

Local Agreement and the New Workload

Training on the New Workload

April 12, 2022

François Breault



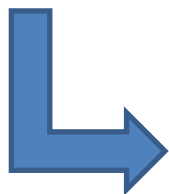
Adaptation of FSE document

Local agreement and the new workload

The 2020-2023 collective agreement includes significant changes that will definitely impact your local agreement. To help you during the transition, we will present some elements from your local agreements that are directly affected by the new workload.

Local agreement and the new workload

Application of the new workload



**from the beginning of the 2022-2023
school year**

It would be useful to immediately identify arrangements that can be agreed upon quickly in your local agreements or that need to be taken into account, since they are already there.

Local agreement and the new workload

- **Clause 8-5.01 b)**

- New clause on collective consultation
- Requires the school administration to consult the school-level participating body of teachers on the various professional activities other than developmental and cognitive learning activities or the presentation of courses and lessons and the time prescribed in which to perform them.
- Must comply with the provisions of local agreements; the time must be converted on an annual basis (see footnote to clause 8-5.01 b))

Local agreement and the new workload

- **Clause 8-12.00**
 - Local matter = Provincial agreement is silent on local matters
 - Rules governing the distribution of duties and responsibilities among the teachers of a school

Local agreement and the new workload

- **Coordination between 8-5.01 b) and 8.12.00**
 - Clause 8-5.01 b), paragraph 2 begins with "in the context of the annual distribution of duties and responsibilities" and explicitly provides in a footnote "in accordance with the provisions of the local agreements"
 - In all cases, the employer shall respect the parameters in clause 8-12.00 duly negotiated in your local agreement during the consultation carried out under clause 8-5.01 b)
- **What about Chapter 4-0.00?**
 - The employer must also respect the parameters duly negotiated in Chapter 4-0.00 during the consultation carried out under clause 8-5.01 b)

Local agreement and the new workload

- **Coordination between 8-5.01 b) and 8.12.00** (continued)

What's the point?

- Negotiation of a local provision has the advantage of ensuring uniformity of application to all settings, as well as being the result of a negotiation by the union itself
- In comparison, clause 8-5.01 b) provides for consultation at the school level, which is different from negotiation

Local agreement and the new workload

- **Clause 8-5.01 a)**
 - Local arrangement on the work year
 - Negligible impact on the new workload
- **Clause 8-5.02**
 - Local matter = Provincial agreement is silent on local matters
 - Distribution in the calendar of the workdays within the work year, excluding the determination of the number of workdays and period covered by the work year
 - Negligible impact on the new workload

Local agreement and the new workload

- **Clause 8-6.02 d)**

- Local arrangement on weekly span
- Possibility of a local arrangement already in place (former clause 8-6.02 e))
- In the new workload, weekly span plays a more significant role

Local agreement and the new workload

- **Clause 8-6.05**

- Local matter = Provincial agreement is silent on local matters
- Distribution of work hours
- The annualization of the workload allows for some additions to this local matter, including:
 - A pre-determined number of hours for participation on certain committees
 - A duration for the pedagogical days or a number of ped. days
 - A formula or duration for travel time between two buildings for itinerant elementary teachers to be included in the 1,080 hours (see clause 8-6.03)

Local agreement and the new workload

- **Clause 8-6.05** (continued)
 - Have a central approach in the application of the new workload
 - What's the point?
 - Allows for more consistency between different schools and centres
 - Provides some guidance to schools during the transition
 - Arrangements already in place?
 - Provides for conversion on an annual basis where applicable
 - Evaluate the relevance of making adjustments, additions or withdrawals

Local agreement and the new workload

- **Clause 8-7.03 a)**
 - Local arrangement on the average time
 - Negligible impact on the new workload
- **Clause 8-7.06**
 - Local arrangement on the minimum workload devoted to the presentation of courses and lessons and student activities in the students' schedule (50%)
 - Negligible impact on the new workload

Local agreement and the new workload

- **Clause 8-7.07**
 - Local matter = Provincial agreement is silent on local matters
 - Supervision of arrival and movement of students not included in the workload
 - Evaluate the need to make adjustments
- **Clause 8-8.03**
 - Local arrangement on the timing of the meal period (secondary)
 - Evaluate the need to make adjustments

Local agreement and the new workload

- **Clause 8-8.04**

- Local matter = Provincial agreement is silent on local matters
- Group meetings and meetings with parents
- Evaluate the need to make adjustments

- **Clause 8-14.01**

- Local arrangement for the creation of a problem-solving mechanism for workload-related difficulties
- Important new provision to be agreed upon in the local agreement
- An annotated version was sent by email.

Local agreement and the new workload

- **In addition**

- What about a trial period?

It is possible for some of the arrangements related to the new workload to apply for a single school year (2022-2023) to allow for analysis and adjustment, if necessary

Any questions?