



LAURIER TEACHERS UNION
SYNDICAT DES
ENSEIGNANT(E)S LAURIER

Did you
Know

A NEWSLETTER WITH INFORMATION ON OUR MOST FAQs.

FOLLOWING THE LATEST ROUND OF NEGOTIATIONS, I WANT TO EXTEND MY SINCERE APPRECIATION TO ALL OF YOU FOR YOUR UNWAVERING SUPPORT THROUGHOUT THIS PROCESS. AS LTU MEMBERS, YOUR COMMITMENT TO THE COLLECTIVE BARGAINING PROCESS AND THE SOLIDARITY YOU DEMONSTRATED PLAYED A CRUCIAL ROLE IN REACHING A FAVORABLE AGREEMENT.

WHILE WE MADE SOME GAINS, IT IS ESSENTIAL TO REMAIN VIGILANT AND PROACTIVE. OUR WORK DOES NOT END WITH THE NEGOTIATION TABLE. AS A UNION, WE MUST CONTINUE TO STAY INFORMED, ENGAGED, AND UNITED TO ENSURE THAT OUR COLLECTIVE INTERESTS ARE PROTECTED AND ADVANCED.

ONCE AGAIN, THANK YOU FOR YOUR COMMITMENT TO UNIONISM. TOGETHER, WE HAVE ACHIEVED A POSITIVE OUTCOME THAT WILL BENEFIT US ALL. LET'S CONTINUE TO STAND STRONG AND UNITED FOR THE BETTERMENT OF OUR COLLECTIVE FUTURE.

STEPHAN ETHIER - LTU PRESIDENT



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SECTORAL NEGOTIATIONS: DID YOU KNOW...

the proposal was adopted with reservations?

On February 15, 2024, the Conseil Fédéral the unions that are members of the Québec Provincial Association of Teachers (QPAT) and the Fédération des syndicats de l'enseignement (FSE-CSQ) , adopted the proposed sectoral settlement obtained on December 22, 2023, by a majority vote.

Although there was a clear majority of votes in favor of the sectoral settlement, only 59% voted in favor of the proposed sectoral agreement, send a very clear message to the government that there is still a high level of dissatisfaction with the insufficiency of the resources allocated by the government to address the problems of class composition and heavy workloads. This feeling is shared by teachers in the youth, adult education and vocational training sectors alike.

It is clear that work must continue to find solutions to improve the working conditions of teachers and address the issues related to class composition.

AGREEMENT TO MITIGATE THE EFFECTS OF THE SHORTAGE OF TEACHERS IN THE YOUTH SECTOR: DID YOU KNOW...

you might be eligible for a retroactive payment?

The Ministry of Education allocated money for the 2023-2024 school year for local projects to mitigate the shortage of teachers in the youth sector. As part of this measure, the Sir Wilfrid Laurier School Board, in collaboration with LTU, submitted a project and received an amount to grant an additional allocation of 20% to teachers with 100% workloads and who substitute occasionally. Since October 2023, and moving forward, any teacher at 100% who substitute occasionally will receive a salary at the rate of 1/1000th of their annual salary AND an additional 20%. Any teacher at 100% who substituted occasionally as of October will be entitled to a 20% retroactive payment.

INTERSECTORAL NEGOTIATIONS

DID YOU KNOW...

the tentative agreement was accepted?

At the conclusion of consultations with 420,000 public-sector workers, on February 21, 2024, the Common Front confirmed that the tentative agreement reached at the central table with the Québec government at the end of December 2023 was adopted at a rate of 74.8%.

Salary, pension, insurance, parental rights, and regional disparities are elements that are negotiated at the Intersectoral table. Thanks to a strong mobilization from the membership, interesting advances were made, meeting the majority of the objectives set during this round of negotiations. Even though advances were made, there is still a lot of work to improve the accessibility and quality of public services across the province.

