



## BULLETIN EXPRESS

### Come-back Fall 1985: WHAT'S NEW?

#### Negotiations with new rules

On June 19th 1985 the government adopted Bill 37 which as we already know changes fundamentally the rules of collective bargaining in the public and parapublic sectors.

The main implications of this Bill are:

- the non-negotiability of the salaries two years out of three;
- the creation of an Institute of information and research on salaries (for both the public and private sectors). The first report of this Institute should come out on November 30th, 1985.
- the establishment of two levels of negotiations for teachers (schools and colleges) and for the non-teaching personnel (PNE) of the Colleges:
  - on the provincial level, where certain aspects of the collective agreement are being negotiated for three years;
  - on the local level, where items enlisted in the Law are to be negotiated locally on a permanent basis and without the right to strike.
- a procedural framework (in the Law) which renders the right to strike all that more difficult (mediation, additional delays...) particularly in the Social Affairs sector where the percentage of essential services (between 55 and 100%) is dictated by the Law;
- essential services Council with powers to impose upon individuals or unions implicated in a conflict (strike, work stoppage, etc.) compensation payments for damages incurred to the public (users) and which also includes the creation of a fund for the users.

By introducing the notion of "the right of the public to services", this Council could intervene in the Education sector as well even if the notion of essential services is associated with the Social Affairs sector.

During the FNEEQ sectorial Council (atelier sectoriel) last June long debates took place as to the best ways and means to counter this Bill. It became also apparent that if local unions do not coordinate their efforts collectively we risk great disparities in the working conditions among colleges. The sectorial Council also voted on a strategy document to be recommended to the general assemblies with regards to the decentralized negotiations in this Bill. Be in touch with your local general assemblies. There are likely to be a lot of questions on this issue. A document on the strategy will be sent to you shortly.

#### First meeting of the Negotiating Committee with the "partie patronale"

FNEEQ had proposed a meeting with the "partie patronale" for the 19th of June first in order to submit the first part of our demands (according to the rules of Bill 55) and secondly to discuss the issue of the release of the Negotiating Committee. The "partie patronale" were not available for that date (they were waiting adoption of Bill 37). This meeting was finally arranged for the 27th of June 1985.

1- Partial deposit of our demands

Based on the mandate we had, we have submitted a part of our demands i.e. the chapter on job security and a great deal on the organization of our work (CRT, Academic Council, department, etc.).

Remember that for this round we have chosen not to re-open all clauses of the decree but rather to concentrate our energy on priority issues given the situation we are in. Thus we opted for submission of priority demands, and maintain the status quo on all others clauses.

The submission of the balance of our demands is foreseen for the end of September.

2- Release of the members of the Negotiating Committee

Last January we have submitted our demand for the release of eight teachers full-time to negotiate on behalf of the 42 Colleges in FNEEQ. In essence we asked for the status quo as the last round. In March the "bosses" wanted to pay 50% of the liberations but in June they consented to our demands. They did the same for the negotiating Committees of the other Federations within CSN as well as for the other centrals. It seems the government's intention is to apply Bill 37 as soon as possible.

Two new persons joined the negotiating committee: Madeleine Massé from Limoilou on the dossier of women and Léon Côté from Jonquière.

The other members are: Céline Corriveau (Outaouais), Isabelle Ethier (Vieux-Montréal), Atanas Katrapani (Champlain-St-Lambert), Louis-Philippe Lépine (Ahuntsic), Michel Poirier (St-Jérôme) and Lise Pomerleau (Hauterive).

AGENDA FOR THE FALL

What type of strategy should we develop for this round? When are the provincial elections going to be held? Which government are we going to negotiate with? What alliances are we likely to form?

The debate has already started at the last "42" meeting of the 5-6-7 September. The teachers' Union of Granby is now officially affiliated with FNEEQ (that's why the committee of "41" has changed to that of the "42").

Is there to be a 5th Common Front?

A first meeting among the three Centrals (CSN, CEQ, FTQ) took place towards the end of August in order to discuss all possible points of view with regards to the next round of negotiations and particularly on the question of whether or not to participate on the "Board of research and information on salaries". The CSN defended the view that participating on this board, signing an eventual report on salaries, comparing the salaries of the workers in the public sectors with those in the private will greatly diminish our ability to negotiate our salaries. The negociability of salaries is a key element to Syndicalism. The CEQ and FTQ seem to have adhered to the position of CSN. They have also accepted to look into the possibilities of recourse to legal action against certain aspects of Bill 37.

As to the possibility of an eventual Common Front, the debate has started at the last "42" meeting. According to the "Bilan" FNEEQ of the last round as well as those of the other federations of the CSN, we as FNEEQ must develop our own analysis and our own starting framework on this issue and see if it is possible to attain such a Common Front. We are working presently at the CCNSP on this issue, as well as on salary demands and other dossiers for the central table. During the month of October we will be busy with consultations at the general assembly level on all these issues as well as on a strategy plan.

