

FNEEQ



CSN

INFO·FNEEQ

CEGEP NEGOTIATIONS

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BULLETIN EXPRESS

We have not even started the semester and Minister Gobeil is threatening imposition of decrees unless negotiations conclude within the next few weeks. Yet so far, we have seen no sign and no gesture on the part of the government to suggest that it is willing to end the deadlock and make things move again. Thus far what we have seen in terms of negotiations is an offer the government claims to be final and non negotiable and there is no indication that it is willing to soften its hard line.

WE WANT A NEGOTIATED SETTLEMENT THIS FALL

The CSN and FNEEQ want to reach a settlement this fall. The mandate our members gave us in June (Atelier sectoriel cegep) was to seek a satisfactory settlement in the fall of 1986 and to use all appropriate means in order to reach this objective. But it is neither a decree, nor the setbacks in the management offers, or the status quo that we consider to be an acceptable settlement.

IT TAKES THE GOOD WILL OF BOTH PARTIES TO ARRIVE AT A NEGOTIATED SETTLEMENT

In June, Gobeil was talking about a settlement before the end of summer while negotiations were just beginning at most tables and had reached an impasse at ours. Beginning of August, management even admitted in the presence of the mediator that it was impossible to tackle important issues such as workload, job security and seniority due to the very fact that they were divided between sectorial negotiations and the "Annexe A" which, according to Bill 37, must be negotiated at the local level. In the midst of such technical difficulties and while we are trying as FNEEQ to find ways to embark upon negotiations of substance, they are announcing that a settlement is forthcoming. It is now clear what the government means by a settlement: accept government offers as such or else they will be decreed.

WE HAVE PROPOSED SOLUTIONS TO END THE DEADLOCK...BUT IN VAIN

As it is known to our members, FNEEQ has taken the initiative and suggested ways to resolve the nonsensical aspect of Bill 37, by proposing to the Colleges, towards the end of April, to deposit together all their offers on "Annexe A" at a common table. Later on we proposed to the Federation of cegeps to receive the mandate from its affiliated Colleges to negotiate on their behalf the items in the "Annexe A".

Just recently, in an effort to end the impasse, the "42" gave a mandate to the negotiating committee to propose Federation to Federation negotiations in order to arrive at a common recommendation to be submitted to the Colleges. This recommendation will identify items in the "Annexe A" which will be sent to the sectorial table and will cover recommendations on all other items in this "Annexe A", including items which may be subject to local arrangements.

**IT WILL TAKE MUCH MORE THAN MANOEUVERING
TO OBTAIN A SATISFACTORY SETTLEMENT THIS FALL!**

It doesn't take much to understand the situation we are in, and we cannot take for granted that our demands is an automatic reality nor can we afford to rely upon the good faith or the reasonableness of management. If what we want is a satisfactory settlement we have to fight for it.

This is why the 42 have adopted an information and action plan in conjunction with the strategy plan of the CCNSP (Coordinating Committee of public sector negotiations-CSN). The plan depends on us, and it is up to us to see that it receives the necessary attention and support in order to attain our syndical demands and objectives. It is extremely important that each one of us gets seriously involved in the process of negotiations again and participate in the next union meetings. It is equally imperative to make management understand that we mean business, that our will to solve the problems we have identified is serious and to pass the clear message that a decree is in nobody's interest.

MEDIATION

We were the first to ask for mediation last May 27th after thirty odd negotiating sessions. It became extremely difficult to carry on the sectorial negotiations as half of management offers were missing especially on such important questions as hiring, job security, seniority, etc...

The mediator, Normand Gauthier, the same person who signed the conciliation report in 1983, was named June the 18th. The first meeting with representatives of FNEEQ took place towards the end of June.

It was during this meeting that we explained to the mediator our repeated efforts to find ways to negotiate "Annexe A" without necessarily modifying Bill 37. The mediator suggested continuation of our efforts to seek ways to reach an accord with the Federation of cegeps. This led the "42" to elaborate a new formula in order to be proposed officially to the "partie patronale". The "42" have also accepted to prolong the mediation period up until September 16th as nothing substantial could be submitted to the mediator during that period of 60 days due to the summer vacations in July and because negotiations had been at a standstill due to "Annexe A". This extension also coincides with the termination of the mediation period for the three other Federations of the CSN.

Information on negotiations at the CSN central table (salaries, parental rights, etc...) as well as the state of negotiations at other tables will be released via an EXPRESS-CCNSP very soon.

