

Independent Association of Western Quebec
Association Indépendante de Western Quebec
Travaillons Ensemble



Let's Work Together

ANNUAL GENERAL MEETING
Nov.6, 2013
PONTIAC HIGH SCHOOL

PRESENT:

M.Cousineau
L. Fitzsimmons
M.Queale
L. Matthews
N. Bullis

D. Cahey
J. Zimmerling
L. Mongeon
T. Kline

1. **APPROVAL OF AGENDA:**
2. **APPROVAL OF MINUTES:**
3. **BUDGET:** Matt explained the breakdown of the expenses once again the bulk of it is going to Legal Fees. Also stated that the IAWQ now has an office at PWHS the incurred a minimal expense for renos and furniture.
4. **ARBITRATION SUMMARY:** IAWQ went to arbitration and lost. Cost to union will be approx. \$10,000. There are 3 other possible arbitrations coming forth.
5. **UPDATE on 2 COURT DATES WITH COMM. RELATION du TRAVAIL:**
 - A) Computer Techs: 2 Techs who have been working on contract will be hired to become board employees. Start date Nov.11, 2013, they will be on probation for 90days, but the jobs will not be posted. The contract Techs at the Northern schools will stay as contract.
 - B) **MAINTENANCE:** IAWQ is asking that 75% of jobs remain with the board, possible negotiations with the board and not go to court, court date for Dec. 19, 2013
Discussion: Replacements need to keep track of hours.

6. **HEALTH INSURANCE:** Increase coming in Jan. 2014, 23% to possibly 29%.
 B) Brokers will be looking for new offers for June, 2014. Noted that Quebec schools are restricted on which Insurance companies can be used, they must be have GRICS for electronic billing.
7. **NEGOTIATIONS:** For new Collective agreement will begin 2014.
8. **Luce Pattison:** Was full time president of Lester B. Pearson union did much if not all of negotiations for both boards for insurance and collective agreements.
9. **ESIASP:** Eastern Shores School Board will no longer be with us and LBP boards as an independent association.
10. **RELATIONSHIP WITH WQSB:** Is getting better.
11. **GLOBAL DAY;** IAWQ has requested that one PD day in Nov. when teachers usually go to QPAT be set aside so that all members are able to attend, daycares will be closed.
 NOTE: Members at the meeting do like Nov. date because of weather and would prefer to stay at school to complete work; many think that Global day is a waste of time.
 Suggestions: have a retirement info session.
12. **DAY CARE PREP TIME:** All day care are getting some form of prep time since call to Mike Dubeau. Board would like to standardize parameters. M.Dubeau sent out memo to school principals.
13. **REPS IN SCHOOLS:** many schools do not have a rep or access to computer or password to get on the system. All schools should have a computer available to support staff.

VARIA: Pay rate for caretakers in on weekends or special occasions:

6.6.00-Loan and Rental of Rooms or Halls

As per clause 6.6.05 of the collective agreement, the School Board and the Association have agreed to a plan for the rental or loan of premises other than that provided for in this article. The board employee who accepts, at the specific request of the immediate supervisor, to supervise a rental or loan of premises outside of his or her regular working hours shall benefit from the following provisions:

- A pro-rated amount to the board employee's salary per hour for cleaning.
- A pro-rated amount to the board employee's salary per hour for stand by for the duration of the event.

Such payments shall be paid by the organization renting the premises.

- Replacement Worker:

Adjourned 6:45

