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SUBMISSION OF OUR SALARY AND "CENTRAL TABLE" DEMANDS

A strategic decision

On December the 7th and after consultation with their respective local unions the "42" gave FNEEQ an important mandate concerning the submission of our "central table" demands.

In fact, for certain particular dossiers it means the completion of efforts which began several months ago to arrive at a consensus among the four federations within CSN, (FAS, FEESP, FPPSCQ, FNEEQ) in the elaboration of common demands for the CSN public sector employees.

Based on the position taken in June '85, FNEEQ has fully participated in the search of possible alliances and in debates and decisions which led to the development of common negotiations dossiers (with the three other federations of the CSN mentioned above).

Common dossiers do not automatically lead to the formation of Common Fronts. It is only the first stage in the process of continuing the exploration for possible alliances. The debates as to an eventual Common Front, as to the form, the content and the modus operandi of such an eventual alliance are still going on.

Meanwhile parallel to this exploratory phase, the four federations in the CSN after the necessary consultations gave CCNSP the mandate for a single "dépot" of their common demands before Christmas.

These are:

- Salaries
- Technological changes
- Organization of work time (sabbatical, partial leaves, early and pre-retirement)
- Women conditions (principle of the negotiability of affirmative action, parental rights, sexual harassment, salary discriminations)
- Insurances
- RREGOP
- Bonus
- Retraining and "perfectionnement"
- Day care centers (demand for a provincial "table" of negotiations on this issue).

FNEEQ and the other three federations also gave a mandate to the CCNSP to deposit the above demands (of the CSN) jointly with one of or both the other two union centrals (FTQ - CEQ) in the event that the talks with the other two centrals, going on presently, result in a common position before Christmas.

These positions have been adopted at the last "42" meeting with the proviso that the specific demands of FNEEQ regarding RREGOP are also taken into account.

A common "depot" is not a Common Front

Historically the Common Front was always formed by the three centrals (CSN-CEQ-FTQ) with a predetermined protocol. The foundations of this form of alliance was always based on certain common demands on a common strategy and plan of action.

The present situation is not of the same nature as the doors for all types of alliances are still open. To date we have decided only on the first step, that is to deposit our common demands as CSN without presuming any alliances. It was also necessary to finalize our syndical demands as soon as possible before the holidays in order to enable the other centrals to join us if they share our analysis and if a consensus is indeed possible.

BEFORE THE HOLIDAYS

FNEEQ and the other public sector federations within CSN came to the conclusion that it was necessary to submit our demands as soon as possible.

The decrees expire at the end of 1985 and our objective is to replace them as early as possible with a signed collective agreement. We also aim at starting the negotiations on all our demands as soon as possible and we must be ready for that. It is strategically important also to put our demands on the table before the "partie patronale" come forth with their own.

Furthermore a single common "depot" even minimally a CSN one, renders less effective the often used strategy of the bosses to play one union against another. Also such a move makes the seriousness, determination and importance we attach to our demands much more evident vis-à-vis the common employer.

But despite the rationale behind the tabling of our demands before Christmas, the debates connected with the formation of an eventual Common Front continue.

"Submission" of our sectorial dossiers

Last June 27, six months before the expiration of the decree, FNEEQ tabled the first part of our demands on normative clauses, principally all dossiers affected by Annex A of Bill 37. The next "depot" which will include almost the balance of our demands will be done on December 12 and sometime in January '86 we foresee submitting the last few items left. Thus, an important phase in our negotiation process will be completed.

It took the entire fall session to arrive at this point and this after constant work by the committee of the "42" and the strategy committee on clause by clause.

Plan of action and information

On the other hand the "42" mandated the strategy committee to start, as of now, elaborating a plan of action and information to be studied in January. This mandate is very important, for it takes more than simple submission of our demands to conclude successful negotiations.

The first step in January is to publicize our demands both provincially and regionally. In the meantime a summary document on our priorities will be ready soon.



**ENJOY
YOUR
HOLIDAYS!**

