

## PRESIDENT'S MESSAGE



It is with a loss of words that I thank all of you for your work, dedication and delivery in the face of a pandemic. Certainly we had seen on the news what seemed like a distant problem that became all too real on March 13, 2020.

The WQTA has attempted to support everyone, whether you are on an exemption, working in an elementary school or in continuing education or working distantly in the secondary or in continuing education. The challenges seem eternal yet the teachers are there to meet or exceed them.

As the world waits for a vaccine, the planning is underway for the next school year. In the WQTA update #7 we outlined some of the possibilities that the MEES is reviewing. It would be important within the schools/centres that the conversations continue with the administrations.

Our negotiations in search of a new Provincial Entente continue. It is difficult to understand how the demands to increase our workload and/or remove the personal presence time can be in the government "offer". There is clearly a disconnect with the reality of what a teacher is currently facing on a daily basis and the attempt to balance the home and work responsibilities. Our chief negotiator has reminded the patronal side that any increases to the workload is unacceptable.

The current economic crisis has had an impact on the monetary items in the "offer". So much so that the government reminds us each time that if the agreement is not signed prior to June 30<sup>th</sup> then the salary increases may not be available in the fall. It was with some hope that the WQTA thought this new unknown government would be more sympathetic to teachers but alas the channel changed but the program remains the same. No negotiations are scheduled for the summer months, in case we do not have an agreement in principle prior to the end of the school calendar.

In preparation for next year, the WQTA executive remains intact and we have an addition of Kim Greene as the Pontiac Regional Director. Welcome Kim and thank you to Brenda, Darren, Genevieve, Heidi, Kathlene, Marie and Nancy for running for the executive positions. I appreciate your help on the committees and keeping me grounded.

In keeping with the WQTA, I would respectfully ask that each school and centre identify the WQTA delegate to the WQTA by the year end. It is imperative that each building have a representative. The delegate is the centrepiece to providing information to our members or to represent the teachers in the building.

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Ideally we would ask that each staff identify the delegate and an alternate, in case the delegate cannot attend a meeting. Please join me in thanking the delegates who give up their time to provide the information from the WQTA and QPAT.

The WQTA office will be closed during the summer months as Chantal and I take our vacations. We recommend that if there is an emergency to send us an email to the [wqta-aeoq@videotron.ca](mailto:wqta-aeoq@videotron.ca). We will periodically check the emails.

I wish everyone a peaceful and uneventful summer. Enjoy your families and friends. In hopes that I will be able to visit the schools and centres next year.

Stay safe, stay healthy.

### WQTA EXECUTIVE MEMBERS 2020-2022 – Two Year Mandate

President  
Secretary  
Treasurer  
Communications Coordinator  
Professional Development Coordinator  
Chairperson  
Greater-Gatineau Secondary Regional Director  
Greater-Gatineau Elementary Regional Director  
Pontiac Regional Director  
Northwest Regional Director

Brian Smeltzer  
Brenda Raymond  
Heidi Hall  
Marie-Louise Gervais  
Geneviève Forget  
Darren McCready  
Kathlene Vibert  
Nancy Blampied  
Kim Greene  
vacant



### HEALTH INSURANCE FOR PART TIME OR PART TIME REPLACEMENT TEACHERS



Any part-time teacher whose contract will end after June 1st will be covered under the Industrial Alliance health insurance plan until September 30th. Premiums will be deducted until the last pay period of the school year to cover the beginning of the summer holidays, and if and when a part time teacher is rehired in the fall then the premiums will be deducted to cover those last periods. If a part time teacher is not rehired, the teacher will still be covered during the summer and will not be billed for those premiums, as this is considered the cost of doing business. The Membership Plans Committee felt it was more important that these teachers be protected over the summer as most will be returning to work as a teacher in the fall of 2020-2021. If there are any questions then please contact the WQTA.

### SCHOOL COUNCIL

As per 4-2.02 of our local agreement:

“ By September 15 of each year, the teachers of the school or centre shall elect to School Council between three (3) and ten (10) representatives, including a chairperson and secretary. The minimum number shall not apply in schools with fewer than three (3) teachers. In each school or centre, the principal or designate, and the syndical delegate or alternate delegate shall be members of School Council.”



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Because of the busy schedule of all teachers at the beginning of the school year and the numerous problems that have the potential to arise at the end of August and beginning of September, a number of schools now hold their School Council elections in June for the following school year. Not having a sitting council when you are faced with a time-sensitive issue in the school can mean no teacher input regarding decisions, which may impact on the whole year. I would like to suggest that you place Date of Elections on your next School Council Agenda for discussion.

