

# TEACHERS UNITED

## NEGOTIATIONS BEGIN... SLOWLY

Since the start of the winter semester in January, your bargaining committee has had six meetings with its management counterparts. After settling the nuts and bolts of how things would function and agreeing to the first topics of discussion and a meeting schedule, the actual negotiations have gotten under way...slowly.

The first discussions centred on schooling, the recognition of experience, the granting of leaves and the issue of hiring and contracting. Many of these demands are aimed at improving the working conditions of contingent professors.

For instance, the ASPPC proposes extending these teachers' access to various forms of leave, including the PVRTT, and allowing leave

without pay for professional development to be taken on a part-time basis. It also seems essential that the hiring process and procedure for assigning teaching loads and subsequent positions be streamlined and improved. The ASPPC is proposing as well that a better work-work balance be struck for contingent professors cumulating teaching loads in several colleges, notably through adjustments to work schedules.

### DO OUR MANAGEMENT COUNTERPARTS HAVE A MANDATE TO NEGOTIATE?

L'attitude des représentants  
The attitude of the CPNC representatives at the table leaves us to believe that, for the moment, they do not have a clear mandate to make a deal with us on any subject.

Indeed, at the conclusion of the talks on schooling and experience, the union negotiating party put forth a global proposal on both issues that has remained unanswered by CPNC representatives, even though this proposal addresses many of the CPNC's own demands. The same scenario played out when the parties presented their demands concerning leaves and contracting: management representatives made it plain that,

for the time being anyway, they have no intention of negotiating any deal, even partial or provisional.

This situation can obviously not go on because it allows for no real progress to be made. The coming meetings will give us a better sense of where things are going. Based on what we find, we may be calling on you to help us send a clear message to the CPNC: WE WANT TO NEGOTIATE!

Your Bargaining Committee

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Across Quebec, February 23 to 28 , CEGEP teachers rallied against austerity measures and in support of their bargaining committee.



Dates to remember:

March 15: Demonstration in Sept-Iles

March 31: End of our collective agreement

April 2: Demonstration of the Association pour une solidarité syndicale étudiante (ASSÉ)