Many teachers have been asking when they would receive the retroactive payment for April 1st, 2023 (6%) and April 1st, 2024 (2.8%) resulting from the salary increases. At the moment, the negotiators for the union and the patronal side are in the process of writing the texts. This will take some time. There are some speculations that the work may be completed before the end of the school year. At the moment we cannot confirm if the agreement will be signed before the end of the school year. In order for the retroactive payments to be processed, the agreement must be signed. Rest assured that as soon as we receive information on this matter, all members will be informed.



DEFERRED SALARY LEAVE

DID YOU KNOW...

you can pay into your leave of absence over multiple years?

As per 5-17.00 of the Provincial Collective Agreement, tenured Teachers can divide their salary over a longer period of time including a period of absence.

This request must be sent to HR as soon as possible for approval and a contract must be signed with the specific parameters.

The options for this leave are found in Appendix VIII #13 of the Provincial Agreement and are outlined below:

Percentages of salary

a) For a half-year leave:

- a 2-year contract: 75% of the salary;
- a 3-year contract: 83.34% of the salary;
- a 4-year contract: 87.50% of the salary;
- a 5-year contract: 90% of the salary.

b) For a one-year leave:

- a 3-year contract: 66.66% of the salary;
- a 4-year contract: 75% of the salary;
- a 5-year contract: 80% of the salary.

SHOUT OUT 3.0

DID YOU KNOW....

several teachers participated again this year?

During January and early February teachers nominated other teachers that had helped them in some manner. Even small actions can have much needed positive effects on our fellow teachers.

The winners were Faye Francischiello (St-Paul), Rosie Roumeliotis (CDC Vimont) and Tara Hodge (Mountainview ES)

The three teachers were selected at random and each received a 50\$ check donated by the Caisse de L'education Desjardins.



PAY YOUR OWN SUB

DID YOU KNOW...

the new reimbursement scale has been confirmed and implemented?

When a Teacher uses 5-14.02 (p) "Pay your own sub," they should be deducted 1 special leave day and the Teacher must reimburse the cost of substitution as per 6-6.03 (a) of the Provincial Agreement plus fringe benefits. This amounts to the following:

	60 minutes or less	between 61 minutes and 150 minutes	between 151 minutes and 210 minutes	more than 210 minutes
Substitute's Pay (6-6.03 a)	\$ 46.52	\$ 116.30	\$ 162.82	\$ 232.60
Plus Fringe Benefits	\$ 54.18	\$ 135.45	\$ 189.62	\$ 270.89

The time used to calculate the reimbursement rate includes work performed by the substitute such as Teaching, Substitution, & Homeroom.

TEACHER TRAINING

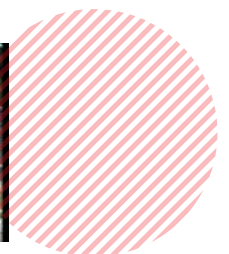
DID YOU KNOW...

that after each student teacher, Cooperating Teachers need to fill out a validation form?

Once a student teacher stage is completed, Teachers are required to fill out a Student Teacher Verification Form to confirm all details regarding your student teacher and their stage.

It is important to note that the internship level of the stage must correspond to the Stage Year and not necessarily the School Year the student is in. Ex: a student in year 3 may, under specific circumstances, be completing their 2nd internship stage.

Should you have any other questions regarding being a Cooperating Teacher, please reach out to Brian Benoit (bbenoit@ltu.ca) in the Office.



The Adult Education & Vocational Training Staffing Timelines are still under consultation and will be made available shortly.

LEAVE OF ABSENCE REQUEST

DID YOU KNOW....

the deadline is almost here to apply for your Leave of Absence for 24-25?

The deadline is almost here to apply for your Leave of Absence for 24-25?

Teachers currently benefiting from a LOA should have received a letter from HR asking if they are requesting another leave of absence or returning full-time to work in 2024-2025 school year, and all other Teachers should have also received an email from HR with all the appropriate forms. Teachers who wish to request a leave of absence under clause 5-15.00 of the local agreement, must submit a request by March 28th.

