

GIVE US THE MEANS

March 2015

N°3

PROFESSIONAL PERSONNEL NEGOTIATIONS:

Slowly but surely

We remain focused on the issue of attraction and retention of professional staff in education!

Since early January, the FPPE negotiating team of the Management Negotiating Committee have met 13 times, (7 meetings in the Francophone table and 6 meetings for the Anglophone table).

Up to this point,, each party has questioned the other on their respective demands and responded to questions raised. The FPPE also used the opportunity to clarify in detail, its demand for additional professional resources:

- ⇒ To ensure the sustainability of the resources added as a result of the previous agreement;
- ⇒ To maintain the current level of resources existing in the 2014-2015 school year (Resources calculated in equivalent to full-time) . and:
- ⇒ The addition of 600 regular full-time positions in all professional job classifications, over the duration of the next collective agreement; including 120 professional orthopédagogues in the Francophone school boards , specifically in the Adult and Vocational Education sector.

We restated the lack of availability of professional services in publics school boards and the fact that parents are increasingly turning to the private sector for services. We also reiterated the government's commitment to maintain services to the population, as well as the importance of putting in place more attractive working conditions.

Several responses from the employer's group remained vague, despite our questions, and its representatives indicated that they want work with us to find solutions to the issues they have raised. However, we were clear that the employer will need to be more specific in clarifying its requests if we are to do so. . We want to be able to clearly understand the actual content and implications of each demand before engaging in further discussion or debate.

Although there are some variations in the demands at the Anglophone and Francophone tables, the management approach is similar and the climate at both is respectful and courteous.

Until now, each party has questioned the other on their respective requests and responded to questions raised. The FPPE had the opportunity to clarify its request to add professional resources:

The last few meetings were devoted to the establishment of a work plan with two tables to decide the order in which we would discuss the various topics. We grouped the employer and union demands into four blocks:

- Bloc 1 : Employment system and work organization
- Bloc 2 : Working conditions education
- Bloc 3 : Labor relations
- Bloc 4 : Other Items

In the past two weeks, we began the detailed presentation of each request in Block 1 along with our research, arguments and concrete examples. The plan is for each party to present at least two topics related to their respective demands every time we meet. However, we agreed that the work plan would be flexible and that nothing would prevent us from moving from one block to another depending on the circumstances.

At the March 10th meeting of the Francophone table, we presented the following requests: "Provisions relating to the practice of the profession (1.5)" and "Definition of professional duties (1.6)." * Both requests, we remind you, are meant to ensure that professional staff has the material and technical conditions that meet the requirements of their professions. We want to clarify that in addition to the need for materials and information and technology being current, there is a need for a better understanding of the activities common to all of our professions that must be recognized as essential aspects of professional work are integral to the work schedule: consultation, preparation and planning, professional development, etc. »At a meeting of the Anglophone table on March 24th, we discussed the "definition of the Regular Work day (1.1) and "Telecommuting". For details of the nature of these demands, please refer to the November edition of the Passerelle Négo.

The employer's group has presented two requests to the French table "Review the length of temporary increases in workloads (1.1 FR, 1.2 AN)" and "Review the obligation to create regular posts for supernumerary professionals hired for temporary projects (1.2 FR). For details regarding the employer's demands, please refer to the December edition of the Passerelle Négo. As of the release of this report, employer's demands have yet to be presented by the management Committee at the Anglophone table but presentations are expected in our meetings during the last week of March.

They have also informed us that we must not expect them to respond to our demands with any offers at this stage of the game as they want to have an overall perspective of our demands before entering into any real negotiations.

We will need your continued mobilization over the next few months to send a clear message to the government that we want working conditions equal to the level of our skills so that we can continue to offer the best of our expertise as professionals in the education sector.

Crie & Kativik Nego

Since 30 October, three days of negotiations were held between the FPPE and CPNCSC on January 29th, February 26th and March 10th, 2015.

These meetings allowed the FPPE to answer the employer's questions about our deposit and for the FPPE to do the same regarding the employers' demands which were deposited on January 29th, 2015. also ask about the employers filing, submitted on 29 January. The discussion continued on March 1th and at this meeting, both parties agreed on the content to be discussed at future negotiation meetings. A schedule has been determined between the parties and dates are set up to end of June 2015.

The situation is different for the Kativik bargaining committee. Indeed, the employer has not filed its demands and no date has been announced for this purpose. This is of particular concern since it is the only management negotiating committee for which the negotiation process has not been initiated despite the union negotiating teams efforts to come get started. The FPPE and the Centrale (CSQ) have been intervening on a political level to inform the Ministry (MELS) of this situation and thus exert pressure to try to resolve the impasse.

* [Passerelle Négo N°1](#)

** [Passerelle Négo N° 2](#)

The FPPE negotiations team!

