



Appalachian Teachers' Association



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The start of this long, long winter!



What a crazy fall! Beautiful temps, lovely colours, and then, BANG! It's November 16th, and suddenly it's full winter! Hope we're not in for the longest winter ever!

Got a question for the Commissioners?

Do you have a question that you'd like to take to the Commissioners' meeting? Could be about a policy, or about training, or about a concern from your school.

Megan goes to every Commissioners' meeting - let her know you're coming, and you'll have company! Here are the dates of the meetings:

January 22
 February 26
 March 26
 April 23
 May 28
 June 25

President's Prose



Ginourmous thanks to reps and teachers for accommodating my recent visits to schools and centres.

Please do not hesitate to contact me should you have ANY questions and / or concerns.

Have a wonderful holiday!

Cheers,
 Megan



Winter birdie treats!

Standing Committees

ATA Committees

- Executive
- New Teachers
- Negotiations

QPAT Committees

- Membership Plans
- Finance and Budget
- New Teachers
- Human Rights/Social Justice
- Adult Education
- Vocational Education
- Nominations

ETSB Committees

- Teacher Advisory
- Health and Safety
- Labour Relations
- Special Education
- Special Education Advisory
- Central Professional Improvement

QPAT Convention Dates

2019 – Nov. 15-15
2020 – Oct. 15-16

ATA Executive and Reps 2018-2019

Executive Committee 2018-2019

SECTOR	RRHS	AGRHS	MVHS
VP Elementary	Marie-M. Fradet	Chantal Turgeon	Liane Flynn
VP Secondary	Sylvie Fortier	Laura Leblanc	Peter Maingot
Adult Ed	Megan Maclean		
Voc. Ed	Ghislain Gravel		
Member at Large	Aaron Corey	Crystal Rattai	Joanna Willard
Non-Voting member		Shanna Loach	
Treasurer	Martin Roberts		
Secretary	April Blampied		
President	Megan Seline		
Union Officer	Gail Klinck		

Reps

ELEMENTARY SCHOOLS

ADS

- Ayer's Cliff
- Butler
- Cookshire
- Drummondville
- Farnham
- Heroes' Memorial
- Knowlton Academy
- Lennoxville
- Mansonville
- North Hatley
- Parkview
- Pope Memorial
- Princess Elizabeth
- St. Francis
- Sawyerville
- Sherbrooke
- Sunnyside
- Sutton
- Waterloo

- Andrea Lockwood
- Brigitte Drew
- Mathieu Viens
- Kris Smith
- Marie-Michele Fradet
- Julie Andrews
- Nick Lemaitre
- Alana Russell
- Amanda Sherrer
- Crystal Rattai
- Nancy Cantave
- Celine Carbonneau
- Shannon Greenwood
- Jessica Mailloux
- VACANT
- Chantal Turgeon
- Linda Mireault
- Tim Croteau
- Jessica Duval Holliday
- Nancy Mace
- Victoria Cadorette
- Rebecca Blinn
- Daniel Fitzpatrick
- Carly Morin
- Mathew Johnson
- Josee Gagnon

SECONDARY SCHOOLS

- AGRHS
- RRHS
- MVHS

- Laura LeBlanc
- Alexandre Corriveau-Gagnon
- Justin Forster
- Rene Gauthier
- Danusia Wiazowski

CENTRES

- B - M Adult Education
- B - M Vocational Training
- Lennoxville Vocational Training
- New Horizons Adult Education

- Sarah Padner
- Christina Bushey
- Francois Mercier
- Mariette St. Jacques
- Shanna Loach
- Janet Shufelt
- Shayne Mackey
- Julie Vallee

Use Special Leave for Hazardous Road Conditions

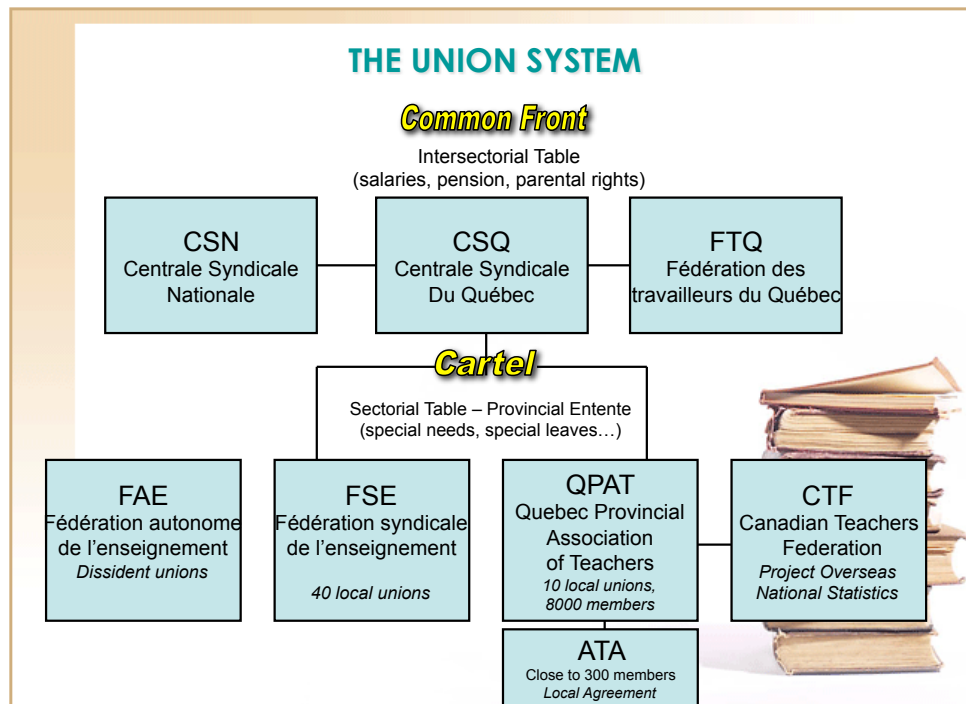
The first major snowfall of the year brought stormy driving conditions - blowing snow, icy patches and s-l-o-w driving. School wasn't cancelled, but if you found yourself in a location where it was too hazardous to drive, you could have used a clause in the Local Agreement under Special Leaves (5-14.02 p):

The Principal may grant, at his/her discretion, a maximum of two of the eight allowable days of special leave for absences due to driving hazards caused by road conditions.

So, even if school isn't cancelled and if you live in an area where the driving conditions are hazardous, avail yourself of this clause and stay safe and warm at home!

Upcoming Union Consultations and Negotiations

As you know, our Collective Agreement is up in April of 2020, and QPAT has already started consultations for the next round of negotiations. Our deposit must be made in the fall of 2019, so the consultations are important because they will give QPAT an understanding "from the ground" of what teachers want and how they want to go about getting it. For those of you who may not have paid much attention to the Union Hierarchy in Quebec, take a look at the diagram below.



...continued on page 4

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Intersectorial refers to issues that affect all public-sector workers, namely salaries, pensions and parental rights. These “money-matters” are negotiated by the Common Front’s negotiating team with the Treasury Board.

Sectorial refers to topics around employment conditions, including job security.

Here are some of the questions that you are likely to be asked during the initial consultations:

- What should be our primary focus?
- Should our demands be wide-reaching or have a narrow focus?
- Should we stay with the Common Front, or are we better off striking out on our own, like the FAE?

As the negotiations’ pathway becomes clearer, QPAT will come back to us with much more precise questions. The goal, of course, is to ensure that our negotiators have heard teachers’ voices, and that teachers will therefore support the negotiations process by becoming directly involved, which could include rallies or demonstrations, picketing, and could even come to strike days.

So, we are now at the start of the negotiation process for the 2020 contract. We will keep you informed!

Sick days – Did you know that you have an ETSB one-time, non-moneyable bank of days?

Well, you do! When you first become employed by the ETSB, you are given a one-time-only bank of 6 non-moneyable sick days. So, when you are sick, one of four possible scenarios kicks in:

- 1) You use sick days from your yearly bank.
- 2) If you have used all your yearly sick days, the Board will automatically check your one-time-only bank and use those. If you are a part-time teacher you will get a % reflective of the percent of your contract.
- 3) You have used your yearly and one-time-only bank, but you have a bank of moneyable sick days from the past (sick days have not been “banked” since 2015), you can use those – **but you have to ask that they be used.**
- 4) If you are out of any possible sick days, the days you are sick will be considered a Leave-of-Absence Without Pay.

ETSB Consultants

The ETSB consultants are there to provide you with support for any topic within their range of expertise. Feel free to contact them when you have idea, questions or concerns that could use a “looking-over!”

Cheryl Cantin -	Mathematics, Science & Technology, Secondary
Marina Delis -	Early Intervention / Sexuality Education / Parent Outreach / WOTP
François Giguère -	School Improvement/Measurement & Evaluation
Jennifer Hall -	Mathematics, Elementary / Special Education
Stephanie McCully -	English and Language Arts
Jody Meacher -	Pedagogical Integration of ICT / Career Development
Jean Provençal -	French Second Language, Secondary / Social Sciences, Secondary
Véronique Robidas -	French Second Language, Elementary / Social Sciences, Arts, Physical Education

Understanding Your Pay Stub

Do you gnash your teeth every time you look at your pay stub? Well, we're (hopefully!) going to save you a trip to the dentist and help you make sense out of it all.

The top part of your pay stub is pretty self-evident; it's devoted to the various government deductions and accumulated totals for the year – except for one thing, miscellaneous deductions. The misc. deductions are actually listed in the second half of the stub, and they are typically deductions for things like your health coverage. Here's what the bottom half of the pay stub looks like. We're using mine (Gail Klinck's) because it happens to have a number of different deductions and so is a good illustration. Besides, it was readily available!

PAIEMENTS ET AUTRES DÉDUCTIONS - SALARY AND MISC. DEDUCTIONS				
Code	Unités - Units	Taux- Rate	Montant - Amount	Description
101001	5,000000	298,5885	1 492.94	Frm gén Angl Secondaire 388.17\$ (1/200) 2017-03-26 to 2017-03-31
101001	5,000000	303,8154	1 519,08	Frm gén Angl Secondaire 394.96\$ (1/200) 2017-04-01 to 2017-04-08
101001	1.7500	388,1651	-679,28	Basic Salary 388.17 (1/200) 2017-03-13, 2017-03-16, 2017-03-21 2017-03-23
103532	0,500000	388,1651	194,08	Personal Social Leave 2017-03-21
103533	0,500000	388,1651	194,08	Pedagogical Leave 2017-03-13
103534	0,750000	388,1651	291,12	ATA/QPAT Union Leave 2017-03-16 2017-03-23
302002			54,40	EXPENSE REIMBURSEMENT 2017-03-20
700401			24,76	Life Insura & Long Term D. PremiumReg.
700411			97,83	Health Insurance Premium Reg.
				Sick Days non-moneyable 0,000000
				Teacher Exit Bank 0,000000
				Sick Days Agreement 00-02 25,512500
				Act of God 0,000000
				Special Leaves 4,000000

This pay stub is from March 26th to April 8th. 2017

Codes – these are the ETSB budget codes

Units – are the number of days or the percentage of a day. A full day is 1,000000.

Rate – this is the rate per day. In this example, notice that the rate changed. This reflects the increase in pay we received on April 1st. Notice, too that the rate is not a “full day’s pay” and that is because our 200 days’ pay is stretched out over the entire year.

Amount – is the total amount of the particular item

Description – the description of the amounts added or the reason for the deduction

So, in this pay stub the first two items are salary, and again note the two different rates and the dates for those rates. Under your salary are the **deductions**. The **total of the deductions** in this case is -679,28\$ and it covers 1.75 days. Under the total are the reasons for those deductions. So, I used ½ day or 0.500000 for Personal Social Leave (aka Special Leave), 0.500000 of a day for Pedagogical Leave, which would be for a Board-sponsored committee such as TAC (Teacher Advisory Committee) or Central PIC. The 0,750000 ATA/QPAT deduction in this case was for a QPAT meeting. Each of those “events” has a separate budget code so they are taken off your salary and added back on from a different budget. When you add up the total of the three events, they equal the -679.28\$.

Then there is an expense reimbursement from the Athletics budget for the team I coach.

Next are the miscellaneous deductions mentioned in the top half of the pay stub. In my case, there is Life Insurance and Long-term Disability for \$24,76, and the Health Insurance Premium for \$97,83. If you add these up, they match the total in the Misc. Deductions box in the top half of your pay stub. It might be easier to understand if there was a negative sign in front of these amounts, but there isn't, and you just have to know that these are the miscellaneous deductions that are in the top half of the pay stub.

The rest of the pay stub lists other aspects of your personal profile, basically how many days you have in each category.

Sick Days non-moneyable – these are 6 sick days that you are given when you are first hired by the Board. They are not worth any money nor are they renewable - once they are gone, that's it, they're gone. If you have any left, though, and you get sick and have used all your sick days in a given year, you can use these days.

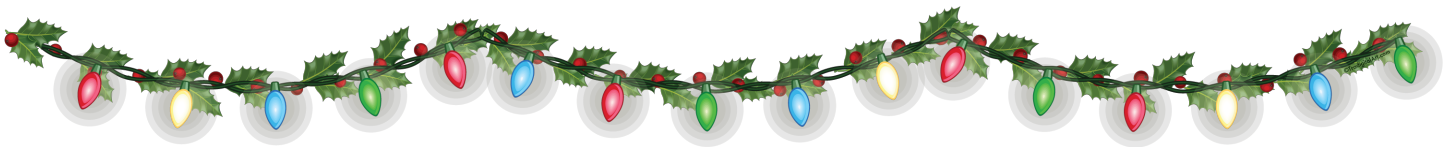
Teacher Exit Bank – Over the years there have been a number of different “banks” for unused sick days. The Teacher Exit Bank is from earlier contracts and does not affect anyone from 2000 on.

Sick Days Agreement 00-02 - If you were a new teacher last or this year, you will not have a “Sick Days Bank” because sick days are now paid out at the end of the year. If you are a more experienced teacher and have not used all your sick days in a given year, these will accumulate and be paid out at your retirement, and at the rate of a day's pay at the time you retire – a pretty darn good deal, I'd say!

Act of God – these days are now within your Special Leaves so there is nothing to show on the pay stub.

Special Leaves – you start off with 8 Special Leave days each year and the number you have left is on each pay stub.

And that's it. Really, it wasn't so bad, was it?



Insurance Coverage for Contract Teachers

If you are under contract until June 30, you will remain covered by the group insurance plan until September 30, 2019. This is to ensure insurance continuity should you be rehired. If you return to work prior to September 30, 2019, any premiums due will be deducted from your pay. No action will be taken to recover any premiums owed should your contract not be renewed for the year 2019/2020 school year.

HOWEVER, if you are one of the small number of Voc. Training teachers whose contract ended prior to June 30 and who is rehired in July or early August, your insurance coverage will only be “activated” at the beginning of the new school year in August, although it is retroactive to your starting date. This means that premiums will be deducted at the start of the school year in August, and claims cannot be made until then either. This is because Industrial Alliance closes the teacher dossier between June 30 and the start of the new school year.



*Merry
Christmas*

Links of Interest

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|---------------------------|--|----------------|
| • QPAT | www.qpat-apeq.qc.ca | 1-800-361-9870 |
| • Parental Insurance Plan | www.rqap.gouv.qc.ca | 1-888-610-7727 |
| • Quebec Pension Plan | www.rrq.gouv.qc.ca | 1-800-463-5185 |
| • CARRA | www.carra.gouv.qc.ca | 1-800-463-5533 |
| • MEES | www.meq.gouv.qc.ca | 1-866-747-6626 |
| • Industrial Alliance | www.inalco.com | 1-800-363-3540 |
| • Strathcona Credit Union | | 1-888-350-5111 |