



BULLETIN EXPRESS

In the name of the employees and executive of FNEEQ,
I would like to wish all of our members best wishes
for the holiday season and the best for the new year.

Rose Pellerin
President

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EVENTS OF OCTOBER AND NOVEMBER AT FNEEQ

- Two regional consultations by the executive
- meetings with the local executives of each private institution affiliated to FNEEQ
- an atelier sectoriel of the public sector unions in FNEEQ
- a special Conseil fédéral October 27
- a regular Conseil fédéral in November.

To say the least, the month of October was full of activity for both local executives and the various bodies & committees of the Fédération. For the CEGEP sector, the proposal to discuss the regime of negotiations and reopen negotiations to replace the decrees, was at the center of our activities. The two regional consultations and the special Conseil in October treated specifically this subject.

Local executives were obliged to rapidly consult their members and the task was not easy. The time limits that were imposed engendered much frustration within the membership - this we fully recognize. In spite of this, all of the locals, within the limits of their local situation, fulfilled the impossible, informed the membership and adopted mandates concerning the CCNSP proposal. Finally, on October 27 the special Conseil, by majority vote, adopted the CCNSP proposal.

The consultation in October and November of the executives of our private school unions was very positive and enriching. We must point out that local union life in this sector is quite active and the participation of the members very high. Five unions have renewed their collective agreements with negotiations ending with satisfactory results. The struggle of teachers at St-Sacrement de Terrebonne was exemplary. Others unions currently in negotiations are: Sherbrooke, Ste-Anne de la Pocatière, Collège Mont-Royal. As within the public sector, negotiations remain the center of debates within our private sector locals. The most compelling problem continues to be an increasing demand by the employer for salary concessions in the face of alleged budget deficits coupled with threats of closing the school. The situation at the Petit Séminaire du Québec is a clear example of this situation.

Within the University sector, the question of financing is a priority for both the unions of professors and the unions of "chargé-e-s de cours". To counteract the actions of the government, University professors have undertaken a campaign to alert the public to the dangers implied by reduced financing and their implications in terms of accessibility to university studies. On October 14, FNEEQ, along with FAPUQ (Fédération des associations des professeurs d'universités du Québec) and the FPU (Fédération des professeurs d'universités-CEQ) presented a common position paper to the Parliamentary Commission investigating the financing of universities in the province. As well, the interunion body of chargé-e-s de cours FNEEQ/CEQ met on October 12 to discuss problems related to the application of their various collective agreements.

Good news concerning the chargé-e-s de cours FNEEQ at the University of Quebec at Chicoutimi. They have arrived at a satisfactory agreement in principle with their employer concerning their first collective agreement. Their general assembly will meet on December 15.

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WHAT HAS HAPPENED CONCERNING OUR COUNTERPROPOSAL TO MICHEL CLAIR ?

On the 5th of November, the three union centrals met with Michel Clair to transmit our counter-proposition. Clair stated that he would not support our proposition before the cabinet and went before the media (Presse Plus) to explain the government's position. We have heard nothing new to date.

In sum, we have been involved for more than a month in the preparation of a possible opening of negotiations by priorities. The present crisis within the P.Q. has clearly complicated the situation and monopolized the activities of our dearly loved government! We have been treated to an escalation of ministerial resignations. The Prime Minister has started the game of musical chairs - for 20 minutes, Michel Clair was Minister of Finance and Minister of Social Affairs for 1 hour. René himself has taken charge of the "subversive" dossier of Women Rights. Denise has returned to the Madeleine Islands and the "progressive" Louise Harel has been unable to find excuses to remain in her position. Pauline and Ti-Jean put some Velcro in their chairs and haven't budged! As children say when they play marbles, René was obliged to exchange a big marble for small ones - because he didn't have enough to continue playing.

Finally, we are still waiting for the cabinet's response to our proposition.



P E T I T S E M I N A I R E D E Q U E B E C

At the last Conseil fédéral, in November, Jacques Harvey a member of the Executive committee of the Syndicat des professeur-e-s du Petit Séminaire took the floor to explain the contents of the partial settlement reached in November, after a series of fruitless meetings between the parties at the bargaining table. At the time the settlement was reached, the parties had already been in conciliation for several weeks.

Yet another closing threat!

Private sector employers may not be able to decree working conditions by legislation, but they use closing threats every time a contract comes up for renewal to achieve the same results as the government gets with its decrees.

Faced with repeated closing threats concerning the College level and a great difficulty building the bargaining strength needed to stand up to a closing threat, the general assembly of Petit Séminaire teachers had no choice but to accept an increase in the workload for the 85-86 school year and pay the sum of \$250,000 to cover part of the 84-85 deficit. This amounts to a salary cut of approximately 10% for this year. As you recall, the Petit Séminaire teachers also had their salaries cut 20% by Law 70.

The workload

The administration of the Petit Séminaire de Québec claims they are offering their employees the same workload as public sector teachers. Before the partial settlement reached in November, the College level teachers' workload corresponded to the 1/15.5 standard. If the Employer applied all the mechanisms found in the Cegep teachers' workload in the public sector, there would certainly not be an increase in the workload, according to our calculations. The workload would actually decrease, because the standard would then be 1/14. The way the workload was applied in 85-86 would mean a ratio of around 1/17 and possibly even 1/18.

As for the workload on the secondary level before the partial settlement, it was 20 periods of 50 minutes each per 6 day cycle. And their other jobs? counselling, professorial tasks, etc. related to other activities were paid extra. In September '85, the workload shall include 24 teaching periods of 50 minutes per 5 day cycle and the other activities with no extra payment.

As for the number of lay-offs, the administration is very hazy about the "simulations" but the probable number is the equivalent of 12 full-time jobs (6 tenured and 6 untenured teachers). Of course women teachers, especially on the secondary school level, are the hardest-hit because they have the least seniority.

It is important to point out that Petit Séminaire teachers on lay-off have no job security. Their only job security is unemployment insurance.

Who owns the Petit Séminaire de Québec?

The Petit Séminaire de Québec belongs to the Séminaire de Québec, a venerable institution of the provincial capital and which is more precisely the property of the religious community which owns the Séminaire.

To describe the Séminaire in further detail, we could say it's a kind of Holding company just as Power Corporation is held by Paul Desmarais. The Petit Séminaire's assets are invested in many different sectors. For example, the Petit Séminaire owns the ex Seigneurie de Beaupré which extends from Québec City to La Malbaie, and is also an important landowner in and around the city. The sawmills in Ste-Brigitte de Laval (a Quebec suburb) also belong to it. But Quebec City residents know that the Séminaire's museum collections are the most prestigious of its property. The Séminaire has an important collection of antique paintings from the early days of the Colony, unique goldsmiths' pieces and for a great many historians throughout the world, its library stock of many antique books and registries contributes a priceless and exceptional collection. These are just a few examples, many others could be given.

You recall the Bishops' statements about the economic crisis in 1982-1983, in which they spoke out against the excess profits made by corporations at the workers' expense, and in which the Bishops also called for every human's right to decent employment. We could well have thought that in these difficult times, the administration could have accepted to look frankly into all possible solutions before threatening us with closing and dismissal threats. Certain members of the Syndicat du Petit Séminaire earnestly hoped they would examine other solutions.

The most elementary humanistic outlook would have suggested other solutions. The teachers at the Petit Séminaire contributed up to half a million dollars on the bargaining table to help the Petit Séminaire meet the deficit and avert the closing. But this was not enough! We are far from the provisions in Mgr de Laval's will expressing the wish that the Seminary should above all promote education in all classes of society.

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HAPPY HOLIDAYS!