



MANAGEMENT'S DEMANDS: ADDING INSULT TO INJURY

On December 17th, the Comité patronal de négociation des collègues (CPNC) filed its sectoral demands with the Alliance des syndicats des professeures et des professeurs de cégep for the upcoming round of bargaining talks. This came on the heels of the tabling of management's central demands to the Common Front on December 15th.

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The CPNC's submission is a brief, vague document whose six pages essentially call into question key elements of our collective agreement, including the calculation of individual workload (CI), the hiring process, evaluation methods, departmental operations, job security and "various procedures governing the granting of leaves and the management of substitute teaching." Management justifies its demands largely on the basis of

the need to solve the problem of declining enrolment, yet the solutions it puts forward do nothing to resolve the situation. Moreover, not a single word is mentioned about the critical problems raised in our list of demands, notably those concerning continuing education, students with disabilities (SWD), job precarity and the need for guidelines in distance education.

For the Alliance, this proposal from management is a false start to the bargaining process. Indeed, our employers seem far more concerned with the administration of CEGEPs than with fostering a healthy environment for teaching, which is central to the educational mission of these institutions.

OUR RESPONSE: SOLIDARITY AND MOBILIZATION

It will be recalled that we tabled our demands for the central bargaining table and for the sectoral table on October 30th. Now that management has come back with its demands, the negotiation process is officially under way. FNEEQ-CSN and FEC-CSQ member union representatives will be meeting on January 29th and 30th to discuss these proposals. In the meantime, the bargaining committee will continue building its supporting arguments for our demands.

For the negotiation of our collective agreements to be successful, it is essential that we continue mobilizing, both against austerity and in support of our labour demands. Your bargaining and mobilization committee is determined to fight for a settlement that will ensure us better working conditions. As a first course of action, we encourage you to send a Christ-

mas card to your administration and to the ministry underscoring their bargaining proposal. Contact your union for further details.

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