

Minutes of Delegates' Assembly #8

Wednesday, May 8, 2024, 4:30 p.m.

PTU Office

1. **Opening Remarks:** Annie Sabourin called the meeting to order at 4:33 p.m. She welcomed everyone and reminded everyone to remain on topic. Matt Wilson mentioned that it was nice to see everyone in person. He also mentioned that staffing season has started; there may be a delay in responses to emails as a result. Erica Lamothe should be emailed for anything related to the Youth Sector. He thanked the Delegates who attended the QPAT Provincial Council last week.
2. **Adoption of the Agenda:** Moved by France Bourassa, seconded by Stephanie Cirino,

THAT the agenda be adopted, with the following addition:

9. Varia
a) BMS Training (added by Lauraine Cormier) **CARRIED**
3. **Approval of Minutes:** Moved by William Gray, seconded by Jackie Jansons,

THAT the minutes of the April 3, 2024 Delegates' Assembly, be approved. **CARRIED**
4. **Business Arising:**
 - a) **Review of the 2023 Negotiations:** All teachers will be consulted about the negotiations period. The consultation will go back all the way to the initial deposit that was made in October 2022. The mobilization, strike days, general assemblies, etc., will all be in the consultation. It is about the process, not the content of the agreement. Teachers should be encouraged to answer. The more participation, the better. Feedback is very important. We will look at the results at the Delegates Weekend. The consultation will be sent out soon and will be open until the end of May. The text-writing is going well; retroactivity will happen within 60 calendar days of the signing.,
 - b) **Local Negotiations 2020-2023:** There will be a blitz before the end of the school year. The hope is to have a framework together by the end of the year. To align the local agreement with the new provincial agreement, work will need to be done in the fall.
 - c) **Oversize Class Grievances 2022-2023:** Payments have been made to impacted teachers. Teachers who have questions about this should be referred to Matt Wilson.
 - d) **Implementation of *rareté de main-d'oeuvre* Agreements:** There is no update. It is stalled as it was at the last meeting.
 - e) **Relaunch of the QPAT Anti-Violence Campaign:** Pamphlets will be sent by inter-school mail next week. This will remind teachers of the importance of reporting incidents. The PTU office should be contacted regarding specific concerns.

5. New Business:

- a) **Proposed Changes to the PTU Constitution:** Matt Wilson presented the proposed changes.

Moved by Layla Barroca, seconded by Suzanne Smyth

THAT the Delegates of the PTU recommend the proposed changes to the PTU Constitution to the AGM. **CARRIED**

- b) **Survey on Teacher Work Engagement, Motivation and Exhaustion (part 2):** The surveys that were sent out to teachers will be open until the end of the month. Teachers should be encouraged to participate.

6. Staffing and Technical:

- a) **Youth Sector Report:** Erica Lamothe presented her report for April 2024. In addition, there are 36 teachers on excess including 9 who are on board excess. Staffing has been very conservative as we are awaiting the new budgetary rules. A discussion ensued.

- b) **Continuing Education Report:** Pasquale Machado presented her report for April 2024. In addition, the 3 teachers who were on availability this year due to being in excess last year will be back at 100% for next school year. There has only been one teacher declared excess for 2024-2025, but the school board is confident they will be saved.

7. Finance and Budget:

- a) **Revenue and Expenses Report for the Period of August 2023 to March 2024:** Report presented by Stephanie Côté.

- b) **PTU Budget 2024-2025:** Stephanie Côté presented the proposed budget.

- c) **Finance & Budget Motions to AGM 2024:**

- 1) **PTU Budget 2024-2025:** Moved by Lauraine Cormier, seconded by Shauna Beauchamps

THAT the Delegates of the PTU recommend the budget for 2024-2025 to the AGM.

