

**Report to the Annual General Meeting –2021-2022**

**Pasquale Machado, Executive Assistant**

Continuing Education – Teacher Status Chart

<b>Adult Education</b>					
<b>Centre</b>	<b>E1</b>	<b>E3</b>	<b>E5</b>	<b>E8</b>	<b>Total</b>
Place Cartier	23	14	49	2	88
PACC Adult Education Centre	17	14	39	7	77
<b>Total</b>	<b>40</b>	<b>28</b>	<b>88</b>	<b>9</b>	<b>165</b>
<b>Vocational Training</b>					
<b>Centre</b>	<b>E1</b>	<b>E3</b>	<b>E5</b>	<b>E8</b>	<b>Total</b>
Gordon Robertson Beauty Academy	13	2	20	0	35
West Island Career Centre	44	0	27	0	71
PACC Career Centre	53	2	52	0	107
Pearson Electrotechnology Centre	28	1	27	1	57
Verdun Adult and Career Centre	20	1	30	0	51
Sources Adult and Career Centre	6	1	12	0	19
<b>Total</b>	<b>164</b>	<b>7</b>	<b>168</b>	<b>1</b>	<b>340</b>

E1: Teacher that is on tenure track or is tenured.

E3: Teacher that has received a part-time contract (letter of engagement).

E5: Hourly Rate Teacher.

E8: Teacher that has received a replacement contract (letter of engagement).

Updated: May 2022

**The Continuing Education Sector:**

The pandemic continued to affect our daily lives at the office. The directives from Public Health and the Ministry of Education were revised on a regular basis regarding masks, confinement periods, and teachers’ vaccination status, which made navigating this dossier quite challenging at times... Thank goodness for Matt!

### **Labour Relations:**

The PTU office worked mostly in a hybrid manner this year. Meetings with teachers and the school board personnel were mostly online. Maggie Soldano (Continuing Education Director) and I continue to maintain open lines of communication and we have established a good working relationship. The Human Resources Assistant, Ms. Anne-Marie Lavoie, took on a more active role in the Continuing Education sector. This is seen as a positive change.

The Ministry of Education was as demanding as ever of the Vocational Training sector. It had previously imposed a Skills Training Certificate (Support for Assistive Care in Long-term Care Centres) to address needs related to the pandemic and this year they imposed an accelerated Diploma of Vocational Studies (Health, Assistance and Nursing) and a new Skills Training Certificate (Administrative Support in Clinical Settings).

Unfortunately, I must report that for the first time in the Vocational Training sector, excess has been declared. After reviewing the projections chart provided by Ms. Soldano, we met to discuss the number of teachers in each specialty vs the needs. Although there was the potential to excess 14 teachers (from 7 specialties), in the end the school board managed to save most teachers and only needed to excess one.

### **Local & Provincial Negotiations:**

At the local level, the PTU team participated in a negotiating blitz with the school board. The goal was to have an agreement signed by the end of this year. Despite being kept busy with the pandemic, both sides managed to come to an agreement in principle in mid-January. The agreed upon changes were shared and our local agreement was ratified by the members at a Special General Meeting on January 31, 2022.

At the provincial level, the Entente was signed on November 17, 2021. This was an unusual date to sign and start implementing clauses, so some only come into effect in the 2022-2023 year. We met with the school board to discuss the implementation of the provincial entente clauses that impacted the Adult Education and Vocational Training sectors. Such changes as the decrease in the number of hours required for a contract (144 hrs in Vocational Training and 200 hrs in Adult Education), University Credits generating a credit in the Vocational Training Workload, the increase to 32 pedagogical hours and the addition of pedagogical follow-up hours counting towards the Adult Education workload, mentoring and the new teacher induction program being compulsory for the first 2 years of teaching, to name a few. Delegates were kept in the loop with follow-ups at Delegates' Assemblies.

### **Disciplinary Measures & Grievances:**

On a positive note, there was a noticeable decrease in disciplinary measures and grievances filed. We continue to work hard to avoid going the litigious route and even managed to resolve a few major grievances that had been in the queue for arbitration before a date was set. Unfortunately, not all situations can be dealt with outside of the “courtroom”, so a few grievances were filed to protect teachers’ rights.

### **Parental Dossier:**

Dealing with the school board on the parental dossier was challenging at the beginning of the academic year due to the retirement of Ms. Loretta Malone and then Ms. Lisa Malone. Once Ms. Patricia Bouchard and Ms. Melissa Osborne joined that department, things began to stabilize. I worked closely with them to resolve issues that arose and look forward to continuing our partnership on this file. More changes are coming to the parental dossier, so we need to work together to inform and support teachers.

### **Acknowledgements**

Matt Wilson, our dedicated leader, continues to impress all with his analytical mind and perseverant attitude to getting things done. Thank you!

A thank you to Marie-Pier Michaud, from our Executive, who stepped-up to the plate for the union when Matt took his paternity leave. She did a great job!

My “partner in crime” Ann Granger continues to be my rock and I am thankful for our brainstorming sessions!

Finally, a huge thank you to YOU!

**Respectfully submitted  
Pasquale Machado (May 2022)**