

Did you  
Know



**LAURIER  
TEACHERS  
UNION**



**Welcome back!**

Dear members,

The 2022-2023 school year is well under way. The LTU office has gone through some important changes with Melanie Massarelli who was elected the new Director of Membership Welfare, Brian Benoit who was elected the new Pedagogical Affairs Director and me, Stephan Ethier, as the new LTU President.

The strength of a union is through its membership and its implication. At LTU, we strive to ensure our members are well represented at the local but also the provincial level through various committees. We also work diligently to improve the working conditions of our members and ensuring their rights and benefits are respected.

This school year will be a busy one with consultation on the next round of provincial negotiations that will begin as of April 2023. The LTU negotiating committee is also in the process of negotiating the local agreement and will hopefully be ready soon.

Quick updates will be provided on Facebook or via School Delegates. Other important information will be shared directly with you by email from the LTU Office. We also encourage you to visit our website at [www.ltu.ca](http://www.ltu.ca). If you have any questions, do not hesitate to contact us by phone or by email.

Stephan Ethier, LTU President

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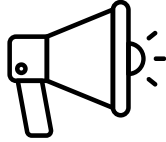
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## New Teachers



### Did you know...

we are here to support you?

As a new Teacher, you may have many questions about your contract, assignment, sick days, etc. We encourage you to check out the [QPAT's Handbook for New Teachers](#), the [LTU website](#), or reach out to us with any further questions.

We are here to support you and if you haven't done so already, please fill out the [New Teacher Application](#). Your school delegate can return the application form and your 2\$ to LTU so that you can receive your LTU member card.

## Telemedicine



### Did you know...

You and/or a member of your family will have access to a doctor from your cellphone?

Following an agreement regarding employees global health as per appendix LIV of the provincial agreement, LTU in partnership with the school board is introducing a new corporate health benefit to help support employee health and wellness. It is called LifeWorks Telemedicine and is a virtual healthcare solution that you can use to speak directly with licensed general practitioners from your phone, tablet, or computer, 24/7.

This service will be available on a trial basis until June 30th 2023. All teachers that are eligible for the employee assistance program should have received an email from [hello@getmaple.ca](mailto:hello@getmaple.ca) as of November 1st. (Don't forget to check your clutter or spam folders)

**In addition, the employee assistance program also offers the following services:**

- Mental health
- Family law (divorce-separation)
- Nutrition
- Physical Health
- Financial guidance



## Ped Days



### Did you know...

that TC is consulted on their programming and placement & that two days will be determined by teachers?

TC must be consulted on the programming of the non-board-wide ped. days ([4-2.06 \(Z\)](#)).

#### **Ped Day Fun Facts:**

- Ped Days are 5 hours long (8-5.02.4)
- At least 2 pedagogical days the content is determined by the teachers (8-5.03)
- You should not be in the presence of students
- Part-time teachers must confirm with administration at the beginning of the school year how their partial requirement to attend ped days will be split up (8-12.10)
- The placement of the 4 compensatory ECA ped days through out the year is also subject to consultation at TC and should be designated at the beginning of the school year (4-2.06 (25))
- In most schools, five of the 20 ped days are moveable (floaters) and teacher council must be consulted on placement and planning (4-2.06 (7)).



## New Workload

Did you know...  
your workload is annualized now?

There is now a new annualized workload for Teachers. LTU and SWLSB have been working together to allow for a smooth transition to this new practice, but bumps are expected throughout the year. This is why a committee has been mandated to solve workload related problems.

Even though the workload is annualized, the Local Agreement requires Teachers to sign their assigned workload by October 15, and changes can not be made after that date without the Teacher's consent. This date is also outlined in the Provincial Agreement as the date by which an administrator must assign an annual workload and work schedule to the Teacher after consulting with said Teacher.

What does your assigned workload consist of? Your Total Assigned Workload includes your minutes for teaching, remediation, supervision, homeroom and support/encadrement.



## Individual Bulletins

Did you know...  
you should take the time to review the document to correct any inaccuracies/errors?



The individual (personal) bulletins are sent once per year by the school board to each teacher in order to confirm their employment. Information such as the number of years of seniority, salary scale step, teaching category, as well as the teachers address are provided. If the teacher finds a error they should contact human resources as soon as possible by sending an email to: [hrcommunications@swlauriersb.qc.ca](mailto:hrcommunications@swlauriersb.qc.ca).

## Maternity Leaves

Did you know...  
there are changes in Maternity Leaves that coincide with summer break?

A new Letter of Agreement between the CSQ and the SCT for the FSE & QPAT includes some exciting changes to Maternity Leaves that extend over the summer break. The following provisions have been agreed upon:

- As of the summer of 2022, no more deductions will be made from the summer pay of full-time teachers who are on maternity leave.
- During the summer period, maternity leave is suspended.
- At the beginning of the school year, the maternity leave continues and is extended for a period equivalent to the portion of that leave that coincided with the summer, up to an additional eight weeks.
- The suspension of maternity leave also applies to spring break

This automatic process no longer penalizes women during their 21 weeks of the Collective Agreement Maternity Leave that fall over the summer break as well as Spring break.