CARRIED

- 2) **PTU Fees for the 2024-2025 school year:**

Moved by Jackie Jansons, seconded by Johanne Dion

WHEREAS, in 2007, at the Pearson Teachers Union's Annual General meeting, a motion was passed that as of the first pay cheque of any subsequent school year, the percentage of increase of the union dues be equivalent to the percentage of increase of the teachers' salary scale which applied during the preceding school year;

WHEREAS, there are salary increases at each salary step during the 2022-2023 and 2023-2024 school years;

BE IT MOVED THAT the PTU Delegates recommend the following fee structure be approved by the AGM for the 2024-2025 school year:

- a. The PTU fee for 2024-2025 be increased to \$502.58 per teacher or \$19.33 per pay, and \$5.00 of the fee be deposited in the PTU Contingency Fund;
- b. The PTU fee for part-time teachers be a portion of the full fee, proportional to the time worked;
- c. The PTU fee for teachers on deferred sabbatical be a portion of the full fee proportional to the salary earned;
- d. The fee for occasional substitutes, hourly-continuing education teachers is set at 0.65% of the salary earned to a maximum of the full fee.

CARRIED

***The following motions we moved en block:**

Moved by Tracy Bieszcz, seconded by Nadine Emond

3) Auditor's Report

BE IT MOVED THAT the report of the Independent Auditor for the year ended July 31, 2023 be received.

4) Hiring of Independent Auditors

BE IT MOVED THAT the firm of Amstutz Inc. be hired as an Independent Auditor for Pearson Teachers Union for the 2023-2024 fiscal year.

5) Automobile Allowance

WHEREAS the automobile allowance rate stated on the Canadian Revenue Agency Website is 70 cents per kilometer for the first 5,000 kilometers driven in 2024;

BE IT MOVED THAT the Automobile Allowance rate for PTU be increased to 70 cents per kilometer for the 2024-2025 school year.

6) QPAT Fees 2024-2025

WHEREAS, the QPAT fees for the 2024-2025 school year will increase to \$520.00;

WHEREAS, the establishment of the QPAT fees followed a recommendation of the QPAT Finance and Budget Committee to the QPAT Executive Committee.

WHEREAS, the QPAT fee was approved by the QPAT Executive Committee and by the QPAT Board of Directors;

BE IT MOVED that the QPAT fees for the 2024-2025 school year be received.

CARRIED

- d) June 2024 Charitable Donations:** The PTU makes charitable donations twice a year. This year, the Executive Committee recommended that \$500 be donated to each of the following charitable organizations:

Moved by Marie Rennie, seconded by Paul Moniodis

THAT the PTU donate \$500 to each of the following charitable organizations:

Chez Doris

Multiple Sclerosis Society of Canada

The Canadian Diabetes Association

CARRIED

8. Committee Reports:

- a) EPC:** Marie-Pier Michaud presented her report of the April 29, 2024 meeting. There are still glitches with YouTube. If teachers are experiencing issues accessing certain videos, they should contact IT; Marie-Pier Michaud should also be contacted so she can report back to EPC.
- b) CSNPC:** Nothing to report.
- c) CPIC:** Marie-Pier Michaud presented her report of the April 11, 2024 meeting.
- d) SNAC:** Christina George presented her report of the March 27, 2024 meeting.
- e) Commissioners:** Matt Wilson made a verbal report for May 2024. Administrative changes will be announced at the May 27 meeting. James Walker was named the Assistant Director in HR; this change will take effect on June 3. There will be an EDDI policy consultation - a PTU sub-committee will be formed. Interested teachers should contact Matt Wilson. Many construction projects were approved.
- f) Other Committees: Finance & Budget:** Nothing to report.

9. Varia:

- a) BMS Training:** This has been mandatory for some schools. There is a concern about expectations for teaching. Teachers should continue to report incidents even if they have been trained on how to get out of dangerous situations.

10. Next Assembly: June 5, 2024 at John Rennie High School.

11. Adjournment: Moved by Kevin Saunders,

THAT the meeting be adjourned (5:45 p.m.)

CARRIED

Submitted by
Jennifer Baltuonis, Secretary