

# GIVE US THE MEANS

December 2014

N°2

**Sectoral management submissions to the Francophone and Anglophone tables representing school board professional staff.**

## **Threat of unprecedented setbacks in working conditions**

**I**n Québec, on Tuesday, December 16, the management negotiating committees (CPNCF and CPNCA) submitted their demands to the FPPE union representatives.

After a courteous preamble explaining their consultation process with school board and MELS senior managers, the management committee's group presented its demands and expressed the wish for "innovative and creative solutions to the problems encountered in human resource management, in order to better meet the needs of students while increasing the participation of stakeholders in schools" [translation].

However, our observation is that management's demands essentially aim at cutting costs and at giving themselves total flexibility in the management of professional staff. For members, these demands mean unprecedented setbacks in working conditions due to increased job precarity and a foreseeable negative impact on services. Large sections of the collective agreements are under attack and the employer attempts, moreover, to lay the blame on union gains obtained through favorable arbitration settlements.

In the end, the employer submission offers no form of recognition for the professionals who work in schools with dedication day after day.

Generally the proposals submitted by management would have the following impact:

- ◆ Increase the instability of professional positions by allowing more precarious statuses and limiting access to regular positions.
- ◆ Withdraw already limited benefits from staff with a precarious status (ex: insurance).
- ◆ Attack the security and protection of professional jobs by making it easier for school boards to cut services and terminate jobs.
- ◆ Institute a reductive model of work organization that denies the complexity of professional duties.

In the coming weeks the negotiations team will be analyzing these requests, which will be discussed with your union representatives at the next meeting of the Federal Council on January 14, 15 and 16, 2015.

Discussions will begin more formally at the negotiation tables around mid-January. Your union will advise you of developments at the tables. We are counting on your mobilization in the coming months to support our demands and to counter the risk of dangerous setbacks in our jobs and the services offered.

The FPPE negotiations team

*Happy New Year from the FPPE  
negotiations team!*

## A summary of employer demands :

(FR=Francophone school boards, AN=Anglophone school boards)

- Extend the hiring period for supernumerary professionals because of increased workloads (FR and AN) (current limit is 6 months).
- Withdraw the obligation set out in Article 5-1.04 to create regular positions for projects that are renewed for a fourth or fifth year for regional service contracts (FR).
- Revise the chapter on union leave (FR and AN) (advance notice, planning, nature, designation of professionals, duration, reimbursement terms).
- Allow a downward revision of working hours for professionals during staffing planning and allow staff reductions without going through the position abolishment process (FR and AN).
- Calculate seniority on the basis of hiring date rather than task proportion (eradicate calculation in terms of months and days) (FR).
- Review the information and documentation that the employer must transmit to the union and to the professionals, as well as the means of transmission (FR and AN).
- Increase the duration of the probation period (FR and AN).
- Limit access to force majeure leave and decrease the number of days (FR and AN).
- Review conditions of use for special leave in the event of a death (FR and AN).
- Review Article (7-5.04) allowing for a number of paid non-working days additional to the convention's 13 days (FR and AN).
- Downgrade the social benefits of supernumerary and replacement staff hired for periods greater than 6 months (ex.: insurance eligibility) (FR and AN).
- Remove the obligation to pay union dues during a temporary posting to a management position (FR).
- Review the relevance of renewing certain appendices, including those relating to adding new professional resources and to the national EHDAA committee (FR and AN).
- Review the convention's articles on related to placement bureaus, following the closure of the MELS regional offices (FR).
- Increase the 50 km radius used for job security (FR and AN).
- Reduce ,on a pro rata basis, the number of vacation days based on work performed as a professional only from July 1 to June 30 (FR and AN).1
- Establish that compensation for overtime must as a rule be taken outside the presence of students, unless there is an agreement to the contrary with the school board (FR).
- For staff at under 35 hours, calculate the right to a step increase as a pro rata of time worked (ex.: 20% of the task requires 5 years to acquire 1 year of experience) (FR and AN).
- Allow for the possibility of terminating the employment of replacement and supernumerary staff before the pre-stated end date of their employment contract (FR and AN).
- Salary insurance and occupational injuries:
  - ◊ Add a pre-qualification period, review the benefit payment levels, limit the social benefits staff on sick leave are entitled to, and cut benefit payments during summer closure, etc. (FR).
  - ◊ Review certain provisions regarding the advantages and benefits related to disability follow-up and medical arbitration (AN).
- Foresee for a new model of work time organization that better meets, according to management, the needs of the system (annualization request) (FR and AN).
- Grievances and arbitration: Improve operations, alternative dispute resolution methods (FR and AN).
- Add a new general article acknowledging the school board's management rights (AN only).
- Add budgetary grounds to the reasons allowing for reductions in regular staff (AN).
- Clarify confidentiality regulations regarding information to be transmitted to the MELS (AN).

