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FÉDÉRATION DU PERSONNEL DE SOUTIEN
DE L'ENSEIGNEMENT SUPÉRIEUR (CSQ)

FPSES



December 18, 2014

Unqualifiable Demands

On Wednesday, December 17, the FPSES Negotiating Team was given the government's sectoral demands. It is hard to characterize the demands because of how general, vague and imprecise they are. The government claims to want principled negotiations based on specific issues, but these are difficult to find in the content of their demands. We will need more details to clearly identify the topics of discussion. It seems that we are beginning a process of complex negotiations, much different than the targeted negotiations our members asked for.

The employer party presented the themes it wishes to discuss with the FPSES for the renewal of our collective agreement. Each theme includes various topics they wish to address:

Work organization

Discuss:

- implementation of specific projects
- creation of positions
- review of certain employee status
- management of working hours

Movement of personnel

Review:

- certain stages of the hiring process
- certain provisions related to hiring priority for occasional or replacement jobs
- certain provisions related to transfers
- certain provisions related to voluntary transfers
- provisional assignments



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Working conditions

Review:

- aspects related to vacations
- aspects related to the granting of certain leaves of absence
- procedures and processes associated with the salary insurance plan

Skills development

Discuss:

- training and professional development activities
- the skills development plan
- the period provided for employees to learn new tasks

Declines in student enrolment

Review certain provisions related to:

- the acquisition of employment security
- the processes involved in placing employees on availability and replacing employees

Grievance arbitration and alternative ways of preventing and resolving disputes

The employer party intends to propose provisions aimed at improving the grievance arbitration process and accountability of the parties, including measures for alternative methods of preventing and resolving disputes.



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Union affairs

Review :

- methods of reimbursing for union release
- reasons for taking union release
- deadlines for requesting release
- provisions relating to the transmission of information by the college
- matters of consultation for the Labour Relations Committee (LRC)

Other topics

- clarification of certain elements of the collective agreement: some wordings and definitions
- the retention time limit for disciplinary measures
- provisions related to the payment of salary or vacation
- methods of transmitting documents
- printing of the collective agreement

You can also consult the attached employer demands (available in French) in its entirety, to see for yourself how the employer tries to justify their demands. Although we are not yet able to clearly identify the employer's demands, we are concerned about their attempts to claw back our working conditions. We will keep you informed of developments once we begin negotiating sessions in January 2015.

In closing, we would like to take this opportunity to wish all of you Happy Holidays.

Your Negotiating Team



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