The School Council must participate prior to any decisions made concerning the program for each pedagogical day within the school excluding the board wide days. The School Council shall participate in the general planning for pedagogical days to be held in August and September of the upcoming school year.

The School Council should have regular meetings to avoid having an overloaded agenda at the end of a month. The School Council is a consultative body and the list of topics to be discussed is available in 4-2.03 of the local agreements.

## RESIGNATION

During the school year, the teacher may resign from the board without penalty fifteen workdays after notifying the board. In the case of a resignation submitted between June 15 and the first workday of the school year, the time limit is fifteen days. A teacher may contact the WQTA to check for alternatives prior to a resignation. The WQTA can help with a resignation letter as well.

## RETIREMENT



Should you make a last minute decision to retire this summer, please note that Retraite Québec must be in receipt of all pertinent paperwork prior to August 25. Missing this deadline would result in a forfeiture of pension payments for the months of July and August.

Retirement payments are made on the 15th of each month. Retraite Québec asks for a three month notice to finalize the paperwork.

You may contact Retraite Québec (who manages the RREGOP fund) at any time at 1-800-463-5533. If you have not done so recently, the WQTA would suggest that you request a detailed statement of contributions from Retraite Québec.

## RETIREEES



I want to take a moment to thank all of our retirees for their dedication to our profession. Your expertise will be missed by your students and colleagues. All of the teachers in the WQTA wish each of you a long and happy retirement filled with new adventures.

## WQTA POLICY FOR RETIREMENT GIFTS

- 1- \$50 retirement gift
- 2- \$50 to reimburse any teacher who applies for QPAT Life Membership, the Life Membership allows the teacher to remain with the Industrial Alliance retired member health plan.



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## TENTATIVE ASSIGNMENTS

Please note that all teachers under regular contract should receive in writing, no later than the day PRIOR to the last working day in June, their tentative assignments for the upcoming school year. Teaching assignments are the decision of the principal but seniority, qualifications, preferences and experience shall be CONSIDERED when determining these assignments. (Local Agreement 5-21.24). Under the local agreement clause 5-21.25, are the reasons why the board may change the assignment of a teacher between July 1 and October 15.

## SUMMER CONTACT

The WQTA office will be closed during the summer. If you have questions or concerns during the months of July and August, sent us an e-mail at [wqta-aeoq@videotron.ca](mailto:wqta-aeoq@videotron.ca). We will try to get back to you as quickly as possible.

## PARENTAL LEAVE – MATERNITY

If you are thinking of starting a family or if you are pregnant, the first thing to do is to write to Chantal Larose at the WQTA [wqta-aeoq@videotron.ca](mailto:wqta-aeoq@videotron.ca) or you can also call her at (819) 777-1475, to get information that will be useful before, during and after your maternity leave. Afterwards she will e-mail you the detailed information and the maternity leave notice letter to send to your employer. It is important to ask your doctor if you are immune to 5<sup>th</sup> disease, rubella, chicken pox and measles. If you are not immune you will be going on preventative leave.

Quebec residents receive their benefits from the Quebec Parental Insurance Plan.

There are two options: basic option of 50 weeks  
special option of 40 weeks

Ontario residents receive their benefits from the Employment Insurance Plan.

There are two options: standard option of 52 weeks  
prolonged option of 78 weeks

## PARENTAL LEAVE – PATERNITY

If you are thinking of starting a family and would like to get information on the type of benefits available to you please contact Chantal Larose by e-mail at [wqta-aeoq@videotron.ca](mailto:wqta-aeoq@videotron.ca) or by phone at (819) 777-1475. She will send you detailed information by e-mail and will prepare your paternity leave letter that you will need to send to your employer.

Five days: As a new father, or female teacher whose spouse gives birth, you are entitled to five working days (these do not need to be consecutive) paid by the school board at 100% between the beginning of labour and the 15<sup>th</sup> day following the return home of your partner.

Five weeks: In addition to these five days, I am entitled to five weeks (these need to be consecutive) paid at 100% when the QPIP or EI and school board benefits are combined.

A number of options are available if you would like to extend your leave of absence without pay to extend your paternity leave.

Quebec residents receive their benefits from the Quebec Parental Insurance Plan.

Ontario residents receive their benefits from the Employment Insurance Plan.

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## RE M I N D E R - CHANGES TO TRAVEL INSURANCE



As a member of the WQTA and the QPAT, your group health insurance coverage is with Industrial Alliance. This includes travel insurance coverage for expenses such as hospital visits, physician services, medical appliances, etc. A complete list can be found online at the WQTA website under "Health Insurance".

