

FNEEQ



CSN

INFO-FNEEQ

BULLETIN EXPRESS

CEGEP

JANUARY 1988

Volume 5, no. 2

PRE-NEGOTIATIONS MEETING

At a time when CEGEP unions are starting to prepare for the next round of negotiations, FNEEQ invites all of its CEGEP teacher unions to meet in order to discuss the context for our next set of talks. Such a meeting is essential if we want to get off on the right foot and give ourselves the best possible chances for succeeding in our talks.

Marcel Pepin, labour relations professor at the Université de Montréal, will be there to share his reflections on the need for labour struggles and discuss with the participants of the meeting, to be held in Montréal on January 22 and 23.

Gérald Larose, CSN president, will also be there to address the challenges which face our organization in terms of both negotiations and politics. He will look at the role of the CSN in a world of profound transformations which are changing the labour movement in many ways. What will our role be in a context of free trade, deregulation, lower birth rates, an ageing population, diminished buying power, women's need for financial independence, accelerated technology and reorganized labour statutes and structures?

On the basis of the history of CEGEP union negotiations, we hope to take advantage of this meeting to have a lively discussion on the difficulties inherent in negotiations, especially during our last round of talks.

This meeting should allow us to trace the first parameters of our analysis of the context in which we will be undertaking our negotiations and identify the goals that we will have to define and share during the coming months.

SEE YOU THERE!

Friday, January 22, 1988
Hotel Shangrila (Hope the name is a good omen!)
Montréal

WORKLOADS LET'S TALK ABOUT THE ISSUE

The Parity Committee on CEGEP Teachers' Workloads, stemming from the last round of talks, will start a series of visits to 22 colleges in early February. Your union will be able to tell you whether your college is on the list of institutions to be visited and when.

Whether your college is on the list or not, all unions are expected to let the Committee know what their position is on the workload issue.

There is no need to tell you that this committee's work and report will have an impact on the next round of negotiations and that it is essential that our point of view as a union and as professionals be made known so that the Committee can develop a solid dossier. The Committee will take into account the frequency and harshness of aspects pointed out in reports made to it in the process of identifying the problem and seeking solutions. If the Committee hears little or nothing about a certain aspect, it will assume that it is not causing any problems. So don't keep your problems a secret, since the Committee will base its analysis on the information it gets from you.

DONT FORGET THE CIEL

Don't forget that management has an approach to workloads that is aimed at doing more with less. The CIEL (local individual field of teaching) is still on the negotiating table. Management is attempting to modify the current mechanisms to remedy what it refers to an inequity without adding any new resources. But employers don't want to discuss the situation of MEDs, employees without job security and Adult Education teachers. They're partial to promoting research and related tasks and less inclined to take into account any variation in the parameters for adaptation, preparation or presentation of courses which are making workloads more and more time-consuming. We have to emphasize how our workloads have become more burdensome, to the detriment of a certain quality of teaching, given new clientele and new demands.

COORDINATION AT THE UNION LEVEL

We are asking you, therefore, to coordinate your work with your union, since it has all the information necessary for making a presentation to the Committee. Regional meetings will be held on the issue between now and the end of January. A working document provided by the Committee is available in every union. If you have something to say or you would like further information, contact your union. It is important that we all do our part of this work.

UPCOMING EVENTS

January

22-23 Pre-Negotiation Meeting - CEGEPS - Montréal
29-30 Workshop on women (network and representation)
29-30 Application - CEGEP session (workload)

February

1 Proposals on statutes to be returned to Committee on
Statutes
5-6 CEGEP workshop CCNSP Evaluation
12-13 Workshop on women Equal opportunity
18-19 Federal Board meeting
25-26 Workshop on Insurance and Pension Plan

March

3-4 Federal Board meeting
11-12-13 CSN Symposium on CEGEPs: VOIR LOIN

April

8 Private sector workshop on evaluations
8-9 Session on women (feminist pedagogy)
14-15-16-17 Federal Council

May

13 Session on women (evaluation of the year)
25-26-27 Federal Board meeting

June

1-2-3 Federal Board meeting
6 to 12 CSN Convention, Québec City
15-16-17-18 FNEEQ Council in St-Hyacinthe

