

**Report to the Annual General Meeting –2018-2019**  
**Pasquale Machado, Executive Assistant**

Continuing Education – Teacher Status Chart

Adult Education				
Centre	E1	E3	E5	Total
Place Cartier	18	9	40	67
PACC Adult Education Centre	17	16	57	90
Sources Adult and Career Centre	1	7	8	16
<b>Total</b>	<b>36</b>	<b>32</b>	<b>105</b>	<b>173</b>
Vocational Training				
Centre	E1	E3	E5	Total
Gordon Robertson Beauty Academy	13	5	13	31
West Island Career Centre	48	2	29	79
PACC Career Centre	53	6	60	119
Pearson Electrotechnology Centre	19	2	18	39
Verdun Adult and Career Centre	6	11	27	44
Sources Adult and Career Centre	12	1	22	35
<b>Total</b>	<b>151</b>	<b>27</b>	<b>169</b>	<b>347</b>

Updated: May 1<sup>st</sup>, 2019

- E1: Teacher who is on tenure track or is tenured.
- E3: Teacher who has received a part-time contract (letter of engagement).
- E5: Hourly Rate Teacher.



**The Continuing Education Sector:**

How can you access information from your union? In addition to our website blogs, newsletters, and monthly reminder mailings, I remain available to answer your calls and emails, or meet with you individually. Also, new this year, my continuing education delegates’ reports are being posted on our PTU website under the header *Teacher’s Corner* → *Continuing Education*. The centre visits

continue in order to meet with teachers to discuss the latest concerns as well as to inform them of their rights in accordance with our collective agreement.

As last year, we continued with separate Labour Relations Committee meetings for the continuing education sector. This enabled us to focus on the relevant issues of the Adult and Vocational sectors. Significant work was done at this table to deal with concerns pertaining to various matters.



### **Local Negotiations:**

This year Paula Pedroso and I worked as a sub-group of the larger negotiating table to focus on the local negotiations for the continuing education sector. As we each put forth our demands, we discussed the various issues that we had in common and brainstormed ways to resolve them. The goal was to reach a local collective agreement that would be aligned with the reality that centres face on a daily basis while respecting teachers' rights. We had numerous meetings. When the time came to move more concretely to the next step, we each consulted our parties to get a pulse on their priorities. Paula met with her directors, and I sent out a survey to each sector highlighting the major demands. The survey participation rate was 20% in the vocational training sector, and 25% in the adult education sector. With the responses received, we continued our negotiations with a clear mandate from our members to accept certain compromises and to remain strong behind other demands. Before Mrs. Pedroso's departure from the school board, we managed to negotiate and create a package that is ready to be presented to the larger negotiating team. I feel confident that the negotiated chapters will improve teachers' rights and working conditions. Next year, at the larger table, we will need to discuss the proposed changes. The negotiations are not over!



### **QPAT Committees: Adult Education, Vocational Training, Health and Safety**

At the QPAT level, the Adult Education Committee met to discuss the reform that was put fully into practice this year, and the Vocational Training Committee met to discuss the provincial negotiations' demands for the sector.

As a follow-up to the QPAT survey on Violence in the Classrooms, Nancy Champagne led a newly formed Health & Safety Committee at the QPAT level. The role of this committee is to discuss and make recommendations to the QPAT Executive Committee on actions regarding situations of violence in schools and on any issues related to the health, safety and physical well-being of teachers. The committee coordinates and shares information amongst local unions regarding the work done in every school board. The goal is to develop common tools and share best practices.



### **Violence in the Classroom/Conflict Management Workshop:**

As a PTU Executive Assistant, I was fortunate to be invited to attend the Conflicts in the Workplace/Psychological Harassment Joint Training Sessions & Workshops that were organized by QPAT & CPNCA. This collaboration between associations was unprecedented and included members from unions, labour and human relations teams, school board administrators, management staff, as well as school board Directors General. Led by Me Thierry Bériault, all attendees walked away with strategies and tools to resolve workplace disputes and conflicts. Members also had the opportunity to work together on case studies and share experiences.



### **Health & Safety Committee:**

As a school board, the LBPSB has an obligation to have a Health & Safety Committee where all employee groups come together to discuss issues affecting their members. This year's main topic was Extreme Heat in the Classrooms. The committee members worked together to develop recommendations to the Facilities Committee, which would then in turn be presented to the commissioners. This document has been adopted as the "LBPSB Guidelines for Extreme Heat".



### **Constitution Committee:**

The PTU Constitution Committee met twice this year. It continues to discuss and revise the Constitution in order to update the overall rules and regulations, as well as refine the election procedure.



### **LCEEQ:**

The Leadership Committee for English Education in Quebec continues its work to promote education leadership in response to the needs of the English Educational Community. This year, we were fortunate to have in attendance at most of our meetings, Steven Colpitts, Assistant Deputy Minister, to share the ministry's visions and their upcoming action plans to be implemented. He listened to our concerns and took note of our recommendations which he will pass along to the Minister of Education.



## **Acknowledgements**

Thank you to the Executive Committee team for your support, to the School & Centre Delegates for your dedication and involvement, and to the PTU support staff for all of the work you do. A special thank you to Heidi for your leadership, Ann for your strength and determined attitude, and congratulations to Matt in joining the team!

**Respectfully submitted**  
**Pasquale Machado (May 2019)**

Note: Icons made by [Freepik](https://www.freepik.com) from [www.flaticon.com](https://www.flaticon.com) (except for PTU's & QPAT's logos)