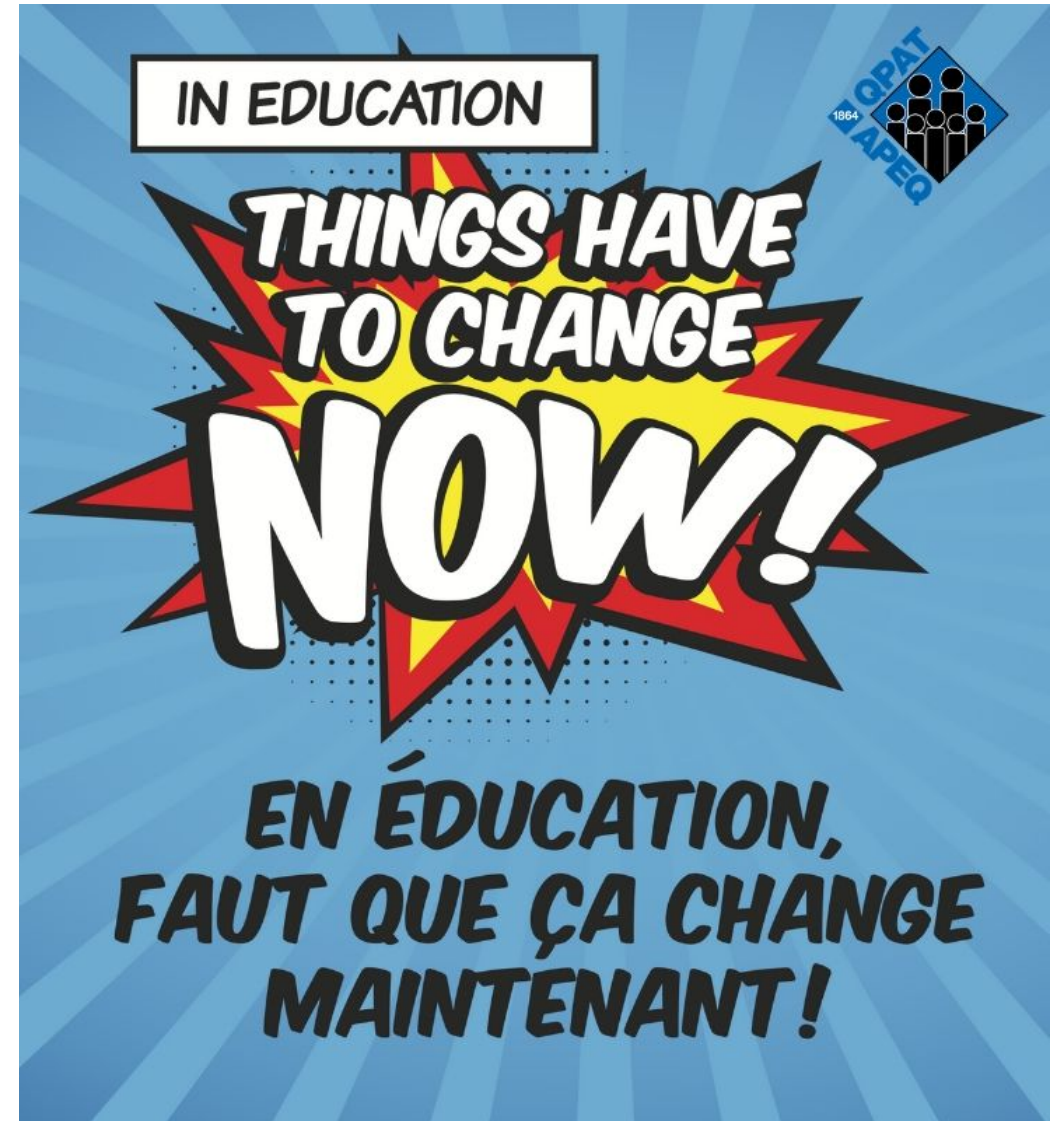


# The Sector-Based Negotiation: From Fall 2018 to Today

(Based on a FSE-CSQ Document)



# Consultation

- Fall 2018 and Winter 2019
- Nearly 4,000 members took part of the two phases
- Targeted negotiation focusing mainly on:
  - Size and complexity of the workload
  - Employment precarity and entry to the profession
  - Wage conditions



