



MTA Newsletter

Summer 2025 Edition

President's Message

Since the Provincial Agreement was signed in June 2024, I was expecting a quieter year compared to last — but it's been just as busy, if not more so! MTA has spent countless hours educating the EMSB and closely monitoring the implementation of the 2023-2028 agreement. For many members, it was a hectic start as we scrambled to adapt to new provisions — particularly those affecting the location and content of professional days, and the expanded possibilities for telework for some parts of teachers' workloads.

Our Local Negotiations team has also been hard at work all year, meeting regularly with the EMSB throughout the year. We've made solid progress on most issues, though as I write this, the matter of special leave remains unresolved. Once negotiations are complete, all MTA members will be invited to a Special General Meeting where we will present the details, answer your questions, and initiate voting on the proposed local agreement via a secure third-party platform.

Meanwhile, several new legislative developments have added more complexity to our work. The CAQ government has introduced four major Bills that will have an impact on our work — please check out the details later in this newsletter.

A heartfelt thanks to everyone who stepped up as an MTA Rep or committee volunteer this year — your time and commitment make a real difference.

And to all teachers: your unwavering dedication to your students' success does not go unnoticed. I wish you a restful, well-deserved summer break.

— Lori

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Recall Meetings (Youth Sector)

Recall meetings for teachers on the Priority of Employment (aka Recall) List for the Youth Sector will be held via Teams on June 25 and 26. All available positions in high school and elementary will be offered at the same time to all recall teachers during these meetings. The August meeting will be held in late August – the exact date will be confirmed by the EMSB before the end of June. More information concerning both recall meetings will be sent to concerned teachers by the EMSB. Questions can be directed to [Nadia](#).

Online Staffing (Adult Education)

The online staffing sessions for Adult Education will be held using the AEVS online system on the following dates: August 14 for positions in Special Education (SIS/SVIS), and August 22 and 25 for positions in all other subjects. More information will be sent to concerned teachers by the EMSB. Questions concerning Adult Education recall lists and staffing can be directed to [Domenico](#).

2025-2026 Calendars



Teachers in all sectors will return to work on Tuesday, August 26. You can consult the Board calendars [here](#).

MTA Committees 2025-2026



In September, the MTA will be asking for volunteers to serve on various internal MTA Committees, as well as several MTA-EMSB Parity Committees. If you are interested in volunteering to serve on any of these committees, please check your emails in September for more details.

Internal MTA committees include: Finance & Budget, Nominations, Adult Education, and Vocational Training.

MTA-EMSB parity committees include: Educational Policies (EPC), the EPC sub-committees for Adult Education and Vocational Training, Professional Improvement (PIC) and Special Education (SEC).

Value-Added Credits

Value-added credits for eligible extra-curricular activities were paid to teachers on May 29. Each credit is worth \$13.13 this year. Credits are allocated according to the criteria in Appendix XXVI in the [Provincial Collective Agreement](#). You can find more details about eligible activities [here](#). Please contact [Lori](#) if there are any issues.

Summer Pay 2025 – Pay Gap

IMPORTANT

Due to the structure of the 2024-2025 and 2025-2026 calendars, the pay gap phenomenon that reoccurs every 11-12 years will affect certain teachers in the summer of 2025. Please note that this issue will only affect full-time teachers who receive a 10-month adjustment throughout the summer (the summer pays). Teachers who are on part-time or replacement contracts will receive the usual lump sum payment at the end of their contract. Hourly-rate teachers and casual supply teachers (substitutes) are also not affected. There is a small number of EMSB vocational training teachers who had a pay gap situation in the summer of 2023 who will also not be affected at this time.

The summer pay schedule for 2025 will be the following for affected teachers:

- Last full pay of 2024-2025: June 12, 2025 (100% of salary).
- Adjustment of summer pay: The total amount of the four summer pay periods will be spread across five pay periods, each at 80% of your usual salary.

