

COURTESY TRANSLATION

BY EMAIL

Montréal, May 9, 2022

To: Directors General of English-language School Boards
Presidents of Unions Affiliated with the Quebec Provincial
Association of Teachers (QPAT)

Subject: Call for proposals – Teachers’ Global Health – Appendix LIV of the 2020-2023 Entente (E5)

In the context of collective bargaining between the Management Negotiating Committee for English-language School Boards (CPNCA) and the Quebec Provincial Association of Teachers (QPAT), the parties agreed to set up a forum dealing with the global health of employees¹. A provincial committee composed of employer and union representatives was formed to organize the forum and to help ensure a successful delivery of projects. The committee members also agreed to launch a call for proposals for local or regional projects in school boards and unions affiliated with QPAT. The projects will be financed by a provincial budget specifically earmarked for this purpose. This letter is intended to provide you with pertinent information and assistance in submitting your projects.

Composition and role of provincial committee

CPNCA representatives: Charles Provencher, Martine St-Pierre and Lucie Lalande

QPAT representatives: François Breault, Martin Dubé and Michael Di Raddo

Committee members have been meeting over the last few weeks to plan the launching of the call for proposals. The function of the committee is to discuss selection of projects, distribution of budget and to follow up on the implementation of projects. The committee will also submit, no later than June 30, 2023, a final report to the provincial negotiating parties.

Project objectives

More specifically, local or regional projects should at least address one of the following objectives:

- Improve health, safety and well-being of teachers in their work environment.
- Reduce disability-related absences and their duration.
- Encourage teachers to return and remain at work following a disability while respecting the teacher’s condition.
- Protect teachers against acts of violence committed by students or family members.
- Set up relevant training projects aimed at improving health, safety and well-being at work.
- Improve, in a wider scope, global health of teachers.

¹ Appendix LIV of the 2020-2023 provincial entente (E5)

Examples of projects

The parties could propose one of the following projects designed to:

- Reduce psychosocial risks at work (e.g., conflicts, violence, work overload, etc.).
- Contribute to social recognition or support of immediate superior or colleagues.
- Support employees upon their return to work following a disability-related leave (hiring of a specialized resource, etc.).
- Improve “employee experience” (e.g., welcome, induction, training, etc.).
- Offer relevant training to support a project aimed at improving health, safety and well-being at work.
- Hire a resource to help with implementation of a project.
- Provide support to teachers who have been victims of acts of violence committed by students or family members.
- Etc.

Project selection criteria

The committee will select projects based mainly on the following criteria:

- A project is submitted jointly by the local parties (employer and union). However, the committee will also study admissibility of local projects which can be submitted by a single party.
- A project demonstrates a common willingness to work collaboratively.
- The project complies with the objectives prescribed in Appendix LIV of the 2020-2023 provincial entente (E5).
- An existing project is also admissible if it complies with the objectives sought.
- A project must be submitted no later than June 10, 2022. Subsequently and subject to the amounts available, the committee will process applications submitted no later than September 16, 2022.
- A project is carried out in the 2022-2023 school year.
- The parties propose a time frame and are committed to submitting a follow-up report to the committee no later than March 30, 2023.

Budget

- Until March 30, 2023, a non-recurring global budget of \$0.488M is available for implementing projects. This amount will be distributed on the basis of the number of projects submitted, nature of projects, characteristics of school boards, compliance with criteria and number of teachers (full-time equivalent).
- Projects will need to be structured in such a way as to ensure that amounts are spent no later than March 30, 2023.
- Amounts will be reimbursed to school boards upon presentation of supporting documentation.

Information request

To obtain information on the call for proposals, please contact:

- CPNCA: charles.provencher@education.gouv.qc.ca
- QPAT: francois.breault@qpat-apeq.qc.ca

How to present a project

To present a project, interested participants must:

- complete the attached form. It must be duly completed and signed by an employer representative and a union representative;
- return the form to both of the following addresses:
 - o CPNCA: charles.provencher@education.gouv.qc.ca
 - o QPAT: francois.breault@qpat-apeq.qc.ca

Project Time Frame

First round of calls for proposals

- No later than June 10, 2022: submission of Project Presentation Form by school board and local union
- No later than the week of June 20, 2022: reply of provincial committee to local parties

Second round of calls for proposals

- No later than September 16, 2022: submission of Project Presentation Form by school board and local union
- No later than the week of September 26, 2022: reply of provincial committee to local parties (subject to amounts available)

Report

- No later than March 30, 2023: submission of local project report to provincial committee.

This is an opportunity for local parties to work together on projects promoting the global health of teachers and to receive funding earmarked for this matter.

We recognize that health, safety and well-being of staff are priorities, and we thank you in advance for your cooperation.

Yours truly,

[Original signed by]

David Chisholm
CPNCA President

[Original signed by]

Heidi Yetman
QPAT President

Encl.: Project Presentation Form

c.c.: Pascal Poulin, CPNCA vice-president
Directors of Human Resources of school boards