

BULLETIN EXPRESS

CEGEP NEGOTIATIONS

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OUR OBJECTIVE

A SETTLEMENT BASED ON OUR PRIORITIES THIS FALL

WHY THIS FALL?

We could easily say it is because of the strategy elaborated, and the decisions voted upon since last June after long and arduous debates. But allright one could argue, this is not necessarily a reason in itself. Nor should one think, we have to have a "heated" fall simply because we had practically no summer! It is more than that.

A settlement this fall is a priority because:

- Since the very beginning of the negotiations, our paramount objective has been to get rid of the decree as soon as possible which was to terminate in January 86 and sign a collective agreement based on our priorities.
- The preconditions to negotiate these sectorial priorities have been attended with: the agreement on the protocol concerning "Annex A", the complementary "dépôt" coming from management, the resumption of talks at the sectorial table (CPNC-FNEEQ) and the Federation to Federation (Fede of cegeps-FNEEQ) negotiations on sexual harassment and parking.
- Negotiations in the other CSN public sector Federations, both at the sectorial and common tables have intensified, aiming at a negotiated settlement this Fall.
- Our partners in the CSN and other public sector centrals started the mobilization process in order to apply pressure upon the government and management and arrive at a negotiated settlement this Fall.
- The government has been saying, it's been several months now, that negotiations will be over before the end of 1986.

In brief, from the Strategy Committee and the "42" to the "Atelier sectoriel" (sectorial council of cegep's -FNEEQ) as well as the CCNSP-CSN (CSN-coordinating committee of the public sector negotiations), every body agrees that now is the moment to push forward the "package" in order to achieve our objectives. More so when government has already revealed it's colours, even if in black and white! In FNEEQ, we believe it is to our best interest to enhance the momentum of this mobilization.

UP TO NOW NOTHING ANYWHERE...

Despite the rhetoric, the government and its partners, up to now have indicated neither the willingness to negotiate seriously nor have they attempted to answer our priority demands and find solutions to the pressing problems we are exposing, even if they find them "reasonable".

SALARIES

- 3,5% (less than inflation) for 1986.
- Infusion of 100\$ million (something which had been previously cut from social benefits and job security in the public sector) now figures as an additional government offer.
- Possibility of salary offers for 87 and 88 if we accept the rest of their offers.
- No question for indexation, or for the salary discriminations (between men-women), or for collective enrichment, or for full recognition of experience (lost in 83) nor for adjustment in the experience scales 19-13 and 19-14.
- No provincial negotiating table for day-care centres on salaries.

TO FNEEQ

- Opening up of the teachers salaries "envelop" so that management residue (unused "masse salariale") for whatever purposes.
- No improvements in the workload. Instead an indirect increase to count preparation time for courses repeated in the second semester.
- Mobility which permits College to assign teachers to jobs or related to teaching.
- Introduction of "CIEL" or "LIFT" (local individual field of teaching).
- Intra-sectorial relocations (secondary level).
- MEDs assigned to whatever jobs available.
- Accessibility to tenure more difficult.
- No affirmative action.

ELSEWHERE

- Social affairs and hospitals (FAS).
No question for an employment base (a certain number of jobs for a given task).
Impasse on the job security and replacement mechanisms, on the issue of part-timers (50% of the jobs), on job transfers, on sub-contracting, on grievances and arbitration and on daycare centres.
Yet, negotiations have intensified in the order of daily sessions up to seven days per week and certain openings did occur on retraining (300,000\$ more, over a period of three years over and above the 5,4\$ millions), on management lay-offs, on the admissibility of part-timers in insurance plans. A "dépôt" is forthcoming on nurse auxiliaries.
- School support staff (FEESP). Negotiations are in an advanced stage but there is stand-off on all major points: part-timers, mobility of personnel, replacements, sub-contracting and insurances.
- Cegep support staff (FEESP). Management made some openings on part-timers but there is a major stand-off on sub-contracting, mobility of personnel, working hours, over-time (normal rates) and classification.
- Professionals social affairs (FPPSCQ). Negotiations are going on with almost similar openings made at the FAS table.
The non-teaching professionals adopted the protocol pertaining to "Annex A"; as for the rest...

Judging from the general state of negotiations at all tables, we can come to the conclusion that the management negotiating party, up to now has not been given the mandate to negotiate seriously important issues which have to do with money. We in FNEEQ, by having settled the issue of Annex A" have also caught up with the rest, and we are now on the same level with the other federations as far as the sectorial (CPNC) table negotiations are concerned. That is negotiations on our principal priorities on workload, job security, MEDs, non-permanents, women.

