

# IAWQ

## Ratification Assembly Minutes

D'Arcy McGee HS

Special Meeting

January 20, 2016

### Opening

Lyn welcomed and thanked everyone who attended this special meeting for Ratification of the Government offer for our contract.

### Present

Executives: Lynn Fitzsimmons, Lorraine Matthews, Frank Frost, Rachel Vincent and Donna Norris.

Members: Colleen Gifford, Yvon Denault, Kate Larch, Sheila Splane, Sabrina Crawford, Monique Roy, Lise Bacon, Monica Watchorn, Anne Villeneuve, Emily Lance, Milina Shattler, Shirley Lefebvre, Patricia Fairhurst, Amélie Gascon, Tammy Gauthier, Kim Robertson, Maurice Lavigne, Tanya Walker, Helen Walker, Janet Smith, Suzan Hunter, Jacqueline Cayer, Lois Richter, Bonnie Lussier, Norma Splane, Kelli Cockerell, Julie Belisle, Cececilia Down-Cameron, Chantel Hutter, Kimberly Teske, Judy Cadieux Fortin, Laurie O'Connell, Wendy Larin, Amanda Bulhoes, France Peloquin, Wendy Wesley, Carole Mongeon, Josée Bigras, Susan King, Heather Clark Bender, Chantal Boivin, Michelle Arens, Susan King, Shelley Dompierre, Amanda Poulin, Lesley St. Jean, Brenda Starkman, Anne Carbonneau, Joy Richardson, Colin Crampton, Willy Rivet, Joyce Skrovonek

Webinar: Mike Cousineau Phone: Tracy Lee.

### Approval of Agenda

The agenda was unanimously approved as distributed.

### Approval of Minutes

No minutes to approve

### Open Issues

Lyn Fitzsimmons introduced Lorraine Matthew to speak of the Government offer on the Collective Agreement 2015 – 2020.

### New Business

#### Negotiations/Ratification review

##### Chapter 1-0.00

- 1) **Probation Period:** for new employees will now be 90 days, with evaluation after 45 days.
- 2) **Full-Time Posts:** merging of 2 part time positions to become one full time, must be of the same classification, cannot be in conflict with each other (eg: part time positions at 2 schools, principal will have to agree on hours if one wants the person every morning and the other wants 2 full days etc. This won't work). **Does not include those on recall**

### Chapter 5-0.00

- 1) **Special Leaves:** will now include the death of a step-child that does not reside under the same household.
- 2) **Training & Professional development:** **Refresher** (first Aid) courses to be paid by the board. You will be compensated at straight time if the course is outside of regular working hours.

### Chapter 6-0.00

- 1) **Advancement in step:** new employees will be given notice in welcome letter.

### **Chapter 7-0.00**

- 1) **Increase in Workload:** will now be offered to an employee in the same office, dept., school, centre without a conflict in schedule...this is only for short term things, like registration, taxes, less than 4 months
- 2) **Movement of Personnel:** 2 years of pertinent experience to be recognized as equivalent to 1 year of schooling in categories of admin and sub-categories of para-technical. (eg: the posting is asking for 2 years' experience and a hold a diploma of Vocational studies. You have been working as secretary for 5 years but no diploma, so 2 years' experience will go towards the diploma and 2 years will cover the years' experience, if you only have 3 years working experience you don't have what is requested.)

**Statuses:** Benefits will now be paid on a secondary post of 6 months or more if the first post is a regular post with benefits. (Example: you are a daycare educator for 25 hours per week + 2nd post lunch supervisor for 5 hours you will now receive benefits on your 5 hours; sick days, vacation, etc. The other 5 hours however will not accumulate seniority.)

Daycare: ratios will be posted as accordance with Labour Board rules.

Invasive Procedures: A committee will be formed by Dec.31, 2016. We need to know who will be responsible if something happens to one of these children, how these procedures will proceed.

### **Salary:**

2015-04-01 - 2016 -03-31

Hours per week X .30 X number of pays / 70 x .30=21x26=**546** this is a bonus it is taxed and non-pensionable. No other increases just the bonus.

2016-04-01 1.50

2017-04-01 1.75

2018-04-01 2.00

2019-04-01 Bonus .16 per hour based on regular hours. To be paid on each pay period again non-pensionable. There will also be a new Pay scale which for some will include more steps.

## **Pension:**

STATUS QUO until June 30, 2019.

July 1, 2019 no penalty if

- a) 35 years' service
- b) 61 years of age
- c) 60 years of age plus 30years service =90

So penalty will remain at 4% for early retirement until June 30, 2020 As of July 1,2020 the penalty will go to 6%

**Group Health Insurance:** No change

## **Questions or Concerns:**

**Adoption of Motion:** BE IT RESOLVED that independent Association of Western Quebec School Board approves the 2015 -2020 Agreement in Principle.

**In Favour:** unanimous

Lyn Fitzsimmons mentioned that Lorraine Matthews has since returned to Montreal and will be meeting on a biweekly basis to finalize of the Collective Agreement.

## **Adjournment**

Meeting was adjourned at 8:10 by Lyn Fitzsimmons.

**Minutes submitted by:** Donna Norris

**Approved by:**