In your request, you must indicate the clause and the reason for requesting the leave. For more information on the nature, duration, terms and conditions of leaves of absence without salary as well as inherent rights and obligations excluding leaves provided for under Union prerogatives, parental rights and leaves for public office, you can consult your local collective agreement under clause 5-15.00

Teachers who request a leave of absence shall be recognized a year of experience for salary purposes as long as they work a minimum of 155 days. Elementary school Teachers can request up to a 20% LOA and high school Teachers who request to be released from one group and that this leave alone does not allow them to accumulate 155 days, can request up to a 25% LOA and the board shall also recognize a year of experience.

Finally, Teachers who work at least 80% will continue to contribute to their RREGOP pension at 100% and not be required to buy back once they return.

YOUTH STAFFING TIMELINE

DID YOU KNOW...

the staffing all schools is mapped out in multiple steps each year?

With Spring comes staffing for the next school year! Below you will find the concise timeline for each step outlined by the collective agreements.

Important dates:

- April 15 Teachers declared potential school excess
- April 29 Teachers declared excess at school level
- May 1 Posting of needs (Excess Process)
- May 8 Excess Meeting (Zoom | 4:00-7:00 p.m.)
- May 15 Posting of needs (Voluntary Transfer 1)
- May 21 Voluntary Transfer 1 application due
- May 27 Voluntary Transfer 1 decision
- May 30 Posting of needs (Voluntary Transfer 2)
- June 1 Post to Post Transfer request deadline
- June 3 Voluntary Transfer 2 meeting registration due
- June 5 Voluntary Transfer 2 Meeting (Zoom | 5 p.m.)
- June 20 Post to Post Transfer decision
- August 20 Recall Meeting - Youth Sector (Zoom | all day)
- August 21 Recall Meeting - Youth Sector (Zoom | all day)

As you may know, in the new provincial agreement, there will be a clause stating that the assignment and transfer process will have to be completed no later than August 8. Considering that no official agreement has been signed and that we have no guarantee the agreement will be signed before the end of the school year, LTU and the school board came to an agreement to maintain the August recall for the 2024-2025 school year.

If you have any questions regarding this process, do not hesitate to contact Melanie Massarelli or Stephan Ethier.



ALMOST INCIDENTS DID YOU KNOW...

that incident forms should be completed for incidents that could have occurred?

During a visit by a CNESST inspector, it was communicated to SWLSB and LTU that Incident Forms are mandatory to complete in instances resulting in either mental or physical injury. Such incidents, regardless of their severity, require documentation.

They also explained that Incident Forms must be completed even in cases where an incident was narrowly avoided. Examples could be:

- A student picks up a chair and throws it in the direction of the Teacher but doesn't hit them.
- A Teacher walking across the parking lot and nearly slips on ice without sustaining any injuries.
- The accidental mixing of misbranded chemicals in a science lab, resulting in a potentially dangerous reaction that is averted by prompt action, thus ensuring everyone's safety.

Despite the perception of extreme paperwork, completing the Incident Form is the official process to notify the employer (your administration and SWLSB's HR) about situations that have the potential to cause or have caused injury.

A copy of the Incident Form is available on the SWLSB Portal under HR Info/All Staff Incident Report.

MULTI-GRADE ALLOCATIONS DID YOU KNOW...

every multi-grade class is allocated \$675 in extra funding?

With the provincial collective agreement comes a fixed amount for multi-grade classes. This new amount is set at \$675 for the 22-23 school year. The allocation can be used according to [Appendix XXV](#) of the Provincial Agreement, and can cover, among other things, the purchase of material, assuming responsibility occasionally for part of a group, release time for the preparation of material or training (at the choice of the teachers concerned).

Please remember that prior to purchasing items through these multi-grade funds, administrative approval is required.

*Do not use your own money and expect to be reimbursed.

CONTACTING LTU DO YOU KNOW...

there are many ways you can reach LTU?

Check out [Who We Are](#) for the list of LTU's Delegates & Sector Directors on the [LTU website](#) and feel free to contact us in the office at (450) 667-7037 or by the emails below:

President

Stephan Ethier (sethier@ltu.ca)

Director of Membership Welfare

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