



AFTER THE SUMMER BREAK, BACK-TO-SCHOOL (AND WORK)

TAKING STOCK OF OUR SEC-
TOR-BASED NEGOTIATIONS THIS
PAST SUMMER

The newspapers this past spring kept repeating ad nauseam Mr. Coiteux's declaration to the effect: "there won't be any vacations for the negotiators." The bargaining committee of the Alliance des syndicats des professeures et des professeurs de cégep (ASPPC, the CEGEP Teachers Union Alliance), following the example of all the other trade unions in Quebec's public service, continued their work throughout the summer months. In all, nine bargaining sessions were held during the vacation period in the presence of the Labour Ministry's mediator.

IN EXPLORATORY MODE

The discussions took place in exploratory mode in accordance with the mandate adopted by the ASPPC delegates last May. Various dossiers were dealt with: union nominations, transmission of information, union release-time, staffing and workload proposals, double counting of replacement costs, and hiring conditions. Outlines of some solutions were put on the table by both sides; these will, of course, have to be ratified by the different Unions that are part of ASPPC, seeing as we are in exploratory mode.

MIXED RESULTS

After a few initial difficulties getting started, the mediation meetings ended up being productive and constructive discussions did occur between the parties. Even management agrees with us that the July meetings were more productive than all our previous meet-

ings. However, nothing is really resolved. To begin with, few of the delicate subjects were even addressed. Our demands that have greater monetary impact are not yet on the agenda. What will happen when we turn our attention towards issues such as increasing workloads and professional autonomy? Meanwhile, even though the rhythm at the bargaining tables has indeed picked up, it's still clearly insufficient. At the rate we're going, we could continue negotiating for a long time still!

A more detailed account of those sessions will be given at the first ASPPC meeting to be held early in the school year, in September, when we'll also take stock of the upcoming mobilization for the fall which promises to be quite intense!

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OUR FALL

While work is accelerating at the bargaining tables, we will have to keep up the pressure and mobilization. Since the start of negotiations, we've made use of all sorts of initiatives to get ourselves heard: picketing in front of our establishments, distribution of information, visibility actions, etc.

In order to get negotiations to move forward, ASPPC Unions have decided to increase the pressure a touch and to organize a few disruptive actions when everyone goes back-to-school. It's vitally important that participation levels be high in the activities that your local Union organizes in order to push back against the cuts that are being demanded by our bosses (decreased professional autonomy and increased workloads amongst others) and also to give substance to

the demands that we have tabled with our management counterparts.

As of early September, the Common Front will be launching a vast consultation exercise of our general meetings designed to secure legal strike mandates. Let's recall that last spring, the Common Front was given the mandate to organize what was required for a strike in fall 2015, depending upon the progress being made in our negotiations. The Common Front will soon be launching an information and mobilization campaign in that regard. It's imperative that we undertake the kind of massive mobilization this fall that could go down in history.

TEACHERS UNITED

IN INDIGNATION

- > Management wants to be able to designate department and program coordinators.
- > Management wants to increase workloads. More students per class, more hours spent teaching, more course preparation.
- > 100% of the teacher's job will have to be done in the CEGEP.

L'OBTENTION DE NOTRE DROIT DE GRÈVE

To obtain the right to strike, one must count three successive time frames: an initial mediation period of 60 days, a 20-day delay following this initial period, and a period of seven consecutive 24-hour legal days (excluding Sundays and official holidays) in order to notify the Labour Minister of our intention to strike. That last period can be included within the 20-day delay. Under such a scenario, we would obtain our right to strike on September 10th. The actual exercise of our right to strike will be carried out according to voted general meeting mandates.

For the ASPPC:

22nd of June

21st of August

10th of September

First day of mediation

End of 60 day period of mediation

The right to strike is obtained.