

GIVE US THE MEANS

September 2015

N°6

“Swiss cheese” Global Offer made to professional personnel!



On September 23rd, the FPPE negotiating team received a comprehensive proposal from the Management Committees, at both the Franco-phone and Anglophone negotiation tables, best described as “filled with holes”.

Indeed, although the management committee had withdrawn several demands, they not only failed to address many of our most important issues of this round of negotiations, they simply excluded them from the comprehensive proposal.

The management teams told us that these are demands that in their opinion are problematic and will do little to advance the negotiating process. In fact, **the following demands simply do not appear in the document:**

- Definition of the regular work day (7 hours / day)
- Telecommuting (FR)
- Provisions relating to the practice of the profession
- Definition of professional duties
- New professional resources (600 posts)
- Tenure for regular part-time professionals
- Paid leave for family or parental responsibilities
- Provisions for travel expenses
- Attraction and retention measures (parity with health - premiums)

Other union demands, while included in the document, are listed as subjects which they persist in classifying as **demands that should be dealt with at the “central table”** and for which they have no mandate to negotiate. Management is limited to listening to our argumentation and forwarding the information to their members. The following demands fall into this category:

- Recognition of Master's and Doctoral education
- Vacation (accelerated access to a fifth week)
- Fees for membership in professional orders (compensation)
- Transitional measure for education consultants (premium)

Management did make some progress, albeit very small, in responding to some of our union demands by acknowledging that discussions are under way at the table on specific issues and that there is a willingness by both parties to continue the process. However, to do so we expect the management teams to provide conclusive answers to the offers that we have submitted. While the global offer received on Wednesday reflects ongoing discussions, it provides few answers.

The following employer demands were withdrawn:

- Supernumerary Status – extending the time for regional mandates (60 months)
- Modification of hours for regular professionals (reduction of hours)
- Calculation of seniority
- Status and benefits granted to substitutes and supernumeraries professionals (access to certain health benefits; medication)
- Overtime
- Advancement in step (pro rated)
- Three (3) requests related to salary insurance
- Reduction of personnel (finances as a motive) (AN)

We informed the management teams that we would do an analysis of the proposals received with our union representatives but that and we do not wish to negotiate simply in terms of withdrawing demands and will need to see positive responses to our requests. It is deplorable that after more than 50 meetings at the bargaining table, we have yet to conclude an agreement on a single subject and we are still in the argumentation stage.

Your representatives at the FPPE Federal Council will analyze the new proposals in detail on September 30th. The next meeting for the Francophone table is scheduled for October 7th. At the Anglophone table, we were informed of the unexpected departure of one of the management team members, Mr. Eric Lengan, who will be replaced shortly. A new meeting will be scheduled once a replacement is confirmed. We will keep you informed of any new developments.

In solidarity,

The FPPE negotiating team

September 24, 2015

