

## School Board network

### Entirely unacceptable offers

Below, we provide a brief overview of the government's sectoral proposals. Deeply angered, the federations of the CSQ's school board network have criticized these offers, which could result in significant setbacks for their members and for students. Over the next few days, the federations will be undertaking negotiations in good faith with the management negotiating committees, and they expect the same in return.

### Teaching staff

The government is asking teachers to do far more, with more students – but with far fewer resources! At the same time, it wants to significantly curtail the teachers' professional autonomy. The management offer is underpinned by several elements, including the following measures:

- More students per class (including disadvantaged communities). Removal of student averages and most of the currently established ratios from the collective agreement.
- More students in difficulty per class, without consideration of the true nature of their difficulties (removal of initial weighting), and this, with no guarantee for student services.
- Increase from 32 to 35 hours per week at school, with no salary increase.
- Removal of the individual free period at school, which effectively increases work assigned by the administration from 27 to 35 hours per week: a major impediment both to professional autonomy and to preparation and marking time.



- Rollback of gradual entry into preschool and placing students in multi-year groups, including the placement of preschool and first year pupils in the same group.
- Increased job insecurity (particularly in vocational training and general adult education) and more difficult access to disability insurance.

For more information, visit [fse.qc.net](http://fse.qc.net)

### Education professionals

As for professional education services, the employer demands involve unprecedented setbacks for working conditions. They basically aim to cut costs and to achieve complete flexibility in terms of personnel management, which will result in greater job insecurity. Furthermore, there are no measures to improve student services or to attract and retain personnel, although it is currently difficult to fill vacant positions.

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Through the clawbacks it is demanding, the government is advocating a short-sighted service model that runs the risk of causing significant harm to the quality and accessibility of student services, in addition to showing blatant lack of recognition for professional staff.

For more information, consult the **press release** produced by the Fédération des professionnelles et professionnels de l'éducation du Québec (FPPE-CSQ).

## School support staff

The management offer presented to school support staff proposes nothing more than clawbacks and cuts to service. Not one word about improving working conditions or student services. Worse, the measures presented may well aggravate the situation and exacerbate precarity and insecurity for staff.

Indeed, while it asks for greater flexibility and versatility, the government is attempting to impose significant setbacks. Among the major elements, we should note the following:

- Greater difficulty with screening and identifying students at risk leading to the curtailment of services provided by special education technicians and attendants for students with disabilities.
- More limited access to disability insurance.
- Limits on progression through steps and in assignment processes.
- More difficult access to vacation choices and limits on special leaves or leaves to cover act of God events.

Once again, the government does not wish to recognize the work performed by support staff.

For more information, consult the **press release** produced by the Fédération du personnel de soutien scolaire (FPSS-CSQ).



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## Higher education network

### Unconscionable employer offers!

The employer proposals – all very similar – that were presented to the **Fédération du personnel de soutien de l'enseignement supérieur (FPSES-CSQ)**, the **Fédération du personnel professionnel des collèges (FPPC-CSQ)** and the **Fédération des enseignantes et enseignants de cégep (FEC-CSQ)**<sup>1</sup> are unconscionable!

The ideological principles underlying these proposals are alarming, both for members and for the future of the college network. The government will have to clarify its demands. However, the three federations are concerned about attempts to impose clawbacks on working conditions and further cuts to student services.

They are also very disappointed with the lack of proposals to better promote, attract and retain staff in the college network.



For the FPSES-CSQ, the FPPC-CSQ and the FEC-CSQ, there is no doubt about it: negotiations will be laborious. Nevertheless, they have again stated their intent to approach talks in good faith. They hope that government representatives will also work from a positive standpoint.

For more information, consult the joint **press release**.

1. The FEC-CSQ is negotiating along with the FNEEQ-CSN (Fédération nationale des enseignantes et enseignants du Québec) as part of the Alliance des syndicats des professeures et professeurs de cégep.



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## Health and social services

### Employer offers: nothing spared

**The government's sectoral offers give us reason to fear the worst for the working conditions of the health and social services network staff and accessibility of care for the public.**

Nothing has been spared: several existing provisions in the collective agreements are being challenged, including staff mobility, workforce attraction and retention measures, disability insurance, absences and leaves.

The government also wants to impose greater availability and flexibility on staff, and review the benefits assigned to specific sectors or employment categories as well as some parameters of the layoff procedure and the job security system. It is also trying to weaken the unions by undermining their ability to defend their members.

The Fédération de la Santé du Québec (FSQ-CSQ) and the Fédération des syndicats de la santé et des services sociaux (F4S-CSQ) proposed many possible solutions last fall when



they tabled their demands, in response to issues associated with work organization (e.g. measures to foster team stability, implementation of staff-patient ratios), attraction and retention of staff and accessibility of care and services.

Over the next few days, the FSQ-CSQ and the F4S-CSQ will begin their negotiations in a constructive frame of mind and they hope the employer party will also demonstrate openness.

For more information, consult the joint **press release**.



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