

Minutes of Delegates' Assembly #3
Wednesday November 19, 2025, 4:30 p.m.
ZOOM Teleconference

1. **Opening Remarks:** Annie Sabourin called the meeting to order at 4:40 p.m. She gave a few reminders. Matt Wilson thanked the delegates for sending new teachers to the Meet & Greet. Some mentors also attended. It was a dinner and a short presentation.

2. **Adoption of the Agenda:** Moved by William Gray, seconded by Johanne Dion,

THAT the agenda be adopted, with the following additions:

5. New Business:

- d) November 29th Demonstration (added by Matt Wilson)
- e) Retired Teachers Returning to Work (added by Nadine Emond)

9. Varia:

- a) Document Technicians at LBPSB (added by Nadine Emond)
- b) Snow Days (added by Tracy Bieszcz)

CARRIED

3. **Approval of Minutes:** Moved by Vanessa Motter, seconded by Paul Moniodis,

THAT the minutes of the October 26, 2025 Delegates' assembly, be approved.

CARRIED

4. **Business Arising:**

a) **QPAT Surveys on Incivility and Violence:** Matt Wilson met with Nancy Champagne about the PTU results. They are unfortunately not surprising. The summary report is not something that can be published. The survey was put out to see the prevalence of violence in schools. Matt Wilson shared the results. He is hoping to share these results with the board level Health & Safety committee. There is a new ministry guideline. This is a good first step, but there is much more work to be done. The school board is seemingly resistant to the notion that rates of violence are increasing. Even if an incident happened a long time ago, teachers should be encouraged to report all incidents that have happened.

b) **Calendar of PTU Meetings: 2025-2026:** The December meeting will be held on ZOOM. The January meeting has the possibility of being held in person at the PTU office with a meal. A survey will be sent out to see the level of interest of an in-person meeting.

c) **PTU Committee Membership:** A teacher is needed to sit on the Intercultural Committee. Delegates should send the names of interested teachers to Matt Wilson. Tracy Bieszcz is interested in sitting on the committee.

d) **LBPSB Code of Ethics:** The school board is getting ready to present the code of ethics to the administrators. Staff will be informed by their administrator. PTU will also have an information

session about this in mid-January. The template can be found on the ministry website. Matt Wilson will give some cautionary advice.

5. New Business:

- a) **PL3: Impacts on PTU:** PL3 was deposited last week. It is to improve transparency in unions. It is meant to prevent unions from contesting laws in court. There will be an optional union due. It also obliges unions to share finances and audits; we already do this. It will be harder for smaller local unions. Matt Wilson will be discussing some ramifications with the Finance & Budget Committee.
- b) **Deployment of *Clic École*:** This is a new app available to parents to be able to communicate with the school. It allows everything to be in one place; school fees, report cards, etc. This is a way for parents to send messages directly to teachers. This is unnecessary. It will be discussed at EPC. It has not been deployed to LBPSB yet. It should be rolled out by 2027. QPAT produced an information document; it is on their website.
- c) **PTU Committee on Union Renewal:** A committee will be struck of delegates, members of the Executive Committee and teachers who are not already involved in union life. The first meeting will take place soon.
- d) **November 29 Demonstration:** With all the bills that have been deposited recently, the union federations are planning a massive demonstration downtown on November 29. Matt Wilson is trying to book a bus, but it is almost impossible as most buses are already booked. Teachers are strongly encouraged to attend. It is an anti-CAQ demonstration. It starts at 1:30pm at Place du Canada. Teachers who attend should bring QPAT flags. Matt Wilson will bring some as well. It is an inter-syndical demonstration fighting for democratic rights. Matt Wilson will send out a memo.
- e) **Retired Teachers Returning to Work:** There is a letter of agreement for retired teachers who do substitution. Given the funding available, they are not more expensive. If delegates hear of any retired substitutes who are being deterred from working, they should let Matt Wilson know. The letter of agreement is for all absences.

6. Finance and Budget:

- a) **Revenue and Expense Report for the Period of August to October 2025:** Report presented by Stephanie Côté.
- b) **PTU Financial Statements: December 2025:** The audit is being presented to the committee tomorrow.
- c) **PTU Charitable Donations:** Donations of \$500 will be made to the following charitable organizations: Share the Warmth, The West Island Women's Shelter, NOVA and Source d'Entraide. These were recommended by the Executive Committee. Future suggestions can be made and sent to Matt Wilson.

7. Staffing and Technical:

- a) **President's Report:** Matt Wilson presented his report for November 2025.
- b) **Youth Sector Report:** Erica Lamothe presented her report for November 2025.

c) **Continuing Education Report:** Pasquale Machado presented her report for November 2025.

8. Committee Reports:

a) **EPC:** Jonathan Keane presented his report of the October 27, 2025 meeting. A discussion ensued about exam validation as teachers will not be sent.

b) **CSNPC:** Matt Wilson made a verbal report for November 2025. The distribution of services was looked at; some were rejected. A network was suggested for the special Kindergarten programs. The next meeting will take place on December 9 in a school to be determined.

c) **CPIC:** Nothing to report. The November meeting was cancelled.

d) **SNAC:** Nothing to report.

e) **Commissioners:** Matt Wilson made a verbal report for November 2025. The HR Committee is a committee of commissioners and Matt Wilson was invited to answer questions about the reality of teachers. They talked about violence and dispute resolution. At the council meeting, the budget was adopted including a deficit. The next meeting is on Monday.

f) Other Committees:

a. **DPR Committee:** Matt Wilson made a verbal report for the DPR committee, which has been formed. 96 people came forward to be trained. It is a good mix of employee groups. The first training will take place this Friday and it will be a full day. 25 people will be trained at a time. All training will take place on pedagogical days. Concerns should be brought to Matt Wilson. Most volunteers will be trained; if a teacher is unsure if they have been accepted, they should contact Matt Wilson.

9. Varia:

a) **Document Technicians at LBPSB:** Four posts have been abolished since last year. Two have been reopened. This is a very politicized issue. IASS should be contacted if document technicians have concerns.

b) **Snow Days:** Substitutes will not be paid, but if their job is not cancelled, the teacher will still lose their day. These are from two separate budget lines.

10. Next Assembly: Wednesday, December 17, 2025 (on ZOOM)

11. Adjournment: Moved by Annie-Claude Valois, seconded by Johanne Dion

THAT the meeting be adjourned (6:06 p.m.)

CARRIED

Submitted by
Jennifer Baltuonis, Secretary