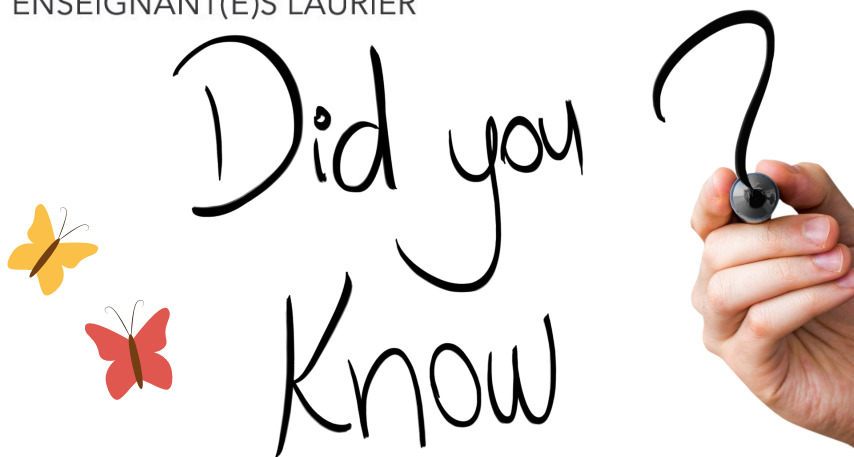




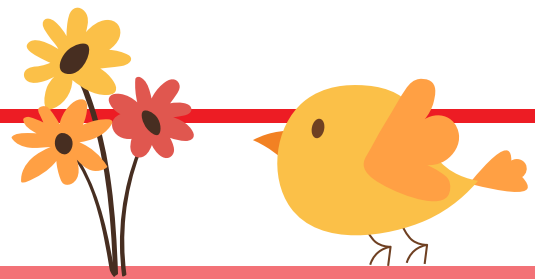
**LAURIER TEACHERS UNION**  
SYNDICAT DES  
ENSEIGNANT(E)S LAURIER



## **A NEWSLETTER WITH INFORMATION ON OUR MOST FAQs.**

AS THE 2024-2025 SCHOOL YEAR COMES TO AN END, WE ARE ALL LOOKING FORWARD TO A WELL-DESERVED SUMMER BREAK. THIS YEAR WAS MARKED WITH CHANGES AS WELL AS CHALLENGES. WE STARTED THE YEAR WITH THE APPLICATION OF THE NEW 2023-2028 PROVINCIAL AGREEMENT. WE ALSO NEGOTIATED OUR LOCAL AGREEMENT TO ENSURE WE HAD A STAFFING PROCESS IN PLACE TO INCLUDE REGULAR TEACHERS WITH SPECIAL STATUS (E2) IN THE YOUTH SECTOR PRIOR TO THE ASSIGNMENT AND TRANSFER PROCESS TAKING PLACE. THE LAURIER TEACHERS UNION HAS BEEN ACTIVELY INVOLVED AT THE PROVINCIAL LEVEL IN RAISING CONCERNS ABOUT THE INCREASING INCIDENTS OF VIOLENCE AGAINST TEACHERS IN SCHOOLS. THE UNION CONTINUES TO ADVOCATE FOR STRONGER GOVERNMENT ACTION AND THE IMPLEMENTATION OF STRICT REGULATIONS TO ENSURE THE SAFETY AND PROTECTION OF EDUCATORS. IMPROVING YOUR WORKING CONDITIONS REMAINS AT THE FOREFRONT OF OUR EFFORTS. WISHING YOU A RESTFUL SUMMER AND ALL THE BEST FOR THE END OF THIS SCHOOL YEAR.

STEPHAN ETHIER - LTU PRESIDENT



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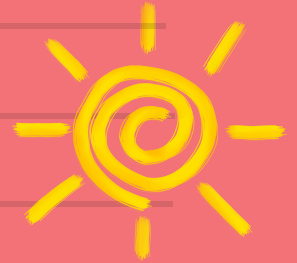
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## BILL 100

### DID YOU KNOW...

the government has deposited Bill 100 (Act respecting the negotiation and determination of conditions of employment requiring national coordination) ?

