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## President's Report February 2024

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### **Negotiations 2023**

Following our general assembly on January 30, where PTU members voted to accept the intersectorial proposal and reject the sectorial one, our results were then compiled with those of both QPAT and the FSE. It was confirmed on February 14 that the majority of members have voted in favour of the sectorial proposal, although a deep dissatisfaction with the proposal was also noted.

In a similar fashion, the intersectorial results have also been compiled across the Common Front. The Presidents of the unions making up the Common Front confirmed on February 23 that the intersectorial proposal was also accepted by the majority of members.

Taken together, these results now confirm that an agreement-in-principle has been reached for the 2023-2028 collective agreement.

Work has already begun on writing the text of the collective agreement, and will be the primary focus of our QPAT negotiators in the weeks and months ahead.

### **Mobilization 2023**

In light of the conclusion of provincial negotiations, all of our mobilization actions are officially suspended. We would like to thank PTU delegates and all teachers for the tremendous solidarity over the past few months.

Nevertheless, despite asking you to remove the mobilization graphics from your email signatures, we still strongly encourage teachers to keep the spirit of the email signature action alive. Please maintain the text of your email signatures, and to only respond to your professional emails during working hours. Your personal time matters!

### **Implementation of the *rareté de main-d'œuvre* agreements**

Funding was made available by the MEQ for joint projects between the school board and the union to help mitigate the impacts of the labour shortage. The LBPSB and PTU were approved for three projects.

The first project provides funding to release mentor teachers to focus specifically on supporting non-legally qualified teachers, in addition to the existing release funding provided in our collective agreement.

The second project applies for the 2023-2024 academic year: all 100% teachers who agree to perform emergency substitution will be paid 1/1000<sup>th</sup> of the annual salary + 20%. Once applied, this will be retroactive to the beginning of the academic year. This is also completely separate to the changes to the payment for emergency substitution that will come with the signing of the new collective agreement.

The final project is to provide coaching and support to individual teachers. The target audience is for teachers who are having trouble reconciling their work-life balance and are looking for some organizational support from a trained coach external to the school board. If you know of any teachers who may be interested in such support, please refer them to either the PTU President or to Anne-Marie Lavoie, the Assistant-Director of HR.

### **2023-2024 Youth Sector Calendar Modification**

Following the consultation of teachers, PTU can confirm that 57% of responding teachers are in favour of moving the March 18 pedagogical day to April 8. Formal communication has been sent to the LBPSB, and comments from teachers were also shared.

Submitted by  
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