

## Sectoral Negotiations in the College Sector

### **CSQ Federations Call Employer Offers Unjustifiable**

Montreal, December 18, 2014 – College federations affiliated to the Centrale des syndicats du Québec (CSQ), the Fédération du personnel de soutien de l'enseignement supérieur (FPSES-CSQ), the Fédération du personnel professionnel des collèges (FPPC-CSQ) and the Fédération des enseignantes et enseignants de cégep (FEC-CSQ) say the government offers they received within the last few hours are unjustifiable, with contents that are generally vague and imprecise.

The three labour organizations say that although the employer offers indicate only broad guidelines, their contents are very disturbing for the members they represent and the future of our colleges. “The contemptuous attitude this government displayed with their salary and pension offers continues with their offers related to our working conditions. Here again, they are clearly determined to impose major setbacks on workers.”

#### **Complex negotiations predicted**

The CSQ college federations were each given very similar offers, even though they represent workers with different professional responsibilities. “The least we can say is that such vague offers will not help to facilitate the climate of respect, transparency and rigor that they claimed to want for these negotiations.”

The FPSES-CSQ, the FPPC-CSQ and the FEC-CSQ believe that these sectoral offers will lead to complex negotiations, much different than the targeted negotiations their members asked for. “The government has to try much harder to specify exactly what they are demanding. But we are already seriously concerned about their attempts to claw back our working conditions.”

#### **Services affected and colleges threatened**

There is no doubt these demands would have a direct impact on services to students and could even threaten the survival of the college network. Cuts and setbacks cannot be imposed without affecting the quality of services and the very existence of certain colleges.

The college sector federations also expressed their disappointment at not finding any measures in the offers aimed at attracting and retaining new employees, issues identified as priorities by the members. “The government prefers to demand more and more flexibility, which suggests even further devaluation of our professions.”

The CSQ labour organizations deem these employer offers so ominous for the future of the college network that they would not be surprised if they raise serious concerns among all those who care about the future of the colleges, beginning with the Fédération des cégeps.

### **Willing to negotiate in good faith**

In closing, the FPSES-CSQ, the FPPC-CSQ and the FEC-CSQ reiterate their willingness to conduct these negotiations in good faith and hope that government representatives will do the same.

Let us mention that the FEC-CSQ is negotiating together with the Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN) under the banner of the Alliance des syndicats des professeures et professeurs de cégep (ASPPC) which represents all of the teaching profession of the cegep network.