This Bill includes 147 sections. It amends several laws and, most notably, repeals the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (Bill No. 37), replacing many parameters of the negotiation system in place since 1985. The Act to ensure that essential services are maintained in the health and social services sector is also abolished by Bill No. 100.

The proposed law modernizes certain practices of the parties that the current system overlooked. An intersectoral bargaining level is introduced, although such a level has existed for over 40 years. Salary negotiations will no longer be limited to the first year of the collective agreement as stipulated by Bill 37. In addition, the Labour Code will now allow collective agreements in the public and parapublic sectors to have a duration of more than three years.

Among the major changes introduced by the Bill, only two levels of national bargaining will be provided for: sectoral and intersectoral. Local or regional matters will disappear under the new system. All these matters will become sectoral. However, the sectoral parties may agree that "special agreements" may be negotiated at local level.

Another key point is that mediation will no longer be a compulsory step in acquiring the right to strike in the public and parapublic sectors. The parties may still use mediation, but solely as a means of advancing negotiations.

A more detailed analysis will be carried out over the coming weeks to fully grasp the ins and outs of this extensive Bill.



## BILL 94

### DID YOU KNOW...

the government has deposited Bill 94 (Act to, in particular, reinforce laicity in the education network and to amend various legislative provisions)?

The decision to implement this Bill comes from the issues that were raised following an investigation that took place at Bedford school in Côte des Neiges. The Bill uses drastic measures to be implemented at large across the province instead of addressing issues on a case by case. Overall, Bill 94 includes provisions to be added to the Education Act which will further reduce the teachers' professional autonomy while adding additional obligations. It is in complete contradiction with the government's expressed intention to value the teaching profession. On the contrary, with this bill, the government proves that it does not trust teachers and that it considers teachers as technicians and not professionals. Many elements of the Bill force teachers to be more regimented in how they prepare lessons and evaluation. There is a proposal for an annual evaluation of all teachers. The Bill also proposes that all teachers submit an annual planning to their administrator.

QPAT has submitted their position on Bill 94 to the Ministry. In their response they are clear that the Bill is a clear attack on teacher autonomy while adding additional obligations. Proposals for all to present annual planning are unrealistic and meaningless and will not help in preventing incidents such as at Bedford school. Tools to address such matters exist already and it is heavy-handed to use a law to hit everyone when existing tools could have been used in a timely way to resolve the situation. There is no such thing as universal good practice, as these are highly contextual in education, so using general reference to them is inappropriate; consequently, they do not make sense in the context of evaluating teachers or in the work of the educational services committee.



LTU's Delegation to the QPAT Provincial Council

## BILL 47

### DID YOU KNOW...

the Government deposited Bill 47 (Guide to background checks and Code of Ethics and code of ethics applicable to members of personnel and to any person called upon to work with minors or handicapped students or to be in contact with them)?

With this new Bill, school boards will have the obligation to be much more vigilant when it comes to background checks when hiring new employees.

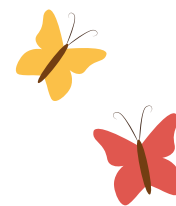
The Decree also obliges all school boards to have a code of ethics that lines up with the one that is prescribed by the ministry.

The code of ethics will have to include, in particular, the practices and conduct expected of people called upon to work with minors or handicapped students, or to be in contact with them. It must also include the obligation to immediately report to the School Organization any breach to the School Organization of any breach of the provisions contained therein which may reasonably be the physical or psychological safety of students. Finally, it must be published on the School Organization's website and otherwise be made accessible to anyone who requests it.

All employees received the new code of conduct on May 1st informing them of the changes because the school boards were mandated by the Ministry of Education to adopt the code of ethics in the form prescribed by the Minister.

LTU has filed a grievance contesting the code of ethics and the lack of consultation. LTU's opinion is the obligations imposed by the Employer are such that they constitute unfair working conditions within the meaning, notably, of articles of the Civil Code of Québec and article 46 of the Charter of Human Rights and Freedoms, in addition to contravening the collective agreement.

## PIC AGREEMENT 2025-2026



### DID YOU KNOW...

the agreement is reviewed every year?