★ Summer pay dates: June 26, July 10, July 24, August 7, and August 21 (80% of salary).

- First pay of 2025-2026: September 4, 2025 (100% of salary).

Please consult [this memo](#) that explains all the information in more detail.

Payment of Occasional Substitutes (Youth Sector)

Under previous provincial collective agreements, subs used to be paid according to blocks of time they are at the school, whether they were assigned work for all those minutes or not. The current collective agreement now provides for subs to be paid (by the hour/minute) for the time they are assigned by administration to be with students (teaching, homeroom, supervision).

The current provincial collective agreement also stipulates that the hourly rate for occasional substitutes includes payment for all tasks associated with the job, such as: supervision of arrival and dismissal and movement of teacher being replaced, where applicable, preparation and correction related to substitution period, opening of premises, waiting time, including break or recess time for students, between two workload duties assigned by the administration and for which no other assignment is planned, etc. ([clause 6-6.03](#)).

Recent Legislation



The CAQ government has recently passed (or will pass) several new pieces of legislation that will have an impact on our work as teachers and serious implications on how unions work.

- **Bill 94** (An Act to Reinforce Secularism in the Education Network) was prompted by the Bedford School scandal. It mandates that all teachers submit annual instructional planning to principals, who must now evaluate every teacher annually.
- **Bill 47** (An Act to Reinforce Student Protection) imposes a restrictive Code of Ethics that could limit teachers' ability to speak out — all without union consultation. This law also requires employers in the education network to report to any potential future employers any actions by employees that are judged to pose a serious risk to the physical and/or psychological safety of students. The Centrale des syndicats du Québec (CSQ,) on behalf of QPAT and MTA, has filed a Labour Tribunal complaint. Hearings are set to begin in September 2025.

- **Bill 89** (An Act to Give Greater Consideration to the Public During Strikes or Lockouts) was passed on May 29, and further restricts our already limited right to strike, which remains one of our few tools for mobilization.
- **Bill 100** (An Act respecting the negotiation and determination of conditions of employment requiring national coordination in particular in the public and parapublic sector) will soon be passed by the National Assembly (likely before their summer pause), and will likely eliminate local negotiations, placing all the elements negotiated locally back at the provincial sectoral table. This will surely have the effect of making our next round of provincial negotiations much slower and laborious, with many more issues to be dealt with at that table. In collaboration with our partners at the FSE, QPAT has submitted a brief to the National Assembly, but we are not hopeful that our feedback will be taken into consideration in the final language of this Bill.

As MTA is still working on gaining a deeper understanding of all the implications of these bills, we will send pertinent information to members when it is possible to do so.

Teacher-Led Professional Days 2025-2026

[Clause 8-5.03](#) of the Provincial Collective Agreement stipulates that teachers in all sectors (youth, adult education and vocational training) get more control over more of their professional days. 25% of the total number of professional days each year can be done at a location of each teacher's choosing, and 20% of that number of days are content of each teacher's choosing. Clause 8-5.03 also allows the Board to determine the dates of these professional days.

For the youth sector, the dates of the professional days with teacher-determined location and content are: August 27, August 28, November 7 (QPAT Convention), and one day between June 25 and June 30, 2025. The date of the professional day with a teacher-determined location but with principal-directed content is: **EITHER** the (ESD) School Success Plan Day (scheduled by each school no later than the end of November 2025) **OR** 1 of the 6 school-based professional days.

For Adult Education, November 7 (QPAT Convention) and May 15 are both days with teacher-determined location **and** content.

For Vocational Training, November 7 (QPAT Convention), May 15 and one centre-based professional day are all days with teacher-determined location **and** content.

MTA Summer Break



The MTA office will be closed from July 7 to August 18 inclusively. For any emergencies during this period, please send an email to [Lori](#).

Contact Us



The MTA Office is open from 8:30 – 4:30 Monday to Thursday, and 8:30 – 4:00 Friday.

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