

## *The Common Front union demands*

### **A deposit that had an impact**

On October 30, the Common Front presented the demands of the 400,000 workers that it represents in order to renew the public and parapublic sector collective agreements, which will end on March 31, 2015.

To highlight this event, close to 2000 demonstrators rallied before the National Assembly. At the same time, numerous actions were held in workplaces to make the local employers aware of the negotiation demands of the Common Front.

It is important to note that the Common Front brings together the Secrétariat intersyndical des services publics (SISP, consisting of the CSQ, the SFPQ and the APTS), as well as the CSN and the FTQ.

#### **A brief view at the demands**

- Salary increase: 4.5% per year for a collective agreement of three years consisting of:
  - 2% to make up for the overall negative wage gap of 8.3% identified by the Institut de la statistique du Québec;
  - 2% additional amount to maintain salary parity with the other Quebec wage earners and to protect against an increase in the cost of living;
  - A fixed amount equal to 0.5% of the average salary to allow government employees to benefit from the collective prosperity of society.
- Working conditions and the quality of work life: The Common Front wants to attack the ever-increasing deterioration of our working conditions by demanding the recognition of concrete measures intended to reduce the precarious employment of personnel, to counter the erosion of their professional autonomy, to put a brake



on the recourse to subcontracting and the privatisation of public services, as well as to promote the balance of family-work-study.

- According to the government, we will see 15,000 departures for retirement each year over the next few years. The Common Front will seek ways to promote the retention and recruitment of staff through decent working conditions intended to ensure the quality and the continuity of public services.

#### **A major tour of the regions**

Common Front representatives will visit all the regions of Quebec, between November 4 and December 11, to discuss the union demands with the members as well as the current political context. For more details, visit the website [frontcommun.org](http://frontcommun.org).

#### **Correction**

##### **A gap of 100 million dollars**

According to the President of the Treasury Board, an increase of 1% in the remuneration in the public service equals an expense of 388 million dollars. Error: this amount corresponds to an increase for the total employment earnings of the public sector, including managers, senior administrators and doctors. In fact, we should only take into account the employment earnings of the employees covered by the negotiations (\$28.9 billion according to the Treasury Board). Therefore an increase of one percent corresponds to 289 million dollars.



## Deposit of sectoral demands

### Education

#### Demands that ensure quality education

On October 30, the representatives of the Fédération des syndicats de l'enseignement (FSE-CSQ), of the Fédération des professionnelles et professionnels de l'éducation du Québec (FPPE-CSQ), of the Fédération du personnel de soutien scolaire (FPSS-CSQ) and the Quebec Provincial Association of Teachers (APEQ-QPAT) deposited their sectoral demands with the employer's negotiation committees. In addition, the demands dealing with the reality of the CSQ members working in the North were also deposited with the Cree and Kativik School Boards.

The budgetary compressions of recent years, the integration of students with difficulties without adequate support services, legislative and policy changes as well as results-based management have all undermined the work atmosphere in the schools and centres in addition to having a negative impact on the success of students. The burden has become too heavy for the personnel to bear.

Here is a summary of the demands from the federations in the school system. For complete details, consult the [press release](#).

#### Teachers

The FSE and QPAT will jointly negotiate the elements relating to working conditions for teachers. Here is a brief overview of their sectoral demands:

- Accounting for class size and composition when considering the presence or integration of students with difficulties as well as the amount of services offered to them. Goal: to dedicate more time to each student, to undertake prevention and screening, at the same time as authorizing support for the most vulnerable.
- Recognition of professional autonomy, expertise and competence of teaching personnel as well as the improvement of several components of work.
- Reduction of precarious employment to promote attraction and retention.
- Implanting measures for work-family balance and introduction of new employees into the workplace.

#### Education professionals

The major crux of the negotiation for the FPPE-CSQ will be around the attraction and retention of professional staff. This is because of the degradation of their members' working conditions and practices as well as the lack of recognition of the specificities relative to their professions. Among other things, these demands aim to:

- Improve the working conditions and practices of the members;
- Obtain recognition of their expertise and professional autonomy;

- Deal with recruitment difficulties;
- Continue the growth in the level of professional services.

