On December 16, your negotiating team met with the Comité patronal de négociation pour les commissions scolaires anglophones (CPNCA) to receive the submission of their sectoral offers for the S12 and S13 collective agreements.

After a month of consulting with the nine anglophone school boards, committees and organizations in the anglophone school network, the CPNCA is specifically targeting the needs and difficulties of administrators in the application of collective agreements.

The CPNCA has identified four orientations based on ministerial priorities:

1. Promote a balance between the needs and services to students in connection with the organization of work while maximizing the use of resources
   • Increase the length of the probationary period
   • For everyone, no overtime before 35 hours / 38.75 hours

2. Permit flexibility in the organization of services dealing with the well-being and academic success of students
   • Relax job security
   • Increase the 50 km. limit in the movement of personnel
   • Reduce the displacement choices for the person whose position is abolished
   • Relax the criteria restricting the abolition of positions when working hours are increased
   • Relax the provisions related to changing work schedules
   • Change the date on which positions are filled to March 1
   • Change the recall sequence for day care services

3. Support the retention and attraction of support staff in a context of a labour shortage, taking into account, especially, the needs of an intergenerational workforce
   • Explore avenues without saying which ones
   • Promote the use of technological tools

4. Update and revise certain provisions of the collective agreement to take into account today’s realities, including
   • Standardize the non-recognition of experience to replace missing education for technical support jobs
   • Review the provisions of the salary insurance plan and occupational health and safety plan
In order to better meet the needs of students, the employer committee is of the opinion that the next collective agreement must provide for greater flexibility in order to facilitate teamwork because the current collective agreement would, in their opinion, contribute to instability of staffing and services offered.

Representatives at the table repeated the same phrase several times: the right person in the right place! An indication that the employer party wants more room to maneuver.

The Legault government is completely missing a golden opportunity to become a competitive employer by making jobs more attractive and thereby retaining staff, alleviating the labor shortage we are currently experiencing.

Summary of the intersectoral employer submission of December 12 available on the website of the CSQ³

- Wage increases insufficient to provide minimal protection against inflation. The wage offer will continue to widen the public sector wage gap and worsen our labour shortage problems;
- Inaccurate and disturbing proposals related to our pension plan, raising many questions;
- A review of the ways in which parental rights compensation is calculated;
- No proposals related to regional disparities.

The FPSS-CSQ remains focused on your concerns
Our union demands aim to improve working conditions by addressing several themes presented in the October Info-négo and we will continue on this course.

Action-mobilization
Several activities are already taking place and it is up to each of us to participate in order to ensure that the general public understands the real conditions under which we work and the objectives we want to achieve and to let the government know we are dissatisfied with the contents of their offers, both sectoral and intersectoral.

For any additional information on the progress of the 2020 negotiations, we invite you to contact your local union and to regularly consult the website of the Fédération du personnel de soutien scolaire (FPSS-CSQ): http://fpss.lacsq.org/fr/negociation/

Your negotiating team

³ http://negociation.lacsq.org/2019/12/12/depot-patronal-le-gouvernement-jette-de-lhuile-sur-le-feu/