...WHICH RESPONDS TO OUR PRIORITIES...

When we were working-out our priorities in the spring of 85 we had identified five principal issues:

See: Info-FNEEQ (May 85)
Our negotiation priorities
put into mechanisms

- Workload
- Employment conditions
- Affirmative action
- Control over our work
- Salaries and social benefits

The protocol on the settlement of "Annex A" does not mean settlement of our collective agreement, even if it takes care of almost two thirds of the articles on which we maintain the status quo. Far from it. We have by and large settled only the issue of control over our work but the four principal issues remain to be negotiated.

OUR DEMANDS:

WORKLOAD

- A network (provincial college sector) norm comparable to the one prior to the decree.
- A guarantee that the average individual workload in the network does not get higher than 39.
- Formulas in the collective agreement for the allocation of teachers among the colleges, and the use of these formulas as rules for the allocation of teachers among disciplines in each college.
- Revision of the values of the parameters in the calculation of the CI (Individual workload), and of the allocation formulas, in order to correct certain inequities in the relationship "encadrement" (student-teacher contact hours)-adaptation-preparation.
- Allocation within the norm, of a certain number of teachers for travelling time (between different campuses).
- Recognition of professional exhaustion (burn-out) as a syndrome caused by working conditions.
- * An annex on working conditions for those teaching at sub-centres.

ADULT EDUCATION

- Better protection clauses in the collective agreement for teachers in adult education
- Attachment to a given department.
- An extra allocation (outside the norm) for departmental coordination in adult education teaching.
- Recognition of the status of part-time teacher for those teaching in adult education.
- Operationalization of the declaration of principle against job accumulation by the establishment of hiring priorities for those teaching in adult education.
- Inclusion of the adult education teachers on the recall list.
- Recourse to the hiring committee for hiring in adult education

MANAGING THE TIME OF OUR WORK

- Sabbatical leave reimbursed over a period of time.
- Right to a pre-retirement leave of one year if it results in cancelling or avoiding a MED situation.
- Early retirement: possibility to take it at the age of 62 without loss.
- Part-time leave for family responsibilities.

RESEARCH

- Creation of a release-time bank (100 F.T.E, full time equivalents) for departmental research projects of pedagogical nature.
- Minimal protection of the working conditions of teachers, released for research in specialized centres.

...NOR TO IMMEDIATE PROBLEMS

RETRAINING AND TECHNOLOGICAL CHANGES

- Establishment of a figure for professional development at 0,5% of the "masse salariale" (budget for teachers salaries).
- Creation of a release-time bank (100 F.T.E.) for professional development in new technologies.

MEDs

- A workload comparable to that of regular teachers.
- Respect for the discipline they are in.
- Right to refuse a teaching load in another college.
- Priority for a teaching load in adult education.
- Better access to retraining.
- Improvement of the resorption measures (retirement resignation if it cancels or avoids a MED situation).

NON PERMANENTS

- A recall list according to effective seniority.
- An order of priority to allow for real access to a job.
- Possibility to complete ones workload in adult education.
- Full time status if CI=72 or F.T.E.=1.
- Measures to facilitate access to tenure.
- Hiring according to the most advantageous of the formulas below:
 - on the basis of the combination of the residual allocation and the fraction of the release time or the leave, of the replaced teacher.
 - according to the CI calculation.

WOMEN

- Affirmative action
 - specific measures for women in the hiring priorities
 - measures to diminish the risk of lay offs
 - better access to retraining professional development.
- Parental rights
 - improvement of the conditions of part-time teachers
 - increase of the duration of the adoption leave.
- Sexual harassment : measures for prevention by sensitizing and information, by the elimination of sexist literature, by the right of investigation, and by a mechanism to deal with complaints.

OBTAIN A SATISFACTORY COLLECTIVE AGREEMENT THIS FALL

MEANS:

- INTENSIVE NEGOTIATIONS
- MOBILIZATION AROUND OUR PRIORITY DEMANDS
- BACKING UP THE NEGOTIATIONS WITH FIRM ACTION
- JOIN IN THE PRESSURE TACTICS OF OTHER PUBLIC SECTOR GROUPS IN ORDER TO REVERSE THE "PROVIGOBEIL FORMULA" OF THE BOURASSA GOVERNMENT.