# Union Submissions

- October 18, 2019
- 6 issues:
  - Group formation rules
  - Special needs students in regular classes
  - Size of the workload, lack of time and autonomy
  - Compensation (salary increase of 8%)
  - Employment precarity and entry to the profession
  - Compliance with the collective agreement and teachers' rights (grievances and arbitration)
- Favourable economic and political context, and better-than-ever public and media support for improvements to working conditions and salaries



# Employer's Submissions

- December 17, 2019
- 90 demands (2/3 of which were recycled from the 2014 submission)
- No response to the union's demands of October 18
- No clear proposal to improve teachers' working conditions or salaries
- The employer wanted to include a clause in the collective agreement stating that a teacher's workload is 40 hours per week and increasing management's assignment powers



# Employer's Submissions

- Sense of having been duped by a Government and an Education Minister not committed to improving the conditions of teachers and their students
- In February and March, Minister Roberge tried to calm the unrest among teachers on Facebook and in the media
- “We’re not going to increase the workload of teachers.” (Jean-François Roberge’s Facebook page, February 19, 2020)
- “Ultimately, everyone is going to smile and sign it. Learning conditions will improve for students, and teaching conditions will improve for teachers.” (Canadian Press, February 25, 2020)



# 1<sup>st</sup> Negotiation Period (January 16 to March 12, 2020) – Traditional Negotiation

- Presentation of each side's demands
- All the union's demands were clear, precise and "cloused"
- The employer's demands were in the form of fuzzy, worrying principles
- Refusal by the employer to present "cloused" proposals



## 2<sup>nd</sup> Negotiation Period (March 13 to 31, 2020) – The “Cataclysm” and first “False Blitz”

- March 13, 2020: closure of schools and beginning of lockdown announcements
- Request from the Premier to suspend the public sector negotiations because of the pandemic – accepted by the unions
- Flip-flop by the Government in the following days: it invited the unions to take part in a negotiating “blitz” ending on March 31, for a three-year agreement
- No serious offer from the employer, but withdrawal of most of the demands from December 17, with fears of an order-in-council



## 3<sup>rd</sup> Negotiation Period (April 9 to June 29, 2020) – The Second “False Blitz” and the dedicated FSE/QPAT Table

- Invitation from the Government to continue the sectorial negotiations at what it called the “dedicated educational success table” which basically reported to the Treasury Board
- The Government claimed that the table could discuss issues relating to ratios, services for special needs students, the workload and salaries
- The employer dangled the prospect of a quick, sustained negotiation over a timeframe of “a few weeks”, but in a context it described as a “collapse” of the economy and public finances





## 3<sup>rd</sup> Negotiation Period (April 9 to June 29, 2020) – The Second “False Blitz” and the dedicated FSE/QPAT Table

- Complete silence from the employer until May 14 (quick, sustained negotiation!) followed by an announcement of a new written proposal from the employer on May 22
- The proposal of May 22 confirmed most of our concerns:
  - 32 “assignable” hours per week, instead of 27
  - Stated in the collective agreement that the expected workload is 40 hours
  - Addition of one hour per week of educational workload (other than classes and lessons)
  - Laughable salary increases, but only for the first six steps on the scale and for “emeritus” teachers (somewhere between pedagogical consultants and deputy principals)
- No openness towards the union’s proposal of April 29



# Request for Mediation and Current Status of Negotiations

- On June 26, request for mediation made by the FSE and QPAT (and most of the CSQ federations), required by Bill 37 to obtain the right to strike
- Two procedural meetings with the mediator and submission of her report on September 14
- Other than the procedural meetings with the mediator, no other negotiation meeting took place during the summer
- Negotiations were not resumed until September 25



# Current Status of Negotiations

- Since September 25 we had negotiation's meetings
- We discussed our demand about induction program
- They presented their demand about **l'enseignant émérite**
- The next discussion will be about special education



IN EDUCATION



**THINGS HAVE  
TO CHANGE  
NOW!**

**EN ÉDUCATION,  
FAUT QUE ÇA CHANGE  
MAINTENANT!**