



BULLETIN EXPRESS

CEGEPS NEGOTIATIONS

SECTORIAL TABLE

There were four sectorial (CPNC) table meetings held since the return from vacations of the employer's spokesperson, that is on March 5, 10, 11 and 18. There is another one foreseen for the week of the 23rd. During the 42 meeting on March 18 and 19, people were brought up to date with the situation and during the Federal Council on the 26-29 March, the delegates will re-examine the question.

WHAT HAS BEEN CLARIFIED

A certain number of clauses which were in dispute between the parties have been clarified to our satisfaction. Management has also submitted the text on affirmative action. It is quite close to the "entente de principe."

Management conceded also that it actually requires the agreement of the union before College can use any leftover teaching allocation residual for connected tasks (fonctions connexes). The new texts also recognize that the college must distribute at least 98% of the allocation in May and at least 99% of the allocation in the second semester, based on the real clientele of September 20th.

WHAT REMAINS TO BE SETTLED

Several points in the "entente" are being disputed by management:

Sessions

Management refuses to refer to the "Fall" and "Winter" semesters, as it was the case in the decree. They are talking about two sessions. This leaves the door open for management to push forward with modifications in the existing academic calendar.

MEDs (ON AVAILABILITY)

Management is refusing to grant those on availability what as already been given to non-permanents. That is the possibility to complete their workload up to 100%, based on seniority. They insist on maintaining management rights with regards to the distribution of workloads, "charges" over and above 80%. Yet it was clearly understood in the "entente" that management had accepted to rectify this situation.

Teaching year versus hiring year

Management recognizes seniority and job priority to non-permanents during a period of two teaching years following their last contract. However by modifying the term "hiring" to "teaching", management in fact is cutting two months from the period during which non permanents could have invoked their priority to a job. This period between July and August coincides with a period when there are many job openings in the colleges. This modification undermines the chances of non-permanents.

Part timers

Part time teachers who have accumulated less than 3 years of seniority should be able to maintain according to the "entente", a priority for a "poste" and for a "charge" during a period of two hiring years following their last contract. Whereas according to the management's text, as it stands, non permanents have priority to a "charge" only if they are at the employ of the college during the time of the posting.

Retraining

The "entente" considered the possibility of reserved "postes" for those retrained, on the condition that the order of hiring priorities is respected. Whereas according to management's text, a teacher of another discipline who obtains a retraining, can have a priority over a teacher of the discipline of another zone and over a non-permanent of the College on a "poste".

Furthermore, it was agreed to maintain the role of the placement Bureau with regards to granting of retrainings taking into consideration the real needs of the colleges. Yet the management's text for all intense and purposes leaves the granting of retraining at the discretion of the colleges.

Technological updating

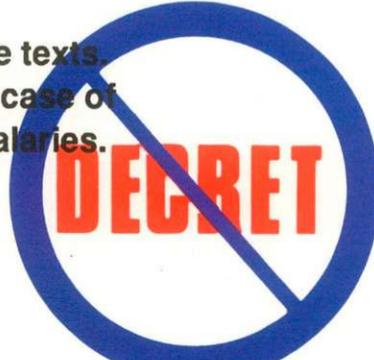
For the granting of the 50 teachers updating due to new technologies or professional development due to programme changes, the "entente", it was understood was to apply the same mechanisms as in the case of the 150. That is all requests were to pass through the consultative committee on workload and their granting was to be done based on its' decision. Management refuses to accept that this was the case.

Sub-centres

Management insists that the text it has submitted on this issue complies with the entente. Whereas it was understood that this was to be subject to further negotiations.

NEGOTIATIONS AT THE COMMON TABLE (CSN)

We are about to finalize negotiations on the common table texts. What is left to settle is the question of replacement in the case of early retirement and certain specific dossiers related to salaries.



DECRET