



Support staff
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Negotiations continue

Negotiations are ongoing. Discussions between the parties are making progress and new meetings have been added to the negotiation schedule.

The negotiating team meets regularly with the Commission de négociation des cégeps (CNC) to keep the delegates informed of how things are going at the negotiating table.

So far we have had numerous discussions concerning the following union demands:

- Introduction of scheduled working hours with no students present for Special Education, Social Work and Laboratory Technicians;
- Introduction of a PVRWH;
- The pairing of interpreters for classes of two hours or more;
- Payment of remuneration for occasional interpreters up to the end of the semester;
- Payment of remuneration for interpreters when classes are cancelled;
- Recognition of relevant experience to make up for lack of educational qualifications for Administration Technician jobs in the office automation field;
- Withdrawal of testing for knowledge of commonly used software;
- French testing

Discussions are going well but we have not yet reached an agreement.

We now know that the employer party would like to extend application of the article dealing with skills development to a larger range of support staff. Skills development is currently applicable only to regular employees with job security. Discussions on this topic are ongoing.

We are concerned about the employer's demand to allow the College to return an employee to her former position within twenty days of her obtaining a new position. In its present form, clause 5-2.09 allows an employee to decide to return to her former position but does not permit the College to make that decision. This employer demand does not seem justified to us.

So far, we do not believe that most of the employer's demands are based on genuine problems. The employer party has also been slow to give us information about their demands related to the following topics:

- Salary insurance
- Job security
- Union release time
- Grievance arbitration



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We still do not know the employer party's intentions with regard to these topics and we regret that they are still holding back. It seems, however, that we will be given this information at the beginning of April. We detect a very tight coordination on the part of the employers at the various college sector tables as to when and how topics found at all negotiating tables are raised.

For our part, rest assured that we regularly meet with other CSQ federations to discuss those topics that affect our members in the same way.

The employer party has also informed the FPSES that the Treasury Board has requested that certain sectoral demands that have a monetary impact be discussed at the central table:

- Reimbursement of professional order membership fees
- Reimbursement of competency permits or certificates
- Quicker access to additional vacation days
- Fringe benefits for the person on gradual retirement
- Withdrawal of Appendix "4" related to wages for student employees

The FPSES position remains that these demands should be discussed at the FPSES-CPNC table, not at the central table. Representations were made at the negotiating table to maintain control over these topics.

The negotiating committee encourages the membership to participate in the various mobilization actions organized by the union or the intersyndical committee.

Finally, you can visit the following website to keep informed about what's going on at the central table where our wages, pension and parental rights are being negotiated:

nego2015.org

You can also sign up to receive an information newsletter at this site.



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