



One last ultimatum before the strike

Negotiating rounds are all the same. The government always only responds to pressures that societal stakeholders have no choice but to exert to get things done.

We understand that the government is preoccupied with a pandemic that is still raging. But the government must also understand that after more than a year their employees, especially those in its education sector, find themselves without a settlement for the renewal of their collective agreements.

Our proposal to the employer party to initiate a negotiation blitz did not yield the expected results. The government still refuses to grant the mandates the parties need to reach a negotiated settlement.

We have said it before and we will say it again: it is now time for this government to give well-earned priority to support staff employees in the education sector who have so far shown nothing but dedication and a willingness to adapt and make themselves available during this difficult year.

Important issues

Expectations remain high, even on the employer's side. Several issues are still subject to diametrically opposed union and employer demands.

- The composition of positions;
- Movement of personnel;
- Accessibility to positions;
- Overtime;
- Precarious jobs;
- Maintenance of social and fringe benefits;
- The ratios;
- Family-work balance;
- Work schedules.

And wages and premiums, of course.



Info-négo

S3-S12-S13

April 22, 2021

Your representatives at the negotiating table can confirm that it is now necessary to exert heavy pressure tactics to provoke a significant turnaround and ensure that these negotiations intensify over the next few weeks. These tactics are unavoidable not only because the employer party is not responding to the union's proposals, but also because it (the government) is showing an unprecedented determination to save money and cut the rights and benefits of its employees working in school boards and centers. We are constantly having to repeat that negotiating the working conditions of our members must now become a priority. Many of our demands not only aim to improve working conditions but also to provide more and improved services to students.

The positions adopted by the employer party in these negotiations are disrespectful and intolerable. These positions demand a vigorous and meaningful response from all our members. We must show intensity and perseverance. We, the school support staff who are members of the FPSS-CSQ, must join ranks with our brother and sister members of the CSQ to do whatever is necessary to get the government to recognize the importance of employees working hard to provide the services the public is entitled to expect.

In accordance with the mandates approved by our governing bodies and ratified by local general assemblies, we would therefore like to inform you that strike notices have been sent to the appropriate authorities to the effect that one full day of strike action by all our members will take place on May 4, 2021. You will receive all relevant information and instructions shortly. This is our ultimatum and the government must understand that it now has 11 days to resolve the impasse.

We reiterate the importance of showing solidarity and we are counting on you participating in large numbers in the various local and provincial visibility activities that will be deployed in the coming days.

We must show our discontent, our solidarity and our determination to improve our working conditions.

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

Your negotiating team