

GIVE US THE MEANS

September 2015

N°5

Precarity and deprofessionalization : THE THREAT STILL LOOMS

We patiently continue the work at the negotiating tables, but our patience is sorely tested because to date, we have no employer offers on our union demands.

After nearly a year of discussions, mutual explanations of our demands, and precision upon precision, we have barely made any advances in terms of an agreement. The employer's group persists in its attempt to impose a negotiation strategy that requires us to withdraw demands before addressing the real issues. They began the exercise in early July by withdrawing some of their demands. We responded in kind by doing the same as sign of good faith. However, we also attempted to accelerate the pace by submitting several offers on their demands, suggesting what we considered to be appropriate counterparts and a signal to begin a true process of negotiating. Both the CPNCF and CPNCA responded to some of our offers by adding new counter-offers which included tacking on one or more of their other demands. As a result, while discussions are continuing, the fact remains that we have no agreement in principle, even on the subjects of little consequence!

As well, the employer's group still refuses to discuss some of our most significant sectoral demands, arguing that they should be the subject of negotiation at the inter-sectoral table: premium for Masters or Doctorate degrees; premium for Pedagogical Consultants; premium attraction / retention (parity with professionals with similar jobs in the Health and Social Services sector)); contribution to a professional order; paid leave for family or parental responsibilities.

Let's not forget that since late Spring, the equivalent of 249.19 full-time professional positions have been cut in the school boards of Quebec! This, despite the well documented need for additional professional resources to support teachers and special needs students in the public sector. Furthermore, many of the employers' demands that are likely to have an effect of increasing the precarity and deprofessionalization of our jobs are still on the table:

- Extend the hiring period for supernumerary professionals due to increased workloads (FR and AN) beyond the current limit of 6 months.
- Restrict the rights and benefits of replacement and supernumerary professionals hired for contracts of over six months,; amongst others, access to health insurance and prescription medicines ;
- Allow for the possibility of terminating the employment of replacement and supernumerary professionals before the pre-stated end

date of their employment contract (FR and AN)

- Foresee a new model of work time organization that better meets, according to management, the needs of the system (annualization request) (FR and AN).
- Permit the school board to reduce the hours of part-time and full-time professionals without having to proceed by the reduction of personnel planning process.
- For professionals with less than full time positions 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).
- Several requests regarding access to salary insurance benefits;
- Revise the chapter on union leave (FR and AN) and 100 % reimbursement of all leaves of union activities including the employers contribution.

Meetings at the tables have been scheduled for September and October 2015 at a rate of one to two meetings a week.

Following the Federal Council of September 1st 2015, we have mandates allowing us to continue negotiations in the coming weeks. However, we believe that while it may be useful for both parties to continue to reduce their demands, the true goal of the negotiating process is to obtain gains on our demands that will improve our working conditions. For the moment, the process is far from over! The negotiating team needs your mobilizing force to affirm our determination and send a clear message to management that we are **READY TO NEGOTIATE!**

The following tables summarize the status of both the union and employer's demands as of last week.

The FPPE negotiating team

In the coming days, if not already, you will receive an invitation to attend a special General Assembly from your union representatives. The main objective of this meeting will be to provide you with information regarding the current situation in negotiations and to seek a strike mandate. Truthfully, we believe it is time, in collaboration with our Common Front partners, to step up pressure on the government which is attempting to impose unacceptable claw backs in our working conditions. Whether you are for or against the strike, you must be there to question, debate and vote on the call for a strong mandate to use strike action to advance negotiations and more importantly, achieve a satisfactory outcome.

Johanne Pomerleau,
President, FPPE

If negotiations are to intensify, the mobilization must keep pace. This fall, it will demand more of our time and energy than ever before and your participation in all activities being organized, both in your region at the provincial level, is essential.

As we have been asking the general population ...

Join arms with us to support your bargaining team!

Jean-Marie Comeau,
Vice-president, FPPE

GRANDE MANIFESTATION DU FRONT COMMUN À MONTRÉAL



**AVEC nous
DANS LA RUE!**

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COMMUN
2015**


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Rassemblement au parc du Mont-Royal (coin Parc et des Pins), Montréal, 3 octobre 2015 à 12 h

RECAP OF OUR DEMANDS

| DEMANDS | PRECISIONS |
|--|--|
| Definition of the regular work day | <ul style="list-style-type: none"> 7 hours per day |
| Flexible work schedule (FR only) (withdrawn) | <ul style="list-style-type: none"> On a daily basis, at the beginning and end of the day |
| Recognition of travel time | <ul style="list-style-type: none"> Introduce a common definition of « primary place of work » Recognition of the extra time needed to travel to multiple places of work |
| Telecommuting (FR) Telecommuting (AN) (withdrawn) | <ul style="list-style-type: none"> Allow certain tasks to be completed from home |
| Clauses related to the practice of the profession | <ul style="list-style-type: none"> Obligation to provide the materials needed to carry out the functions of our respective professions |
| Define professional duties | <ul style="list-style-type: none"> Recognize planning time, report writing, research and professional development, etc., as integral professional duties in our workload and workday |
| Additional professional resources (partial withdrawal) | <ul style="list-style-type: none"> 600 new positions, 120 orthopedagogues in the francophone sector Maintain the current level of professional positions (2014-2015) in the system (withdrawn) |
| Professional Improvement (demand modified) | <ul style="list-style-type: none"> 350\$ 300\$ per professional (in lieu of 240\$) Increase funds for outlying regions Include supernumeraries in funding allocation (FR only; already included in AN) |
| Employment status and the notion of absence (FR) (withdrawn) | <ul style="list-style-type: none"> Replacement status is given even when the person replaced has been assigned to other duties in the board |
| Tenure for part-time regular professionals | <ul style="list-style-type: none"> Remove the 75% requirement to have access to tenure |
| Recognition of Master and Doctoral degrees : extra compensation at step 18 | <ul style="list-style-type: none"> 2,5% for Master's degree 5% for Doctorate |
| Vacation | <ul style="list-style-type: none"> Fifth week of vacation accessible after 14 years of services (instead of 25 years) |
| Paid leaves for family or parental responsibilities | <ul style="list-style-type: none"> Bank of 10 days separate from the sick leave bank |
| Continuation of benefits for change of employer within the school system. | <ul style="list-style-type: none"> Continuous services for vacation bank and accelerated access to tenure |
| Social leave for personal affairs (AN) | <ul style="list-style-type: none"> Parity with other employee groups within the system |
| Paid legal holidays (withdrawn) | <ul style="list-style-type: none"> Minimum of 17 days Provision to maintain the actual number of days, if superior to 17 |
| Maintenance of membership in a professional order | <ul style="list-style-type: none"> Reimbursement of professional fees when membership is required by the job classification |
| Travel expenses | <ul style="list-style-type: none"> Definition of « primary place of work » Automatic reimbursement of travel expenses to all other places of work |
| Attraction and retention measures | <ul style="list-style-type: none"> Parity with the health sector (premiums for Psych's) |

