

June 2023

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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, 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 and its members have had a busy 2022-2023! Let us take a moment to reflect on the year in passing.

We began the school year with the departure of long-term IAWQ VP, Lorraine Matthews as she embarked on her retirement. Following the call for interest in the vacant position, Gina-Lynn McKinnon assumed the role and Kerry Reasbeck stepped into the vacant IAWQ Secretary role.

Beginning in October, the IAWQ has been actively attending provincial negotiations for the renewal of the collective agreement and the process is extending through the summer months. As you may have seen in the media and as we expected, the date of June 30th that had been set by the government to complete the negotiations will not be attained. IAWQ will attend 2 more negotiations sessions in the following weeks and as mentioned, more dates will be scheduled to continue negotiating through July and August. We continue to strive for better working conditions and defend the rights of WQ support staff members and the respect they deserve. More updates at the beginning of the 23-24 school year.

As added reassurance and clarification, although we are not yet in a position to strike, if any strike actions are considered, members must be convened in an AGM and strike action be accepted by a majority vote of our members. IAWQ Executive cannot take a decision to strike without the input and vote of our members.

On November 25, 2022 all support staff employees were released for a long-awaited virtual Global Day of professional development. Based on the feedback, the day was a huge success!

In March, a by-election to elect IAWQ Vice President was performed following the departure of Gina Lynn McKinnon. We were pleased to announce with 59,8 % voter turnout, Mike Cousineau became our new IAWQ Vice-President.

The year in passing has been quite busy; and our Executive team has experienced a lot of turnover in the past year. However, we are a strong team, and we are extremely pleased with the direction that we are moving. The new Executive is already planning for the 2023-2024 year and the best ways we can best support our members.

The IAWQ Executive would like to wish all our members a safe, healthy and restful summer!

Recall

For the first time in WQSB history, employee recall will be performed in June. Regular full-time and regular part-time employees should receive their recall for 2023-2024 by June 30th. We are certain that this will give many members peace of mind going into the summer vacation.

IAWQ School Delegates

Buckingham
Tracy Charles

Chelsea
Stephanie Austin

Dr. S.E. McDowell
Leona Lalonde

Dr. W. Keon
Frank Frost

Eardley
Kim Teske

G. Theberge
Cathy Girard

Golden Valley
Tina Winters

Greater Gatineau
Jennifer Plaxton

Hadley/PWHS
Mike Cousineau

Hull Adult Ed.
Chelsey Nason

Lord Aylmer
Charlene Morrison

Maniwaki/Maniwaki AE
Kelly Walz

Namur
Melanie Dardel

Delegates

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 mcousineau@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.

CNESST Workplace Accidents/Incidents

With a significant rise in the number of work accident and/or incidents of violence resulting in an injury, the IAWQ would like to provide important information regarding the process and provide assistance to support staff members that have endured a work accident and/or incident of violence resulting in an injury.

It is important that when a support staff member suffers a work accident and/or incident of violence resulting in an injury (no matter how minor the accident may be) that they ensure that they perform the following:

- Complete the Accident or Incident Report at the school/centre (as soon as possible following the accident/incident)
- See a doctor if nature of injury warrants a doctor visit (as soon as possible following the accident/incident)
- Advise the doctor that it was a work-related accident/incident and obtain completed CNESST form
- Complete the CNESST worker's claim at the following address: <https://www.cnesst.gouv.qc.ca/en/forms-and-publications/workers-claim> (Download file on right side of the page)
- **Advise the union of any visit to a doctor or worker's claims that have been submitted by contacting IAWQ Vice-President, Mike Cousineau at mcousineau@iawq-aiwq.com as soon as possible following an injury or a disease or a recurrence, relapse or aggravation**
- Provide a copy of all CNESST documentation you receive to the union (Mike Cousineau, mcousineau@iawq-aiwq.com)

Please note that workplace stress and some psychological diagnoses can constitute a work-related accident.

For more information regarding the process for work accident and or incident of violence resulting in an injury, or for a copy of the WQSB Accident/Incident report, please visit <https://iawq-aiwq.com/work-accidents/>

Mike Cousineau will follow up with all member notifications of visits to the doctor or worker's claims that are signaled to his email.

