

FOR PROFESSIONALS

THINGS HAVE  
TO CHANGE

**NOW!**

FPPE FÉDÉRATION DES PROFESSIONNELLES  
ET PROFESSIONNELS DE L'ÉDUCATION  
DU QUÉBEC (CSQ)

CSQ

## LA PASSERELLE NÉGO

# A WORD FROM THE PRESIDENT

**It has already been more than a year since we filed our demands. The goals were clear: we wanted to improve our working conditions.**

The problems of attracting and retaining professional staff are more evident than ever. For years, it has been impossible to attract and retain candidates in several employment sectors (support, educational and organizational services). To rectify this, and to ensure quality public schools that are accessible to all, it is imperative to improve working conditions. Subcontracting is certainly not the solution to the crisis in public services; it is rather a symptom of a problem.

Again this week, representatives of a major school service centre went so far as to ask the union to support its move to allow subcontracting. It seems surreal, but it is unfortunately true.

SSCs need to be a desirable employer, not only for us, but for those who will come after us. We should also bear in mind that the vast majority of our workforce and that of the public service are women, who are entitled to and deserve attractive working conditions.

The pandemic has made it extremely difficult to mobilize, and we have lost major opportunities for visibility and for gathering to assert our collective rights. Our spokespeople are at a stalemate and they need our support if we want to improve our working conditions... now and in the future.

The Labour Code has given us the ultimate means of expressing our dissatisfaction: the right to strike. It's the most powerful lever we have, now that we are at a crossroads.

Your union will call you to a general meeting by the end of January to decide whether to hold strike days.

Having the right to strike is in itself a powerful measure.

***Let's be united and show solidarity!***

# A DEAD END / AN IMPASSE

## THE FPPE NEGOTIATING TEAM

**It is important to remember that the CPN's deposits in December of 2019, were made with an assumption of Attracting and Retaining professional staff. The employer stated that they were aware of the challenge to be met in attracting professionals in order to meet the growing needs of the school network.**

We were optimistic. We had concerns similar to those of management and our deposit of demands offered a range of solutions to be proposed to counter the staff shortage and improve the working conditions of our members.

However, we quickly realized that the solutions put forward by the employer, as well as the explanations given in connection with their demands, were extremely worrying.

And to this day, the employer still maintains demands that are unacceptable to us.

At the Francophone (P1) table, they particularly wish to establish a permanent precarious status for supernumerary professionals by withdrawing any obligation to regularize these positions. They also want to weaken the

consultation process when it comes to staffing plan procedures currently in place.

For the Anglophone (P2) table, in addition to seeking to lengthen the duration of supernumerary contracts, the employer also wants to increase the 50 km radius for professionals who are declared on availability. This while knowing full well that the territory for Anglophone boards are immense.

At both tables, the employer explains that in their opinion, these proposals would really make it possible to attract and retain professionals in the school network.

In addition to insisting on demands that would greatly reduce the rights of professionals, the employer is not open to our demands.

Since August, we have met with the CPN's to fully present our demands and discuss what remained. After a full year spent at the bargaining table, we have only had indications of those demands to which they have no mandate to pursue.

In fact, at the beginning of November,

the employer engaged in a positioning exercise in which they told us that they had closure on all of our requests with a monetary impact.

By this very fact, it therefore rejects unilaterally and without any justification our requests concerning the reimbursement of professional order dues, salary premiums for holders of master's degrees as well as all of our requests for the recognition and creation of new employment groups.

Throughout the fall we tried to breathe new life into the negotiations by explaining and arguing in depth our demands. We have also tried to find ways of working with the employers to come to a satisfactory agreement that would bring some significant improvements in the working conditions of professionals, all in the context of the pandemic we are currently experiencing.

**Our observation is as follows; we are at an impasse. The management side has no intention of opening up to our demands and it seems unacceptable to us to conclude a collective agreement at bargain basement terms.**

# News regarding NORTHERN NEGOTIATION

**As you know, the FPPE also negotiates on behalf of professionals from the Cree and Kativik school boards. Most demands from the South are also brought to the Northern tables, in addition to a dozen or so demands that are specific to working conditions in the North.**

Union demands were tabled over a year ago, in October 2019, and sustained negotiations have been ongoing ever since. It is clear that there is an impasse at the tables in the North, just as there is in the South. The employer has not made any significant headway on any major demands, despite our presentations and detailed arguments over the past few months.

