

Salary Insurance and Summer Holidays: Important Information

When an employee becomes ill for a long period of time, he/she must cover the first 5 days of their sickness by taking days out of his/her bank of days. As of the second week and up to the 52th second week, the EMSB salary insurance plan will give the employee a benefit payment equal to eighty-five percent (85%) of his or her salary. As of the 53rd week and up to the 104th week, the employer's salary insurance plan will give the employee a benefit payment equal to sixty-six and two thirds percent (66 2/3%) of his or her salary. Finally, after this two year period, the employee on disability leave, who so requests, shall obtain a leave without salary of a maximum duration of twelve (12) months.

This is great if you're a twelve month employee, but what happens if you're a ten month employee that is taken off salary insurance during the summer months because you will be receiving a vacation pay and/or unemployment benefits? Well in that case these weeks will be displaced to the end of each separate year of salary insurance coverage. For example, if you began your illness period on March 28, 2010, you would normally begin the second year of coverage at 66 2/3% on March 27, 2011 if you are a twelve month employee. However, if you are a ten month employee and you were not covered by salary insurance during the 8 weeks summer vacation period, then your 85% coverage would continue for another 8 weeks past the March 27th period and would end on May 9th. Your 66 2/3% coverage would then start on May 8th, 2011 and run for 12 more months. But because you would be off salary insurance once again during the 2011 summer vacation period, your 2nd year of coverage would not end on May 7th, 2012 but would continue for another 8 week period and only end June 2nd, 2012.

It is up to you, to follow your salary insurance coverage as we do not receive any information concerning your benefit payments during your salary insurance coverage. If you think you are not receiving the proper amount of salary (85% or 66 2/3%) or if your coverage is being cut off too quickly, please contact us at the union.



EMSB's Total Health Index (THI) Survey

In partnership with all nine English School Board, the EMSB is launching a project on Mental Health and Well Being intended for employees. Presently, an APPA representative is sitting on the Mental Health & Wellbeing Advisory Committee alongside other union and board representatives. The survey was to be launched in May 2019 by Morneau Shepell and all regular employees will be invited to participate on a voluntary basis. We have been reassured that the survey is 100% confidential. Your participation is being solicited in order to obtain the most accurate data as possible.



Extra Recreational Time for Elementary Schools

The government has stipulated that an extra 20 minute recess will be added for students in the upcoming 2019-2020 school year. The general directives from the Board will be that each school extend their day by 15 minutes and to include a stand alone recess period. School Principals are currently working out the logistics with teachers and other support staff members. In some cases, the Principal may be required to change an employee's work schedules by 15 minutes at the end of the day. If your schedule is affected, you must be notified in writing at least 10 days prior and a copy of it to be sent to the union. The Board has assured us that, if any changes are required, employees will be notified prior to the staffing sessions. For the daycare group, the Board will not be reducing the hours of the daycare staff by 15 minutes but rather there will be a re-disturbing of these minutes (preparation time, planning time, pedagogical days, professional development, etc...). As this exercise is done at the school level, you are welcome to contact your APPA union representative to discuss your situation.



Taking time off to take care for an ill family member

Depending on your status at the EMSB (regular employee, temporary employee with less than 6 months or more than 6 months), you may have three different avenues to turn to so you may be able to accompany your family members during their illness:

1) S-18 Collective Agreement Articles 5-1.01 h & 5-1.06 and APPA/EMSB local adaptations Article 5-1.01 h) i) ii) iii)

Reason	Regular employee	Temporary employee: more than 6 months	Temporary employee: less than 6 months	Employee in a post of 15 hours or less ²
<ul style="list-style-type: none"> 5-1.01 The board shall allow an employee to be absent without loss of salary on the following occasions: 5-1.01 h) a maximum of three (3) working days per year to cover any other event considered as an act of God (disaster, fire, flood) which obliges an employee to be absent from work or any other reason which obliges the employee to be absent from work and on which the board and the union agree to grant permission for absence without loss of salary. 	Maximum of 3 days per year without loss of salary	Maximum of 3 days per year without loss of salary	This does not apply to temporary employees in posts of less than 6 months	

1) A temporary employee who is hired for a predetermined period of more than six months or who has worked, without interruption, for more than six months in one or more posts, (Saturdays, Sundays, paid legal holidays, pedagogical days, summer closure, special leaves listed in Article 5-1.00, and up to 7 days of sick-leave are not considered as being a work interruption.)

