



**LAURIER  
TEACHERS  
UNION**

Did you  
Know



## **A newsletter with information on our most FAQs.**

As the 2021-22 school year comes to an end, we are all looking forward to our well-deserved summer break. There were many changes this year with a new Provincial Agreement that came into effect, a newly elected LTU team, and our move to a new office space in Boisbriand. There will be more changes next year with the new annualized workload, new members of the LTU Executive team, and the start of a new round of provincial negotiations. The valorisation of Teachers and improving your working conditions remain at the forefront of our efforts. As you know, your solidarity was a major factor in our success in the last round and we are counting on each of you for your continued support and mobilisation efforts in the 2022-23 school year. A great big THANK YOU for all that you do! Never forget - You are the UNION! Wishing you a restful summer and all the best for the end of this school year.

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# LTU Elections

## Did you know...

### the LTU staff has been changed?

LTU wishes to extend the best of luck to Stephanie McLellan as she departs for her new position as Labour Relations Advisor for the Quebec Provincial Association of Teachers. We are happy to know that when LTU calls QPAT for advice and information we are in good hands.

Stephanie's departure has created a domino effect as Stephan Ethier will become the new President of LTU and Melanie Massarelli has been elected Director of Membership Welfare.

Finally, June 13 & 14 will be the election for the Director of Pedagogical Affairs and you will receive a Simply Voting email to cast your vote. It is very important that each of you takes the time to vote for elected representatives. LTU wishes good luck to all the candidates.

# Local Negotiations

## Did you know...

### LTU & SWLSB are working out the AE/VT recall process ?

The first draft of the French & English versions of the alignment of the local collective agreement with the changes to the provincial collective agreement has been completed. These updated versions will be sent to all Teachers once they are finalized.

Preliminary meetings have been held and the committee has met with SWLSB and will meet again throughout June. The intent is for the Priority of Employment in the Adult Education and Vocational Training sectors be formalized, completed and in place for next school year.

# PIC Update

## Did you know...

### changes have been made to the PIC Agreement?

The Professional Improvement Committee has agreed to allow for 1 day of release for Teachers from schools that do not follow the "All Schools" calendar (Arundel, Ste-Agathe, Rawdon, Joliette & JHS) to attend a PD workshop that falls on an "All Schools" Ped Day. This release will not be deducted from their PIC allocation for the 22-23 school year.

Teachers will still have to use the PIC form to apply for the release, Teachers must make note of it when applying, as with all PIC allocations, they must also apply for reimbursement through the appropriate form.

Finally, the mileage and meal amounts have been updated to reflect the SWLSB new Expense Reimbursement Policy below:

#### Meals

Breakfast	\$15.00
Lunch	\$20.00
Supper	\$33.00
Maximum per day	\$68.00

\*includes taxes and gratuities

#### Mileage

First 5,000 km	\$0.55/km
Each additional km	\$0.52/km
Carpooling	\$0.65/km



CTF Women's Symposium

## June Exam Period

### Did you know...

#### **COVID is a considered a valid absence?**

If a student has a valid reason for an absence, a derogation to the schedule can be organized by the person responsible for managing the sanction des études at the school board.

Valid reasons for an absence include, but are not limited to:

- Death of a parent or relative;
- Serious illness with medical certificate;
- Court summons;
- Isolation due to COVID-19, with parent confirmation.

Any questions should be directed to your administrator as they will be able to guide you if a student is absent.

## Mentor Teacher

### Did you know...

#### **the process to apply for the 22-23 school year has been started?**

HR, after consultation with LTU, has decided to not retain any of the Mentor Teachers for the 22-23 school year. As such their position will end as of June 30, 2022.

A new application process will start shortly with new school clusters & new percentage releases. More information will be sent directly to Teachers from HR.

As well, TC will only be consulted on the criteria, qualities and/or attributes of the Mentor they would like to see attached to their school.

The process of Mentor selection will be finalized in June and the replacement needs will be available for the recall meeting in August.

## Preschool Progressive Entry

### Did you know...

#### **EPC has changed the criteria for the amount of days allowed?**

At the last EPC meeting, the committee approved the following formula for progressive entry for preschool students:

- Less than 14 students will have up to 3 days
- 14 or more student will have up to 4 days

Teachers should discuss the best way to divide up the groups and days with their administration to provide the best service to their new students.

## Support Measure for VT Teachers

### Did you know...

#### **working towards your brevet can be credited in your schedule?**

In the most recent Provincial Collective Agreement, Vocational Training Teachers who are working towards their Brevet can be granted time within their hours of Other Professional Duties excluding the 200 hours determined by the Teacher.

Upon presentation of proof of a transcript and completed courses, 15 hours per credit shall be recognized up to a maximum of 45 hours per school year.

