



NOUVELLES EXPRESS

BULLETIN NO 2

TUESDAY, September 28, 1982

THE EMPLOYERS OFFERS IN BRIEF: A VICIOUS ATTACK

Friday, September 24, FNEEQ was invited by our employer to receive its "offers". Without any discussion or explanation, the following "offers" were deposited:

WORKLOAD

- open schedule or shift between 8 a.m. and 11:30 p.m. with the possibility of work (for teachers placed on availability) outside of these limits;
- possibility of teaching during vacation periods when the objectives of a course or programme require it - to be decided by the college;
- abolition of the present provincial ratio of 1/15 plus 840 which assures the number of teachers for the system as well as the abolition of the provincial maximum workload standard of C39
- elimination of Appendix I which is the formula for the distribution of teachers among the colleges within the system
- elimination of all mechanisms for the determination of the distribution of teachers among the departments within the college and a consequent fixing of the individual maximum workload at 44 for all teachers
- modification of the parameters in the individual workload formula (CI) which will increase the workload of teachers: preparation becomes 0,9 instead of 1.0; classroom time and adaptation of a course will be valued at 1,2 instead of the current 1.5. With these new parameters, the calculation of the maximum individual workload becomes 49 instead of the current 44 !
- in sum, an attack on the workload aspects of the collective agreement which eliminates all of the rights won in previous negotiations and which puts back this dossier to the pre 1972 period - not even the norm of 1/15 has been maintained.

JOB SECURITY

- elimination of the automatic re-engagement of a non-permanent teacher (currently non-reengagement must be confirmed by a notice from the college) - the procedure becomes identical to that of a part-time or hourly paid teacher
- elimination of the guaranteed minimum number of teachers for each discipline
- elimination of postes created with .75 of a complete workload
- elimination of the status of full-time for teachers with .75 of a workload (8-4.11)
- freedom to hire part-time and hourly paid teachers at will by the college
- permanence delayed to the beginning of a teachers' third year of employment rather than the first of April of one's second year in the status quo
- elimination of the possibility for permanence with a charge



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- all leaves of more than 1 session (except 20 weeks for maternity leave) will delay permanence - this is not the case for many leaves in the present collective agreement
- obligation for teachers placed on availability to accept vacant posts throughout the province
- obligation for teachers placed on availability to accept any "charge" at all the colleges within their zone
- elimination of the right of a MED to delay for one year a transfer to another college if they work .75 or more of a workload
- reduction of the salaries of available teachers to 80% for the first year and 50% for the 2 subsequent years
- elimination of the displacement premium and the right to defer one's separation premium
- addition of a new list of posts available on September 15 with an obligation to teach them even though the session has begun
- Furthermore, the employers' "offer" includes a notation: "Intersectoriel relocation between colleges and school boards - TO FOLLOW "

PEDAGOGICAL RIGHTS

- elimination of the Academic Council from the collective agreement - modification of role of the department chairpeople such that they become responsible to "respond" to the college and assume tasks currently assumed by the department as a whole - departmental release is reduced from 1/20 to 1/25 - elimination of the 40 teachers we negotiated in the system to co-ordinate "stages" and workshops

AS WELL

- elimination of the non-discrimination clause - no possibility of adjourning CRT (the college will call a CRT and proceed immediately after) - the 7 payed sick days are reduced to 3 and become the 3rd, 4th and 5th used - maternity leave: - elimination of "preventative leave" - restrictions on leave extensions for non-permanent teachers
- freeze of experience scale for 1983 as per the government's salary "offer" - teacher placed on availability will receive experience only prorata to his/her workload

AND Mr Laurin claims to want to improve the quality of teaching and rationalise human resources ! - FOR TEACHERS, IT IS A DECLARATION OF WAR...