



MASSIVE REJECTION OF THE MANAGEMENT OFFERS

«It isn't surprising!» some people will say. 39 out of 42 CEGEP unions held general assemblies on the management offers of February 19, 1986 and the rejection of these offers was unanimous almost everywhere. Furthermore, the level of participation increased significantly in most general assemblies.

As recommended by the «Atelier sectoriel» (a body with representatives from each union in the CEGEP sector of FNEEQ), several unions made their rejection more visible by organizing activities; some intersyndical committees were set up or re-activated with the support personnel and professionals.

Some unions such as Vanier, which is in Robert Bourassa's riding, showed their unhappiness by demonstrating outside the office of their deputy. Dawson demonstrated against the cuts in the quality of education outside the meeting of the Estates-general of education, which was taking place at the Palais des congrès. Other unions (Gaspé, Jonquière, Montmorency, Rimouski, Alma, Rosemont) confronted their administrations by giving the offers back to them along with the Decree and Bill 37. Other unions are also planning actions but we don't have other reports as yet.

REPORT FROM THE SECTORIAL NEGOTIATING TABLE

Last week we met the employer's side at the negotiating table and informed them of the massive rejection of their offers by our membres. We repeated that we cannot accept their offers as a basis for discussion and we reiterated our desire to negotiate the entire collective agreement. We also reserved the right to contest their interpretation of Bill 37 and Annexe A each time that this causes a problem.

At the same time we made it clear to management that we cannot initial any clause whatsoever, even if the demands and offers happen to be identical, until we have a global picture of all of the texts which will make up the collective agreement.

CONTINUING EDUCATION

During this meeting, the major topic that was dealt with was Cont Ed., Clause 2-1.03.

Our demands are based on recommendations that have come out of studies done on this question. They also take into account the importance of improving the working conditions of our members who work in this sector and of the considerable expansion of this sector in the past few years.

AN ISSUE WHICH MANAGEMENT DOES NOT WANT TO SETTLE AT THE NEGOTIATING TABLE

According to management improving the quality of Cont Ed is not a subject for negotiations, nor is it a matter to be dealt with by local administrations, as our demands imply big sums of money which the state cannot afford. They recognize the fact that the services in this sector are inferior, that the

people working in this sector earn «less generous» salaries and, of course, that the expectations cannot be the same. However, any new investments in this area would have to come out of a political decision to spend more.

There is also no question to make access to tenure easier in this sector, since this would mean creating «artificial» MEDs (surplus teachers). According to the Colleges, Cont Ed does not lend itself to any form of integration with regular education and the status of hourly-paid teacher is adequate in this sector.

DIFFERENT INTERPRETATIONS OF JOB ACCUMULATION AND JOB SHARING

As a «response» to union demands on job accumulation and job sharing, management wants to give the unemployed priority for courses over part-timers already employed by the College. They have chosen to provide a token employment for those without jobs rather than to assure jobs and decent working conditions.

We made it clear to them that our interpretations of job accumulation and job sharing were not at all the same.

Concerning made-to-measure courses, this is an issue which will have to be looked at again because management is presently doing more research concerning the possible coverage of those teaching in this area, the courses taught and also courses leading to official recognition.

NEWS FROM THE FEDERAL COUNCIL

The last Federal Council of FNEEQ adopted a series of resolutions submitted to it by the Federal Bureau and the Committee on the Instability of Teaching Jobs (Comité sur la précarisation de l'emploi dans l'éducation). This committee's report brought out many different aspects of the situation of the growing number of teachers who have no job security or tenure and who are forced to work by the course or by the hour. You can consult a copy of this report in your local union office.

The Federal Council also adopted a recommendation which mandates FNEEQ, in collaboration with the other CSN Federations in the education sector, to negotiate the creation of a health and safety Sectorial Association as provided for in the Health and Safety Act.

NEW CUTBACKS IN EDUCATION

While the Liberal government keeps on repeating in the media that education, health and social services won't be affected by any cut-backs, the Treasury Board's figures foresee a reduction of 85.7 million in education:

- 18.2 million in elementary / secondary education
- 15.5 million in the universities
- 5.4 million in college education
- 9.1 million in Cont. Ed.

Furthermore, the budgetary figures envisage a reduction of 24.3 million in student loan and bursary programme. Young people no longer have jobs nor sufficient welfare to take care of their needs. Now the possibility of getting an education is also being taken away from them if they don't have the money to pay for it.

WHAT IS LEFT FOR THEM TO DO?

IS EDUCATION AN EXPENSE OR AN INVESTMENT?

