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## PRESS RELEASE

College Sector

### **The agreement in principle obtained by the FPSES-CSQ approved by the Commission de négociation des cégeps**

Montreal, December 14, 2015 – The Fédération du personnel de soutien de l'enseignement supérieur (FPSES-CSQ), an affiliate of the Centrale des syndicats du Québec (CSQ), has completed its sectoral negotiations and an agreement in principle, reached with the employer party, has been endorsed by the members of the Commission de négociation des cégeps.

FPSES-CSQ President, Anne Dionne, says that negotiations were arduous, with union representatives having to deal with an employer who came to the table with many demands they claimed were indispensable.

“But fortunately the indispensable turned out to be dispensable because we forced the employer to back down on demands that affected such things as job security and staffing mobility. This is significant, because these measures would have led to job abolitions, with all of the ensuing consequences,” says Anne Dionne.

#### **Parity in the employer’s annual contributions to our health insurance plan**

The President of the FPSES-CSQ adds that some improvements to current working conditions were also won. She highlights in particular the achievement of parity with other support staff in the college sector with regard to the employer’s annual contribution to the health insurance plan. “This last point is especially gratifying because it corrects an injustice imposed on our members in recent years,” says Anne Dionne.

Provisions aimed at reducing the precarious employment status of support staff are also part of the agreement in principle which must be submitted to a ratification vote at general assemblies of affiliated unions, once a settlement is reached at the central table.

#### **An agreement reached in difficult circumstances**

The agreement was achieved in a context that was far from favourable to workers. The strategy used by the employer has unfortunately left a bitter taste and will no doubt influence the way we prepare for the next round of negotiations.

“We were dealing with a government that gave its representatives at the negotiating table a mandate to offer nothing and demand major cuts to the working conditions of our members. We succeeded in preventing them from achieving their main objectives for cuts, thanks to the solidarity and mobilization of our members,” says the president of the FPSES-CSQ.

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

The FPSES-CSQ represents close to 5,000 members working in thirteen institutions in the college sector, three in the university sector and four in organizations that provide educational services. It is affiliated to the Centrale des syndicats du Québec (CSQ), which represents more than 200,000 members, of whom close to 130,000 work in education. The CSQ is the largest organization in the field of education in Quebec.

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### **Information**

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