

Communications no. 1

MESSAGE FROM THE PRESIDENT



-John Donnelly

Welcome back everyone. The beginning of this year has been marked by the public sector

contract negotiations, or lack thereof, with the government. The government's demand, in the Education Sector plus the snail's pace of negotiation, show a complete lack of respect for teachers and the teaching profession.

Examples of this?

- 1) a 3% salary increase over 5 years
- 2) a 10% increase in workload
- 3) loss of Work of a Personal Nature
- 4) increase in class sizes
- 5) no support for Special Needs students
- 6) major claw backs to an existing healthy pension

plan....to name a few. Public Sector Unions' actions will increase in the next few months with a view to both consolidating membership solidarity plus getting the parents and public involved in the issues.

A demonstration is planned by all public sector unions on Saturday October 3rd.

The PTU's Work to Rule – while ironing out all the “what if's” that are always a part of such an action – has captured the media's attention. The Gazette, La Presse, TVA, CTV, CJAD, CBC, Global, Francophone radio and the local print media have all called our office in the last 2 months to ask for descriptions and interviews. The message of what PTU teachers are doing is out there in the public domain.

Any updates on the negotiations and other news are posted on a regular basis on the PTU website under

the Teachers' Corner Section, under the Action/Negotiation tab. We recommend that you use the search bar located at the top right corner of the site to quickly locate the pages you may be looking for. You simply have to insert a key word in the search bar.

We also invite you to follow us on Facebook to receive the latest posts, pictures and videos <https://www.facebook.com/PTUSEP>. Other sites that may interest you are: <https://www.facebook.com/TeachingInQuebec>, <http://montrealteachers4change.org>

Let's stay united over the next critical months!

Employee Assistance Program

The phone number is 514-783-1449. You will get a recorded message asking you to leave your name and number. Your call will be returned to book an appointment. All information is strictly confidential.

DID YOU KNOW THAT...?



Sick-Leave Days & Special Leave Days

Many teachers are confusing sick-leave days and special leave days.

Sick Leave Days: on the first day of the work year, the board shall credit every full-time teacher with six sick-leave days, five of which are redeemable. For teachers on a part-time contract, days are prorated to the percentage of the contract. Unused days are "banked" at the end of each year and are redeemable when you resign or retire. In the case of a teacher on a part-time contract the remaining redeemable days are reimbursed at the end of the contractual year. Also, in the case of the first year of service of a teacher, the board will credit him or her an additional six non-redeemable sick-leave days.

Special Leave Days: the board shall grant each full-time teacher a maximum of eight non-cumulative non-redeemable working days each year without loss of salary. For teachers on a part-time contract, days are pro-rated to the percentage of the contract. These days can be used for events such as marriage, moving day, death in the family, medical appointment, etc. Please refer to the Downloads section of our website for a complete list of the events covered by this clause.

Leaves for family responsibilities: a teacher *may be absent from work without salary for 10 days per year* to carry out obligations relating to the care, health or education of his or her child, his or her spouse's child or because of the state of health of his or her spouse, father, mother, brother, sister or one of his or her grandparents.

The leave may be for 10 consecutive days or taken individually and shall be deducted from a teacher's annual bank of sick-leave days to a maximum of six days.

Adult & Vocational Education Teachers

A teacher with a 100% workload teaches an annual maximum of 800 hours in the Adult Education sector and an annual maximum of 720 hours in the Vocational Training sector. The total number of hours of presence is 1280 in both sectors.

If a teacher is offered a part-time contract that is less than 800 hours (Adult) or 720 hours (Vocational), then that teacher will have a work schedule proportional to the percentage of his or her workload in relation to a full-time workload.

It is very important that the teacher meets with the principal at the beginning of the year to set their work schedule that includes workload, complementary tasks and personal work.

TAKE-HOME PAY

Many of you, some for the first time, might see a significant increase, compared to the June amount on your total net amount at the bottom of your pay slip.

