



Support staff  
"EN NÉGO"

Info-négo

February 5 2015

## Supporting our negotiations together!

The Negotiating Team has met with the employer party three times since returning from the holiday break. So far, these meetings have allowed both parties to clarify their respective demands, determine the logistics of future meetings and agree on how to approach these negotiations.

We also learned more about the contents of the employer's demands, including how they would like to claw back some of our rights and benefits.

We now know, for example, that the employer party would like to:

- Review the duration of specific projects
- Create positions in more than one department
- Review Appendix "15" which deals with positions with temporary lay-off
- Review which sectors can have temporary lay-offs
- Review how occasional employees are managed
- Question the notion of "semester" within the framework of maintaining a work schedule
- Review the interpreters' work schedule with regard to course drops
- Allow more time to decide the future of a vacant position
- Review the hiring priority assessed to people in specific projects
- Limit the ability to change position while on probation
- Review the transfer procedure criteria
- Review the procedures for requesting a voluntary transfer
- Use temporary assignments or provisional assignments for vacant positions

- Revisit an employee's choice of vacation when the employee gets a job in a different department

The next negotiating sessions should tell us more about the changes the employer party is demanding with respect to:

- Skills development
- Salary insurance
- Job security
- Union release time
- Grievance arbitration

The parties agreed to address union and employer demands in blocks, grouping topics which are related to each other. As much as possible, we will keep you informed of each development in these negotiations.

We would also like to remind you that each union has appointed a representative to sit on the CNC (College Negotiations Committee) to receive regular reports from the negotiating table and adopt compromises in the course of these negotiations. Do not hesitate to contact your union for more detailed information on how these negotiations are unfolding.

Rest assured that the Negotiating Team will respect the mandates it is given by the CNC and work hard to fend off the employer's demands. Your support and participation in various mobilization activities will contribute to the success of our negotiations.

*Your Negotiating Team*



We support education because we care