

# AVEC nous

pour défendre nos services publics



Numéro 1  
Novembre 2014



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*Last October 30, the school sector bargaining committee tabled their bargaining proposals in view of the renewal of the francophone and anglophone collective agreements. Here follows a short summary of the matters that we are addressing in each of the six major bargaining targets.*

## Work overloads, health and efficiency

The school sector is very concerned about the devastating effects of work overloads. Stress, as well as the fatigue that ensues, undermines employee morale and has a great impact upon our quality of life in the workplace. Also, it's impossible to not see a link between the foregoing and diminished efficiency, as well as the service provided to our clients, be it directly to the pupils or elsewhere in the organization, which is sub-optimal. We believe that everything possible must be done to avoid work overloads.

## Work organization and movement of personnel

Many working conditions could be improved to everyone's benefit from an efficient work organization perspective. Here, we're thinking about things like positions being posted, special requirements, assignment sessions, just some of the many situations that lead to numerous complaints from support staff.

## Job status and job insecurity

The job insecurity that characterizes several of our members is worrisome. The proportion of regular positions that provide no possibility of becoming permanent is getting increasingly larger. Several of our demands seek to ensure that more hours are allocated to regular positions and that the order of replacement leaves more room for regular employees. Obviously, we want to make use of the exchanges and thinking done in connection with the work set out in Appendix 21, to reclaim part of the work that is being subcontracted out. Room rentals and lending are also targeted as a means for recuperating work for our members.

## Social security and other benefits

The key demand in this bargaining target involves income protection. We wish to make the procedure easier for designating a third physician by introducing into the collective agreement a list of physician specialists. Also, several working conditions could be improved and substantial benefits secured for our members. Think, for example, about vacation leaves, make-up time, clothing and uniforms.

## Defending our rights and representation

The chief responsibility of any trade union is obviously to defend the interests of its members. It's a responsibility that is sometimes difficult to fulfil on a daily basis, because dossiers are increasingly judicialized and the duty of fair representation of the members require union representatives who are consistently dedicated to the task and an expertise that just doesn't stop expanding. It is high time that support staff are more than just consulted when it comes time to talk about the nature of our work and their job descriptions.

## Classification plan

Notwithstanding the fact that the classification plan cannot officially be the subject of negotiations under Bill 37, the fact remains that it is a source of numerous complaints from our members. That is why we are proposing to you to include some sector-based demands on this subject. In this regard, we wish to create certain job categories and to revise certain others, but especially, we ardently wish to introduce into our collective agreement a national job committee. It's high time that the role of support staff in the education sector not be limited to modest consultations when the very essence of its employment relationship with a school commission is the subject at hand, namely job categories that are their job categories.

## Your bargaining committee:

Debbie Crawley, Vice-President Information  
Franco Fiori, union staff representative  
Danielle Beaulieu, President  
Annie Charland, Vice-President Regions  
Robert St-Louis, Vice-President Finance  
Louis Langlois, Secretary General



INFO-NÉGO





October 30 also marked the launch of the 2015 Common Front action plan. Several hundred demonstrators assembled together in front of the National Assembly to show their support to the spokespeople of the Common Front member organizations, who had come to present to the Treasury Board our bargaining proposals with a view towards the renewal of the public sector collective agreements. At the same time, in all the establishments where public sector employees work, numerous actions were carried out to raise the awareness of local employers regarding the bargaining proposals being defended by the Common Front.

# COMMON FRONT 2015

**The Common Front encompasses three (3) organizations:**  
 Confédération des syndicats nationaux (CSN)  
 Quebec Federation of Labour (QFL)  
 Secrétariat intersyndical des services publics (SISP, made up of the CSQ, SFPQ and APTS)

Together,  
 these organizations represent more than **400,000** workers in the health and social services, education and higher education systems, in government agencies and in the Quebec public service.

## The Common Front's priorities in upcoming negotiations:

- Eliminate wage disparity and maintain parity with other Quebec workers;
- Fight against job insecurity in the public sector;
- Counter the intrusion of the private sector into our public services;
- Fight the austerity mantra;
- Defend our professional autonomy;
- Improve our quality of life in the workplace.

# STANDwith us