

LET'S MOBILIZE!!!

Inter-Sectorial Negotiations

An historic demonstration that was attended by more than 150,000 Common Front Members was held in the streets of Montreal on October 3 to denounce the Couillard government's austerity measures and its miserable salary offers. These Common Front members were also denouncing the government's arrogant pension plan recovery demands and others that are contained in all government offers at the sectorial tables (school boards, colleges, healthcare network).

There has been absolutely no progress at all made at the inter-sectorial table! The government is not budging and is maintaining its contemptuous wage offers and demands regarding the pension plan, parental rights and regional disparities. Moreover, as if this isn't bad enough, it's trying to evade these issues by attempting to revise the salary structure of all State employees: A colossal job that would normally take several years.

Sectorial Negotiations

The situation is not much better at the national sectorial tables that affect us, like the School Support Staff (S3) and Teachers (E1) Southern Tables. Although there are no direct links between Southern sectorial negotiations and Northern negotiations (including ours), whatever is negotiated can influence our tables.

AENQ Negotiation Tables

With the Cree School Board

The situation at our CPNCSC tables is a bit different. That doesn't mean everything is going well. Nevertheless, even at our tables, with the employer claiming to have its hands tied with no mandate, we have still been able to implement a system to make piecemeal agreements, which are obviously subject to a global agreement. To date, we have agreed on more than twenty subtopics at our two tables (S8 and E3). It might not seem very impressive, but we nevertheless are the most advanced tables in Québec!

With the Kativik School Board

The situation with the Management Negotiations Committee for the Kativik School Board (CPNCSK) is very different. As mentioned in our Nego-Newsletter #3, we're giving the KSB the opportunity to conclude its own negotiations with the Ministry of Education (MEESR) so they can reach a new agreement regarding their respective responsibilities. The CPNCSK had a 60-day period to respond to our requests and to give us theirs. Since we had filed our demands on October 31, 2014, the CPNCSK had until the end of December 2014 to do so. It's now approaching the end of October 2015 and we're still waiting. We can't wait any longer! A formal complaint will be filed with the *Labour Relations Board* in the coming days on the basis of legal deadlines the employer must meet to file its demands and thus begin the actual negotiation process. Events may proceed quickly from then on. Stay tuned.

What's next?

From September 9 to December 15, a schedule of negotiation meetings (obviously with the CPNCSC) has been agreed upon with 8 table negotiation days for Support Staff employees (S8) and 10 table days for Teachers (E3). Other dates may be added if the pace intensifies.

Mobilization and Strike Votes

Like all Common Front Unions, we must respect the strategic framework. In this regard, you will be invited to participate in mobilization activities in the coming days. It's important to mention that for the time being, the upcoming mobilization is against the government and not the school boards. You will also have to vote on a strike mandate. Southern employees are affiliated with the same Centrale as us, the CSQ, which voted overwhelmingly in favor of a 6-day Common Front strike spread from the end of October till the beginning of December. Those who voted against voted in favour of a rallying vote. The Association's Executive Committee is asking you to vote for a 6-day strike, 3 days to be held in early December and three days after the return from holidays. We'll hold conference calls with Union Delegates to inform them of the procedure to follow to hold general assemblies.

It's time to show our solidarity with our Southern colleagues!



Three members of the AENQ team at the CSQ demonstration in Quebec City on September 2. From left to right: François Beauchemin, Advisor and Spokesperson at the 4 negotiation tables, Larry Imbeault, President and Tarek Khazen Vice-President and Sector Director – Cree School Board Teachers.

Please visit www.aenq.org frequently.

Solidarity!

Larry Imbeault
President and Negotiations Coordinator