

LA PASSERELLE NÉGO

BUILD ON THE UNIQUE EXPERTISE OF
EDUCATION PROFESSIONALS



NEGOTIATION REMARKS

Well, here we are: the renewal of our collective agreement. It is finally time to improve our working conditions and consolidate our achievements. The last collective agreements have left a sour taste in our mouths. For several years, our salaries have not even kept up with the inflation rate. When austerity strikes, we get hit. As our services have paid for the last budget cuts, it is reasonable to expect that we can benefit from the return of the pendulum.

However, we have all heard the Prime Minister say that surpluses will not be for government employees and union members must be reasonable! I don't know if you were as shocked as I was, but if anyone should exercise proper judgment and be reasonable, it's the government.

Indeed, working conditions have significantly deteriorated in the past ten years. Positions have never been so hard to fill. Most areas struggle to attract and retain staff. The problem is particularly felt in the regions, but it is also experienced in urban areas. The school environment must be more appealing; it needs to be electrified.

We must improve the working conditions of professional staff. This must include salary, professional autonomy, improved working conditions, more say within institutions, recognition of seniority and more education professionals.

Many are wondering about our salary demands, especially since the public announcements of different groups. Some of our requests are aimed in particular at finding solutions to the problems of attraction and retention, to obtain fair remuneration and to have our education recognized. With your union representatives, we will work to clarify the exact form that these requests will take, this is a major concern.

In light of this challenge, only our determination and involvement can get us to the right place. We will need each and every one of you.

Let's be supportive!

Jacques Landry,
Président FPPE (CSQ)

The Federations' Negotiation team deposited its demands for the renewal of the Collective Agreement 2015-2020 on October 17, for French Agreement (P1) and on October 18th, for the English Agreement (P2).

The demands are a result of major consultations held in the spring of 2019 with members and affiliated unions. We are therefore confident that the content of the union deposits reflects the concerns of professionals. Our demands are grouped into four themes:

- ◆ Valuing expertise
- ◆ Ensure the future and continuity of professional services
- ◆ Better conditions for exercise of the function – practice of our professions
- ◆ Improve working conditions

See the table page 2

For those who are not in their first round of negotiations, you will find that the union deposit is much larger than in previous rounds. Indeed, the current economic and political context is very different and the government can no longer say that public services are facing austerity.

THEME 1: VALUING EXPERTISE

Demands	FR	AN	CR	KA
Contribution to a professional order : ensure that the employer pay the contribution to a professional order when required for the practice of the profession (as well as the annual fee to remain on the registry of acquired rights, if applicable).	X	X	X	X
Professional development : increase the amount allocated; reflect on any other issues related to PD.	X	X	X (A)*	X
Anglophone Agreement : ensure a distinction is made between functional professional development and organizational professional development; including budget allocation.		X		
Recognition of experience : correcting inequities related to the recognition of experience (recognition of self-employment and internships, corrections following the new salary structure).	X	X	X	X
Recognition of Masters and Doctoral degrees : provide additional salary steps or additional pay at step 18.	X	X	X	X
Determination of fair remuneration : ensure a remuneration equal to the contribution of professionals to the education sector.	X	X	X	X
Classification plan : taking into account current realities in the education sector, add new job classes to the Classification Plan for Professionals.	X	X	X	X
Job Evaluation Clause : create a process, including a provincial parity decision-making committee, dealing with yet untreated employment issues in the process of pay equity or pay relativity.	X	X	X	X
School and Centre Policy Participation Committee : establish a professional advisory committee in each school and centre.	X	X		
Attendance on the governing board : allow professionals who are members of a governing board and or other similar committees to obtain recognition of their time served on these committees.	X	X		
Measure to improve the remuneration of Education Consultants : provide for an increase in compensation for Consultants.	X	X	X	X

* (A) Applicable with modifications.

THEME 2: ENSURING THE FUTURE AND CONTINUITY OF PROFESSIONAL SERVICES

Demands	FR	AN	CR	KA
Contracting-out of services clause: modify the collective agreement to prevent tasks from being carried out by a person (or organization) who is not a member of the accreditation unit.	X	X	X	X
Attraction and Retention Committee: request the establishment of a Provincial Attraction and Retention parity Committee (FPPE) and provide for consultation on this issue at the local level.	X	X	X (A)*	X (A)*
Definition of "specific project": integrate a definition of "specific project" and require update mechanisms.	X	X	X	X
Substitute and supernumerary status: request that replacement and supernumeraries under 6 months have the same rights as other professionals	X	X	X	X
Tenure for regular part-time staff: remove the requirement to hold a full-time position to be eligible for tenure for all regular professional staff.	X	X	X	X
Replacement of absences: provide mechanisms to ensure the replacement of professionals, primarily for long term absences.	X	X	X	X
Professional services thresholds: require the establishment of thresholds for professional services that would be calculated based on certain relevant indicators, reflecting the needs of the community.	X	X	X	X
Reduction of personnel: remove the reason for "change in services to be rendered" to justify the abolition of a position.	X	X	X	X
Coordination of trainees: provide recognition for professionals who wish to mentor trainees.	X	X	X	X
Workplace integration program: oblige the employer to offer a mentoring program; provide recognition for volunteer mentors.	X	X	X	X

* (A) Applicable with modifications.

