

September 2, 2014

## OVER TO YOU!

Consultations with general membership meetings on our proposed demands have begun

Our collective agreement expires on March 31, 2015, and collective bargaining to renew it has begun in earnest with the start of the school year.

From now to mid-October, you will be asked to vote on TWO proposed sets of demands: sectoral demands (FNEEQ) and central table demands (Common Front).

These sets of demands are part of a strategy that puts remuneration (and in particular pay) at the heart of negotiations, but without disposing of our sectoral demands that have financial implications. This is the context in which you are invited to consider these demands.

### Sectoral demands

At the August 21-22 meeting of the Regroupement CEGEP, the teachers delegated by their general meetings worked to refine a proposed set of sectoral demands. You will be receiving these soon from your local executive, for consultation in general membership meetings.

These proposed demands stem from the round of meetings that the members of the bargaining and mobilization committee had with the 46 unions in the Regroupement CEGEP last spring. During that round, the committee received more than one thousand comments and demands coming out of general meetings. The committee then compiled, grouped and organized them around five main themes:

- contingent job status;
- workloads and teaching resources;
- the organization of work;
- professional autonomy;
- remuneration.



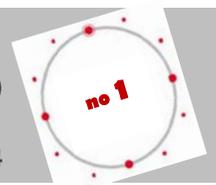
### Central table demands

*Ensuring the longevity and survival of our public services* is the document that presents the seven proposals submitted to the entire membership of the Common Front organizations (CSN, FTQ, SISF) for consultation, along with arguments backing them up. These proposals deal with:

- remuneration;
- family-work-study balance;
- contracting-out;
- the privatization of services;
- regional disparities.

Do these proposed demands meet your expectations? Tell us through your representatives. Suggestions adopted by your general meetings will be submitted to the Regroupement, which will adopt the final versions in the fall. That will be followed by a harmonization process.





### **Towards an alliance with the FEC: a single bargaining table for 60 unions?**

The Regroupement CEGEP has mandated FNEEQ to explore the possibility of a sectoral alliance with the FEC. Affiliated with the CSQ, the FEC is a federation representing 14 CEGEP unions that are also part of

the Common Front. Work and meetings are under way to decide what the bases of such an alliance would be. One of the necessary conditions for reaching an agreement would be the adoption of an operating protocol and a common set of sectoral demands.

### **An overview of 2014-2015 in a few dates ...**

September 25-26, 2014	Regroupement CEGEP: results of the consultation and adoption of the set of central table demands (Common Front)
October 16-17, 2014	Regroupement CEGEP: results of the consultation and adoption of the set of sectoral demands (FNEEQ)
Around October 31, 2014	Filing of our demands with the Comité patronal de négociation des collèges (CPNC – Management bargaining committee for colleges)
Around December 31, 2014	The government has to file its offers within 60 days of receiving our demands. So we expect the employer to file around December 31, 2014.
January 2015	If all the deadlines have been met, the first meetings at the bargaining table could come as early as January.
March 31, 2015	Our collective agreement expires.