#### School support personnel

The demands of the FPSS-CSQ are grouped around several priority themes, namely:

- Workplace organization to improve the quality of services, the work environment and the motivation of personnel.
- Attracting and retaining personnel principally by offering them better working conditions and ending the recourse to external personnel from the private sector.

### Higher Education

#### Clear and justifiable demands

On October 30, the sectoral demands were deposited for the Fédération du personnel professionnel des collèges (FPPC-CSQ), the Fédération du personnel de soutien de l'enseignement supérieur (FPSES-CSQ) as well as the Alliance des syndicats des professeures et professeurs de cégep (ASPPC), which is a negotiation cartel formed between the Fédération des enseignantes et enseignants de cégep (FEC-CSQ) and the Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN).

The salient elements of the demands from these federations are presented below. For more information, consult the [press release](#).

#### College professionals

In general, the FPPC-CSQ will focus its negotiation efforts on the following:

- A clear definition of the concept of a specific project and a limit of 2 years on its duration in order to improve job security.
- Attraction, integration and retention measures aimed at new workers to cover the major turnover of professional employees between now and 2020. In particular:
  - Improving the work-family-personal life balance based on increased autonomy and flexibility in the organization of the workplace and the terms of reference.
  - Creation of a holiday bank for family and parental responsibilities which is distinct from the sick day bank.
- Recognition of certificates of the second cycle as academic attainment, in the same way as the master's and doctorate.

#### Higher education support personnel

For its part, the FPSES-CSQ has developed demands aimed at responding to the concerns of its members, in particular:

- Movement of personnel: among other things, the federation is demanding access to full-time schedules as well as promotions and retention of employees. It is therefore proposing solutions with the goal of increasing the number of hours worked by employees with precarious status as well as improving access to regular positions.

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- Workplace organization and subcontracting: put a brake on turning to external firms to carry out work and, instead, offer these assignments to regular and casual employees, whose services are less expensive and of better quality, just to name this one element.
- Improving the financial situation: apart from the salary increases demanded by the Common Front, the federation is demanding, among other things, an increase in the college contribution to the medical insurance plan, decompartmentalising the team leader's premium and the payment by the college of dues for professional orders when it requires employees to be members, as well as any other fees related to permits, competence and qualification certificates required by certain classes of employment.
- Balancing work and personal life: the federation is demanding the creation of a bank of holidays for family and personal responsibilities which is distinct from the sick day bank.

## Cegep teachers: an historic alliance

The FEC-CSQ has chosen to ally itself with FNEEQ-CSN for the sectoral negotiations. Their 60 unions, combining all the 21,000 teachers of the college system, will be represented in a new negotiation entity, an alliance of college teachers known as the Alliance des syndicats des professeures et des professeurs de cégep (ASPP).

Among their negotiation priorities, are:

- The struggle against precarious employment of teachers, as much in the pre-university, and technical programmes as those found in continuing education
- The sustainability of the college system

- The professional autonomy of teachers as well as recognition that they are part of higher education
- Workload and organization of the workplace, notably the issues related to the increase in the number of special needs students.

## *Health and social services* Sensible demands

On October 30, the Fédération des syndicats de la santé et des services sociaux (F4S-CSQ) deposited its demands with the employer's negotiation committee, the Comité patronal de négociation du secteur de la santé et des services sociaux. Given that the personnel are totally exhausted, the demands are principally around working conditions promoting the attraction and retention of personnel, as well as creating a more humane and less stressful work environment.

Among the union demands of the F4S-CSQ are notably:

- Paid holidays for family and parental obligations
- Greater balance of work-family-studies
- Humane treatment of disabilities

For full details, refer to the **press statement**.

## *Health and social services* The FSQ-CSQ will deposit its demands shortly

The consultation tour of the Fédération de la santé du Québec (FSQ-CSQ) is now completed. Members expressed themselves in large numbers in order to decide upon the sectoral demands which will form the core of their negotiations. To that end, in the next few days, the FSQ-CSQ will present its demands to the employer's committee, the Comité patronal de négociation du secteur de la santé et des services sociaux. Follow the news in an upcoming newsletter!



### Don't miss any news about the negotiations

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