



## BULLETIN EXPRESS

# MARCH 3rd ... SOREL ...

# ... we'll be there !

### TO SUPPORT MARINE INDUSTRIE'S WORKERS

The 1450 workers at Marine Industrie have been struggling to win the following guarantees since August 7, 1984:

- that technological changes brought in won't mean lay-offs or jobs eliminated. (There are already 12,000 jobless people in the Sorel-Tracy region);
- that work and production reorganization don't equal permanent lay-offs for the employee's who built the firm's reputation; (the employer wants to bring in job and trade flexibility which alone would mean 250 workers laid-off, in a firm which has already halved its employees on payroll over a very short time).

To create jobs, the workers are calling for:

- a shorter work-week with compensation, i.e. a 37.5 hours work-week;
- overtime taken back in time off;
- access to early retirement with compensation.

Marine Industrie spokespersons have scarcely changed their stance since the dispute began. To such an extent that the union threatened to go back to its initial demands.

The Quebec government holds 65% of shares in Marine Industrie, through the Société générale de financement (SGF). For all practical purposes, it's the boss, as it holds the purse strings. Despite this, it pretends to be a neutral mediator, above the contending parties.

Just as in the Public Sector, where the government is in the process of equipping itself with mechanisms which enable it to keep tabs on all local administrations without accepting responsibility for their actions.

### WE CAN'T AFFORD TO RETREAT

The attacks on us have been copied by private corporations: they've set a precedent for give-backs in labour contracts, wage cuts, mass lay-offs. We know the consequences because we too have to live with them. But now, we've had enough: WE'RE FED UP with technological changes with no regard for the workers, with massive lay-offs !

FOR MORE, NOT FEWER JOBS, WE'LL BE IN SOREL ON MARCH 3rd !

Rally point: SOREL, at noon, at the Carré Royal

Buses will be leaving Montreal from 1601 Delorimier at 10:30 a.m.

As for other regions, get in touch with your Central Council

FNEEQ HOLDS PRESS CONFERENCE  
ON DECENTRALIZED NEGOTIATIONS AS A  
THREAT TO THE CEGEP SYSTEM

FNEEQ President Rose Pellerin, along with fellow Executive Committee members Flavie Achard and Paul Jones, spoke on behalf of the approximately 10,000 teachers they represent in 41 CEGEP's at a press conference held last Friday, February 15th. They expressed their fears for the future of the CEGEP system, already undermined by many radical changes made recently, if negotiations are taken down to the local level. The Fédération des CEGEP considers the CEGEP system to be an ideal candidate for test runs in this field.

In FNEEQ's opinion, decentralized negotiations are the finishing touch on a whole series of measures which have been made in the CEGEP system, aimed at making each College an isolated entity, with different programmes and diplomas, of varying quality from one place to another. Opening specialized centres independent of the CEGEP's régime pédagogique, and service centres designed to provide tailor-made training programmes for private firms, granting colleges the power to set part of the programmes of studies needed to obtain a diplôme d'études collégiales, instead of the uniform course programme required to obtain such diplomas in the past, eliminating the formula for assigning the number of teachers per department based on objective criteria, leaving each CEGEP a free hand to have its "star attraction" programmes, at the expense of other disciplines, are just some of the measures to make each CEGEP compete with the others, at the expense of the general quality of education, accessibility and equity among regions. These measures would result in establishing elite colleges and a rating system. By bringing in decentralized negotiations, especially as called for by the Fédération des CEGEP, this trend toward creating discrepancies among Colleges would be made much easier and stepped up. The collective agreements, which the Fédération des CEGEP sees as the only obstacle to a complete mastery of the kind of education given, would no longer be set on a Quebec-wide basis. Not only does this open the door to each CEGEP seen as an ivory tower, but it risks to be detrimental to relatively underprivileged student bodies and to the teachers, as is the case in private colleges.

This is why FNEEQ insists on a public debate on the fate of the CEGEP system where all aspects can be discussed.

