

BLOC-NOTES

13
Septembre 9, 2013



for cegep teachers

DISRUPTION 21 FOR A FAIR RECOGNITION OF OUR WORK

In the 1996 Pay Equity Act, an evaluation comparing predominantly female and male employment categories was mandated. To carry this out, government sector unions and the Treasury Board agreed on a grid with 17 criteria to evaluate and compare “female” jobs to “male” jobs.

Cegep teachers were determined to be in a “mixed” (neither predominantly female nor male) employment category and therefore were not directly included in this pay equity exercise.

In 2011, an agreement was reached between the Treasury Board and the unions to carry out an evaluation of the “mixed” employment categories; this is ongoing...

The Treasury Board Does Not Understand our Job, Unless...

In June, the Treasury Board presented its evaluation of our employment category. It is clear that they only recognize activities directly related to teaching in class as being part of our workload. In addition, since we teach young adults, they consider that our work requires less energy than does teaching adolescents or young children.

We know that without all of the work we do in our departments and program committees, no course could be offered. We also know that we take part in countless meetings of college committees, course committees, preparations for province-wide competitions, activities promoting college studies, etc. etc.

Are the Ministry of Higher Education and the Treasury Board Part of the Same Government?

Why did Pierre Duchesne (the Minister of Higher Education, Research, Science and Technology or MHERST), include college instruction in his Ministry while the Treasury Board President, Stephane Bédard, considers it to be at a lower level than secondary, primary and kindergarten teaching?

Why did Minister Pierre Duchesne invite all of the actors representing cegep teachers to meetings about research while Stephane Bedard proposes to abolish any recognition in the salary scale for either a master’s degree or a doctoral diploma?

Why did Minister Pierre Duchesne ask the teachers on the Consultative Committee on General Education to develop the objectives and standards for the introduction of a new History course in general education while Stephane Bédard does not want to recognize this type of work this as being part of our responsibilities anymore?

Whatever the contradictions of the government, it is clear, judging from the reactions of union delegates at last week’s FNEEQ *Regroupement cégep* meeting, that cegep teachers are determined to have their place in higher education recognized. As a result, the plan of action outlined below was adopted unanimously.

Our Objectives

- Our own salary scale, separate of that of primary and secondary teachers.
- A salary scale that clearly recognizes that we are part of higher education.
- A recognition of master's degrees and doctoral diplomas, in line with the intervals between the levels established to in the December 2002 agreement

Stage One of the Action Plan

DISRUPTION 21

Delegates of the 46 unions affiliated with FNEEQ voted at their September 5-6 meeting to approve an action plan that includes disruptions that will intensify if the Treasury Board continues to devalue our teaching and the cegep system as a whole.

The plan of action asks that “**Disruption 21**” be added to the agenda of all of the numerous meetings in which we participate to support our objectives. It also calls for all teachers to send an e-mail message to the Treasury Board at the following address: jarocque@assnat.qc.ca.

Sample messages:

*I teach at ----- College
I would like to remind you that college teaching is part of higher education. I have just left a meeting of a committee/working group/course committee etc. to discuss...
This meeting was required in order to....*

*I teach at ----- College
I would like to remind you that college teaching is part of higher education. At the moment, I am working on research on...*

Informational materials and promotional tools will be sent out soon to support this operation.

Join us!

www.facebook.com/FneeqCSN - www.twitter.com/FneeqCSN - www.fneeq.qc.ca