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## PRESS RELEASE

### 2015 Negotiations

## The CSQ college federations file their demands

Montreal, November 1, 2014. – A few hours ago, the Fédération du personnel professionnel des collèges (FPFC-CSQ), the Fédération du personnel de soutien de l'enseignement supérieur (FPSES-CSQ) and the Fédération des enseignantes et enseignants de cégep (FEC-CSQ), which is part of the Alliance des syndicats des professeures et professeurs de cégep (ASPPC), filed their sectoral demands with the government for the renewal of their members' collective agreements.

The presidents of the FPFC-CSQ, Carol LaVack, and of the FPSES-CSQ, Anne Dionne, stated that the issues of recruitment, integration and retention of personnel are at the heart of their federations' demands.

### More restrictions for specific projects

In order to improve job security, the FPFC-CSQ is demanding a reduction in the duration of specific projects which contribute to job insecurity. "With the new method of public management that we see in our Cégeps, professionals are being hired for specific projects. Instead of hiring professionals to fill regular jobs, they are being restricted to projects like these which can last up to 4 years, sometimes longer," says Carol LaVack.

The FPFC-CSQ is asking for a clear definition of the specific project along with a time restriction of two years.

### Measures to recruit and retain personnel demanded

On the other hand, with the high turnover of professionals expected between now and 2020, the Federation considers it essential to demand measures for the recruitment, integration and retention of new employees.

"To improve work-family-life balance, a respectful and efficient vision of the work done by professionals in colleges is essential. It must, among other things, focus on increased autonomy and flexibility in work organization and the achievement of the mandates entrusted to our members," says Carol LaVack. She adds that, to help improve personal balance, there is a

demand to create a bank of days of leave for family and parental responsibilities, separate from the bank of sick-leave days.

Finally, the FPPC-CSQ really hopes that graduate certificates will now be recognized as academic qualifications just as Masters and PhD degrees are.

### **Attacking insecurity**

For its part, the FPSES-CSQ has formulated demands based on concerns expressed by members regarding the movement of personnel, including improving access to full-time work schedules, job promotions and retention. To accomplish this, the Federation is proposing solutions aimed at making it easier for workers with insecure jobs to acquire more working hours and eventually regular jobs.

The FPSES-CSQ wants to discuss various problems related to the organization of work, especially with regard to outsourcing. "We already have qualified and available members on-site who can do the work. We just don't understand why it is necessary to outsource to external firms when this work could be offered to regular or occasional workers. Especially since the quality of outsourced work is often lacking, needing to be partially or totally redone by our members. Far from being a cost-effective solution, outsourcing must be seriously curbed," says Anne Dionne.

### **A better financial situation for support staff**

Dionne says that the demands also aim to improve the financial situation of support staff. "Aside from the wage increases being demanded by the Common Front, the Federation is asking for several measures such as an increase in the amount the colleges contribute to our health insurance plan, the deregulation of the lead hand premium, and an agreement that the college will pay for professional order membership fees or any other fees related to licenses or permits required by certain job classifications," says the president of the FPSES-CSQ.

Finally, in support of work-life balance, the FPSES-CSQ is also demanding the creation of a bank of days of leave for family and parental responsibilities separate from the bank of sick-leave days.

### **Historical alliance of Cégep teachers**

For its part, the FEC-CSQ has chosen to ally itself with the Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN) for its sectoral negotiations. Their 60 unions, bringing together all 21,000 college sector teachers, will be represented by a new negotiating body, the Alliance des syndicats des professeures et des professeurs de cégep (ASPP).

### **Profile of the CSQ**

The CSQ represents more than 200,000 members, 130,000 of whom work in the education sector. The Centrale is the most significant labour organization in the field of education in Quebec. The CSQ also has members in the health and social services sector, day care services, municipalities, recreation, and cultural, community and communications organizations.

### **Profile of the FEC-CSQ**

The Fédération des enseignantes et enseignants de cégep (FEC-CSQ) is a group of thirteen Cégep teachers unions from several regions of Quebec. Founded in 1968, the FEC-CSQ has always been an advocate for the recognition of the college teaching profession and for a college network that covers every region of the province. It is affiliated to the Centrale des syndicats du Québec (CSQ), which represents more than 200,000 members, 130,000 of whom work in the education sector. The CSQ is the most significant labour organization in the field of education in Quebec.

### **Profile of the FPPC-CSQ**

The Fédération du personnel professionnel des collèges (FPPC-CSQ) represents nearly 1,200 professionals working in 34 colleges. It consists exclusively of college professional staff.

### **Profile of the FPSES-CSQ**

The Fédération du personnel de soutien de l'enseignement supérieur (FPSES-CSQ) represents close to 5,000 members working in thirteen establishments in the college sector, three in the university sector and four organizations that provide educational services.

### **Information**

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