

September 2024

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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

On behalf of the IAWQ Executive team we would like to welcome back all our members and wish everyone a productive and successful year!

The IAWQ Executive is anxious to kick off the new school year; with a new Director of HR and many changes being implemented following the signing of the 2023-2028 Collective Agreement. With 2023-2024 fiscal year behind us, we anticipate another productive year! We are very proud of our accomplishments last school year and look forward to continuing to serve our members in 2024-2025!

We will begin the process of negotiating with WQSB for the Local Arrangement and Letters of Agreement. Should any member have any input or suggestions for the negotiation of these agreements, please feel free to contact an Executive member. We remain committed to our members and encourage any questions or comments to be directed to our team.

Wishing all our members a great school year!

## 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](mailto: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.

## 10-Month Employee Recall

On August 28<sup>th</sup> it came to the attention of the union, that ALL support staff members (10-month employees) returning from layoff during summer 2024 would not be issued a pay on Thursday, August 29<sup>th</sup>. Despite every effort made by the Union, the Board did not issue a pay to the 10-month employees. The union had no alternative than to file a grievance on behalf of our 10-month employees that were not paid in accordance with clause 6-7.01 and that the union grievance has taken into consideration a compensation for damages for those employees.

## Email Distributions Lists

The IAWQ distributes important updates and information using an email distribution list obtained in part by access to information from the WQSB and partly from our Delegates. We encourage all members to ensure that they have provided their preferred email address to the IAWQ or their Delegate so that they may continue to receive information as it becomes available.

## IAWQ School Delegates

Buckingham  
Tracy Charles

Chelsea  
Stephanie Austin

Dr. S.E. McDowell  
Leona Lalonde

Dr. W. Keon  
Amanda Ranger

Eardley  
\*Vacant

G. Theberge  
Cathy Girard

Golden Valley  
Tina Winters

Greater Gatineau  
Jennifer Plaxton

Hadley/PWHS  
Mike Cousineau

Hull Adult Ed.  
\*\*\*\*\*

Lord Aylmer  
Charlene Morrison

Maniwaki/Maniwaki AE  
Kelly Walz

Namur  
Melanie Dardel

## Union Dues

Due to an increasing amount of CNESST cases, legal fees and cost of living, members attending the May AGMs voted to accept a slight increase in Union dues from ,5% to 1%. This increase was implemented August 1, 2024 following the salary increases/retroactive payments being issued.

## Collective Agreement

The French (official)2023-2028 Collective Agreement can be found at <https://iawq-aiwq.com/documents/#agreements>

The English version is still in translation and will be posted on the IAWQ website once completed and an email to advise members that it is available will be sent.

## Salary Increases

April 1-2023 6% (received July 2024)  
April 1-2024 2,8% (implemented July 2024)  
April 1-2025 2,6%  
April 1-2026 2,5%  
April 1-2027 3,5%

## Job Statuses (as of July 1, 2024)

Newly negotiated Job statuses as of July 1, 2024

**Regular leading to Tenure** 20-35hrs + Benefits in kind (Sick days + Vacation)

**Regular not leading to Tenure** <20hrs + Monetary Benefits as per Years of service\*

**Temporary** - Predetermined >6months >20hrs + Benefits in kind (Sick days + Vacation)

**Other** <20 hrs + Monetary Benefits as per Years of service\*

\* <17 years 8,77%  
17-18 years 9,25%  
19-20 years 9,73%  
21-22 years 10,22%  
23-24 years 10, 71%  
25 years + 11,21%

The notion of pro-rating seniority for part-time positions no longer exists. Seniority for Regular employees is accumulated on the basis of active service.

## Health/Life Insurance (iA)

With the new statuses that were negotiated in the 2023-2028 Collective Agreement employees with less than 20 hrs will no longer be eligible for group insurance (life/medication) as of **January 1, 2025**.

There will be a transition period of 6 months during which group insurance (life - medication) will be maintained. Subsequently, all employees will be entitled to the monetary compensation of \*8,77% and 12.13%.

It is imperative that employees with a sole status of less than 20 hrs, find an alternative provider for their life/medication by **January 1, 2025**.

