



Le soutien EN NÉGO

Info•négo

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Are we Negotiating?

In the last few weeks, the negotiating team has been meeting with employer representatives on a regular basis, to discuss union and employer demands.

All of our union demands have now been explained and argued. We cannot, however, say the same about the employer's demands which still haven't been made clear. So far, the employer party has presented us with demands on three occasions:

1. Employer demands submitted on December 17, 2014
2. Employer demands submitted on April 1, 7 and 13, 2015
3. Complementary employer elements on June 5, 2015

Despite the information recently submitted by the employer party, it is still difficult to identify the specific elements of our collective agreement the employer party wants to change. They don't seem to have any mandates to move forward and tell us exactly what they want.

And, even though both parties have been open to settling certain non-monetary peripheral demands, no agreements have been formally signed at the negotiating table yet. At this point, the employer party does not have a mandate to exchange texts or initial agreements, even though negotiations have been underway for more than six months.

Considering the fact that we are supposed to be negotiating, the FPSES is now questioning the employer party's position and their willingness to conduct genuine negotiations. There are indications that suggest the employer is biding its time, which is deplorable given the high number of employer demands and the willingness of the FPSES to reach a negotiated agreement.

Mediation

Along with other unions joined in the Common Front, on June 5 the FPSES requested the appointment of a mediator. The mediator was appointed on June 17 and the first mediation meeting will be held on June 30.

The role of the mediator is to "foster a dynamic that will enable the negotiating parties to reach the best agreement possible for each of them (...)"¹. We trust that the mediator will know how to get both parties to create a space for negotiations that can lead to agreements.

We are also perfectly aware that if we are to do this, employer representatives at the negotiating table need to be given mandates by their constituents to negotiate in good faith and move these negotiations forward as they should.

¹ Source : Secrétariat du travail (www.travail.gouv.qc.ca)

