



EMPLOYER DEPOSIT S3

Main orientations of the CPNCF

The CPNCF filing is based on three main orientations:

1. Dealing with the labor shortage

Palliate or mitigate the effects of the labour shortage

- Review certain provisions relating to the determination of labor needs.
- Review certain provisions relating to the assignment of personnel.
- Review the conceptualization of jobs.
- Review provisions relating to combined positions or assignments.
- Review the provisions relating to the granting of leaves.
- Review certain provisions relating to union release time.
- Review certain provisions relating to salary insurance.
- Review the provision relating to the determination of vacation for an employee who leaves the CSS on the date of their retirement.

Ensure follow up on the work of the job statuses committee

- Review the provisions relating to job statuses.

2. Promote the success of all students

Revise certain provisions relating to the movement of personnel to ensure greater stability and improve the quality of services

- Limit the movement of personnel.
- Review the provisions relating to promotions.
- Review the provisions relating to postings.

- Review the provisions relating to increased workload.
- Review the provisions relating to the adaptation period.
- Review the provisions relating to the trial period.
- Allow temporary assignment when an employee returns to work during the year.

Facilitate skills development

- Implement measures to enhance and promote the development of skills and the maintenance of these skills.

3. Increase the flexibility of administrative management

Review certain provisions to clarify them, lighten them and adapt them to today's realities.

- Review the provisions relating to working hours and the work week.
- Review the provisions relating to overtime.
- Review the provisions relating to the meal break.
- Review certain provisions relating to disciplinary measures.
- Review certain provisions relating to the salary insurance plan.
- Review the clauses dealing with the maintenance of acquired rights.
- Review certain provisions to bring them up to date with the realities of today's working world.

Optimize relations between the parties

- Review the procedures to settle grievances and disagreements.
- Review the provisions relating to documentation, communication and consultation between the parties.
- Promote the trend towards digitization, specifically for the transmission of documents or information.

Intentions of CPNCF

The CPNCF says it is starting this round of negotiations with openness, in a spirit of finding solutions together with the union party.

We seem to be on the same page for some issues, but the objectives put forward to remedy them are, in our opinion, not sufficient to promote school support staff, counter the labor shortage and improve the quality of jobs.

The employer party says they want to review the provisions concerning:

- The granting of leaves;
- Salary insurance;
- Assignment of staff and posting procedures;

- The trial and adaptation period;
- Working hours and the work week;
- Overtime.

Yet the employer party is offering recuperation demands, often identical to the last round of negotiations. You can consult them by clicking here.

The FPSS-CSQ stays the course on your concerns. The union filing aims to improve working conditions by addressing several themes presented in the October Info-négo and we are continuing in this direction.

Your negotiation team



Government wage offers

9 % increase over 5 years

- Year 1 : 3 % on April 1, 2023;
- Year 2 : 1,5 % on April 1, 2024;
- Year 3 : 1,5 % on April 1, 2025;
- Year 4 : 1,5 % on April 1, 2026;
- Year 5 : 1,5 % on April 1, 2027.

A lump sum of \$1,000 for the period from April 1, 2022 to March 31, 2023.

Union proposal

In these times of labor shortages, the best way for school service centers to be seen as attractive employers is to ensure quality positions for their staff. This round of negotiations must result in a significant improvement in working conditions to make us competitive with the other job sectors so that we can not only attract quality workers, but also hold on to them.

To do this, we are proposing the creation of positions with continuous work schedules and with the greatest number of working hours possible, flexibility in taking leaves, improved family-work balance, the elimination of precariousness and contracting out, and the promotion of school support staff.

The issues we presented to the employer party relate to the following themes:

1. Improving our quality of life on the job;
2. Improving the conditions under which we work;
3. Improving our ability to influence the organization of work and the management of human resources
4. Improving our career prospects with the employer.