



LA PASSERELLE NÉGO

EMPLOYER DEPOSITS THAT DO NOT GO FROM WORDS TO DEEDS

On December 16 and 17 respectively, the CPNCA and CPNCF deposited their demands. At the outset, they stated that the deposits were part of a context where education is a priority for the government.

However, after the reading and the presenting of the content of these deposits, nothing is less certain.

Indeed, despite its pride in wanting to create attractive jobs for professionals, such an intention is not reflected in the solutions put forward by the Employer to try to reduce the waiting lists for student services.

Worse still, several employer demands further weaken the stability of the various services and keep professionals in greater precariousness. For example, the employer proposes to maintain the supernumerary status for an indefinite period. Or, to allow school boards to terminate replacement or supernumerary contracts at any time.

The employer wishes to obtain more leeway on the organization of services. In particular by calling into question the consultation with the union during staffing plans, but also by eliminating certain hiring priorities when allocating regular positions of 21 hours or more.

How can the employer say they want to be attractive and think they can achieve such a goal by only offering insecurity?

In addition, the employer is tackling important gains for professionals by calling into question the entire salary insurance program and occupational health and safety, by proposing to reduce the indemnities. The employer is even calling into question the very essence of union representation by wanting to amend the allocation of union

leaves and in the reimbursement thereof, when concessions have already been made by the FPPE during the last round of negotiations.

Finally, we regret the fact that the employer announced at the outset a refusal to negotiate before the end of April 2020 on a large part of the content of its requests, especially those concerning salary insurance. It refers to specific "Forums" on certain questions. We denounce the establishment by the government of these parallel structures which prevent negotiation and which we believe should be the subject of discussion at the sectoral tables.

Despite the assertion of the employer to the effect that it cares about the shortage of professionals, nothing in its deposits reflects this concern nor does it respond to union aspirations, of providing quality professional services, diversified and in sufficient numbers.

[On video, watch the reaction of Jacques Landry, president of the FPPE.](#)

[Information about the intersectoral deposits, including salary and retirement, is available here.](#)

**Josianne Lavoie,
Spokesperson for the negotiations
FPPE(CSQ)**

Cree & Kativik News

We also received the employer deposit from the CPNCSK (Kativik School Board) on December 20th. In addition to including most of the employer requests that are found in deposits from the South, we note significant requests for employer recovery specific to the realities of the North. Among these, we find the will of the School Board to take over certain accommodations allocated to professionals, withdraw the right to certain compensatory leaves granted due to travel time, increase the costs charged to professionals for their rent, and review bereavement leave.

We also find the desire to introduce an expiry period for all grievances and to widen the possibility for the Commission to recover from overpaid salary.

We will receive the employer deposit from the CPNCSC (Cree School Board) on January 24th.

Maude Lyonnais-Bourque,
Spokesperson for CREE & Kativik negotiation
FPPE(CSQ)



Operation T-Shirts on the National Assembly's Statues



Mobilization actions to mark the first meeting of sectoral negotiations near the National Assembly in Quebec on January 16, 2020.