



# INFO-NEGO

Association provinciale des enseignantes et enseignants du Québec

## Latest Government Offers

### Intersectorial Table

On Friday, November 6, 2015, after the first series of province-wide rotating strikes, the government deposited new proposals at the intersectorial table regarding salaries and pensions.

With respect to salaries, the government did not change the total percentage for salary increases. It still proposes 3% over five years but with years two, three and four receiving a 1% increase each instead of years three, four and five. The government also put forth an extra 2.5% in total to perform structural adjustments to salary scales in 2019. However, even though there is new money for this process, it would not lead to the same improvements for everyone. In fact, some public sector employees would see their salaries reduced.

With respect to pensions, the government dropped its demand to use the best eight years average to calculate pensions and would leave it at the current five year average. It also proposed a gradual implementation to the change in retirement age for a non-reduced pension from 60 to 62; as of July 1, 2017 it would be age 61 and as of July 1, 2019, it would be age 62. The original proposal was for the entire change to take place as of January 1, 2017. The government maintained its position to apply a 7.2% reduction per year for a pension that is taken early, as opposed to the current 4%. Finally, while 35 years of service would still generate a non-reduced pension regardless of age, the government also proposed allowing employees to accumulate up to 40 years for pensionable service; currently, 38 years of pensionable service may be accumulated.

### Sectorial Table

Since the adoption of the strike mandates and the first wave of strikes, there have been some changes at the sectorial bargaining table that look strictly at teachers' issues.

The original management demand for a 35 hour week at school has been dropped. However, management representatives continue to insist that the 32 hours per week be assigned by the school principal, thereby taking away the right of teachers to choose where to place their hours for work of a personal nature. They want to use this to address their demand for more meeting time (*concertation*) related to various aspects of running the school.

The management side seems less intent on saving money by changing the class ratios. However, they have said that if we wish to see any improvements in some ratios it will have to be done by increasing other ratios. In other words, there is no new money on the table and any improvements in one area would be at the detriment of another.

The appendices that grant sums of money for services for special needs students would be maintained. This is an improvement compared to the initial management position of withdrawing them.

Management has appeared open to improving the number of regular contracts available in the Adult Education sector. There is considerable work to be done, however, to come up with a method for giving these contracts that makes sense and that will lead to a new number of contracts that is satisfactory.

Management has withdrawn its demands to expand the 50 km radius and to reduce the salary protection for teachers on surplus.

With respect to the other files at the sectorial table (e.g. sick days, pedagogical days, etc.), there has been little or no progress.

### Conclusion

It is essential to continue to put pressure on the government and the management side. The strong strike mandates and the first wave of strikes have had an effect both at the sectorial and the intersectorial tables; the new government and management positions show movement compared to their previous deposits. This movement would not have happened without our actions. However, there is still a great deal of work to be done before a satisfactory settlement can be reached. Maintaining our mobilization and our strike action is essential to generate more progress in the weeks to come. It is only through our solidarity and our strong actions that we will continue to move the government and the management side toward a negotiated agreement.