

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

JACQUES LANDRY
PRESIDENT, FPPE (CSQ)

After more than 16 months of negotiations, where there has been very little dialogue and development, we hope that Premier Legault's announcements wanting to accelerate the talks translate into progress for professionals as well. The issues are clearly identified for all. We want to improve our remuneration and our working conditions.

Your local representatives are hard at work in each of the 19 unions, as well as in the Federation. I would like to stress their unwavering commitment; without them nothing would be possible.

The vast majority of education personnel are women and they deserve more.

Remember, they have lower salaries on average than in other public bodies or provincial owned companies. Problems of work overload, attraction and retention issues, are experienced on a daily basis.

While it is recognized that the corrective salary offered to teachers was necessary, it is equally essential for all staff. The current situation creates a strong sense of inequity; all groups of workers in the education community are underpaid! In the absence of any corrective action, the government will have to manage a demobilizing effect on the school environment. They will have to deal with a great movement of desertion. I truly believe that a lot of the pressure is now on them.

It is high time that we value all of our jobs.

We had a first strike action on April 29th for half a day and are planning a second half-day strike on May 19th. We are therefore continuing to intensify our actions.

During the first wave, we demonstrated in several strategic locations. We received excellent media coverage but did not close schools in all regions. During this second-strike action, we will establish picket lines in front of our workplaces, namely schools, centers and head offices. Your representatives will inform you of the procedures in due course. In the meantime, let us sustain the mystery.

We believe that this pressure on the employer and the government will be a determining factor. It must become a reflection of our commitment to a settlement. It will support our hard-working negotiating teams.

We demand that the Treasury Board untie its purse strings. It is important to point out that since the start of this negotiation, there has always been only one million dollars on the table for the 10,000 professionals (which equals \$ 100 per person). We want and deserve a lot more.

We are closer than ever to the goal and remain more determined than ever for a settlement.

Let's stand in solidarity!



A DEAD END/ AN IMPASSE

THE FPPE NEGOTIATING TEAM

Faced with an impasse at the negotiating tables for several weeks, the members of the FPPE went on strike for half a day on April 29. Given the scale of the mobilization of professionals, the negotiating team felt greatly supported. We would like to begin by thanking all members for their support.

Following this strike, as well as Premier Legault's media operation last Sunday, in which he stated that the government was in a hurry to settle the negotiations for the renewal of the collective agreements in the near future, the negotiating team came to the table on May 4.

We expressed management the discontentment and anger of our members who felt ignored by the government and Treasury Board.

We reminded management that we have provided ample evidence of the shortage of professionals

in the field and the resulting work overload this has caused. We reiterated that we are also entitled to a significant wage catch-up and don't have to compare ourselves to other provinces. Within the Quebec government, there are major discrepancies among identical job categories. We emphasized that the issue of attraction and retention remained at the heart of our concerns for a satisfactory settlement.

We ended our presentation by reminding everyone that we had taken a half-day strike out of a 5-day mandate and that the message we wanted to convey was that professionals are no less valuable than their colleagues working in the education sector!

Then, management came back to us with a proposal for an exchange that we had tabled last April concerning management's demand on the use of the letter of commitment in return for our desire to

introduce a clause allowing the recalculation of rank whenever, and no longer simply at the time of hiring. The employer's answer was a resounding no.

The negotiating team condemned this lack of openness in dealing with a purely prescriptive issue with no monetary cost.

Our observation is that management is not prepared to give in to any union demand, no matter how small, while other groups have already reached, or are about to reach, tentative agreements.

As management has offered to follow up with us only in two weeks, the FPPE negotiating team has come to the conclusion that management simply isn't willing to resolve negotiations any time soon.

Union Demands - Still on the Table – P1

Possible solutions

1.1 Paying professional board dues

That the employer pays the membership fees.

1.2 Career development

1.2.2 *Increase the amount for regular personal development and include supernumerary personnel and replacements when calculating allotted sums.*

1.2.3 *Sustain funding for remote areas.*

1.3 Recognition of experience

1.3.2 *Make the necessary corrections to the problems identified by professionals following the implementation of salary relativities, particularly for the determination of incremental steps.*

1.3.3 *Include a clause allowing professionals to request a recalculation for determination of their rank.*

1.4 Recognition of Master's education

Provide for additional steps or additional pay.

1.6 Classification plan

Add new job categories.

1.7 Job evaluation clause

Allow each profession to be recognized for its fair value with retroactivity.

1.10 Increasing EC remuneration measures

Correct inequity, address employment attraction and retention issues.

2.4 Status of replacements and supernumeraries

Reduce lack of job security and avoid delayed access to permanency.

2.8 Grounds for non-rehiring

Remove the "change in services to be rendered" option.

3.5 Variable working hours

Allow more flexibility in scheduling and promote better work-family balance.