**At the Cree table (P3),** we feel the employer does not understand the problems experienced by professionals in the field. The employer minimizes our demands and simply isn't open to negotiation.

**At the Kativik table (P4),** we sense a better understanding of the reality on the ground, but this simply has not translated into concrete solutions to improve working conditions.

We have identified concrete solutions to improve the attraction and retention of professional staff in the North, such as an additional leave, the possibility of working from home, greater flexibility in bereavement leave, and monetizing the food transportation allowance. At the Cree School Board, we want four more villages to qualify for the food transportation allowance. At the Kativik School Board, we want to improve the employee assistance program. We also have some quite simple requests, which would not involve any costs for the employer, such as setting up an attraction and retention committee and providing more supervision in the management of disabilities. The employer simply is not open to

discussion and negotiations are at a standstill.

In addition, the employer continues to maintain demands that affect job security, such as increasing the length of employment of supernumerary staff and being allowed to terminate a fixed-term contract before it expires.

**Under these circumstances, we must send a strong message to the employer to express our dissatisfaction. We have simple, accessible and concrete solutions to improve working conditions and we want to be heard!**

# Summary

## COMMUNICATION AND MOBILIZATION PLAN

Jean Martineau,  
Administrative Affairs Vice-President



When we filed our demands in October 2019, we had the wind in our sails. After two negotiations under the weight of employer clawbacks and austerity, we were confident that we would obtain working and salary conditions that would show a just recognition of public services and would be conducive to attracting and retaining professional school personnel.

The communication and mobilization plan adopted by the FPPE Federal Council in September 2019 focuses on taking local action in school networks and using electronic tools. Here is a summary of the actions launched by the FPPE since October 2019:

### OCTOBER 2019

- Creation of a protest-style welcoming committee to accompany the negotiating team to the CPN for the employer's filing.
- First appearance of the visuals "*For professionals, things have to change now!*" and "*Général Négô.*"
- Joint press conference with the FSE and the FPSS to announce the filing.



### NOVEMBER 2019

- Meeting with the executive directors, HRDs, commissioners and school board chairs to present our demands.
- To celebrate Pros' Week, a visit to the commissioners with the Pros' Week material.

### DECEMBER 2019

- Sharing of content on social networks to denounce the employer's filing.

### JANUARY 2020

- Accompanying the negotiating team to the first negotiation meeting.
- Collective, simultaneous wearing of the Education Network t-shirt.
- Thereafter, wearing the t-shirt every Thursday.
- Sharing a photo of yourself wearing the t-shirt on social networks with messages of solidarity.





## FEBRUARY 2020

- Invitation to members and unions to replace their Facebook profile picture with the bargaining images.

## MARS 2020

- *Sharing on social networks of the negotiation's financial considerations (salaries, adding resources, etc.).*
- *Wide distribution of the "Pour les pros, faut que ça change, maintenant!" negotiation Post-it note image.*
- On March 13, 2020, Quebec was put on pause. The lockdown pre-empted our mobilization activities, which were suspended until the fall of 2020. This delay impacted four activities in the plan:
  - The FPPE Presidency's regional media tour
  - Raiding the lines of communication by clogging Treasury Board and Employer Negotiating Committee (CPN) emails and mailboxes
  - The collective and coordinated refusal to work overtime
  - Dedicating the last hour of the day to working on the files

In September 2020, the mobilization was relaunched, but in a way that respected all our members who were working to ensure an outstanding service to students in difficult circumstances.

Nevertheless, commando actions were carried out in the school network and in the CSQ. At the FPPE, we took advantage of Pros' Week to relaunch the raids on the communication lines by clogging email boxes with virtual postcards.

General meetings will be held in the unions until the end of January 2021, during which you will have the opportunity to express your views on the use of strike action.

## In Solidarity!