## Parental Rights

Did you know...  
LTU now offers an information session on Parental Rights?

For the first time, LTU is offering a Parental Rights presentation to our members. This workshop will be held on Zoom on December 13 at 5:15pm. QPAT'S Julie Montpetit & LTU's Melanie Massarelli will be available to present pertinent information to our members and answer questions.

Topics covered include:

- Pregnancy/Preventative Leave/Salary Insurance
- Medical Appointments
- QPIP Benefits/Employment Insurance (Outside Qc)
- Maternity/Paternity/Parental/Adoption Leave
- Pension Buy-Back

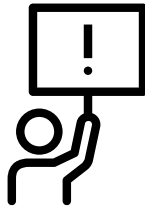
Interested Teachers must sign up to attend this Zoom meeting using the [following link](https://us02web.zoom.us/j/8441111111):

(<https://us02web.zoom.us/j/8441111111>)

## SLSNC Information

### Did you know...

your SLSNC can request additional services from the Parity Committee?



If all school based funds have been depleted, the SLSNC can request additional services to the Parity Committee who will then study the request for additional services.

## Shout Outs!

### Did you know...

you can recognize a fellow teacher that has helped you in some way?

In the following weeks you will receive information about the possibility of nominating a fellow teacher that has gone above and beyond to support you in some way. Scan the QR code for more information.

*Shout Out*

**RECOGNIZE A  
FELLOW TEACHER**

NOMINATE A FELLOW TEACHER FOR HAVING HELPED OR ASSISTED YOU. AT THE CLOSE OF NOMINATIONS ON DEC 15TH 2022 ONE NOMINEE WILL BE SELECTED AT RANDOM TO RECEIVE A SMALL GIFT.



## Negotiations

### Did you know...

Our local agreement was renewed and the provincial consultations have already begun?



Our local agreement has been updated to align with the Provincial Agreement. On September 28 2022, the Council of Commissioners approved the aligned Local Agreements with the provincial agreement. In the meantime time, LTU and SWLSB are still negotiating chapter 11 and 13 of the Local Agreement.

On September 20, 2022, a survey was sent to all teachers regarding the Intersectoral Demands. On October 28, the Common Front deposited the demands to the Secrétariat du Conseil du Trésor.

On October 31st, QPAT deposited the sectorial demands.

## Contacting LTU



### Did you know...

you are represented in many ways?

Each school & centre elects at least one delegate at the beginning of each school year and is represented by a Sector Director elected to the LTU Board of Directors. In addition to your school Delegates and Sector Directors, teachers can reach out to the LTU office directly with any questions or concerns. We rely on you to keep up with issues that arise at your school and to report them.

Check out [Who We Are](#) for the list of LTU's Delegates & Sector Directors on the [LTU website](#)  
LTU Administrative Assistant: [Loretta Gifuni](#)

## E1s, E3s, E5s and E8s

### Did you know...

a teacher is categorized as either an E1, E3, E5 or an E8?

These codes are used internally to differentiate teachers based on their contractual status with the board.

#### An E1 teacher:

- Full time position in their name
- Tenure track or tenured

#### An E3 teacher:

- Part time contract to fulfill partial needs (i.e: 45% Music in a school)

#### An E5 teacher:

- Hourly paid teacher who has not been offered enough predetermined hours to generate a part-time contract in the AE or VT sectors

#### An E8 teacher:

- Part time contract up to 100% to replace either an E1 or E3



**Meanie Massarelli**  
Director of Membership  
Welfare

#### Dossiers

- Labour Relations
- Health & Safety
- Grievances
- Parental Rights
- Medical Leaves
- Workload
- Pay
- Pension
- Insurance
- Staffing & Contracts
- LTU Executive Committee
- LTU Board of Directors
- QPAT Board of Directors
- Dispute Prevention & Resolution
- CNESST
- ECAs



**Stephan Ethier**  
President

#### Dossiers

- Spokesperson
- LTU Operations
- Collective Agreements
- Local & Provincial Negotiations
- Labour Relations
- Health & Safety
- Dispute Prevention & Resolution
- CNESST
- LTU Board of Directors
- LTU Executive
- SWLSB & QPAT Affairs
- Social Media & Events
- QPAT Board of Directors
- QPAT Health & Safety
- QPAT Membership Plans



**Brian Benoit**  
Director of Pedagogical  
Affairs

#### Dossiers

- Pedagogical Issues
- Teacher Training
- Teacher Appraisal
- Professional Improvement
- Special Needs
- School Level Special Needs
- Parity Committee
- Educational Policies
- Evaluation/Reporting
- Oversize Classes
- Subject-Time Allocation
- Basic School Regulations
- Education Act
- LTU Executive Committee
- LTU Board of Directors
- QPAT Board of Directors
- QPAT Special Needs