



HOW ARE THINGS GOING IN THE ASPPC NEGOTIATIONS?

Backed by the unions from every region of Quebec, the bargaining committee succeeded this past March in getting management to agree to the few conditions we felt were essential for the negotiations to proceed. This was followed by a first round of meetings that went relatively smoothly and allowed each side to lay out its demands.

Then, in mid-April, we agreed to the CPNC's request to take part in "exploratory" talks that were meant to give each party the opportunity to further expand on its respective issues and positions. After only a few meetings, however, it became clear that management negotiators do not have a mandate to truly bargain with labour on any front. In short, the negotiations have stalled.

BAD FAITH?

Furthermore, we are over six months into the collective bargaining process and the CPNC has yet to sign the job release agreement for ASPPC bargaining committee members. This delay speaks volumes, particularly as we agreed to sign according to the CPNC's terms and remain the only organization within the Common Front to find itself in this position. So why the "unfavourable" treatment? It is difficult to see this as anything but an obvious show of bad faith.

CONCILIATION AND MEDIATION...BECAUSE WE WANT TO NEGOTIATE!

On Monday, June 1st, the ASPPC filed a conciliation request with the Ministry of Labour. A few days later, it also submitted a request for mediation.

Why these actions?

Conciliation and mediation are two mechanisms provided for by the Ministry to help management and labour move forward in their negotiations. Traditionally, mediation in the public sector has had more to do with triggering the production of the mediation report needed to obtain a right to strike than with resolving disputes between the two parties. Indeed, it is in view of a potential strike in fall 2015 that Common Front member organizations filed their request for mediation with the Ministry of Labour.

Conciliation is an option not typically used in the public sector. It is offered to any organization embroiled in a labour dispute in the aim of advancing negotiations. As in mediation, the parties sit down with a Ministry of Labour conciliator to work through the roadblocks that are hindering productive bargaining.

INDEED, IT IS IN VIEW OF A POTENTIAL STRIKE IN FALL 2015 THAT COMMON FRONT MEMBER ORGANIZATIONS FILED THEIR REQUEST FOR MEDIATION WITH THE MINISTRY OF LABOUR.

But unlike in mediation, the conciliation process does not require the production of a formal report and is centred, instead, on bringing the positions of the two sides closer together.

Discouraged by the inertia of the negotiations and determined to engage in real bargaining to arrive at a satisfactory deal, the ASPPC decided to ask for the services of a conciliator. In so doing, we hope to see the pace pick up at the negotiating table with the active search for concrete solution to the main sticking points.

So what happens to the conciliation process once mediation has been requested? It has been agreed with the Ministry of Labour that the deliberations will continue and the person assigned as conciliator will pursue the

work as mediator. Whether through conciliation or mediation, our message to management is unequivocal: we want to negotiate!



**RASSEMBLEMENT
DU FRONT COMMUN**
À L'OCCASION DU CONGRÈS
DU PARTI LIBÉRAL DU QUÉBEC

AVEC nous
pour faire avancer le Québec

MONTRÉAL
Dimanche 14 juin
10 h 30 à 12 h
Place Jean-Paul-Riopelle
(Angle Bleury et Viger)

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2015**

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BACK TO SCHOOL: RAMP IT UP!

Judging by the fact that the 26 negotiation meetings held so far have yielded zero concrete results at the ASPPC table, it seems clear that we are going to have to intensify our mobilization efforts as of the beginning of the next academic year. Be prepared to be called upon in the fall to step up the pressure tactics, which could include strike action. The Common Front has already begun preparing for that possibility, and earlier this spring, teachers in each of our federations discussed the issue and committed to holding a strike vote once classes resume for the fall semester.

Common Front rally – June 14

The Quebec Liberal Party will be holding its Members' Convention in Montréal in mid-June. This is an ideal opportunity for the Common Front to mobilize and give workers the chance to make their dissatisfaction known to QLP elected representatives! A rally will therefore be held in Montréal on June 14th from 10:30 a.m. to 12:00 p.m. at Place Jean-Paul-Riopelle, at the intersection of Bleury and Viger streets. An appeal is being made to the people in the Montréal region, in particular, to come out and show their support. Will you be there?