

Did you Know

Welcome back!

Dear members,

I hope you had a great and restful summer break. The 2023-2024 school year is well under way. This year promises to be a busy one with provincial negotiations that are ongoing. On September 23, a Common Front demonstration is going to take place in Montreal to denounce the government's demands. The more members that participate in the demonstration, the bigger the message to the government that we want better wages and working conditions.

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. If you have any questions, do not hesitate to contact us by phone or by email.

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.

I want to wish you a great start to the school year.



Stephan Ethier, LTU President



LAURIER TEACHERS UNION
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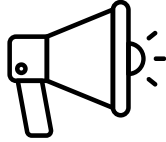
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New Teachers



Did you know...

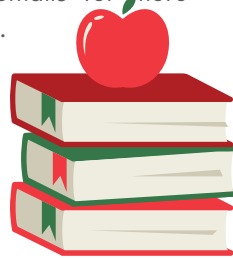
we are here to support you?

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.

This year LTU and the SWLSB will be hosting meetings for new teachers. Please monitor your emails for more information inviting you to these sessions.

Workloads



Did you know...

some things will no longer be deducted during absences?

With the annualized workload coming into effect last year, LTU & SWLSB have agreed upon the new format for absence deductions by the minute.

Portions of the workload that will be deducted due to an absence include anything that can not be moved to another date or time.

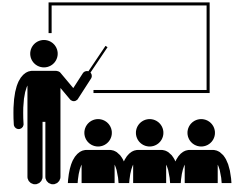
- o Teaching
- o Homeroom
- o Supervision
- o Passing/Arrival/Dismissal
- o Teacher Council
- o Teacher Meetings (situation dependant)
- o Remediation (situation dependant)

Portions of the workload that will not be deducted due to an absence include anything that can be moved to another date or time.

- o Preps
- o RNAs
- o Remediation (situation dependant)
- o Teacher Meetings (situation dependant)

As always, Work Determined by the Teacher will not be deducted for an absence.

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 of which the content is determined by the teachers shall be identified by the board when establishing the school calendar (8-5.03). The dates for this year are January 8 2024 & February 12 2024.
- 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)).

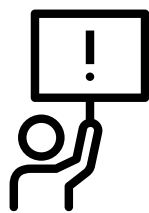


SLSNC Information

Did you know...

your SLSNC can request additional services for new students from the Parity Committee?

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



Negotiations

Did you know...

Provincial negotiations are ongoing?



The government has not accelerated negotiations as promised and no new substantial progress has been made with respect to the demands that QPAT has put forward following an extensive consultation of its members.

It is likely that more intense mobilization will be required unless an agreement in the next few weeks which is very unlikely. On September 27, 2023, LTU will be holding a General Assembly to consult the membership on the possibility of recommending a Strike mandate. François Brault who is the chief negotiator for QPAT will be present at the meeting to explain where we are in negotiations and the details of the mandate. Please continue to monitor your inboxes for further instructions on possible work actions or special General Assemblies if needed.

Shout Outs!

Did you know...

Last June we had 3 winners!

Following a short time frame roughly 150 teachers were nominated for the Shout-Out's 2.0 Campaign. Three teachers were randomly selected. The winners were Susan Scrocco, Jaime Alfonso and Claudia Gelinas-Forster. Each teacher won a \$50 check courtesy of Desjardins Caisse de L'Éducation



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

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](#)