



BULLETIN EXPRESS

CEGEPS NEGOTIATIONS

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NOVEMBER A CRITICAL MONTH

THE TABLE IS SET

With the agreement concerning "Annex A" we have finally reached the stage where we can negotiate the heart of our collective agreement. However, even if the table is set, the meal is yet to be served!

The word is everywhere that public sector negotiations will be finished in 1986. However, the negotiations are blocked on the same major points in all sectors. Our mobilization has intensified during the last month and will reach an important level during the weeks to come. What's more, the negotiations at the CEQ and the FTQ have attained a similar level and various other public sector unions are moving into action. As it is often said: "there's something in the air". The employers are waiting to see if we continue to mobilize before they move at the tables. If we do not act in November, it will be Provigobeil salad that's served to the public sector this round.

A SATISFACTORY SETTLEMENT THIS FALL IS POSSIBLE IF:

Following an evaluation on October 13 of the state of the negotiations, our mobilisation and the current context in Quebec, the four public sector Federations decided to maintain our Fall strategy for a satisfactory settlement and to meet the challenges which are implied with this decision. It is important that FNEEQ be a part of this process.

Nevertheless, there are two essential conditions which have to be met to obtain a satisfactory settlement in 1986:

- the employers must demonstrate a willingness to negotiate intensively in the weeks to come
- the members must be ready and willing to support these negotiations through concrete actions which will force the employer to modify its current bargaining positions.

TO FORCE THE GOVERNMENT TO NEGOTIATE INTENSIVELY

YES, OUR DEMANDS ARE REASONABLE... BUT...THE GOVERNMENT OF PROVIGOBEIL CLAIMS TO BE IN FINANCIAL TROUBLE

Premier Bourassa, the President of the Treasury board Provigobeil and the employer groups have stated that our demands are "reasonable" but that the State does not have the financial means to respond to these demands. They claim to be ready to give back the 100\$ million which they cut from our job security and fringe benefits in their initial offers. They have also suggested that they would be ready to negotiate salaries for 1987 and 1988 if we are ready to accept their offer of 3,5% for the first year, 1986. Without doubt, for the government this offer for 1987 and 1988 will be inferior to the rate of inflation and will not take into account our rightful share of any GNP increase generated by economic growth in Canada.

For our part, we are ready to negotiate intensively. We are ready to elaborate a negotiation strategy which permits a settlement in 1986. However, the employers must be prepared to reconsider their offers. These were massively rejected a number of months ago by the membership.

THE GOVERNMENT AND ITS PARTNERS ARE BETTING THAT WE WON'T MOBILIZE

This Government claims to be ready to negotiate yet won't budge on its offers. Our employers are convinced that unionized public sector workers will not mobilize behind their demands. Provigobeil has stated that he won't lose any sleep over these negotiations!

It is in November that they hope to win their bet. The government has stated on a number of occasions that public sector negotiations will be settled between the 1st and 30th of November.

WE MUST TURN TO ACTION IN NOVEMBER

A CORRESPONDING ACTION PLAN

OUR UNANIMITY AGAINST LOCAL NEGOTIATIONS AND OUR MOBILIZATION TO OBTAIN THE MEANS TO NEGOTIATE AT THE SECTORIAL TABLE HAVE DEMONSTRATED OUR DETERMINATION

Because of this determination and solidarity, we have avoided local négociations. This decentralisation of our negotiations was imposed by the adoption of Bill 37, in June 1985. Through harassment tactics, the tactic of delaying classes and various other actions undertaken by our unions, we have forced negotiations on a Federation to Federation level (instead of local). We have thereby obtained a protocol which settles "Annex A". Many claimed that we were demobilized, yet, we have united to defend our rights and counter the attacks announced by the employers in the CEGEP sector.

THE CSN HAS TAKEN THE INITIATIVE IN ACTION AND NEGOTIATIONS

The CSN public sector unions acted immediately following the summer vacation period in order to reanimate negotiations and mobilization. This effort was centered around a major counterproposition as well as actions in the workplace, in the regions, within public opinion and the media.

These initiatives have forced government decision makers and employer representatives to recognize that our demands are well founded. They have begun to indicate that they are not completely inflexible due to our determination and commitment to be heard.

Except within FNEEQ, the CSN public sector unions have held 2 hour general assemblies during working hours. Within FNEEQ, in spite of the fact that a majority of our members and unions who voted were in favor of this action, the application of our double majority rule implied that we did not have the mandate. A number of unions did not consult within the delays implied. Others ammended the proposition and this was counted as against the walkout. It is clear that the agreement concerning "Annex A" created a certain confusion over the objectives of this walkout recommendation.

IF WE ARE SERIOUS ABOUT THE OBJECTIVES WE HAVE FIXED FOR THIS FALL, WE MUST INTENSIFY OUR MOBILIZATION AND PROCEED TO MORE SIGNIFICANT ACTIONS

The priorities which we have established for our sectorial table and the CSN central table are related directly to the quality of our work as teachers. Because of the degeneration of working conditions since the decree, we cannot wait another three years to improve the situation of our workload, our job security, adult education, the MEDs, non-permanent teachers, positive action, pensions, salaries, parental rights, etc...

2 1/2 DAYS OF WALKOUTS **DURING A 2 WEEK PERIOD** **TO BACK OUR PRIORITIES**

This action plan has two objectives:

First we must increase the pressure on the government through continuous rotational walkouts organized by the CSN public sector during a 2 week period, locally, by federation, regionally and on a national basis.

Secondly, we must continue to maintain the pressure on local administrators. They are directly linked to the positions defended by the employer at the sectorial table by means of the Federation of CEGEP's.

Therefore the CEGEP Atelier sectorial recommends that the General Assembly mandate FNEEQ:

- 1) To use, at opportune moments between November 10 and 21, a bank of 2 1/2 strike days (fractionable in half-days or full-days) in order to promote and support negotiations.

Each of these days or halfdays should be thematic in nature and should be directly related to one of our priorities. If possible the strategy committee should synchronize these themes with items being discussed at the negotiating table.

- 2) To schedule strike action within the CSN public sector (by sector, by Federation, region or on a provincial basis) on a daily basis and if possible to ensure a state of continuous action.
- 3) To call for local pressure tactics such as schedule delays or administration blockages between November 3 and 21.

- (*) The consultation period for this mandate ends on November 6. Various bodies (Atelier sectoriel and "42" for FNEEQ) will evaluate the government's negotiating position at this point and make further action recommendations, if necessary.