If you have any questions, concerns or require clarification about a work accident and or incident of violence resulting in an injury, please do not hesitate to contact Mike directly.

<https://www.cnesst.gouv.qc.ca/en>

IAWQ School Delegates

Noranda

Kristal Desgagne

Onslow

Sheena Hudson

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

CPR/First Aid

Please rest assured, that if you did not receive the First Aid training during the 2022-2023 sessions, that the Board will be offering other sessions in August. Please reach out to your Principal to confirm the date(s) the First Aid training will be offered. Reminder that First Aid certification is a requirement of positions of Attendant to Handicappé and Special Education Technicians and employees who refuse to be certified or re-certified are at risk of not being recalled, especially considering the Board has offered several opportunities to be certified or re-certified. Employees that do not take advantage of the First Aid training may be deemed unqualified for their positions.

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). You should have attended a training session offered by your Principal or VP to introduce the new DPR plan earlier this year.

It is imperative that all members:

- attended 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 training video and the DPR tools available on the IAWQ website by September 1st for any members that may have missed the training session.

IAWQ Website

Have you visited the IAWQ website? We strive to provide up to date information and tools for our members. Please visit our site at <https://iawq-aiwq.com/>

The IAWQ website is a forum in which members are able to retrieve information about their rights and allowances pertaining to their job. Members have access to AGM minutes, access to the important documents, and links to websites. IAWQ will continue to work hard to keep updated information available and welcomes any suggestions of items you would like to see on the website. Please contact Lyn at lfitzsimmons@iawq-aiwq.com with your comments or suggestions.

Union Dues

Given the continued good financial standings of the IAWQ, we are pleased to confirm that support staff union dues will be maintained at the reduced rate of 0.5% for 2023-2024

PIC Opportunities

Please find a WQSB opportunity for professional development that may be funded by PIC! PIC Application and PIC Expense claim forms and guidelines may be found at <https://iawq-aiwq.com/pic/#downloads>

The Western Quebec School Board Services to business branch is pleased to offer Microsoft Certification training and certification. Our digital courses provide comprehensive knowledge, from the basics to advanced skills needed for productivity.

Why get Microsoft certified?

- Enhanced Productivity
- Professional Credibility
- Versatility
- Updated Skills

You'll streamline your work like never before. For more information, please visit the following website: <https://www.wqcc.ca/microsoft-certification>

You may be eligible through PIC to cover the cost of the training and certification.

Best Wishes

If you have any best wishes to share within our newsletters, please contact Mike Cousineau at mcousineau@iawq-aiwq.com

Retirement

Adele McLaughlin- Adele's dedication, professionalism and love for the students is truly exceptional. The staff and students of Chelsea Elementary are sad to see her go but happy as she moves into this wonderful next phase of her life!

Sylvia Zaccaria- In July the staff and students at Golden Valley school will bid a fond farewell to Sylvia as she embarks on her retirement! Sylvia devoted 19 years of service to Western Quebec at Golden Valley School. Wishing Sylvia all the best that retirement has to offer!

Lucie Aumond- Lucie has dedicated 34 years of her career to WQSB! Her career began in the office at Golden Valley school and ended in the office at South Hull School. Lucie will be missed by the students and staff at the schools and also by the Board staff that had the pleasure of working with her. We would like to wish her all the best in her retirement!

Michael Melnychenko- Micheal has devoted 22 years to his career at WQSB. Michael was the voice of Hadley/Philemon Wright and always welcomed students, staff, parents and visitors with a warm smile and a warm welcome. We wish Micheal all the best in his retirement!



Retirement Workshop

Considering retirement? Interested in attending an RREGOP facilitated workshop? Please email Mike your interest at mcousineau@iawq-aiwq.com. If there is enough interest, we will try to arrange a presentation in the Fall.

It's never too late to start planning your retirement!



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 or any Executive member directly at:

President: Lyn Fitzsimmons
lfitzsimmons@iawq-aiwq.com

Vice President: Frank Frost
ffrost@iawq-aiwq.com

Vice President: Mike Cousineau
mcousineau@iawq-aiwq.com

Treasurer: Kimberley Robertson
krobertson@iawq-aiwq.com

Secretary: Kerry Reasbeck
kreasbeck@iawq-aiwq.com

