is in power. Indeed, the CAQ was voted in by an overwhelming majority. Amongst their numerous campaign promises, many changes to the Educational Sector were proposed: 1) opening the accessibility to day care services for all 4 year olds throughout the province; 2) banning the election of School Board Commissioners; and 3) replacing School Boards by Administrative Centers which will not necessarily cover the same territory as the present School Boards.

At the legal policy level, the Labour Standards Act has undergone a major revision as of June 12<sup>th</sup>, 2018. Additional measures were also put in place as of January 1<sup>st</sup>, 2019.

Although the Labour Standards Act has been put into place to insure that unionized workers in Quebec are guaranteed common rights, these articles of laws are automatically included in collective agreements if they surpass what was previously negotiated. As such, the following changes will be of interest to our APPA members:

1- Psychological and sexual harassment		
Standards	Description	Effective date
<b>Gestures of a sexual nature</b>	The Act specifies that gestures of a sexual nature may be considered as part of the vexatious behaviour included in the definition of psychological harassment.	June 12, 2018
<b>Filing of a complaint</b>	The employee has a period of 2 years after the last manifestation of psychological harassment to file a complaint with the CNESST.	June 12, 2018
<b>Psychological harassment prevention and complaint processing policy</b>	The employer has the obligation to adopt a psychological harassment prevention and complaint processing policy and make it available within its organization. This prevention policy must include, in particular, a component concerning harassing behaviour in the form of verbal comments, actions or gestures of a sexual nature.	January 1, 2019

2- Right to refuse to work		
Standards	Description	Effective date
<b>Circumstances of application of the right to refuse to work</b>	<p>The employee has the right to refuse to work more than two hours beyond his/her usual daily working hours.</p> <p>When the employee has not been informed 5 days in advance that he/she would have to work, the employee has the right to refuse to work. However, this measure does not apply if the nature of the employee's duties requires that he/she remain available, or in the case of an agricultural worker.</p>	January 1, 2019

Source : <https://www.cnesst.gouv.qc.ca/salle-de-presse/campagnes/normes/Pages/revision-labour-standards.aspx>

At a union level, we are setting the table for the next round of negotiations with the government which will be starting in the fall. We've already had informal assemblies with our members and have collected their proposals for what they would like to see added or changed with our collective agreement. We will be handing these suggestions to the School Sector negotiating team.

Finally, at the EMSB level, as of January, 2019, Ms. Christine Denommée will be



replaced by Ms. Ann Watson as Director of Human Resources. Ms. Denommée has been hired as Director of the Management Negotiating Committee for English-language School Boards in Quebec.

As you can see, the second half of this school year promises to have many twists and turns and be very interesting.



# ENSEMBLE!

Find us online at [www.appa.qc.ca](http://www.appa.qc.ca)

Readers' opinion: [ensemble@appa.qc.ca](mailto:ensemble@appa.qc.ca)