That is because the total required payments for QPP, QPIP and Employment Insurance have been already deducted for the current year. Thus, your first paycheck in

January 2016 will revert to a lower amount as the QPP, QPIP and Employment Insurance deductions kick in again.

ATTENTION: Teachers in the Youth Sector with a reduced workload

Duration of working time

If your workload is less than 100%, it is important at the beginning of the year to meet your principal to set your work calendar for the year.

The teacher who is working part-time is entitled to a percentage equal to the percentage of the workload that he or she assumes in relation to a full-time teacher's workload.

A school year shall consist of 200 workdays, with 181 days of instruction and 19 pedagogical days for teachers who have a full-time workload.

For example: if you have a 50% workload and started on the first day of school, you will work 100 days this year, 91 days of teaching and 9 pedagogical days.

You need to determine your work schedule with your school principal, instructional days and pedagogical days. It is important to do this early in the year to avoid any misunderstandings.

YOU HAVE A SAY!

Part of the mandate of your School Level Special Needs Committee at the elementary level is to examine the proposed preliminary plan of class groupings, receive the information concerning all the available services and financial resources for special needs students and to distribute these services within the school in an equitable manner.

At the secondary level, part of the mandate is to examine a preliminary plan developed by the admi-

nistration of the school, taking into consideration the number of groupings in each section, the distribution of workload among the teaching staff and the number of identified special needs students per grouping and to distribute these services within the school in an equitable manner.

The plan should then be presented to the teaching staff for approval. A vote shall be taken in order to accept or reject the proposed preliminary plan. Do not

forget that you are voting for the plan and not on the amount. Should the plan be rejected by the teachers concerned, the school level committee shall develop a modified plan by taking into consideration the ideas presented by the teachers involved. The final plan should be submitted to the Central Special Needs Parity Committee by the end of September for both the Elementary and Secondary levels.



Parental Rights Workshops

The Pearson Teachers Union is planning to hold an information workshop on parental rights on Monday, November 9, 2015 at 4:30pm at the PTU office. Items to be discussed will include the teachers' rights and benefits during their preventive leave, their maternity leave, their parental leave and their extensions. Teachers interested in being part of this or any future workshop, please contact Paul Pompa at the PTU office at 514-426-4949 or by e-mail at paul@pearsonteachersunion.com

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VISIT OUR WEBSITE!
www.pearsonteachersunion.com

E-TRANSCRIPTS

Please be advised that transcripts from institutions in the United States must have a proper seal and signature on the document in order to be accepted by the MELS.



POCKET AGENDA

The PTU 2015-2016 agendas have been distributed to each school/centre. If you have not received yours, please see your school or centre delegate.

Pregnant Casual Supply Teachers are also Entitled to a Preventative Leave

A very recent ruling made by the Supreme Court of Canada underlines that pregnant casual supply teachers are also protected by the *Act respecting occupational health and safety*. This was a significant union victory for the rights of casual personnel. Casual supply teachers need to be aware that they need to accept offers of supply work even when pregnant, since it will entitle them to a preventative leave and CSST benefits if they have a physician's certificate and are not reassigned. This decision ensures that no worker should be obliged to choose between her work and her safety.

Important Dates & Reminders!

Next Delegates' Assemblies Assembly no. 2

October 18, 2015 at 10:45 AM at
Manoir Saint-Sauveur

Assembly no. 3

November 4, 2015 at 4:30pm
(location to be announced)

Delegates' Weekend

October 16, 17 & 18, 2015
Manoir Saint-Sauveur

Parental Rights Workshop

November 9, 2015 at 4:30 PM
at the PTU office

Follow us!



PTU Office Hours

Monday to Thursday

8:30AM to 4:30PM

Friday

8:30AM to 4:00PM

Holidays

The PTU Office will be closed the following dates:

Monday, October 12, 2015
(Thanksgiving)

Friday, November 27, 2015
(Teachers' Convention)