

IAWQ

Ratification Assembly Minutes

Pontiac Adult Ed.

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: Nancy Bullis, Shelley Provost, Donna Cahill, Joan Zimmerling, Susan Greenshields, Cindy Smiley, Lindsay Frost, Laurie Hobbs, Nancy Mahoney, Martin Shea, Lianne Mongeon, Sandy Pasch, Julie Tubman, Bonnie Richardson, Debbie Campbell, Ken Levesque, Frank Renaud, Frank Frost,

VC: Joanne Ewing, Lana Carroll, Angela Sallafranque, Cathy Girard, Michael Melenchenko

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 it 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 roof
- 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. These 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 5:00pm by Lyn Fitzsimmons.

Minutes submitted by: Donna Norris

Approved by: