



Appalachian Teachers' Association



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What's Inside...

New Teacher Trivia Contest	2
QPAT Survey on Violence in the Workplace	3
Negotiations Update	4
ATA Website News	5
Links of Interest	7

It's been a slow start, but it's finally here - spring! Let's hope we get some summer before August!



Dates to keep in mind

May 15 • List of teachers remaining in excess at School level after transfers to vacancies (clause 5-3.15)

- List of teachers requesting voluntary transfers as per clause 5-21.1 (regular teachers only)

June 1 • List of transfers effected • List of Teachers non-reengaged or placed on availability (clause 5-3.23)

- List of Teachers remaining in excess after application of clause 5-3.14 and article 5-3.15.

June 15 • At least three days prior to the end of the teachers work year, the teachers in a school shall be informed of their subject(s) (secondary level), level(s) or speciality(ies) (pre-school and primary level(s)).

July 1 • Recalls lists established for Adult Education and Vocational Training

President's Prose



Food for Thought

In a world where you can be anything, be kind

Cheers,
Megan



*The welcome
colours of spring*

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

New Teacher Trivia Contest

We have a winner! **Melanie Frechette** correctly answered the questions and has won a 25\$ Dollarama gift card!

Here were the questions:

1. How many "cheat sheets" are there?
2. Who is on the Teacher Advisory Committee?
3. What does CARRA do?
4. On what pages of the booklet will you find teaching resources on the topic of Human Rights?
5. What is the Professional Partnership Program?

And here are the answers:

1. There are 30 cheat sheets
2. This year's TAC members are: Megan Seline (president), Shanna Loach (Adult Ed.), April Blampied (Secondary), Chantal Turgeon (Elementary), Aaron Corey (Elementary), Gail Klinck (Union Officer), Marty Roberts
3. According to the website link CARRA and the Régie des rentes du Québec (RRQ) have been operating as one agency under the name of Retraite Québec. The new agency continues to offer all of the services previously provided by the CARRA and the RRQ. This new agency assumes the responsibility of administering the Québec Pension Plan, the Family allowance, public-sector pension plans as well as supplemental pension plans. It ensures the continuation, development and conformity of supplemental pension plans and voluntary retirement savings plans.
4. Human Rights lesson plans can be found on pages 7 and 8
5. The Professional Partnership Program is an initiative that allows teachers to get assistance from other teachers through collaboration and mentorship which can take the shape in a variety of ways such as team teaching, share experiences, or develop skills further.

Congrats, Melanie!

Contact Us

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Have you got a burning question you'd like to ask the School Board? Megan attends every meeting. Drop her an email and let her know you'll be coming along!

June 25

A Closer Look at the QPAT Survey on Violence in the Workplace (Nancy Champagne)

Stats from the CNESST in 2014 rank the teaching profession as the **second most affected** by violence in the workplace

What we hear a lot:

- Violence is an inherent risk of the profession
- Teachers are trained to deal with different types of violence
- It's due to inexperience or poor teaching methods
- It's important to meet the expectations of our "clients" and to protect the reputation of the school
- The teacher is responsible for the student's success
- New information and communication technologies all for freedom of expression (to vent)

The three components of violence

- Physical: pushing shoving spitting, throwing objects, biting, etc.
- Psychological: appropriate comments, threats, repetitive attacks on professional competence, etc.
- Cyber-bullying: direct form of bullying (e.g. threats) or indirect form (e.g. rumours)

Sources of violence according to respondents

- Students - 47% (psychological 80%, physical 64%, and cyberbullying 15%)
- Parents - 33% (psychological 90%, cyberbullying 52%, and physical 9%)
- Colleagues - 27% (psychological 94%, cyberbullying 27%, and physical 6%)
- Administration - 20% (psychological 96%, cyberbullying 22%, and physical 9%)

According to the survey, **one out of two teachers** is unaware of the formal procedure for reporting violent incidents.

More than 70% of teachers do not always file a report because:

- They think they can manage the situation (55.69%)
- They worry about professional consequences (54.77%)
- They do not believe the incident warrants a report (44.31%)
- They are unaware of the reporting procedures (34.15%)
- They consider the procedure useless (follow-up and sanction)

Continued on page 4

Continued from page 3

In February 2019, QPAT met with representatives of the employer (Ministry of Education, CPNCA and AAESQ) to present the results of the survey.

In the fall, QPAT will establish a standing provincial Health and Safety Committee with the following objectives:

1. To encourage teachers to report incidents of violence
2. To raised awareness about the fact that violence is not trivial, nor part of the teaching job.
3. To underline that the issue of violence is the responsibility of all stakeholders, especially the employer, and that everyone should be part of the solution
4. To follow up on incidents of violence in a more appropriate and serious manner.
5. To value the teaching profession at its true worth at all levels, from the Ministry to the school board to the school.

The committee will work on a publicity campaign to ensure that teachers are informed of their rights and obligations around violent incidents in the workplace and to give them tools to deal with the issue of violence.

*** **On the ATA website**, you will find a **school safety pamphlet** concerning incidents of violence by students, parents and school personnel, as well as an incident report. Use the following link:

<http://ataunion.org/wp-content/uploads/2014/05/School-Safety-Pamphlet.pdf>

Negotiations Update

Another round of consultations is finishing up, and there will be a last consultation in the fall of 2019 in order to further narrow our contract demands. Thank you to all of you who participated in the consultations! During the past two rounds of negotiations, YOU have been the driving force for our demands – and for very good reason. How can you be expected to fight for something you didn't ask for or don't believe in?

That's why these consultations are important; teachers, not negotiators, are deciding what the most important issues are and what they are willing to fight for.

In the fall, we'll get a look at the global action plan. The union's demands need to be filed by the end of October 2019, so it will be a busy season. The employer must respond by the end of December, and then we'll know exactly what's at stake!

Salaries Employment Health Limits Work-rite Salary
 Grievance Protection Law Regulate Contract
COLLECTIVE BARGAINING
 Process Negotiation
 Agreement Productive
 Working Hours Terms Rules
 Employer Union Wages Group
 Overtime Safety Establish Cost

ATA Website News

In the fall, look for some changes to the ATA website. First, the New Teachers tab will be expanded to pull together all the information a new teacher needs. The second will be a Wellness tab, and it will be starting off with a listing of free newsletters on health, fitness and general wellness, and growing into other areas as time goes on. It's not quite ready to put on the website, but here's a small sample of what you'll find:

Free Medical Newsletters



HARVARD
MEDICAL SCHOOL

Newsletters focusing on a variety of health topics including Fitness, Diabetes, Nutrition, Sleep and more. You choose your areas of interest. You can also buy or subscribe to other publications. https://www.health.harvard.edu/healthbeat/co_reg



JOHNS HOPKINS
MEDICINE

Offers the latest health information, new biomedical research discoveries, gives you healthy recipes and more. https://www.hopkinsmedicine.org/news/e-newsletters/your_health/signup_yourhealth.html



Choose the newsletter content you prefer.

<https://www.medicalnewstoday.com/newsletter>

Free Fitness Newsletters



Information on aging, brain health, physical performance, nutrition and well-being. You can also subscribe to podcasts. <https://www.foundmyfitness.com/>

Continued on page 6

Continued from page 5



Tim Di Francesco is the former head coach of strength and conditioning for the LA Lakers. This site is for dedicated fitness buffs – nutrition, training, and recovery... Complete with a blog and youtube videos.

<http://www.tdathletesedge.com/>



DrMirkin.com

Dr. Gabe Mirkin on Fitness, Health and Nutrition Fitness, Health and Nutrition

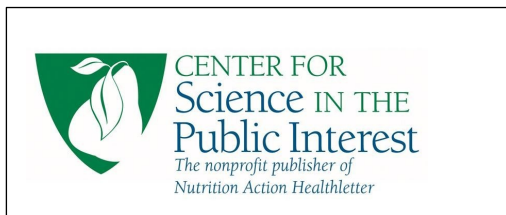
<https://www.drmirkin.com/>



The Science of Running - EVERYTHING about running!

<https://www.scienceofrunning.com/?v=3e8d115eb4b3>

Free Nutrition Newsletters



The first paragraph of the website says it all: honest, unbiased, science-based advice on nutrition and health, AND it's the world's largest-circulation nutrition newsletter

<https://cspinet.org/nutrition-action-healthletter>



Nutrition, self-care, wellness.... It's a complete package!

<https://www.berkeleywellness.com/>

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 |
| • MELS | 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 |