

Report to the Annual General Meeting 2023-2024

Continuing Education

Pasquale Machado, Professional Staff

Adult Education		
Centre	Regular Teachers	Part-Time Teachers
Place Cartier	21	22
PACC Adult Education Centre	15	24
Total	36	46
Vocational Training		
Centre	Regular Teachers	Part-Time Teachers
Gordon Robertson Beauty Academy	13	3
West Island Career Centre	43	4
PACC Career Centre	48	8
Pearson Electrotechnology Centre	25	1
Verdun Adult and Career Centre	24	0
Place Cartier Vocational Centre	4	0
Total	157	16

The Continuing Education Sector:

- The year posed significant challenges primarily due to systemic inefficiencies in information extraction. Having shifted to a new system, the school board often complained that the documents requested by PTU were unable to be produced.
- The mentor/mentees in Continuing Education got off to a slow start, but progressively improved as the year went on. As the school board refocused the needs of each sector, activities for mentors and mentees were organized.

- The government established some directives meant to encourage retired teachers to return/stay in the workplace. Our retirees returning to the workforce had to be patient because it took months to manually correct their rates and input the retros owed into payroll.
- The MEQ approved the LBPSB reorganization plan to expand the Plumbing and Heating program at VACC and the Electricity program at PEC by creating additional laboratory facilities. With this investment by the MEQ, PEC is able to run 3 additional cohorts per year in Electricity and VACC is able to run 3 additional cohorts per year in Plumbing.
- The Ministry, wanting to support meeting the health sector's demands in hospitals and long-term homes, created an STC by shortening a DVS program in Health. As usual, our school board was asked to run some cohorts to support the Ministry's goal.
- In adult education, phase 2 of the construction project at Place Cartier began in January 2024. For this reason, the school board gave teachers the option to teach fully online from home during the day with exams being written in person at the centre.

Excess:

After reviewing the projections chart for the 2024-2025 year, the school board recalled their 3 teachers that had been on availability during the 2023-2024 year and only declared one excess in a different vocational specialty. Efforts are ongoing to find this teacher enough hours for next year, and the school board is optimistic that this will be done.

Local & Provincial Negotiations:

At the local level, the PTU team returned to the negotiation table to work on the 2020-2023 local agreement with the school board. Despite having met numerous times and undergone a negotiation blitz, much work remains.

Whilst the 2023-2028 provincial agreement was being negotiated, PTU was hard at work getting the school board to implement the 2020-2023 collective agreement that had brought some substantial changes to the Continuing Education sector. Ms. Lavoie (Assistant Director of the Human Resources Department) and I met our goal of visiting all vocational training centres to present a joint workshop on workloads. Despite having done this, not all centres were able to produce an annual workload and a workload schedule for each teacher. Next year's goal is to return to each centre (adult education included), to again support teachers and administration to work together to complete these as early as possible in the year.

Grievances:

PTU filed an increased number of grievances on behalf of individual teachers this year. The challenges with grievances related to non-compliance with the collective agreement continue, including annual grievances regarding oversized classes. Settling these grievances without going to arbitration is a complex task, but we are optimistic that some of them are close to being resolved.

CNESST Cases:

The PTU is seeing a rise in the number of CNESST cases being contested by the school board. Teachers are encouraged to document any incidents or conditions that could lead to CNESST claims. Each case retained by QPAT is being carefully analyzed. This collaboration ensures that the cases are well prepared, and that the teachers' rights and concerns are adequately represented at the labour tribunal.

Parental Dossier:

This year, as usual, two workshops on Parental Rights were held. Many teachers, across all sectors, benefited from the maternity, paternity, adoption, and parental rights outlined in our collective agreement. If you need assistance with understanding these rights, please contact me. I can help you navigate your maternity, paternity, or adoption rights, as well as the clarify the rules regarding extensions of these leaves.

Acknowledgements

A huge thank you to everyone. The mobilization and strikes were not easy, but Matt kept everyone up-to-date and engaged. He is truly a great president! Erica has gained significant knowledge and experience in so little time, she was definitely meant for this role. Our PTU Executive brings forth great discussions and is always ready to step up. To the delegates and members...your continued involvement and participation in unionism are greatly appreciated. I truly feel we are stronger than ever!

Respectfully submitted
Pasquale Machado (May 2024)