



PHOTO BY SORA SHIMAZAKI FROM PEXELS

YOUR NEW COLLECTIVE AGREEMENT AT A GLANCE

THE TERM OF THIS [COLLECTIVE AGREEMENT](#) IS THREE (3) YEARS, FROM APRIL 1, 2020, TO MARCH 31, 2023. AFTER THAT, WE WILL HAVE TO NEGOTIATE WITH THE GOVERNMENT AND OUR EMPLOYER AGAIN TO SIGN A NEW COLLECTIVE AGREEMENT IN 2023. HERE ARE SOME OF THE MAJOR GAINS AND CHANGES ACCOMPLISHED FOR THE CENTRAL AND SECTORAL TABLES.



CENTRAL TABLE

SALARY INCREASES AND LUMP-SUMS

TYPE OF PAYMENT	AMOUNT	PAY DATE
Lump-Sum Payment 1 (Hours worked Apr 1, 2019 to Mar 31, 2020)	Sliding Scale/hr	Jan 13, 2022
Lump-Sum Payment 2 (Hours worked Apr 1, 2020 to Mar 31, 2021)	\$0.33/hr	Jan 27, 2022
Retroactive Pay Raise (Apr 1, 2020 to Mar 31, 2021)	2%	Jan 27, 2022
Retroactive Ray Raise (Apr 1, 2021 to Jan 15, 2022)	2%	Jan 27, 2022
Wage adjustment (2020-2023 salary scale)	As per Coll. Agmt.	Jan 27, 2022
Final Pay Raise (Effective April 1, 2022)	2% + Sliding Scale	Apr 1, 2022

INSURANCE PREMIUMS

The employer contribution to the basic medical insurance plan is now \$8.40 for individual and \$20.97 for family and single parent plans. This is an increase of 300%. As well, the Board's contribution for part-time employees has increased to become equivalent to the one accorded to full-time employees. **This has decreased the amount that we pay out-of-pocket for our group insurance plans.**

PENSION PLAN COMMITTEE

A joint inter-union committee will be formed to discuss and examine certain parameters of the RREGOP pension plan to make improvements to the existing plan.

PARENTAL RIGHTS COMMITTEE

A joint inter-union committee will be formed to discuss and examine parental rights and benefits for new parents and make improvements to the existing plan. ■

Review your pay stubs carefully and report any errors to HR as soon as possible. If you wait too long you may not be able to claim the amount owed to you.

DON'T FORGET!



SECTORAL TABLE

ALL SECTORS: SPECIAL LEAVES

Bereavement and other paid or unpaid time off taken for family responsibilities have been changed to be more flexible in favour of the worker.

ALL SECTORS: PSYCHOLOGICAL HARASSMENT

The term sexual harassment has been broadened to include all psychological harassment. Psychological harassment includes vexatious conduct arising from repeated behaviours, words, acts or gestures that are hostile and unwanted, which attack the psychological or physical dignity or integrity of an employee, which brings about, for this employee, an unhealthy workplace. Psychological harassment includes conduct that manifests itself by certain words, acts or gestures of a sexual nature.

The deadline to file a grievance for psychological harassment has been increased from 90 calendar days to 2 years.

ALL SECTORS: INTERNS AND STAGIAIRES

The Minister of Education has allotted a yearly amount of \$40,000 which will be divided among the school boards. The PIC Committee will come to an agreement on how the employee that accompanies the intern/stagiaire is compensated for their supervision and training. Effective 2022-2023 school year.

DAYCARE AND SPECIAL EDUCATION SECTORS: PARTICIPATION IN INDIVIDUALIZED EDUCATION PLANS

Daycare or special education workers will be invited to participate in the development and/or follow-up of a student's intervention, action plan, school team or parent meetings. The government has allocated a yearly amount to pay the worker for this purpose.

DAYCARE AND SPECIAL EDUCATION SECTORS: MINIMUM WORK PERIOD

The work schedule for employees working in the job classifications of **daycare educator**, **handicapped pupil attendant** and **student supervisor** must include a minimum work period of one (1) hour if their work begins before the start of the school day in the morning. Effective 2022-2023 school year.

DAYCARE AND SPECIAL EDUCATION SECTORS: PLANNING AND PREPARATION TIME

The Board must provide on a weekly basis, planning, preparation, and organization time outside of the presence of students to daycare staff and special education technicians.

SPECIAL EDUCATION SECTOR: WORKLOAD INCREASES/ MODIFICATION OF HOURS

The hours of an existing post may be increased by up to 10% for a maximum of 2.5 extra hours. This increase can be made once and cannot result in turning a part-time post into a full-time one.

DAYCARE SECTOR: SALARY PROTECTION

Eligible daycare workers will now benefit from complete salary protection, which will match the salary protection of the General and Special Education Sectors.

DAYCARE SECTOR: STABILIZING PREMIUM (SPLIT SHIFT)

The current split shift premium will be renamed to stabilizing premium and increased to \$6.00 per day for daycare workers who must interrupt their workday for a time that exceeds their regular lunch period. Effective April 1, 2022.

GENERAL SECTOR: ANALYSIS ON THE TRAINING AND IMPLEMENTATION OF A STANDBY TEAM

A parity committee composed of CPNCA and FEESP-CSN representatives will determine the rules of operation, analyze and document the feasibility of implementing training of the standby team for the general sector.

PILOT PROJECT: PREVENTION FOR A SAFE AND SECURE WORKPLACE

The School Board will create a committee to act upon prevention, promotion and organizational practices which support good health in the workplace. They will examine and put in place various processes, notably, reinforcement of healthy management practices, implement preventative measures and raise awareness with regards to health and safety, physical and psychological integrity at work, as well as healthy life habits. ■

What do I do if...

I AM ASKED TO SUPERVISE A CLASSROOM WHEN A TEACHER IS IN ISOLATION?

If the teacher is not at work and must **teach remotely due to reasons surrounding COVID**, then support staff may be asked to supervise the class under very specific conditions:

- The principal **must first try to find a sub, a part-time teacher, or a teacher on spare** who can fill in to teach the class live or supervise the class for the online teacher.
- If no one is available, **only then** can the principal ask support staff to come in as a **supervisor**. This can be anyone else in the building such as library technicians, lab technicians, student supervisors, special education technicians, attendants, secretaries or school secretaries, office agents, daycare technicians, educators, etc.

The support staff would be responsible to sit in the class watching the students to ensure that they remain safe. **They are not acting as substitute teachers.**

Note: If there is already an attendant or special education technician responsible for a student or several students that have behavioural issues that require attention, another adult should be assigned to supervise the class to ensure that student safety is maintained. In other words, if there are two people in the class when the teacher is present, there should still be 2 people in the class. ■

SURVEY FOR SECTORAL TABLE DEMANDS

WHAT DO YOU THINK WILL IMPROVE OUR WORKING CONDITIONS?

In the last round of public sector collective bargaining, we obtained a 3-year agreement. This means that the collective agreement we have just signed will come to an end in March 2023. Now is the time to reflect on what we want to improve for the next round of negotiations.

You, our members, are in the best position to identify the real problems in the school network that affect support staff.

<https://ncv.microsoft.com/WSbLis10Q3>

The survey will only be active until February 6th so don't hesitate!



BLACK HISTORY MONTH FEBRUARY AND FOREVER:



CANADA.CA/BLACK-HISTORY-MONTH