The PIC Committee has proposed that the newly approved PIC agreement maintain the status quo with one notable clarification: asynchronous trainings lasting less than two hours will entitle teachers to no more than a half-day release. It is important to note that while training costs, replacement coverage, and related expenses continue to rise due to inflation, the overall PIC budget allocation has not increased accordingly. This places additional pressure on the available funds and may limit support despite growing demand.

## K4 & K5 PCA SUPPORTS

### DID YOU KNOW...

that there are some funds specifically earmarked for preschool?

In addition to basic funding, certain preschool classes may receive supplementary resources, such as classroom assistants or additional half-time teaching support. These resources are distributed based on specific criteria, including class size, identified challenges, and support for new teachers. However, not all classes qualify for this funding. The goal is to enhance student success and ease the induction of new staff.

## PROMOTION POLICY

### DID YOU KNOW...

the school board is consulting on a promotion policy?

The SWLSB is currently consulting on a new Promotion Policy. In response, the Laurier LTU has reiterated the legal and contractual rights of teachers in the development of promotion criteria, particularly in the primary sector and the first cycle of high school. LTU emphasized that under Article 96.15 of the Education Act and the Local Collective Agreement, principals are required to consult teachers and base promotion decisions on their professional evaluations. The union has formally submitted recommendations to ensure that teacher input is central to the policy, protecting both student success and professional autonomy.







## LTU ELECTIONS

### DID YOU KNOW...

all positions were acclaimed?

The following members have been elected by acclamation for a 3-year term.

- Melanie Massarelli / Director of Membership Welfare
- Kimberly Stanbra / Director for Laval Senior
- Sandra Colletti / Director for Lanaudiere & Rive Nord Elementary
- Pheleshia Hudson / Director of Adult Ed. & Vocational Centres

## STANDARDS & PROCEDURES

### DID YOU KNOW....

the education act is clear?

LTU has recently shared important information outlining teachers' rights and responsibilities in shaping student assessment practices within their schools. While some elements are determined provincially, many key decisions, such as progress reports and evaluation criteria, are made locally. According to Article 96.15 of the Education Act, principals are required to consult with teachers and must provide written justification if a proposal is rejected, but this rejection must be based on legal, regulatory and pedagogical frameworks and it does not mean they can impose their own plan. If teachers do not participate in the consultation process, principals may proceed unilaterally, and unresolved issues can be escalated to the school board. Active teacher involvement is essential to ensure fair, transparent evaluation practices and to uphold pedagogical autonomy. Your voice matters, engage in the process to help shape policies that reflect the realities of your classroom.



Sheryl Cree collecting tabs for charity

## MEQ DOCUMENT

### DID YOU KNOW...

the MEQ has a resource on sexting?

The document "Sexting in Adolescence – A Guide for School Staff Interventions" is a resource available only in French, developed to support school personnel in understanding and responding to cases of sexting among youth. It explains the different contexts in which sexting may occur (voluntarily, under pressure, or without consent), outlines the legal, emotional, and social consequences, and offers practical prevention and intervention strategies. The guide also includes up-to-date research data and a list of relevant support resources. Teachers can access this resource on the Government of Québec's website [here](#)

## OVERSIZED CLASS

### DID YOU KNOW...

### DID YOU KNOW...

teachers were paid at different times?

Teachers are entitled to oversized payments when their class exceeds the maximum number of students as prescribed in the collective agreement. These payments are typically issued twice a year, once in February and again on the last pay in June. This year, the board issued the first payment for the secondary sector as scheduled. However, for the elementary sector, payments were delayed and are expected to be included in the first pay of June. Teachers who believe they are entitled to this payment should contact Brian Benoit for more information.



# TAB COLLECTION

Tab collection to be donated to the **Shriners Hospital**, in memory of Gail Klinck. Tabs are sold to recycling companies and the money is used for the transportation of patients.

**How You Can Help**

Collect tabs in your school / centre and community ✓

Donate directly to the Shriners Hospital or send to the CPAT office ✓

**CPAT**  
 Att: Julie Montpetit  
 17035 Brunswick Boulevard,  
 Kirkland, QC, H9H 5G6

ADDRESS



## SPARK 1 & 2

### DID YOU KNOW...

a new special class will open at LES?