THEME 3: BETTER CONDITIONS FOR EXERCISING THE FUNCTION

DEMANDS	FR	AN	CR	KA
Travel reimbursement: to advocate for a provincial standard for the mandatory reimbursement of travel expenses, under which the employer would have to comply	X	X		
Tools required for the practice of the profession: provide an adequate office; budget for the purchase of equipment and materials; a specific budget for digital materials.	X	X	X	X
Assignment: require reassignment by seniority to a vacant position or to a new position when a permanent professional is applying for it.	X	X	X	
Professional autonomy: demand that the intervention methods, chosen by professionals be respected.	X	X	X	X
Flexible work schedule: provide for the possibility for professionals to establish a flexible time frame for the workday to start and end, telecommuting, a week of vacation during the year.	X	X	X	X
Leave for personal business: demand a bank that is not deducted from the sick day bank.	X	X	X	X
Leave for paid family or parental responsibilities: make changes to these leaves allowing in particular to draw from a separate bank for the first 2 days.	X	X	X	X
Leave of absence without salary: provide for the right to obtain a part-time or full-time leave without pay for a period of one year, after five years of continuous service.	X	X	X	X
Phased retirement: provide a right to the progressive retirement contract; provide that the progressive retirement contract may be for a period of 7 years.	X	X	X	X
Vacation: make the fifth week of vacation more accessible; provide leave during March break.	X	X	X	X
Anglophone Agreement: Sick Days: request the transfer of unused sick days into vacation at year end.		X		
Paid legal holidays: provide a minimum of 17 non-working days with pay, subject to maintaining the current number of days when it is higher.	X	X		

THEME 4: IMPROVE WORKING CONDITIONS

Demands	FR	AN	CR	KA
Define the notion of immediate superior: ensure that professionals have a single immediate superior.	X	X	X	X
Amnesty Clause: ensure that any notice of suspension is removed from the professionals file, if it has not been followed by a similar offense within a 12 month period.	X	X	X	X
Salary step: increase the time limit to contest the allocation of the salary step from the date of receipt of the contract by the union.	X	X	X	
Grievances and Arbitration: ensure for various provisions regarding the permanence of grievance arbitrators, expedited adjudication, fixation of dates for arbitration, mediation, and the "who loses, pays" clause.	X	X	X	X (A)*
Definition of "sectors of activities": eliminate any reference to the notion of "sectors of activities " in the agreement.	X	X		
Leave for union activities: increase the number of days for union leaves at partial reimbursement by the union; the number of days of release for the FPPE and CSQ Congresses; revise some other provisions already present in the Francophone Agreement.		X		

* (A) Applicable with modifications.

DEMANDS OF NORTHERN QUEBEC CREE & KATIVIK

Demands	FR	AN	CR	KA
Special leaves for reasons of death: review the number of days granted in the event of the death of a loved one who lives far from the place of work; allow more flexibility in the use of these days.			X	X
Housing: provide for various measures to ensure that professionals have access to adequate housing at all times, such as inspection and compensation mechanisms in the event of poor housing conditions.			X	X
Travel: Allow a minimum period of time to notify professionals who must travel outside their locality of assignment.			X	X
Travel Expenses: provide for a maximum time frame in which to reimburse travel expenses			X	
Outings: increase the number of outings to make them consistent with other sectors and integrate the mechanisms for granting outings into the collective agreement.			X	X
Disability and salary insurance: provide for deadlines and formal mechanisms to end a disability period.			X	X
Food transport: provide for the reimbursement of expenses incurred for the transport of food in all the villages of Cree territory.			X	
Employee Assistance Program: Enhance the Employee Assistance Program by providing, among other things, visits to the North.				X
Telecommuting: integrate in the collective agreement the possibility of performing a portion of work from home.			X	X
Nonworking days with pay: Add National Aboriginal Day (June 21) to nonworking days.			X	X
Recruitment and Retention Agreement: Add a premium to the Collective Agreement that promotes attraction and retention.			X	X

PERIPHERAL DEMANDS

Demands	FR	AN	CR	KA
Attraction-retention premium: ensure that premiums of attraction and retention measures that apply in the health sector also apply to education.	X	X		
Health insurance plan: request a significant increase in the employer's contribution to the health insurance.	X	X		
Protection of rights during disability: ensure that professionals advance in salary step and obtain full vacation credit during a period of disability.	X	X		
Special leaves: improve the text of the clauses dealing with leaves for reason of death in family.	X	X		
Concept of "parent" within the meaning of the Law respecting labour standards: broaden the concept of "parent" and bring it into conformity with the amended " <i>Loi sur les normes du travail</i> ".	X	X		
Maintaining benefits in the event of a change of employer: improve the text of this chapter of the agreement, 5-13.00 for the English Agreement, P2, 5-18.00 for the P1- French Agreement.	X	X		
Appendix A: review the scope and content of Appendix A of the Francophone Collective Agreement.	X			
Labour Relations Committee Subjects: incorporate into the Anglophone Agreement, the same list of subjects for consultation already provided for in the Francophone Agreement.		X		
Maintain the letters of Agreement and Appendix's negotiated in 2015: add provisions for regular indexation of these amounts.	X	X		

