

**DSSU**

Westmount, October 30, 2014

Richard Filion  
Director General  
Dawson College

In support of our representatives who are today submitting our demands to representatives of the Comté patronal de négociation des collèges as part of our 2014-2015 negotiations, we would like to take this opportunity to explain these demands to you.

The demands of support staff affiliated to the Fédération du personnel de soutien de l'enseignement supérieur (FPSES-CSQ) are based on situations, concerns or problems experienced by our members which we are seeking to resolve within the context of these negotiations. They are grouped under six themes:

- Improved working conditions and recognition
- Fringe benefits
- Work-life balance
- Disability
- Work organization
- Job security

Furthermore, in support of our provincial representatives who today are submitting demands to the Treasury Board, which include wage demands, we would like to explain the details of these demands which are also our demands..

To address the salary gap with employees in other sectors, we are calling for a 2% increase per year and we are demanding that the government fill the remaining gap on the last day of the collective agreement. As protection against the rising cost of living, we are demanding 2% increases each year as well as a protection clause should inflation exceed this threshold.

To ensure better living conditions we propose a 0.5% increase and an additional amount equal to the portion of the real GDP increase exceeding 1%. Both adjustments paid in fixed amounts will reduce the wage gap in the public sector.

So, we are demanding a three-year collective agreement with increases of 4,5% per year, with additional amounts added depending on the evolution of economic and social circumstances. We are also asking that these salary increases be applied on the same date for everyone so as not to penalize college teachers who receive them two months later.



We also support the demands submitted by other public sector groups who are members of the Common Front.

Finally, we are seeking a firm commitment from the Treasury Board to propose concrete solutions to problems related to the balance of family-work-studies, outsourcing and privatization of services, as well as measures to protect against the erosion of professional autonomy.

These are our demands that we collectively believe are legitimate and essential to obtain fair and equitable wages and working conditions that recognize the work we perform in developing the college network..

We believe that college administrations should support our demands by letting the negotiating tables know that they believe them to be just.

On behalf of each of the members we represent,

John Cuffaro, President  
Dawson Support Staff Union