



Quebec Provincial Association of Teachers

l'Association provinciale des enseignantes et enseignants du Québec

Management Offers for the New Collective Agreement 2015-2020

Inter-sectorial

The Central Table met on Monday, December 15, 2014 to receive what is called the Inter-sectorial content. These provisions cover the whole public sector (about 400,000 people), chiefly salary and pensions. The salary offer covers five years, from April 1, 2015 to March 31, 2020.

Salary

Year 1:	0 %
Year 2:	0%
Year 3:	1%
Year 4:	1%
Year 5:	1%

Pensions

The changes would take effect in 2017.

- The age for an unreduced pension will rise from 60 to 62 years old.
- The best eight years will replace best five for calculating average salary.
- The current favourable contribution provisions for partial leaves (20% or less) will be removed.
- Progressive retirements and deferred salary sabbatical leaves will lose their favorable contribution status and will be treated like all other leaves-without-pay.
- The actuarial reduction for taking a pension before qualifying fully will rise from 4% to 7.2% per year.
- Discussions will take place after the next actuarial evaluation of the plan, due in the fall of 2016, to re-evaluate indexation provisions.
- A new automatic mechanism would change the age of retirement (and possibly other parameters) whenever life expectancy changes.

Sectorial

The next part, what will make up the bulk of our collective agreement, is the product of a partnership between our school boards and the Ministry. For the English school boards, this partnership is called the CPNCA (the management negotiating committee).

The sectorial offer was received at all three teacher tables (QPAT, FSE and FAE) on Tuesday, December 16, 2014. The management deposit was in the form of statements and vague principles, making it impossible to appreciate accurately.

What is clear is that the sectorial offer is designed to make large and very substantive changes to our working conditions. A change in the locus of power from the school board to the school is probably a big part of the motivation. Although the content appears somewhat different at each of the tables, we were informed verbally that there were only minor differences in reality.

The presentation which follows is in the order of the collective agreement, not the order in which management made the offer.

Union System

- Union liberations (release days for union work) will be reduced in number with more notice required (i.e. more than current 24 hours).

Hiring

- A major review of the status of part-time teachers will take place, particularly with regard to salary insurance benefits (to stop these benefits continuing after the contract ends).

Other changes are possible, but not at all clear.

Job Security

- The 50 km relocation limit will be replaced by another limit (not specified).
- Salary earned by teachers on availability will be reduced (how much is not specified).
- Tenure definition will be changed to no longer allow accumulation of the right to tenure while on unpaid leave.

Sick Leave

- A major change in orientation is suggested. It would state that the object of the system is to return teachers to work promptly since the employer pays all the cost of the plan (presumably this statement is to buttress management power in this area).
- A qualifying period before benefitting from sick leave would be introduced for new hires (no details).

- The employer would define (using an employer doctor) partial or progressive returns, with a power to order these returns to work; the right to assign to a temporary position is part of the change.
- The present system of banking moneyable sick days until leaving the employ of the school board would disappear (possibly returning to moneyable sick days paid at each year end; this is not clear).

Parental Leave

- There would be a change in the number of options for extending leave (no details).
- The amount paid (93%) would be adjusted downward as concordance for pension contribution which has changed from 7% to over 10% and is part of the maternity leave benefit.

Experience and Recognition of Schooling (Scholarity)

- Experience calculation is to be made uniform and clarified (no details).
- Scholarity will be changed to require new scholarity to be for courses related to education and at a higher academic level than whatever level is currently recognized (no details).

Payment of Salary

- The year, currently based on 200 work days, would become a 260.9 day year (no further details).
- Payment rates for casual employees (substitutes, by the lesson, hourly paid, etc.) would be based on actual minutes worked in 60 minute blocks (no details, and no clarity whether this implies a single rate of pay).

Workload

N.B.: It is very hard to fully appreciate the changes proposed, probably because it is a work-in-progress. Much increased flexibility is the objective, as well as much greater management power. It is best read as though applied not at a school board level, but in an individual school.

- The general function of a teacher will have several contractual obligations added (this is not necessarily a complete list):
 - Working with new teachers
 - Continuous professional development with an obligation to plan it and to follow the plan
 - Responsibility for adapting programmes and teaching
 - Differentiation

- The work week is increased to 35 hours (from 32).
- Work is broken into two parts:
 - Teaching (plus supervision, *encadrement*, remediation or recuperation, etc.) assigned by management (no details on the hours, although there is some indication it might correspond to the current maximum workload of 20 hours/week at the secondary, and 23 hours/week at the elementary);
 - Everything else, to be assigned by management. In short, work of a personal nature disappears and management assigns the whole 35 hours of work, including more meetings.
- The work day limit of 8 hours maximum probably disappears.
- The staffing ratios are no longer protected by the collective agreement.
- Average class size provisions disappear completely.
- Average teaching time provisions at the school board level probably disappear, which could mean increased teaching time for some.
- Reasons for exceeding maximum class sizes are increased to mostly (if not totally) reduce the applicability of maximum class sizes.
- Maximum class sizes are to be increased (how much and at what level is unclear; some indications point to cycle 2 and 3 elementary, and cycle 1 secondary).
- The weighting of special education students ceases, therefore increasing class sizes.
- Definition of special education categories are removed from the collective agreement.
- The possibility of partial integration of students is to be added.

Adult Education

- The workload is to be specified in the adult education chapter, no longer adapted from youth sector (with no details on teaching time).
- A work week of 7 days is allowed (no details).
- The assigned work week is very flexible within a total of 35 hours.

Technical Vocational

- The workload is to be specified in technical vocational education chapter (no details).
- The work year becomes 12 months.
- A work week of 7 days is allowed (no details).
- The assigned work week is very flexible within a total of 35 hours.

Grievance and Arbitration

- Alternative methods for settling grievances are to be proposed.

Value Added Compensation

- The program would place more emphasis on the attraction and retention of teachers.