

Number 17 – February 24, 2011

Enough is Enough! It's Time to Act!

The last edition of INFO-NEGO summarized the main points that the “clause-by-clause” negotiations have been unable to resolve. Since then few meetings have been held; as a result, work has progressed very little. Clearly, our employers’ negotiation committee (the *Comité patronal de négociation des collèges* or CPNC) is sticking to its positions and appears to be counting on “time pressure” to force us to abandon key elements in the agreement in principle.

As a result, the situation is urgent. Until we sign a text, the teaching resources allocated to each college, which in turn determine the allocation of teachers to each discipline (and therefore the opening of tenured posts for next year) cannot be resolved. It therefore appears that, if we want to complete these “clause-by-clause” negotiations, we will have to apply pressure to make it happen. In this context local union delegates to the FNEEQ Regroupement cégep met on February 17-18. After sharing the frustrations of their union members on this situation, they voted the following resolution:

Whereas the agreement in principle concluded on June 13 and approved by our general assemblies clearly indicated that the 92 FTEs from the federal transfers would be put into Type 1 (volet 1) teaching starting in 2010-2011;

Whereas, in the same spirit as it was negotiated, the additional resources agreed to for student support starting in 2012-2013 must result in a change in the PES factor;

Whereas the application of the clause in the agreement in principle regarding the first levels of the salary scale must not produce inequities;

Whereas the application of the maintenance of pay equity has had the effect of substantially accentuating the distortion of the salary scale by reducing once again the difference between levels for levels 17 through 20;

Whereas it is urgent to come to an agreement on the division of resources for 2011-2012;

That the Regroupement Cégep calls on the CPNC to take the measures required for a rapid conclusion of the work on all of the provisions of the collective agreement.

That the Regroupement Cégep invite its unions, using a document prepared by the FNEEQ Strategy Committee, to apply pressure on their administration to get them to intervene with the employers’ side in order to come to a rapid settlement on the work on all of the provisions of the collective agreement.

That, in the event that progress on this is insufficient by March 1, a special meeting of the Regroupement Cégep be called as soon as possible in order to adopt a plan of action.

Our objective is clear: we must show our administrators that their teachers want a rapid settlement of the “clause-by-clause” negotiations. For now, the operation consists of asking them, after explaining our positions on the issues still to be resolved, to intervene with the CPNC to obtain an acceleration of the discussions. In other words, stop “messing around”! Time is running out, as the division of the Type 1 teaching resources to be added in the new collective agreement starting in 2011-2012 must be completed by March 31, and they do not come into force until an agreement is signed.

In accordance with the resolution adopted, if the logjam is not broken by March 1, a special meeting of the Regroupement Cégep will be held as soon as possible in order to adopt a plan of action. The FNEEQ Negotiation and Mobilization Committee is already hard at work on the preparations for one.