



Info-négo

September 2020



For a genuine resumption of negotiations

Like all citizens, the negotiating parties at the provincial level had to cope and above all to negotiate within the context of a pandemic that is still raging. It goes without saying that this reality has had a significant impact on the course of provincial negotiations. Work at the various FPSS (CSQ) negotiating tables was suspended in March and April due to the confinement, only to finally resume with a government pressing for a quick, not to say hasty, settlement. But your union representatives did not give in to the blackmail and persisted in defending the principle that these negotiations must be conducted in good faith and with respect for the concerns and expectations of our members.

And so we resume these negotiations with sustained momentum, at a rate of at least two sessions per week. We have started to compromise in areas of rapprochement while identifying several topics on which the parties find themselves in “head-on collision”.

Unrealistic employer demands

We cannot ignore the many demands being made by the employers. Demands that affect the rights and benefits of employees, as well as several changes that would increase management rights. Reducing staff mobility by restricting bumping rights, introducing provisions that would promote precariousness, delaying the final filling of vacant positions, restricting union leaves, reducing benefits related to salary insurance, delaying progression in salary scales, restricting the choice of vacation periods, reducing the number of statutory holidays and eliminating summer hours are just a few examples.

With decrees and ministerial orders imposed in direct violation of the rights of our members since the start of the pandemic, all the while formulating these demands, we cannot find the appropriate words to describe how little the government thinks of frontline school support staff who have all along shown so much courage in serving the interests of students and the general public.

A vision for our members

This round of negotiations is crucial for the future of our members and our schools. School service centers are at the crossroads and must reorient their approach and priorities if they are to remain attractive employers able to recruit and retain school support staff.



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In the context of a labour shortage that will quickly resurface, the employer party needs to pay more attention to our proposals as part of this round of negotiations. We must improve and enhance the working conditions of school support staff by emphasizing, among other things, the need to:

- Improve the quality of positions by increasing the number of weekly working hours
- Relax the selection criteria to facilitate access to promotions
- Eliminate precariousness
- Fill vacant positions immediately
- Quantify a minimum planning and preparation time
- Increase salary security for daycare personnel by 100%
- Promote replacements by regular internal staff
- Promote health and safety at work
- Provide more paid leave for family and parental obligations

Solidarity

We acknowledge that this pandemic has created problems and concerns that can affect members in their daily lives at home as well as at work. But we must keep in mind that the negotiation of our working conditions happens only every five years and that we must not miss this opportunity to assert demands which are so important to our members. Much work remains to be done.

We are counting on the solidarity of FPSS (CSQ) school support staff to lead this round of negotiations to a successful conclusion that will satisfy our members.

You will certainly be asked in the coming weeks to participate in visible activities to support these negotiations.

As always, we are counting on your participation to have the kind of significant impact that is vital to the success of these negotiations.

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

Your negotiating team