

## A new collective agreement in the public sector: what can we learn?

Almost a year passed between the signing of an agreement-in-principle by the government and unions last spring and the signing of new collective agreements in the public sector. During this time, the process of integrating amendments to agreement texts, clause-by-clause, has proved to be complex. The new public sector contracts contain new provisions, some of which will be of interest to teachers and staff in private institutions. On the one hand, many colleges have a parity clause with public agreements; on the other, it is important to be aware of the working conditions of colleagues in the network. Here are the highlights:

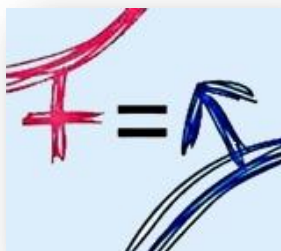
### Salary provisions

#### *Wage increases*

The collective agreement provides for a wage increase of at least 6% over the next five years. The following table outlines the date each increase takes effect as well as the amount of the first wage increase for each teaching level.

#### *Pay equity*

Following Operation “maintain pay equity” imposed by the Pay Equity Act, primary and secondary teachers will benefit from a 0.93% adjustment to the 15<sup>th</sup> level of the salary scale. The adjustment relates to the 17<sup>th</sup> level of the scale for college teachers. Previous levels will be increased to preserve stable increases at each level. The difference will be maintained between levels 17, 18, 19 and 20. These changes took effect for everybody on December 31, 2010.



<i>Primary and secondary</i>		
+ 0.5%	Maintain pay equity maximum 0.93%	+ 0.75%
141 <sup>th</sup> day of classes or April 1, 2010	December 31, 2010	141 <sup>th</sup> day of classes or April 1, 2011
<i>College</i>		
+ 0.5%	Maintain pay equity maximum 0.93%	+ 0.75%
June 1, 2010	December 31, 2010	June 1, 2011

The remuneration structure for college teachers was revised to allow for an accelerated process through the first four levels of the pay scale. It will now take six months to move from one level to the next (or the equivalent for part-time teachers.) This measure applies retroactively for the year 2010-2011.

Also regarding college teachers, several amendments have been made to calculate experience: each year of professional or industry experience fully counts whether it is recent or not. One year of professional experience will now be given to a teacher who has attained the equivalent of 0.5 FTE (full-time equivalent) without the possibility of starting to earn another year of experience before accumulating 0.75 FTE. In addition, fractions of professional or industry experience and teaching experience can add up. This is an improvement compared to previous calculation methods. The salary adjustment, if any, will be given from the year 2010-2011.

### *Parental rights*

One of the major changes affects paternity and adoption leave. These leaves have been amended and now last up a maximum of five weeks. Besides receiving benefits from the Quebec Parental Insurance Plan or Employment Insurance, teachers and staff on one of these leaves will be given a top up from the employer in order to collect 100% of their salary.

### *Changes to RREGOP*

The maximum number of years of service to be recognized in the calculation of a retirement pension moves from 35 to 38 years. Therefore, the maximum pension increases from 70% to 76% of the average of one's highest five years of annual salary. However, eligibility criteria remain the same: you must complete 35 years of service or reach the age of 60 to receive a pension without penalty.

The Common Front convinced the government to use a new actuarial cost method to determine the contribution rate to the pension plan. It reduces the impact of fluctuations in returns of the fund on that rate. The rate will increase no more than 0.5% annually for three years until the next valuation.

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# Agreement-in-principle finally respected at Vanguard School



The last newsletter hailed the announcement of an agreement-in-principle at Vanguard School in October 2010 after three years of negotiations. However, things took a surprising turn when the employer disregarded the recently-reached agreement and tried to rewrite some parts of the text to cancel gains made by the union. As a result, a complaint for bargaining in bad faith was filed with the Commission des relations du travail on February 9, 2011.

Finally, on March 15, the employer accepted to recognize all points agreed to at the bargaining table and all texts written by the union based on principles agreed upon during the last two nights of negotiations. This turn of events took place during a final arbitration meeting and the day before the complaint was to be heard by the Commission. The next collective agreement will reflect all points contained in the agreement-in-principle that was introduced and accepted by a general assembly in November 2010.

Vanguard School is a private institution that offers specialized services for students with learning disabilities. One of the major gains in this agreement is the integration into a teacher's workload of time spent developing and writing individualized educational plans for students. This recognition will be beneficial to faculty members as well as the children in their charge each day.

*Congratulations to everyone!*

## New on the Web

FNEEQ recently made the leap into the social network arena. These popular and dynamic communication tools have truly become unavoidable. You can now keep track of the federation's activities on Facebook and Twitter. To become a fan of our Facebook page, simply go to [www.facebook.com/FneeqCSN](http://www.facebook.com/FneeqCSN); follow us on Twitter at this address: [www.twitter.com/FneeqCSN](http://www.twitter.com/FneeqCSN). These new virtual meeting places will complement the FNEEQ website which offers news from here and beyond, resources, plus commentary on the education field.



## International Day Against Homophobia: May 17

On the heels of the *Colloque pour agir contre l'homophobie* (Conference to Fight Homophobia) held in Montreal on April 14 and 15, the International Day Against Homophobia will be celebrated on May 17. How can you get involved? Mark the day in your workplace by putting up posters and distributing campaign leaflets. You will find promotional material to use here: <http://homophobie2011.org>.

## Private institution sector: common negotiating objectives

Last year, members of the private institution sector gave their support to a proposal which set common negotiating objectives. Improving parental rights was first on the list. The sector coordination committee as well as union advisors from various institutions view this new orientation as a positive development. With the signing of a new public sector collective agreement, the private institution sector's work will continue.



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