



## SECTORAL NEGOTIATIONS: DISCUSSIONS BEGIN

**Negotiations between government representatives and representatives from the school, higher education and health and social networks are now underway.**

### School network

To mark the start of discussions and to show support for their negotiating teams, school network representatives (from the FSE-CSQ,<sup>1</sup> APEQ,<sup>2</sup> FPSS-CSQ<sup>3</sup> and FPPE-CSQ<sup>4</sup>) organized a symbolic hockey game on January 16.



Government offers made in December were regarded by the teaching staff as “pure provocation.” “Given that Minister Roberge previously stated that the shortage of teachers is the most significant challenge in education for 2020, we expected him to take this more seriously,” said the FSE-CSQ President, Josée Scalabrini.

The FPSS-CSQ was also disappointed by last December’s government offers, and stated that they are both ill-defined and incomplete. “The government is squandering a golden opportunity to be a competitive employer,” pointed out the Federation’s President, Éric Pronovost.

Offers made to education professionals were described as “contemptuous,” as nothing was put forward to address the issue of attracting and retaining personnel. “If this was how they thought they could recruit education professionals to curb their exodus toward the private sector, the Conseil du trésor is missing the mark,” argued Jacques Landry, President of the FPPE-CSQ.

### Higher education network

According to the FEC-CSQ,<sup>5</sup> proposals made by the government to college teachers deal a cruel blow to the teaching profession’s valorization. The elimination of several consultation and information processes, particularly those related to distance education, the enforcement of new surveillance mechanisms, particularly relating to professional improvement, or the thinly veiled attempt to undermine departmental autonomy are unacceptable. “You can’t say, on the one hand, that you want to better recognize our expertise and then, on the other, exert greater control on us,” said the FEC-CSQ President, Lucie Piché.

1 Fédération des syndicats de l’enseignement

2 Association provinciale des enseignantes et enseignants du Québec.

3 Fédération du personnel de soutien scolaire.

4 Fédération des professionnelles et professionnels de l’éducation.

5 Fédération des enseignantes et enseignants du collégial.

The FPSES-CSQ<sup>6</sup> has also reacted rather coolly to the proposals it received. The Federation's President, Valérie Fontaine, remains very sceptical as to the measures put forward to tackle job insecurity: "Management says it wants to promote means designed to reduce insecurity but calls for measures which would lead to an increase in job insecurity for casual or substitute workers. Instead of solving the problem, they're making it worse."

As for the FPPC-CSQ,<sup>7</sup> they are glad to see that union and management parties have both identified certain common problems and issues as a basis for negotiations. "Sadly, solutions differ. Certain employer demands have us worried, given that they will clearly set our working conditions back," declared the Federation President, Suzanne Tousignant.

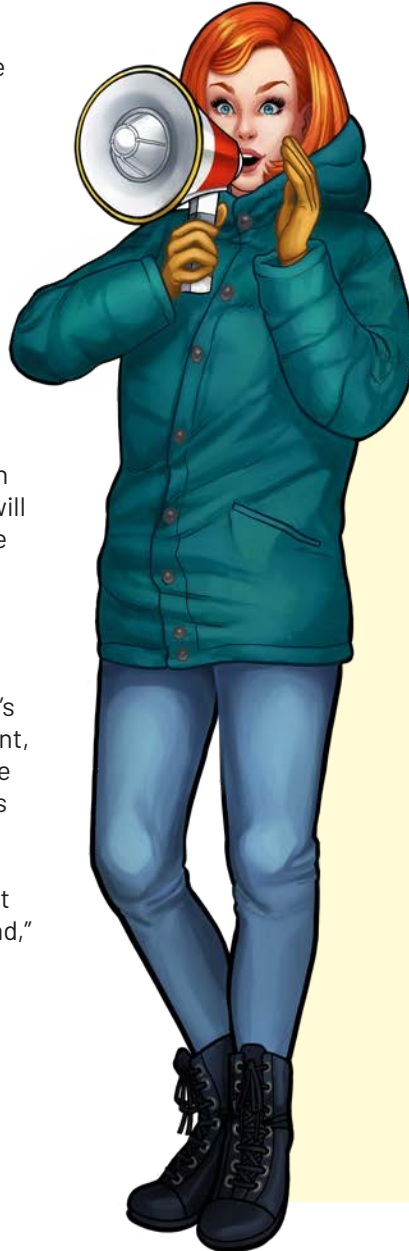
### Health and social services network

Lastly, the FSQ-CSQ<sup>8</sup> characterized the management's offers as "thoroughly empty." The Federation President, Claire Montour, is flabbergasted by the lack of a single tangible proposal while the health and social services sector is in the midst, as it has for many years, of a crisis. "The government might not have anything tangible to offer to solve problems in our network, but we do. So we begin the talks with our solutions in hand," declared the union leader.

<sup>6</sup> Fédération du personnel de soutien de l'enseignement supérieur.

<sup>7</sup> Fédération du personnel professionnel des collègues.

<sup>8</sup> Fédération de la Santé du Québec.



## NO TO THE DISCUSSION FORUMS

As you may recall, the CSQ and a vast majority of union organizations have recently indicated that they do not intend to take part in the discussion forums on government priorities, as proposed in the government offers. Instead, the CSQ expects all issue-related proposals to be discussed at the bargaining tables.

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