

# 2020 Negotiations

Nego Newsletter No. 08 – December 4, 2020

## **Negotiations with the Cree and Kativik School Boards (or AENQ Sectoral Negotiations)**

Since the beginning of the negotiations a little over a year ago, we have had approximately 20 half-day meetings at each of our four negotiating tables: CSB teachers (table E3), KSB teachers (table E4), CSB support staff (table S8) and KSB support staff (table S9).

**What's next?** We were at the General Negotiations Council (GNC) at the end of November. Representatives of the 120,000 CSQ members working in the public sector decided to seek a strike mandate to be exercised at the appropriate time. General assemblies are to be held by January 29, 2021.

**Why now?** To respond to the intransigence of the Legault government and to fight its contempt for public sector employees, including the employees of the Cree and Kativik school boards. Considering the government's refusal to invest massively in our communities in an effort to meet current needs, we can also talk about the contempt it has for the education of Nunavik and Eeyou Istchee youth.

Thus, considering the status of the negotiations as they stand, in particular:

That the counter-proposal adapted to the economic context resulting from the health crisis and submitted by the CSQ on May 6, 2020, was rejected in full by the Treasury Board;

That the government remains adamant that the financial framework for the negotiations has been tabled and will not be modified;

That the employers' negotiating committees have no mandate to negotiate anything beyond the envelopes allocated by the Treasury Board for sectoral negotiations;

That many issues cannot be discussed at the negotiating tables since the employer side refuses to deal with them or refers them to inter-round committees;

Considering that the application for a strike mandate constitutes an action in itself;

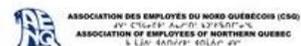
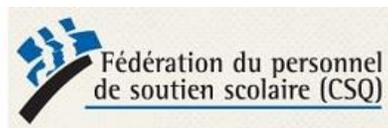
Considering that a GNC meeting will be held on December 3 to decide on the formulation of the request for a strike mandate to be submitted to a vote by the affiliates;

The GNC recommends that affiliates hold general assemblies before January 29, 2021 in order to obtain strike warrants.

This recommendation was adopted almost unanimously.

**On December 3<sup>rd</sup>, another meeting of the GNC did take place and it was decided that the members will have to vote on a legal strike mandate up to the equivalent of 5 days.**

**The strike will not be called automatically! Deadlines must be met before the strike can take place.**



For the 550,000 Government employees, sectoral demands are estimated at approximately \$220 million over three years. The government offers only a tiny fraction of this amount, of which only 75% is recurrent from the second year onward. For example, the employer side estimates the sectoral requests for KSB support staff to be over \$3 million. It offers to pay up to \$80,000 in the first year and only 75% of which is repeated afterwards; this amounts to \$60,000 for the 375 persons concerned.

In order to achieve sectoral agreements, it is essential that the Legault government invests more in the working conditions of members. The current situation, combined with the austerity measures of previous years, have left our networks with serious scars; it is crucial that your work conditions be improved. From the very beginning of the negotiations, the CSQ members have made a passionate appeal, but the situation is far from having improved since then. On the contrary, the workload is getting heavier and tasks are getting more and more complex. To address this issue, it is high time to find solutions, and that means ploughing back significantly into the public networks we represent.

### **For the AENQ**

Despite the fact that we at the AENQ wanted to step up our pressure tactics, it became clear that a strong signal had to be sent to the employers. This is why it was decided to immediately seek a strike mandate for all public sector unions affiliated to the CSQ.

Following the historic strike of December 9, 2015, the AENQ set up a strike fund. If you, the members, decide to vote in favour of a strike mandate to be exercised at the appropriate time, the Executive Committee will decide on how to use this fund.

Therefore, general assemblies will have to be held between now and January 29, 2021, in order to vote on such strike mandate. These meetings should either take place in virtual mode or in person (for example, in the gymnasium), but in a manner that complies with health regulations.

More information will follow.

In the meantime, we will continue to work at the negotiation tables to improve your working conditions. The pandemic remains one of our concerns and we are staying in contact with the school boards.

Visit [www.aenq.org](http://www.aenq.org) frequently.

Solidarity!

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