

December 2022

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## Important Links

CPNCA:

<http://cpn.gouv.qc.ca/en/cpnca/home/>

iA Financial Group (iA)  
Policy number 28812

Submit your claims online at  
[ia.ca](http://ia.ca), with iA Mobile or with a  
paper form

CARRA (RREGOP)

<http://www.carra.gouv.qc.ca/ang/index.htm>

Commission des normes du travail

<http://www.cnt.gouv.qc.ca/en/home/index.html>

## Message from the President

The IAWQ Executive team would like to wish each member and their families a safe, happy and healthy holiday and the very best of the New Year! We look forward to a productive 2023 for the IAWQ and our members.

Members will receive a small gift from the union, and we would like to remind our members that when using the gift card, you may have to remind the cashier that they must associate the amount of the card (\$25) and not the entire invoice.

## Delegates

Welcome to **Tina Winters**, our new Delegate at Golden Valley School.

The IAWQ relies heavily on our Delegates in each school/center to ensure our members are supported and informed. In some cases, it will be necessary to appoint a new delegate in particular schools. Please inform the IAWQ if you are interested in filling a vacant delegate position at your school/centre. For more information about being a delegate please email [gmckinnon@iawq-aiwq.com](mailto:gmckinnon@iawq-aiwq.com) or speak to an IAWQ executive. The name of each delegate(s) is outlined in the left margin of the newsletter. Vacant roles are identified.

The IAWQ will be looking at offering an online information session for our delegates in the near future.

## Global Day

On November 25, 2022, all support staff employees were released for a long-awaited Virtual Global Day of professional development. Based on feedback, the day was a huge success! We would like to take this opportunity to thank our members that attended, and we will consider their feedback for future Global Day events.

In this newsletter is a summary of the presentation at the Global Day AGM.

## Classification Review Committee

Through the Provincial Negotiations 20-23 a committee was formed to review the Classification plan. The plan has not been revised since November 10, 2015. In July and August, the committee met and IAWQ submitted requests for revision to the plan including removing pronouns he/she, his/her, removing dated text referring to video cassettes, reference of 'fit', suggested revision of the outline of duties of School Org. Tech demonstrating technical aspects of the role, revision of the title of Data Processing to Information Techs/Operators, and proposed including the new class of employment of Integration Aide to the plan. Committee review deadline March 31, 2023

## IAWQ School Delegates

Buckingham

Tracy Charles

Chelsea

Stephanie Austin

Dr. S.E. McDowell

\*Vacant

Dr. W. Keon

Frank Frost

Eardley

Kim Teske

G. Theberge

Cathy Girard

Golden Valley

Tina Win

Greater Gatineau

Jennifer Plaxton

Hadley/PWHS

Darlene Doucet/Mike Cousineau

Hull Adult Ed.

Chelsey Nason

Lord Aylmer

Charlene Morrison/Donna Norris

Maniwaki/Maniwaki AE

Kelly Walz

Namur

Melanie Dardel

## Provincial Negotiations

As announced at the AGM on Global Day, the long-awaited English version of the 2020-2023 Collective is now available on the IAWQ website at <https://iawq-aiwq.com/documents/>

In other Provincial Negotiation news:

On October 31<sup>st</sup>, the IAWQ and IASS submitted the demands for the 23-26 (*we may have a 3-year contract again*) Provincial Negotiations

Overview of demands related to:

work overload: ratio for student supervisors, change regulation to make only daycare personnel present with students be counted for calculating ratio, time outside of presence w/students for weekly meetings, follow up with parents, intervention mtgs.

working conditions: time limit for board to respond to LOA request 5-10.05, specify that mandatory training performed outside regular work hours is paid as OT., remove day of wedding in special leave, remove notion of minor child in 5-1.01 (death of former spouse if child born from union is still a minor), use of vacation days for family responsibility, double rate for OT performed if during scheduled vacation, remove OT only paid after the closing of daycare, Sept 30 as a legal holiday, increase annual sick day bank 7->14 days, Section dealing with exploratory mtgs

Representation and recognition of support staff: participation of support staff at committees dealing with at risk students and school council

