

December 2025

In This Issue

- Message from President
- Nomination Committee/Elections
- Delegates
- Local Negotiations
- Global Day 2026
- iA Health Insurance
- Working Hours
- Job Statuses
- Security Background Check
- CNESST Workplace Accidents/Incidents
- PIC Application process
- CPR/First Aid
- Retirement
- Contact Us

Impo

rtant Links

CPNCA:

<http://cpn.gouv.qc.ca/en/cpnca/home/>

iA Financial Group (iA)
Policy number 28812

Submit your claims online at
ia.ca, with iA Mobile or with a
paper form

CARRA (RREGOP)

<http://www.carra.gouv.qc.ca/ang/index.htm>

Commission des normes du travail

<http://www.cnt.gouv.qc.ca/en/home/index.html>

Message from the President

The IAWQ Executive team would like to wish each member and their families a safe, happy and healthy holiday and the very best of the New Year! We look forward to a productive 2026 for the IAWQ and our members.

Members will receive a small gift from the union, and we would like to remind our members that when using the gift card, you may have to remind the cashier that they must associate the amount of the card (\$25) and not the entire invoice.

Happy Holidays!

Nomination Committee/Elections

Following the nomination committee's call for IAWQ executive nominations in October, the **2026–2029 Union Executive positions** were awarded by acclamation.

President: Lyn Fitzsimmons

First Vice President: Frank Frost

Second Vice President: Kimberley Robertson

Treasurer: Jennifer Fornelli

Secretary: Joanne Laviolette

Thank you to all who participated in the nomination process and continue to support the work of the IAWQ!

Delegates

The IAWQ relies heavily on our Delegates in each school/center to ensure our members are supported and informed. In some cases, it will be necessary to appoint a new delegate in particular schools. Please inform the IAWQ if you are interested in filling a vacant delegate position at your school/centre. For more information about being a delegate please email krobertson@iawq-aiwq.com The name of each delegate(s) is outlined in the left margin of the newsletter and vacancies identified. (**Maniwaki Woodland & Symmes/D'Arcy**)

Local Negotiations

We are pleased to announce that the Local Negotiations have **almost** been concluded. We anticipate ratifying the Local Arrangement and the Letters of Agreement early in the new year via Zoom. An invite will be sent once the negotiations have been finalized.

Global Day 2026

The IAWQ Executive Team is in the process of planning **Global Day 2026!**

On October 16, 2026, **ALL** support staff employees will be released for an in-person Global Day of professional development. (*All Daycares will be closed on Global Day*) More information to follow!

IAWQ School Delegates

Buckingham

Tracy Charles

Chelsea

Stephanie Austin

Dr. S.E. McDowell

Leona Lalonde

Dr. W. Keon

Amanda Ranger

Eardley

Kim Teske

G. Theberge

Cathy Girard

Golden Valley

Martine St. Pierre

Greater Gatineau

Jennifer Plaxton

Hadley/PWHS

Jacinthe Larose

Hull Adult Ed.

Cynthia B. Belair

Lord Aylmer

Charlene Morrison/

Alicia Du Perron

Maniwaki/Maniwaki AE

***Vacant

Namur

Melanie Dardel

iA Health Insurance

As outlined at the AGM on October 6-7, iA Health Care rates will increase by 9% beginning **January 1, 2026**. This 9% increase is due to the average Health inflation costs. Our members' Health contributions have not increased for several years and the shortfall in premiums has been funded by the supplemental fund that we negotiated provincially. We will continue to use the funds available to us under the supplemental fund. This 9% increase is in line with average Health inflation rate. Rate chart attached in email.

The Dental Care rates, which are entirely paid by the employee and are chosen on a voluntary basis, will increase by 6,8% effective **January 1, 2026**, based on the most recent claim experience and annual trend factors.

As member contributions will be insufficient to cover the plan's expected cost in 2026, this will serve to deplete the supplemental fund by the end 2026. IAWQ is actively looking at this situation and will ensure that health care premiums and the supplemental fund are discussed at the next provincial negotiations.

At this renewal, you must maintain your current coverage (unless you experience a life event) and your next opportunity to make changes to your plan will be on **Jan. 1st, 2027**.

Working Hours

The collective 8-2.02 clearly outlines that the work week of all categories, with exception to labour support (38,75hrs), is 35 hours per week. The board will (in exceptional circumstances) exceed the work week and allocate additional hours. These hours exceeding 35hrs, will be paid as overtime hours at a rate of time + half.

Job Statuses (as of July 1, 2024)

As a reminder of the job statuses since July 1, 2024, and the benefits:

Regular leading to Tenure 20-35hrs + Benefits in kind (Sick days + Vacation)

Regular not leading to Tenure <20hrs + Monetary Benefits as per Years of service* (*no sick days or vacation days and no health insurance*)

Temporary - Predetermined >6months >20hrs + Benefits in kind (Sick days + Vacation)

Other <20 hrs. + Monetary Benefits as per Years of service* (*no sick days or vacation days and no health insurance*)

* <17 years 8,77%
17-18 years 9,25%
19-20 years 9,73%
21-22 years 10,22%
23-24 years 10,71%
25 years + 11,21%

The notion of pro-rating seniority for part-time positions no longer exists. Seniority for Regular(leading to tenure & not leading to tenure) employees is accumulated on the basis of active service and will be reflected on the Seniority list.