Union Demands - Still on the Table – P1

Possible solutions

- 3.9 **Phased retirement - application referred to the Central Table**
Provide that the phased retirement contract may be valid for a period of 7 years.
- 3.11 **Paid days off**
Reduce significant gaps between positions.
- 4.3 **Challenging steps**
Increase the amount of time available to dispute a grievance as of the time the union receives the contract.
- 4.4 **Grievances and arbitration**
Amend several provisions of the agreement to facilitate access to justice.
- 5.1 **Attraction-retention bonus**
Significant demand for salary potential.
Add a measure providing for a bonus related to an attraction and retention measure and have it be added to the salary scale.
Make sure that if money is to be given to professionals represented by other unions, we have a trailer clause.
- 5.3 **Protection of rights during disability—coordination request with the CSQ**
Provide for advancement in rank as well as vacation credit accumulation in the event of disability.
- 5.4 **Special leave in the event of death—coordination request in CSQ**
Improve the drafting of clauses.
Provide for a day before death in the event of medical assistance in dying.
- 5.5 **Modifying the definition of “parent” in the Act respecting labour standards—coordination request in CSQ**
Broaden the notion of parent in compliance with the Act respecting labour standards.
- 5.6 **Continuation of benefits in the event of a change of employer**
Improve drafting.
- 5.7 **Appendix A**
For CSS du Littoral pros only.
- 5.8 **Ensure continuity of deals outside of the agreement**
Ensure the continuation and indexation of the amounts vested in it.

Union Demands - Still on the Table – P2

Possible solutions

- 1.1 **Paying professional board dues**
That the employer pays the membership fees.
- 1.2 **Career development**
 - 1.2.1 *Make a distinction between functional and organizational development and integrate split budget management identical to P1.*
 - 1.2.2 *Increase the amount of professional development per professional and regular professional and include replacement staff in the calculation of the amounts allocated.*
 - 1.2.3 *Sustain funding for remote areas.*
- 1.3 **Recognition of experience**
 - 1.3.2 *Make the necessary corrections to the problems identified by professionals following the implementation of salary relativities, particularly for the determination of incremental steps.*
 - 1.3.3 *Include a clause allowing professionals to request a recalculation for determination of their rank.*
- 1.4 **Recognition of Master's education**
Provide for additional steps or additional pay.
- 1.6 **Classification plan**
Add new job categories.
- 1.7 **Job evaluation clause**
Allow each profession to be recognized for its fair value with retroactivity.
- 1.10 **Increasing EC remuneration measures**
Correct inequity, address employment attraction and retention issues.
- 2.4 **Status of replacements and supernumeraries**
Reduce lack of job security and avoid delayed access to permanency.
- 2.8 **Grounds for non-rehiring**
Remove the "change in services to be rendered" option.
- 3.5 **Variable working hours**
Allow more flexibility in scheduling and promote better work-family balance.
- 3.9 **Phased retirement—application referred to the Central Table**
Provide that the phased retirement contract be valid for a period of 7 (seven) years.

Union Demands - Still on the Table – P2

Possible solutions

3.10 Vacation plan

3.10.3 Foresee the possibility of adding more redeemable sick days.

3.11 Paid days off

Reduce significant gaps between positions.

4.3 Challenging steps

Increase the amount of time available to dispute a grievance as of the time the union receives the contract.

4.4 Grievances and arbitration

Amend several provisions of the agreement to facilitate access to justice.

4.6 Time off for union matters

4.6.1 Increase the number of union release days with partial union reimbursement.

4.6.2 Adjust the timeframes for announcing requests for long-term union releases.

4.6.3 Make sure Chapter 3-4.00 of the English version of the collective agreement matches the French version.

5.1 Attraction-retention bonus

Significant demand for salary potential.

Add a measure providing for a bonus related to an attraction and retention measure and have it be added to the salary scale.

Make sure that if money is to be given to professionals represented by other unions, we have a trailer clause.

5.3 Protection of rights during disability—coordination request with the CSQ

Provide for advancement in rank as well as vacation credit accumulation in the event of disability.

5.4 Special leave in the event of death - coordinated request in CSQ

Improve the drafting of clauses .

Provide for a day before death in the event of medical assistance in dying.

5.5 Modifying the definition of “parent” in the Act respecting labour standards—coordination request in CSQ

Broaden the notion of parent in compliance with the Act respecting labour standards.

5.6 Continuation of benefits in the event of a change of employer

Improve drafting.

5.8 Ensure continuity of deals outside of the agreement

Ensure the continuation and indexation of the amounts vested in it.

DISCUSSIONS IN THE NORTH, STAGNATE

The picture of the Cree and Kativik negotiation tables is not very bright. We have been in discussions for over 16 months, and the employers have come forward on only two very, very peripheral union demands. The rhythm of discussions is insufficient given where we are in the negotiation. The employers had shown a timid openness to discuss regional disparities in an exploratory mode. After a detailed presentation of our demands, one month ago, we still have had no feedback on the issue. This situation is all the more frustrating as it follows a full day of strike action by members of the Cree and Kativik school boards. The mobilization was unique and highly motivating for our members and the negotiation teams yet clearly remains inadequate to settle the collective agreements.

We want to reaffirm to the representatives of the North that we want to negotiate quickly and receive concrete proposals that will improve the working conditions of our members.