Movement of personnel: restrict the administration of test for the evaluation of employees

Salary & Group insurance: increase board contribution to members' insurance premiums

Classification plan and rules: clear timeline for completion of the classification review, integration of category of Integration Aide, review tasks of data processing/computer techs, wording he/she him/her -> proper pronouns: they/them/their

union prerogatives: 3 days notice -> 2 days for syndical leave requests, syndical leave reimbursed by union only if replaced

local arrangements: in effect until the signing of a new agreement

monetary demands: expedite the process of pay equity for School Org Techs to have salary same as Admin Techs

- Salary: Yr 1= COL or 100\$ increase/wk (most advantageous for employee) +2%
  - Salary Yr 2= COL + 3%
  - Salary Yr 3= COL + 4%
- 9% Which is in line with demands of other unions  
COL = Cost of Living

Lead hand premium for any class of employment supervising a group of five (5) employees 6-5.05 D)

Noranda

Kristal Desgagne

Onslow

\*Vacant

PETES

Jennifer Fornelli

Poltimore

\*Vacant

Pontiac High School

Debbie Stafford

Queen Elizabeth

Lisa Savard

St. John's

Joanne Laviolette

St. Michael's

Lynn Visentin

South Hull

Norma Splane

Symmes/D'Arcy

Jennifer Piercey

Wakefield

Shirley Lefebvre

WQCC

Sharon Renaud

WQSB

Kim Robertson/Lyn Fitzsimmons

## Health Insurance rates 2022-2023

As outlined at the AGM on Global Day, iA Health Care rates will decrease by 10% beginning January 1, 2023. This 10% reduction is partially contributed to a positive experience and the use of the supplementary contribution from the Government of Quebec.

The Dental Care rates, which are entirely paid by the employee and are on a voluntary basis, will increase by 7% effective January 1, 2023, based on the most recent claim experience and annual trend factors.

## CPR/First Aid

Please rest assured, that if you did not receive the First Aid training on the November 30<sup>th</sup> and December 3<sup>rd</sup> sessions, other sessions will be coordinated in February and August. The goal is to have all members certified by September 2023

*5-7.07 The costs related to refresher courses to update skills acquired in first aid courses shall be assumed by the board and normally offered during working hours when these are part of the required qualifications prescribed in the Classification Plan. The employee who attends the refresher courses outside of his or her regular work hours shall be paid at the single rate.*

## Dispute Prevention and Resolution Plan

Since June 2022 representatives of each union and association (Teachers, Professionals, Support Staff) have been working jointly with the help of an external expert on mediation to develop a WQSB **Dispute Prevention and Resolution Plan**. The plan outlines step-by-step how to address workplace conflicts (between WQSB employees, not between staff and parents/students). Before January 31<sup>st</sup>, 2023, you will attend a training session offered by your Principal or VP to introduce the new DPR plan.

It is imperative that all members:

- attend the training session offered in your workplace
- understand your role as part of the DPR plan-this includes both your rights and your responsibilities
- understand that with the DPR plan we are attempting to create a new culture of handling disagreements that may feel uncomfortable initially, this is normal!

IAWQ will make the tools available on the IAWQ website after all training has been performed.

## Retirement

Considering retirement? Interested in attending an RREGOP-facilitated workshop? Please email Gina-Lynn your interest at gmckinnon@iawq-aiwq.com If there is enough interest, we will try to arrange a presentation in the new year. It's never too late to start planning your retirement!



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## Best Wishes

We would like to take this opportunity to congratulate Ian Earwaker on the arrival of his daughter, Chloe, and Kerry Reasbeck on the arrival of her first granddaughter. Both arrivals are just in time for the holidays and assurance that their holidays will be much brighter!

If you have any best wishes to share within our newsletters, please contact Gina-Lynn McKinnon at [gmckinnon@iawq-aiwq.com](mailto:gmckinnon@iawq-aiwq.com)

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## Contact Us

The IAWQ Executive Team remains committed to our members. If you have any questions, comments, or input, please do not hesitate to contact the IAWQ at [info@iawq-aiwq.com](mailto:info@iawq-aiwq.com) or any Executive member directly at:

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