2) Regular and temporary employees working 15 hours or less and employees working within the framework of adult or vocational education, under special provisions provided in Chapter 10-0.01 of the collective agreement.

In their local adaptations agreement with the EMSB, the APPA was able to negotiate that the following events could be considered as part 5-1.01 h) for the following group of employees:

Reason	Regular employee	Temporary employee: more than 6 months	Temporary employee: less than 6 months	Employee in a post of 15 hours or less
5-1.01 • i) A person can be absent if he/she is implicated in an automobile accident	1 half-day on the day of the accident without loss of salary	1 half-day on the day of the accident without loss of salary	This does not apply to temporary employees in posts of less than 6 months	
5-1.01 h) • ii) A person can be absent if his/her family member has a serious illness which necessitates hospitalization	Maximum of 2 days per year without loss of salary	Maximum of 2 days per year without loss of salary		
5-1.01 h) • iii) In all cases, the employee must warn his/her immediate superior and be ready to give supporting documentation.				

5-1.06

In unforeseen or uncontrollable circumstances, an employee may be absent from work for a maximum of ten (10) days per year because his or her presence is required to fulfill obligations relating to the care, health or education of his or her child or the child of his or her spouse, or because of the state of health of his or her spouse, father, mother, brother, sister or one of his or her grandparents.

The leave may be taken by half-day or full-day.

The days thus used shall be without salary. However, at the employee's written request, six (6) of the ten (10) days thus used shall be deducted from the bank of sick-leave days obtained as a result of the application of clause 5-3.39 or 5-3.46 or shall be without salary if he or she has used up his or her bank of sick-leave days.

In all cases, the employee must notify his or her immediate superior and produce, upon written request, whenever possible, the proof or attestation of these obligations.

2) Employment Insurance, Caregiving Benefits and Leave for Adults- Up to 15 weeks paid at 55% of your salary.

Beside our collective agreement and local adaptations, Employment insurance offers the following 3 types of caregiving benefit programs that permits employees to receive 55% of their salary while taking care of an ill family member:

Benefit name	Maximum weeks payable	Who you are providing care to
Family caregiver benefit for children	up to 35 weeks	A critically ill or injured person under 18
Family caregiver benefit for adults	up to 15 weeks	A critically ill or injured person 18 or over
Compassionate care benefits	up to 26 weeks	A person of any age who requires end-of-life care

For more information concerning these three programs, go to: <https://www.canada.ca/en/services/benefits/ei/caregiving.html>

3) ACT Respecting Labour Standards- articles 79.8 to 79.16.

Finally, Quebec Labour Standards, articles 79.8 to 79.16 indicates that an employee may be: «absent from work, **without salary**, for a period of not more than 16 weeks over a period of 12 months where he must stay with a relative or a person for whom the employee acts as a caregiver, as attested by a professional working in the health and social services sector and governed by the Professional Code (chapter C-26), because of a serious illness or a serious accident».

The period of time may even be greater depending on different circumstances (i.e.: minor child)

For more information concerning these three programs, go to Quebec work Standards at:

<http://legisquebec.gouv.qc.ca/en/showdoc/cs/N-1.1>

2019 APPA Family Day

The APPA invites you and your family to a day of outdoor activities at the Iles de Boucherville Park on Saturday June 1st – 10 am to 4 pm
(In case of rain, the activity is postponed to June 2nd)

Free for all!

A shuttle will leave every 30 minutes from the Radisson metro parking lot. You can also get there with your car. Make sure you say that you are with the APPA group upon your arrival.

The activity will be officially confirmed no later than 72 hours prior to June 1st, depending on weather forecasts
(Please check our Facebook page, APPA website and email updates)



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