## IAWQ School Delegates

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

\*Vacant

WQSB

Kim Robertson/Lyn Fitzsimmons

## Vacation Days (as of July 1, 2024)

15 years of service: 21 days; (from 20 days)

16 years of service: 22 days; (from 20 days)

17 years of service: 23 days; (from 21 days)

18 years of service: 24 days; (from 21 days)

19 years of service or more: 25 days (from 22 days)

As per 5-6.02 Vacation must usually be taken during the fiscal year following that in which it was acquired. Therefore, the allocated vacation days as of July 1, 2024 will be acquired in 2024-2025 school year and will be available during the 2025-2026 school year.

## Aide à la Classe/Classroom Assistant (CA)

The new category of CA was implemented for the 2024-2025 school year to assist in the classroom. Their duties include:

- ✓ To provide support in the classrooms for a group of students, not an individual student;
- ✓ To promote and improve the educational success of students;
- ✓ To improve support for students by adding resources in the classroom;
- ✓ The tasks performed in the classroom must be compatible with the nature of the work of the person's class of employment as provided for in the classification plan;

Priority for Aide à la classe positions must be given to those working in the daycare and the board should be promoting continuous schedules. (full time hours/maximizing CA schedules)

The job classification of Daycare Educator and CA are the same (Educatrice en milieu scolaire) and are paid the same wage as DC educators.

## CPR/First Aid

The Board offered opportunities for First Aid training sessions in August for support staff. If you did not participate and your certification is no longer valid, please see your Principal to see if another session will be offered. PIC funds are not available for First Aid training considering it is the Board's responsibility to offer refresher courses. Please make the necessary arrangements if your first aid training is no longer valid. Reminder that First Aid certification is a requirement of positions of Attendant to Handicappé, Daycare Educators and Technicians, Classroom Assistant (Aide a la Classe), Social Work Technicians, Special Education Technicians and School Secretary and employees who do not hold a valid certification 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.*

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## 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](mailto: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](mailto: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>

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## Committees 2024-2025

Each year the IAWQ and the WQSB work collaboratively for the members of the IAWQ on committees such as Labour Relations (LRC), Occupational Health & Safety (OHS), Dispute, Prevention, Resolution (DPR) and Professional Improvement (PIC). This year the IAWQ reps will be:

LRC: Lyn, Frank and Mike  
OHS: Lyn, Frank and Mike  
DPR: Lyn and Mike  
PIC Lyn, Kim and Joanne.

Together we will act in the best interest of our members!

## Seniority

The June 30, 2024 Seniority list will be soon distributed to all members by email. It is important that you verify that your name appears (where applicable) and that the correct number of years are indicated. Any discrepancies must be reported in writing to HR by October 15<sup>th</sup>.

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## School Daycare Educator Training

Pontiac Continuing Education is offering an online School Daycare Educator Training. The program prepares students to practice the occupation of School Daycare Educator. The main and usual role of School Daycare Educators is to organize, plan and implement a variety of activities that promote, in keeping with the school's educational project, the overall development of preschool and elementary school children in their care and ensure the children's safety and well-being.

Successful students will obtain a Skills Training Certificate which will deem students qualified for the new Classroom Assistant positions (Aide à la classe) and to work in a School Daycare and may impact the salary scale of current WQ Daycare Educators! **See attached flyer**

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## Wishes

Are you aware of any wishes that should be sent? Please send all best wishes for the IAWQ newsletters to [lfitzsimmons@iawq-aiwq.com](mailto:lfitzsimmons@iawq-aiwq.com)

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## Retirement

**Helen Walker-Wray** – Wishing Helen all the best in her retirement! Helen has fulfilled almost 18 years with WQSB and will be missed by the students and staff at Lord Aylmer School!

**Mario Boucher** – Caretaker at Golden Valley will be retiring after 8 years of service! Wishing Mario a well-deserved retirement!

***May your retirement be the best years of your life!***

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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:

President: Lyn Fitzsimmons  
[lfitzsimmons@iawq-aiwq.com](mailto:lfitzsimmons@iawq-aiwq.com)

Vice President: Frank Frost  
[ffrost@iawq-aiwq.com](mailto:ffrost@iawq-aiwq.com)

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Treasurer: Kimberley Robertson  
[krobertson@iawq-aiwq.com](mailto:krobertson@iawq-aiwq.com)

Secretary: Joanne Laviolette  
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