The hours recognized shall be adjusted proportionally to the percentage of the contract and shall be applied up to 120 credits required by the Teacher Training Program.



## 8-12.06

### Did you know...

**there is a strict timeline within which you can contest your workload?**

a) The teacher who feels wronged by the distribution of duties and responsibilities may submit a written complaint to the principal within three (3) workdays of the receipt of the official workload indicating the reasons for the complaint and the remedy requested.

b) The principal shall, within three (3) workdays following the receipt of the complaint, meet with the teacher. If following the meeting, the teacher's workload remains unchanged or the changes proposed by the principal prove to be unsatisfactory, the teacher may submit a written complaint to the Labour Relations Committee within three (3) workdays of the meeting with the principal.

c) The Labour Relations Committee shall meet to study the complaint within five (5) workdays of its receipt and submit its recommendations to the principal and to the teacher within ten (10) workdays from the receipt of the complaint.

d) The recommendation shall be implemented in its entirety unless the Committee is advised in writing within three (3) workdays of issuing the recommendation of the valid reason(s) for rejecting it.

## Oversized

### Did you know...

**oversize payments will be paid on the last pay of this school year?**

Teachers are entitled to oversize payments when their class exceeds the maximum number of students as prescribe in the collective agreement.

In all cases where oversize could have been avoided as per clause 8-4.01(c) of the Provincial Collective Agreement, the school board will pay teachers an extra 32% of the total amount received as moral damages. This is the result of a 2018 grievance settlement.

## Recall for Youth Sector

### Did you know...

**the recall meeting for youth sector Teachers will be held on August 22nd and 23rd?**

Clause 5-1.17 of the Local Collective Agreement contains all the necessary information for Recall Teachers.

The part-time seniority list came out on June 1st and Teachers must email HR right away if there is an error in their seniority.

If you have additional qualifications or experience as per 5-21.05 of the Provincial Collective Agreement that has not been recognized in past years by HR, you must email François Badin ASAP to request a verification of qualifications. You will receive the results just prior to the meeting in August.

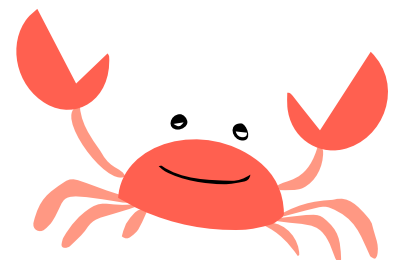
## New LTU Infographics

### Did you know...

**LTU periodically creates infographics to visually represent concerns or questions that members bring to LTU?**

LTU has created 2 new infographics ([Supporting Teacher](#) & [Preschool Students with Special Needs](#)) that can be found on our website.

Take a look and reach out to us with any questions or comments.



## Annualized Workloads

### Did you know...

#### a big change is coming?

With the annualized workload comes many changes:

- There is Teacher consultation (which is referred to in the guide found below) which takes place in 2 steps;
  - Step 1: Consultation at TC. In June (or the 1st TC of the school year) TC members must be consulted on and determine professional activities other than teaching or work determine by the Teacher in the Teachers' workload;
    - This TC consultation should not be creating a multitude of new professional activities (committees, meetings etc.), but formalize the ones in place at the school level.
  - Step 2: By October 15th, the principal is to meet with each Teacher to discuss the particularities and any recurring elements to appear in each individual's workload and schedule;
- LTU and HR are meeting shortly to revamp the Overview of Workload & Presence documents and we will replace the ones on our website with them asap.

More information can be found in the [QPAT/CPNCA document](#) for the youth sector.

## QPAT & LTU Committees

### Did you know...

#### you can apply to represent LTU on many Local or Provincial Committees?

At the start of September LTU will be asking for volunteers to submit their names for LTU local Committees for a one-year mandate and QPAT Provincial Committees for a two-year mandate.

LTU Committee Members will need to participate in meetings, take notes and report back to LTU. QPAT Committee Members will be required to report back the LTU BOD with periodic updates on meetings that have taken place.

Committees include:

#### Local:

- Educational Policies
- Professional Improvement
- Labour Relations
- Teacher Training
- Parity
- Special Education Advisory
- Nominations
- Budget & Finance

#### Provincial:

- Membership Plans
- Adult Education
- Vocational training
- Human Rights & Social Justice
- Convention
- New Teachers
- Health & Safety
- Special Needs
- Nominations
- Finance & Budget

## Contacting LTU throughout the summer

### Did you know...

#### LTU is closed from July 11 to August 17 inclusively?

Though the LTU Office closes officially throughout the summer, LTU is available for Adult Education and Vocational Training Teachers who work during the summer time. These Teachers can reach out by email to Melanie Massarelli.

All other inquiries will be answered once the office opens again on August 18, 2022.

