

# SPECIAL INFO-NEGO

## BARGAINING PROPOSAL (CAHIERS DE DEMANDES)



NUMBER 1

JUNE 5, 2019

### THE FLOOR IS YOURS

#### A MAJOR TOUR OF QUEBEC

During the winter semester, the bargaining and mobilization committee began a marathon tour of the 46 FNEEQ-CSN unions to learn about the difficulties experienced by teachers in the daily practice of their profession. Discussion, debate, and collective reflection helped to define a shared baseline for the CEGEPs : the chief concerns are job insecurity and increasing workloads against a backdrop of the network's transformation. With renewed determination to negotiate concrete improvements to the profession's working conditions, particularly for precarious and hourly-paid teachers, the regroupement cégep mandated the bargaining and mobilization

committee to tackle things differently this time around.

#### A NEW NEGOTIATION STRATEGY

During a typical round of public sector bargaining, the union makes two submissions: one at the central table and one at the sectoral table.

At the central table, demands relate to wages and other matters involving significant sums of money (such as pension plans) for all categories of public sector workers. After consultation of our general assemblies, which should take place between now and September 27, the CSN will proceed with harmonizing these demands and submitting them to the Quebec Treasury Board. At the same time, the FNEEQ's

bargaining and mobilization committee will submit a proposal at the sectoral table relating specifically to CEGEP teachers.

#### SUCCESSIVE ROUNDS OF CONSULTATION

This time around, you will be consulted on a sectoral bargaining proposal in the form of a statement of principles. This booklet presents the themes we wish to discuss at the bargaining table, with an eye towards taking concrete action on the working conditions of thousands of teachers while reinvigorating the network and our profession.

A list of difficulties experienced by CEGEP teachers will also be adopted by our general assemblies between now and September 27. This list will serve as a tool for the bargaining and mobilization committee as well as for the regroupement cégep, but will not be submitted to the employer.

Once the 46 local unions have been consulted on both documents, the regroupement cégep will proceed with its own harmonization of their proposed amendments.



The bargaining committee at cégep de Chicoutimi

## AN EVOLVING BARGAINING PROJECT

Our specific demands targeting solutions to these difficulties will be submitted to the unions for consultation in line with the themes discussed at the bargaining table. It's at these moments that demands may be prioritized by the regroupement cégep based on mandates from its unions.

In addition to providing us with more control over the pace of bargaining, a statement of principles followed by successive rounds of consultation on our demands enables a fuller participation of our membership in the sectoral bargaining process. The evolving nature of the project will also allow us to adapt our demands to changing conditions.

## SIMULTANEOUS SUBMISSIONS MAKE FOR SENSIBLE NEGOTIATIONS

Currently, the framework for public sector bargaining stipulates that the employer's proposal must be submitted no later than sixty days after the union's. Consequently, the employer is aware of our demands when it submits its own. As we saw during the last round of bargaining, the employer tends to submit a response to our demands instead of a rendering of its true intentions. Why wait sixty days to start negotiating?

This time, we are calling for a simultaneous submission of both bargaining proposals. If the employer accepts, we might have the opportunity to jointly explore solutions to the difficulties experienced in the CEGEP network and to participate in a real, good faith negotiation. The CSN will make a parallel request at the central table.



Meeting of the regroupement cégep in Bois-Comeau

Upon returning in the fall, you will get an update on the employer's reception of our request for a simultaneous submission, and you may be called on to mobilize around this issue. The coming year will also include a great deal of consultation: our bargaining and mobilization committee's priority is to involve teachers at every step of the negotiation.

**In the meantime, we wish you a wonderful and well-deserved summer break!**



The bargaining committee at cégep de l'Outaouais

Join the bargaining discussion on Facebook : <https://www.facebook.com/groups/FNEEQenNegot>