As of July 1, 2017, coverage for members travelling out-of-province/country has changed. Specifically, the plan will cover members travelling for trips expected to last less than 90 days, instead of the previous limit of 180 days. If the absence is expected to exceed 90 days, there is no coverage under this benefit during the entire absence. For more information, read the "Travel insurance FAQ" on the WQTA website. It is imperative that members be informed BEFORE leaving for travel outside of Quebec.

## HOW TO GO ABOUT APPLYING FOR PIC DURING THE SUMMER

As you know, your principal's signature is required when applying for PIC on your PIC application form.

If you are unable to obtain your principal's signature during the summer, please send your PIC application to the WQTA by e-mail at [wqta-aeoq@videotron.ca](mailto:wqta-aeoq@videotron.ca) or by fax at (819) 777-0016 (e-mail is preferable). We will process your request and get back to you as soon as possible with a decision.

If you are certain to apply for a PIC event during the summer, it is recommended that you get your PIC application form signed by your principal and forward your application and prospectus to the WQTA by June 26, 2020. Please note that international travel for professional development is not available for the 2020-2021 school year.

## QPAT CONVENTION 2020 - CANCELLED

It is with great sadness that I announce the **cancellation** of the QPAT Convention in Montreal for the upcoming school year. The QPAT Board of Directors passed the motion yesterday evening. This was the only prudent decision possible given the context of the pandemic and the limits on social gatherings. The QPAT Convention Committee is reviewing other possibilities which include a virtual convention. Those members who have been selected for the QPAT Convention as presenters may be asked their comfort level with providing a workshop virtually. I believe the same may be asked of Hayley Wickenheiser, for the keynote address. I believe, or at least we are supposed to!, we all have pedagogical days on that Thursday and Friday for convention. The QPAT held off on the decision as long as possible.

This announcement does NOT change our central calendar for the 2020-21 school year.



## OVERSIZE CLASS COMPENSATION



Teachers who have oversized classes should expect compensation on their paycheck by the end of June. The following is an outline of the process:

1. A letter should be sent to the teacher at the outset of the year indicating a) the teacher has oversized classes, and b) which classes are oversized. If the situation is corrected by October 15 then no compensation is given. If the situation is not corrected then payment is retroactive to the first day that the teacher had the group.
2. The first payment should have been made in December for oversize class compensation.
3. The second payment is in June for oversize class compensation.

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In both December and in June the administration must provide the calculations used to determine the compensation. These calculations should include the number of students, the number of students with certain codes, the weighting of the class size with the coded students, the number of periods taught, and the compensation amount. An example of both the letter and the calculations can be found on the WQTA website under "Oversize Class Compensation". Teachers who do not receive a copy of the calculations should speak to their Administrator.

## USEFUL PHONE NUMBERS

WQTA	819-777-1475	RETRAITE QUÉBEC	1-800-463-5533
INDUSTRIAL ALLIANCE	1-800-363-3540	QPAT	1-800-361-9870
STRATHCONA DESJARDINS CREDIT UNION	1-888-350-5111	WQSB	819-684-2336

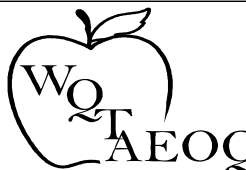
## CALENDAR 2020-2021

Assurez-vous d'avoir fait le choix des journées pédagogiques flottantes pour votre école.

**Report Dates by:** Nov. 19, March 14, July 9 **LCEEQ:** Feb. 8-9 **QPAT Convention:** Oct. 15-16

# 2020-2021

## SCHOOL YEAR CALENDAR CALENDRIER SCOLAIRE



**AUGUST - AOÛT**

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23	24	25	26	27	28	29
30	31					

**SEPTEMBER - SEPTEMBRE**

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**OCTOBER - OCTOBRE**

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**NOVEMBER - NOVEMBRE**

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**DECEMBER / DÉCEMBRE**

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**JANUARY - JANVIER**

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**FEBRUARY - FÉVRIER**

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28						

**MARCH - MARS**

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**APRIL - AVRIL**

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**MAY - MAI**

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23	24	25	26	27	28	29
30	31					

**JUNE - JUIN**

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20	21	22	23	24	25	26
27	28	29	30			

**Legend/Légende**

Holidays-Congés

PD days - Journées pédagogiques

Board PD Days - (dates)

3 Board days: Aug. 26, Nov. 27, Feb. 9

Pd days 13 fixed days and 4 floaters (elementary schools) Journées pédagogiques: 13 journées fixes et 4 flottantes (écoles primaires)  
 Pd days 12 + 5 floaters (secondary schools) Journées pédagogiques: 12 journées fixes et 5 flottantes (écoles secondaires) 183 teaching school days/ jours de classe  
 May 21 is a ped. day for elementary only.

# HAVE A NICE SUMMER