INTERSECTORAL DEPOSIT OF DEMANDS

On October 24, the CSQ submitted to the Conseil du trésor our request for what we call the inter-sectoral issues (salary, parental rights, retirement, regional disparities). To this day, we still can not say that the three big trade unions have united to form a Common Front. Since the beginning of our efforts to align ourselves with the CSN and the FTQ, our own requests have evolved, mainly as regards the salary aspect. Although the steps to obtain a Common Front for the present negotiations are difficult, we still have not given up and hope to reach agreement with the other two large unions.

As was the case during the last negotiation, we are demanding a three-year agreement.

SALARY DEMANDS

- **Year 1:** a fixed amount increase of \$ 2 per hour for all, requested only in the first year, to allow a larger increase at the beginning of the agreement.
- **Year 2:** an increase of 3%.
- **Year 3:** an increase of 3%.

Note : the union filing provides a mechanism to protect purchasing power if real inflation exceeds 2% a year, also providing protection for employees who have been deemed to be over-scale.

To fully understand what represents a salary increase of \$ 2 per hour, the CSQ has prepared a chart presenting the impact in percentage and dollars. This chart is available here: <http://www.fppe.ca/wp-content/uploads/2019/10/Impact-revendication-salariale-FPPE.pdf>

OTHER INTERSECTORAL DEMANDS

Finally, it should be remembered that our requests concerning the other three inter-sectoral issues are in line with the consultation of members, which was carried out this autumn. With regard to retirement and parental rights, the CSQ will only make a few technical and corrective requests with little monetary impact.

Finally, in terms of **regional disparities**, the CSQ will be making three demands for all its members. First, it will demand that the number of trips to return home made by employees working in remote areas and covered by this benefit be increased to four for all, regardless of whether they have dependants.

The second demand concerns the tax treatment that applies to certain benefits granted in the context of regional disparities. As it is, some reimbursements by the employer are considered a taxable benefit. They are therefore added to the income, which results in a tax loss for the members. The union's demand is to nullify the tax loss or to provide a lump sum to compensate it.

Finally, the last demand concerns the reimbursement of the cost of transporting food to employees working for the Cree School Board. Some towns are not covered by this allowance, and the CSQ's demand is to grant this benefit to all the employees of all the towns served by the Cree School Board.



Negotiating Team:

*From left to right: Michel Mayrand, Sophie Massé, Josianne Lavoie, Maude Lyonnais-Bourque
Back row: Jacques Landry, Jean Martineau, JoAnna Wrench*

SECTORAL DEMAND DAY IN PICTURES

On October 18, the spokespeople in collective bargaining for the **Fédération des professionnelles et professionnels de l'éducation (FPPE-CSQ)** simultaneously filed sectoral demands with the employer bargaining committees and with its partners in the school system.

The demands were revealed during a joint press conference in solidarity with the **Fédération des syndicats de l'enseignement (FSE-CSQ)**, the **Fédération du personnel de soutien scolaire (FPSS-CSQ)** and the **Quebec Provincial Association of Teachers (APEQ-QPAT)**.

DEMANDS OF THE FÉDÉRATION DES PROFESSIONNELLES ET PROFESSIONNELS DE L'ÉDUCATION (FPPE-CSQ)

With regard to education professionals, the FPPE-CSQ feels that a minimum threshold for professional services, greater recognition of expertise, better working conditions and organization of work as well as a pay that attracts and retains all the resources required to offer quality public services are essential at a time when attraction and retention issues are glaringly obvious.

"Given that all stakeholders in the school system, parents and experts agree that there is a shortage of education professionals, the government must find the political and financial courage to add resources and offer terms that will attract and keep these resources in the public sector," concluded Jacques Landry, FPPE-CSQ President.

[See Jacques Landry's speech at the joint press conference to the National Assembly here.](#)

GREAT START TO THE MOBILIZATION

The filing of sectoral demands was accompanied by mobilization actions in the city of Québec and Montréal.

Under the theme adopted for the school system's mobilization, "In Education, Things Have to Change Now," several union federation members met in Québec to show support for the spokespeople entering the CPN. [You can read Jacques Landry's speech pronounced during this action here.](#)

Finally, in Montréal, the day prior to this action, an FPPE delegation set in motion the federation's mobilization

plan adopted by the Conseil fédéral de négociation. Representatives chose to escort their bargaining spokesperson to the Montréal CPN with a touch of humour. [Click here to see the highlights of this action.](#)