With the new statuses that were negotiated in the 2023-2028 Collective Agreement employees **with less than 20 hrs.** will no longer be eligible for group insurance (life/medication).

Subsequently, all employees will be entitled to monetary compensation of *8,77% and 12.13%.

IAWQ School Delegates

Noranda

Kristal Desgagne Laperriere

Onslow

Caryl McCann

PETES

Jennifer Fornelli

Poltimore

Melinda Dupuis

Pontiac High School

Debbie Stafford

Queen Elizabeth

Lisa Savard

St. John's

Joanne Laviolette

St. Michael's

Lynn Visentin

South Hull

Norma Splane

Symmes/D'Arcy

***Vacant

Wakefield

Shirley Lefebvre

WQCC

Alix Dekorte

WQSB

Kim Robertson/Lyn Fitzsimmons

Security Background Check

The school board is in the process of updating their employee files and you may be asked to complete a form allowing for a security background check. There should be NO cost for the employee. If you are subject to costs, please submit your invoice to Wendy Wesley wwesley@wqsb.qc.ca for reimbursement.

CNESST Workplace Accidents/Incidents

With a significant rise in the number of work accidents and/or incidents of violence resulting in an injury, the IAWQ would like to provide important information regarding the process and provide assistance to support staff members that have endured a work accident and/or **incident of violence**.

It is important that when a support staff member suffers a work accident and/or incident of violence resulting in an injury (no matter how minor the accident may be) that they ensure that they perform the following:

- Complete the Accident or Incident Report at the school/centre (as soon as possible following the accident/incident)
- See a doctor if nature of injury warrants a doctor visit (as soon as possible following the accident/incident)
- Advise the doctor that it was a work-related accident/incident and obtain completed CNESST form
- Complete the CNESST worker's claim at the following address: <https://www.cnesst.gouv.qc.ca/en/forms-and-publications/workers-claim> (Download file on right side of the page)
- Advise the union of any visit to a doctor or worker's claims that have been submitted by contacting Lyn at lfitzsimmons@iawq-aiwq.com as soon as possible following an injury or a disease or a recurrence, relapse or aggravation
- Provide a copy of all CNESST documentation you receive to the union (Lyn, lfitzsimmons@iawq-aiwq.com)
-

Please note that workplace stress and some psychological diagnoses can constitute a work-related accident.

For more information regarding the process for work accident and or incident of violence resulting in an injury, or for a copy of the WQSB Accident/Incident report, please visit <https://iawq-aiwq.com/work-accidents/>

We will follow up with all member notifications of visits to the doctor or worker's claims that are signaled by email. If you have any questions, concerns or require clarification about a work accident and or incident of violence resulting in an injury, please do not hesitate to contact Lyn directly.

<https://www.cnesst.gouv.qc.ca/en>

PIC application process

The PIC Committee are pleased to launch an electronic version of the PIC Application and Expense claim forms. The forms are easily accessible on mobile devices and no longer need to be printed or hand signed.

Simply follow the links to the forms, log in with your WQSB account, and fill in all required fields. Full instructions and forms found at <https://iawq-aiwq.com/pic/#forms> Please note that only the new process for applications will be accepted.

CPR/First Aid

The Board is updating their records to determine which support staff (specifically those whose job classification requires CPR certification) currently hold a valid certification and who may require renewal.

This information will help plan training sessions throughout the 2026 year and schedule them in alignment with upcoming expiry dates. The goal is to ensure all required staff maintain up-to-date certification.

Please take the time to complete the CPR Survey that you received the link by email. If your certification is no longer valid or about to lapse, please look for upcoming opportunities. PIC funds are not available for First Aid training considering it is the Board's responsibility to offer refresher courses as per 5-7.07. Reminder that First Aid certification is a requirement of positions of Attendant to Handicappé, Daycare Educators and Technicians and Classroom Assistant, Social Work Technicians, Special Education Technicians and School Secretary and employees who do not hold a valid certification may be deemed unqualified for their positions.

Retirement

Mike Cousineau – After 35 years of service with Western Quebec, Mike received a very warm and heartfelt send off from his colleagues at Hadley/Philemon with a plaque of recognition and a video montage of messages and images from students and staff during his career.

Anne Spears – Wishing Anne all the best in her retirement! Anne has dedicated over 32 years to WQSB and will be deeply missed by the students and staff at Symmes/D'Arcy! Congratulations!

Yves Manseau – As of January 7, 2026, Yves will embark on his retirement life to spend more time at the cottage! Yves has been with WQSB for over 34 years working in Maintenance and ensuring the safety of our buildings. Wishing you all the best in your retirement!

Heather Beresford - We would like to wish Heather all the best in her retirement! Heather dedicated 25 years of her career to Western Quebec and will be deeply missed by the staff and students at Lord Aylmer!

May your retirement be the best years of your life!

Contact Us

The IAWQ Executive Team remains committed to our members. If you have any questions, comments, or input, please do not hesitate to contact the IAWQ at info@iawq-aiwq.com or any Executive member directly at:

President: Lyn Fitzsimmons
lfitzsimmons@iawq-aiwq.com

Vice President: Frank Frost
ffrost@iawq-aiwq.com

Vice President: Kimberley Robertson
krobertson@iawq-aiwq.com

Treasurer: Jennifer Fornelli
jfornelli@iawq-aiwq.com

Secretary: Joanne Laviolette
jlaviolette@iawq-aiwq.com