-----  
HULL AND TROIS-RIVIERES: LABOUR ON RECORD AGAINST CLAIR'S BILL

The regional visits held by the Coalition against the government's plan to change the negotiating system began on February 19, in Hull, where 700 people attended a rally and continued on February 20 in Trois-Rivières, where 1000 people went on record against the infamous bill. The Coalition, made up of 15 labour organizations, puts forth an alternative platform including proposals as to mediation, essential services, freedom of information, etc. This week, the Coalition will be in Chicoutimi, Rimouski, Sept-Iles, Quebec City and Sherbrooke and a big turnout is expected. Such mass meetings undermine the government's claim to speak for the public. The more of us take part, the more we will take away the credibility it needs to be able to pass its public sector reform in haste, before the elections which seem to be likely in June, even though the Beaudry Commission on the Labour Code won't make its recommendations public until September.

-----  
UNTENURED MEMBERS - REPORT ON FEBRUARY 2-3 SESSION

Who are the "untenured members" of the FNEEQ? Teachers without their tenure, lecturers, or "educators" (a status even "lower" and less paid than lecturers). What this means is chronic lack of job security, not knowing how many courses to prepare (from 0 to ?), at only a few hours notice, sometimes more work than a regular professor, with at best a similar salary, and usually less. And so forth.

The "untenured members" of FNEEQ wanted to get to know each other and publicize their aims. They decided to hold a formal meeting on February 2 and 3, especially in view of the upcoming CEGEP negotiations. Out of this session came resolutions on the nature and functioning of a FNEEQ committee on untenured members (especially in terms of forming local untenured members committees and especially recommendations to be routed to the CEGEP Negotiating Committee. These resolutions and recommendations can be very roughly summarized as follows:

- During the negotiation period, the untenured members have no intention of remaining a group on the "fringes" of FNEEQ. Their committee wants to be a committee like the others, defending not only FNEEQ's general outlook but the more specific interests relating to their particular situation;

**SECRET**

- Recommendations such as: access to permanent status, making jobs a real priority, a recall list valid for five years; cumulative seniority in the system, an end to salary discrepancies between tenured and non-tenured members; especially in the calculation of work load based on full time status; mainstreaming adult education and a net improvement in lecturers' working conditions, if this status can't be eliminated and brought into regular staff; elimination of moonlighting.

Untenured teachers are the new blood of our profession. The very existence of such new blood is in the balance.

LUC BEDARD,  
for the untenured members'  
liaison committee.

-----

#### HEADS IN MIND

This is the "heady" theme of the public awareness campaign launched by a coalition of Quebec university professors to alert the public to the decline in quality of services offered.

Universities have been hard-hit by the economic crisis of recent years. Their budgets have been cut by one-third, even though the total student body is 30,000 more than in 1978. This has had such consequences as a considerable cut in library budgets, abandoning research projects, inadequate computer equipment and a near to catastrophic increase in student/teacher ratios.

The Coalition's members, who represent more than 80% of university professors in Quebec, most of whom belong to FNEEQ-CSN, to the FAPUB (Federation of University Professors of Quebec) and the FPU-CEQ (Federation of University Professors) invested 200,000\$ in this campaign. A Quebec-wide series of visits to towns and cities with universities, a public relations programme, a leaflet to be circulated, posters to be distributed and buttons are among the features of this campaign.

-----

#### CEGEP DU VIEUX-MONTREAL PROFESSORS' UNION

#### CALLS FOR AN INVESTIGATION OF THE COLLEGE'S ADMINISTRATION

In a press conference held last February 14th, the Syndicat des professeurs du CEGEP Vieux-Montréal spoke out against the conditions in which they have to teach.

This college was built ten years ago, and designed to use the open classroom method of teaching. Of course, it wasn't long until everybody realized how difficult it was to teach different subjects in open classrooms, but it took a long time to take corrective action.

Renovations have been made a little at a time, with no apparent plan. In the meantime, the administration was proud to return budget surpluses to Quebec and renovate its own premises at a cost of one million, two hundred thousand dollars. The floor area occupied by the six administration members is about the same as that granted eighty professors to install their offices. Some of these are so small that the work table has to be folded down to get in. This series of cubby holes, surrounded by person-high room dividers, resembles a paddock. As for the students, they have to do their homework in a noisy, overcrowded library, or in the cafeteria.

After begging, demanding, investigating, checking and ... hoping for years, the Union is calling for an Education Department investigation of the CEGEP.

Even now, a local administration can sabotage educational conditions in such a way. Imagine what decentralization could bring: any CEGEP administration could act however it pleased, without being responsible to any authority for its priority choices.