

Report to the Annual General Meeting –2022-2023

Pasquale Machado, Professional Staff

Continuing Education

Adult Education		
Centre	Regular Teachers	Part-Time Teachers
Place Cartier	22	23
PACC Adult Education Centre	16	22
Total	38	45
Vocational Training		
Centre	Regular Teachers	Part-Time Teachers
Gordon Robertson Beauty Academy	13	5
West Island Career Centre	45	1
PACC Career Centre	50	7
Pearson Electrotechnology Centre	26	1
Verdun Adult and Career Centre	22	0
Place Cartier Vocational Centre	5	0
Total	161	14

The Continuing Education Sector:

Assisting teachers by intervening with the school board has been particularly challenging this year. Ensuring that maternity and parental letters were delivered in a timely fashion, verifying the accuracy of reviewed contracts in adult education after each semester, obtaining pertinent documents such as mentoring lists, and reviewing the new workloads in both sectors, have all been increasingly difficult dossiers to manage.

Excess:

In April, after reviewing the projections chart for the 2023-2024 year, the school board declared an excess of 3 teachers in one vocational specialty. Although there was the potential to excess 10 teachers from 7 specialties, in the end the school board managed to save most teachers. At this time, three teachers remain excess, but the school board is doing its best to find them a teaching position within the school board for next year.

Local & Provincial Negotiations:

At the local level, the PTU team finalized the 2015-2020 collective agreement with the school board. It took many meetings, but the document was finally signed and has started to be implemented.

At the provincial level, the 2020-2023 collective agreement brought some substantial changes to the Continuing Education sector. Although there was an effort on the school board's part to implement all changes, some remain to be executed completely. The major piece that needs to be worked on continues to be **workloads**. In order to improve this, Ms. Lavoie (Assistant Director of the Human Resources Department) and I will be visiting centres in the new academic year to present a workshop on this topic.

Grievances:

A number of grievances were filed on behalf of individual teachers with respect to how their Covid-related absences were treated in the Fall by the school board (when the government was still requiring isolation of workers who tested positive, but the school board was refusing to assign teachers to work from home).

A large number of grievances were filed on behalf of schools with oversized classes. After much work, we have managed to reach a settlement that should improve the way the school board addresses similar situations moving forward.

PTU has filed a few other grievances on behalf of teachers, due to non-compliance of the collective agreement. Our goal is to be able to settle them without going to arbitration, but this is not always feasible.

Parental Dossier:

As usual, two workshops on Parental Rights were given this year. As is the case every year, many teachers benefited from the maternity, paternity, and parental rights in our collective agreement. No matter your sector, if you need assistance with this, please contact me so that I can go through your maternity or paternity rights and ensure that you are aware of all the

benefits that you are entitled to as well as the rules regarding the extensions of a maternity leave.

Acknowledgements

I am very fortunate to work with such wonderful coworkers. Matt Wilson continues to be an amazing asset to our Union. Although we lost Ann Granger to retirement, Erica Lamothe has stepped-in and kept things moving along in the right direction.

Our PTU Executive is a well-oiled machine, and our delegates are involved and continue to be motivated despite this government. A big thank you to everyone!

**Respectfully submitted
Pasquale Machado (May 2023)**