Next year, the school board is planning to open two new SPARK (Supporting Personalized Achievement and Readiness in Kids) classes: one at Morin Heights Elementary School for students in Cycle One (SPARK 2), and another at Laurentian Elementary School for the preschool level (SPARK 1). These classes will be launched on the condition that a sufficient number of eligible students can be identified to populate them.

## GRADING STUDENTS

### DID YOU KNOW...

only a teacher should be grading a student?

As per the Education Act only the teacher is responsible for assigning a result following the evaluation of the achievement of the students entrusted to the teacher's care.

## SICK DAY PAYOUT

### DID YOU KNOW...

sick days will be paid out in July?

Teachers have the right to use their sick days through June 30. Accordingly, Human Resources will issue payment for any unused redeemable sick days on the first pay period following the June 30 deadline.

In previous years, HR has issued compensation for sick days used late in the school year, which occasionally resulted in overpayments that had to be adjusted in the first pay period of the new school year. While it is still possible that some used sick days may be paid out in July, this new timeline is intended to reduce the number of teachers affected by such adjustments.



Delegates meeting & Dinner of Appreciation May 2025

## PREFERENCE & SENIORITY

### DID YOU KNOW...

preferences and seniority must be respected?

Teachers who submit their teaching preferences—or, in high school, their round robin selections—to their principal are entitled to have those preferences considered and respected. However, there are valid circumstances under which a teacher may not be assigned the requested classes or student groups. These include, but are not limited to:

- Scheduling conflicts (e.g., two or more requested groups taught at the same time)
- A more senior teacher requesting the same class or group

When submitting preferences or round robin selections, teachers must clearly indicate the grade level and subject areas for each request.

If a teacher believes their preferences were not appropriately considered, they must follow the formal appeal process and timeline outlined in Section 8-12.06, after receiving their official workload assignment in August.

Important Clarification:

Principals are expected to assign teachers all the teaching duties listed on their preference forms, where feasible. The notion that a teacher is only entitled to 50% of their requested assignment is inaccurate and must be dispelled. This is a persistent myth with no basis in current policy or practice.

## SUPPORT MEASURE FOR VT TEACHERS

### DID YOU KNOW...

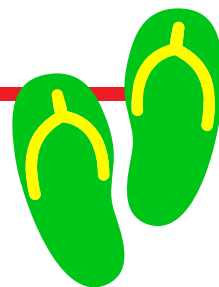
working towards your brevet can be credited in your schedule?

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.





## DISPUTE PREVENTION & RESOLUTION PROCESS

### DID YOU KNOW...

the SWLSB has a Dispute Prevention & Resolution Process ?

Dispute Prevention & Resolution (DPR) is a process that helps resolve a misunderstanding, problem, dispute or conflict between parties. It is used to prevent a misunderstanding, problem, dispute or conflict in the workplace. It isn't just about managing conflict - it's about shaping a proactive, resilient, and happy workplace where every challenge is an opportunity for improvement and growth.

The DPR Guidelines were sent out by SWLSB's Communications Team on behalf of the DPR Committee on April 23. More information can also be found in the DPR Folder in the SWLSB SharePoint (Portal).

LTU encourages teachers who are experiencing conflict in their workplace to read over the guidelines and reach out to us for guidance



## 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

Melanie Massarelli (mmassarelli@ltu.ca)

### Director of Pedagogical Affairs

Brian Benoit (bbenoit@ltu.ca)

### LTU Administrative Assistant

Loretta Gifuni (loretta@ltu.ca)



Stephan Ethier  
President



Melanie Massarelli  
Director of Membership  
Welfare



Brian Benoit  
Director of Pedagogical  
Affairs

## LTU SUMMER HOURS

June 9-13: 8:30 a.m. to 4:00 p.m. (Friday until 3:00 p.m.)

June 16-July 8: 8:30 a.m. to 3:00 p.m. (except June 30 & July 2-8: 8:30 a.m. to 1:00 p.m.)

Closed for Summer: From July 8 at 1:00 p.m. to August 18

Reopening Week (Aug 19-25): 8:30 a.m. to 1:00 p.m.

Regular Hours Resume: August 26, 8:30 a.m. to 4:30 p.m.

Statutory Holidays: June 24 & July 1 - Office Closed

# SUMMER

