

The FPSES-CSQ Signs its Collective Agreement

Montreal, June 22, 2016. – The negotiating team of the Fédération du personnel de soutien de l'enseignement supérieur (FPSES-CSQ) signed its new collective agreement yesterday, but not without difficulties. After an agreement in principle was reached last December with the Comité patronal de négociation des collèges, the agreement was ratified by members in general assemblies of each union before finally being ratified by the General Negotiating Council on February 23.

Setbacks Resisted and Some Gains Thanks to Mobilization

The significant mobilization of the FPSES-CSQ membership last fall helped to offset many of the employer demands for setbacks on issues related to job security, movement of personnel and the amalgamation of services.

We also made some gains. Among these are measures to reduce job insecurity, the elimination of wage disparities for students and a premium for skilled workers.

A Long Process

“These negotiations were difficult from start to finish. Even the writing of the final texts required much vigilance and patience to secure wordings that reflected what was actually said at the negotiating table. We even had to postpone the signing twice before finally reaching a satisfactory agreement on texts on June 22. Our members have demonstrated exceptional patience and determination,” says Anne Dionne, President of the FPSES-CSQ.

Work Remains to be Done

“Signing this new contract means a lot to college support staff, but many of our concerns persist,” says Anne Dionne. “Restoring hiring budgets for support staff is still essential. We have witnessed a significant increase in workloads since the imposition of budget cuts in our colleges, and the impacts we have been long predicting are now being felt. We are talking about occupational diseases, both physical and psychological, demotivation, a significantly diminished sense of belonging towards the employer, etc.,” says the union leader.

The FPSES-CSQ will remain vigilant with regard to job security and the continuing problem of outsourcing in our colleges. It will also begin working towards the creation of a new class of employment for laboratory personnel working in health-related fields.

“Aside from providing support for unions to ensure compliance with the new collective agreement, the FPSES-CSQ will be busy with several projects in September 2016. We will make sure our members have the tools they need to do their jobs,” states Anne Dionne.