RECAP OF OUR DEMANDS (CONTINUED)

| DEMANDS | PRECISIONS |
|--|---|
| Transitional measure for compensation of Pedagogical Consultants | <ul style="list-style-type: none"> • 5% (to be pending resolution of pay relativity measures) |
| Gradual return | <ul style="list-style-type: none"> • Remove certain restraints regarding the period required to be eligible. |
| Disciplinary and Administrative Measures | <ul style="list-style-type: none"> • Broaden the right to be accompanied by a union delegate for meetings • Include written warnings and reprimands in disciplinary measures (withdrawn) |
| Budgetary Rules | <ul style="list-style-type: none"> • Provide budget documentation to the union for consultation |
| Grievance and Arbitration | <ul style="list-style-type: none"> • Mandatory mediation measure • Exclude « loser pays » : in all cases regarding psychological harassment or toxic work place |
| Peripheral Demands (demand modified) | <ul style="list-style-type: none"> • Add 3 new employment categories to the classification plan : music therapist, archivist and chartered accountant. • Include periods worked as a supernumerary or replacement in the notion of continuous service • Union leaves • Etc. |

RECAP OF THE EMPLOYERS DEMANDS

| DEMANDS | PRECISIONS |
|---|--|
| Supernumerary Statute (requesting 10 months) | Extend the period of engagement allowed in the case of an increase in workload (currently 6 months) |
| Supernumerary Statute (FR only) | Remove the obligation to create regular positions after the prescribed delays |
| Supernumeraries and Replacements | Restrict their rights and benefits ; specifically, access to medication and health insurance. Possibility to put an end to the position before the pre-stated duration of the contract. |
| Probation period | Increase the period to 12 months for full-time regular professionals and the « equivalent » for part-time. |
| Modifications to the hours of regular professional positions. | Allow the school board to revise the working hours of regular professionals without having to go through the reduction of personnel process. |
| Organisation of Work Loads | Introduce a new model of organization including a re-distribution of services during the school year (i.e. when students are present in the system). |
| Reduction of personnel | Add « budgetary constraints » as a motive for reducing personnel. (AN only) |
| Job security (withdrawn) | Increase the 50K radius ; movement of personnel |

RECAP OF THE EMPLOYERS DEMANDS (CONTINUED)

| DEMANDS | PRECISIONS |
|---|---|
| Definition of continuous service | <ul style="list-style-type: none"> Calculate vacation time based on the actual time worked during the school year (pro rata) |
| Overtime (FR only) | <ul style="list-style-type: none"> Mention that compensation days for overtime must be taken when students are not present |
| Leave for « Act of God » events | <ul style="list-style-type: none"> Restrict the definition and decrease the number of days |
| Special leaves | <ul style="list-style-type: none"> Review the conditions for use of special leave in the event of the death of a family member based on family ties and other factors |
| Paid legal holidays (withdrawn) | <ul style="list-style-type: none"> Limit everyone to 13 days (Statu quo) |
| Advancement in step | <ul style="list-style-type: none"> Calculate the advancement in salary on the basis of the actual time worked (concept of a year of experience); in other words, pro-rated for part-time professionals |
| Salary Insurance and occupational injuries (partial withdrawal) | <p>10 demands that will reduce benefits:</p> <ul style="list-style-type: none"> Pre-qualification period of 90 days for each contract awarded Decrease in the amount paid from 85% to 75% during the first year No vacation accumulated during sick leaves No benefits paid during Board closures Review of conditions regarding advantages and benefits related to disability follow-up and medical arbitration (AN only) |
| Seniority (FR only) | <ul style="list-style-type: none"> Review the method to calculate seniority |
| Temporary assignment to a management position (FR only) | <ul style="list-style-type: none"> Remove the obligation to pay union dues while temporarily assigned to a management position |
| Union Leave | <ul style="list-style-type: none"> 100% reimbursement of all leaves for union activities other than those in the presence of the employer Reimbursement of social benefits as well. Review the delays required for requesting leave for union activities Identify union representatives and submit a calendar of union activities Reduce the number of clauses in the convention Etc. |
| Transmission of Information | <ul style="list-style-type: none"> Review the list of information, notices and documentation required to be transmitted to the union as well as the mode of transmission |
| Confidentiality | <ul style="list-style-type: none"> Clarify the rules of confidentiality and professional secrets in certain situations (AN only) |

