

## PTU COMMUNICATION – September 9, 2024

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Dear Colleagues,

With the signing of the 2023-2028 collective agreement, almost fifty modifications were made that will impact on your working conditions and employment benefits. While some of these modifications are straightforward, many of these changes are new and complex.

You may refer to [this attached chart](#) to help navigate these many changes.

You may also refer to the [full collective agreement in French here](#).

In reference to this chart, please note the following:

- The chart is not exhaustive and reflects only the major changes affecting your teaching realities. Some technical elements or clause updates were not included for brevity.
- **The chart is a simplified summary of the collective agreement, and it is meant as a reference tool: it may not perfectly capture exceptions or subtleties in certain clauses.**
- In case of disagreement between this chart and the collective agreement, the exact text of the collective agreement certainly prevails. Please contact the appropriate professional at the PTU Office for more detailed information as needed.
- The final column of the chart, entitled *Status*, is meant to give you a sense of how implementation is progressing at the LBPSB:
  - Elements marked *In Effect* have already been confirmed to be implemented.
  - Elements marked *In Progress* have been discussed with the LBPSB and will come into effect throughout the academic year;
  - Elements marked *To Be Resolved* still require further discussion with the LBPSB to ensure that they are being implemented to our satisfaction.
  - In time, all of these elements will be fully in effect, and we aim to see this done as soon as possible.

Some of the more significant changes include:

- The addition of a new full-time teacher status in the Youth Sector;
- A contribution from the employer to our group insurance plan;
- Replacement contracts are now triggered after 20 days of replacement, and replacement teachers are paid at scale after 10 days of replacement (a reduction from 40 and 20 days respectively);
- An increase of one day to the bank of special leave-days for pregnancy-related medical appointments;

- The possibility of splitting weeks during paternity and adoption leaves with the consent of the school board, and an expansion in the span of time in which parental leaves may be taken;
- The possibility of extending existing progressive retirement plans from five to seven years;
- Two new salary rates for both occasional substitutes and hourly-rate teachers: one for non-legally qualified teachers and a second for legally qualified teachers;
- The elimination of the block-system for paying occasional substitutes, and the recognition of arrivals and student movement as paid time;
- An increase to the rates paid to contracted teachers when asked to substitute on an emergency basis;
- An increase in the number of teacher-driven pedagogical days, and the ability to work from home on these days;
- A reduction in the weekly average number of hours of presence in the school or centre;
- The recognition of one hour of encadrement for elementary teachers;
- Increased funding for several appendices linked to special-needs services, supervision release at the elementary-level and oversize class compensation.

An English version of the collective agreement will be posted on the PTU website once the official translation is available. Physical copies of both the English and French texts will be sent to PTU Delegates once received.

We will certainly be discussing these many changes with your PTU Delegates in our monthly Delegates Assemblies, and further communication may follow throughout the year if we see that a particular element requires additional elaboration or clarification.

As always, do not hesitate to contact us at the PTU Office should you have any questions regarding these changes to your working conditions.

Syndically yours,

A handwritten signature in black ink, appearing to read 'Matt Wilson', with a stylized flourish at the end.

Matt Wilson  
PTU President