



REPORT FROM THE NEGOTIATING TABLE  
(14th and 15th meeting)

AFFIRMATIVE ACTION

According to management:

It is not a high point on their agenda nor an urgent matter in their mandate. It is a problem which unionized members have to tackle among themselves as they constitute the majority on the hiring committees.

At the last meeting on April 9-10 we made a presentation of political nature on this issue. After having stressed that since the decree, women who were already under represented, are the first ones laid off, we asked how is it there is no hiring of women done within certain masculin ghettos despite the fact that there is sufficient number of women with diplomas in disciplines like electro-technology or building mechanics.

The «partie patronale» responded by saying that this was a question whose answer lies with mechanisms to be applied at the local level as the gravity of the problem varies from college to college and as teachers constitute the majority on hiring committees. We retorted by saying that we are faced with a problem of global nature which affects all college teachers and that many clauses have provincial ramifications, such as job security. Therefore we want a uniform programme which in order to be effective and gain political clout has to apply provincially.

Both sides have still a long way to cover.

On our part we have accepted the fact that there is still a long way to go within our own ranks in order to resolve the question. But this should in no way justify the stone-walling attitude of the «partie patronale» on this issue since the last two rounds of negotiations. Our demands far from being drastic treat the problem by discipline and by college and changes that will come about within disciplines as a result of the application of the (affirmative action) programme are being sought in a gradual manner.

Management is mandated to send this item back to the local level even if legislation has taken affirmative action off the list in Annexe «A» (Bill 37).

We asked management why in their offers affirmative action is sent back to the local level while legislation, in a rare move during the parliamentary commission decided to modify Bill 37, and take it (affirmative action) out of Annexe «A». For us this move signified the government's intentions to have this question negotiated provincially.

Management acknowledges that only government can go above Bill 37 and not local administrations!

*«We do not question your position. We do not want to play around with Bill 37 but those who give us mandates are the minister and the Federation (of cegeps) sanctioned by the Treasury Board. These are not mandates coming from directors-generals it is our mandate ...»*

