



# ASSOCIATION OF ADMINISTRATORS OF ENGLISH SCHOOLS OF QUEBEC

2024-2025  
Volume 12

FROM THE DESK OF THE EXECUTIVE DIRECTOR

- Pressure Tactics Phase 2

## PRESSURE TACTICS PHASE 2

**Effective Dates: May 5, 2025**

To increase pressure and raise awareness about our working conditions, the following coordinated actions will be implemented:

### 1. Log Work Hours (*May 5 – May 9*)

**Action:**

Keep a detailed record of all hours worked during this week, including evenings and weekends.

**Objective:**

Demonstrate the extent to which the workload exceeds a standard workweek.

**Follow-Up:**

- **Survey Submission:** Report your total hours worked by **Monday, May 12** using the following link: [Hours Worked](#)
- **Communication:** The President of AAESQ will email the total accumulated working hours by school board to the respective Directors General with a copy sent to the Minister of Education.

### 2. Adhere to Regular Work Schedule (*Beginning May 12*)

**Action:**

Except in case of an emergency, work strictly within regular hours - a schedule of 8hrs/day including lunch – Certainly, the schedule can be adjusted to reflect the realities of the school while ensuring that the total hours in the building do not exceed 40 per week. For instance, a principal may work from Monday to Friday from 8:00 a.m. to 4:00 p.m. However, if a Governing Board meeting or evening event is scheduled, the principal could modify their schedule the following morning to start at 11:00 a.m., thereby compensating for the hours worked the night before while maintaining their 40-hour workweek.

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**Objective:**

Highlight and address the unrealistic expectations placed on administrators to work beyond official hours without compensation or recognition

**3. Focus on Essential Participation and Limit Participation (*Beginning May 5*)****Action:**

Prioritizing essential responsibilities and **refrain from participating** in non-essential administrative tasks and meetings.

**Objective:** To strengthen our negotiating position by clearly demonstrating our commitment to prioritizing essential educational functions while emphasizing the unrealistic expectations placed on administrators. This highlights the need for adequate administrative support and resources that align with our primary goal of enhancing student outcomes.

**4. Measured Approach for Non-Student-Related Administrative Tasks (*Beginning May 12*)****Action:**

Complete non-student-centered and non-urgent clerical tasks at a measured pace but **intentionally delay their transmission** by requesting deadline extensions for up to 24 hours, where appropriate.

**Objective:**

Slow the flow of information to the government to signal protest through process.

**5. Maintain Silence During Meetings (*Beginning May 12*)****Action:**

Maintain silence during ministry and administrator **parity committees** and **MEQ meetings**.

**Objective:**

Convey dissatisfaction with the government's treatment of education professionals.

**Phase 1 Tactics (Ongoing):**

- Do not participate in **Collect Info, Ministry surveys, report, etc.**
- Limit communications strictly to regular **working week, Monday -Friday.**
- Use **virtual background filters** during video meetings to express solidarity.

These coordinated actions aim to spotlight the growing workload, underfunding, and structural inequities affecting our roles. **Strong collective participation is crucial** to amplifying our message.

**Please be advised that a survey will be distributed soon to gather your feedback on these new pressure tactics and to assess what next steps you are open to considering.**

Julie Carpentier  
AAESQ President  
April 30<sup>th</sup>, 2025

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