

Report to the Annual General Meeting 2024-2025

Continuing Education

Pasquale Machado, Union Advisor

This past year, PTU once again had to adjust to working with a new Assistant Director of Human Resources, whose expertise was more aligned with the youth sector than with adult education and vocational training. Despite Mr. Walker's limited experience with the Continuing Education sector, progress was made toward digitizing and automating forms and documents to enhance operational efficiency. Unfortunately, contracts continued to take a long time to be issued, and numerous revisions were often needed. I continue to flag irregularities and request for follow-ups on cases that require special attention.

The 2024-2025 mentor program continued, though not without its challenges—an outcome that is not unexpected given the limited funding and lack of structured framework for the continuing education sector. Nonetheless, the ongoing commitment of participants holds great potential for future growth.

The Ministry once again decided to intervene in the programs offered by school boards in vocational training. Two DVS programs, Institutional and Home Care Assistance and Starting a Business, were placed on hold until further notice. School boards are not allowed to offer them. This directive forced school boards to reorganize and teachers had to adapt to their new assignments.

As for the government, several new legislative bills have added more complexity to our work. Fortunately, our president Matt is proactive and keeps everyone in the loop of what's coming our way.

In recent years, there has been a noticeable increase in issues related to workplace climate, conflicts within centres, and mental health challenges. Supporting teachers through these complex situations continues to be a significant and time-consuming task. However, these efforts have strengthened our capacity to advocate effectively for our members, and with continued collaboration and proactive support, we are optimistic about fostering healthier and more supportive work environments moving forward.

2023-2028 Provincial & Local Agreements:

The PTU has dedicated countless hours to overseeing the implementation of the 2023–2028 provincial agreement. Whether by seeking advice from the QPAT labour team or discussing matters within our office team, we have made a considerable effort to minimize the issues that are brought to the labour relations' meetings we have with the school board and the grievances we put forth to arbitration.

At the local level, our local negotiations team worked diligently, holding regular meetings with the school board throughout the year, ultimately reaching a finalized and signed agreement.

Excess:

After reviewing the projections for the 2025-2026 year, the school board only declared one excess in a vocational specialty.

Grievances:

Again, this year, PTU filed a higher number of grievances. Ongoing challenges persist, particularly concerning contravening the collective agreement—most notably, the recurring issue of oversized classes. Resolving these matters outside of arbitration remains the goal. While we challenge these situations through the grievance process, we also continue to pursue alternative approaches to urge the school board to address such issues more appropriately and effectively.

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 claims related to work injuries.

In collaboration with QPAT, each case requiring representation at the labour tribunal is reviewed carefully with PTU.

Parental Dossier:

As is the case every year, two workshops on Parental Rights were held. A large number of teachers, across all sectors, benefited from the maternity, paternity, adoption, and parental rights outlined in our collective agreement.

Wishing everyone a well-deserved break over the summer!

Respectfully submitted
Pasquale Machado (May 2025)