

# Newsletter

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## Agreement in Principle for the FSE-CSQ and the QPAT Exceptional Mobilization, Significant Results

A significant agreement in principle has been concluded for 73,000 teachers of the Fédération des syndicats de l'enseignement (FSE-CSQ) and the Québec Provincial Association of Teachers (QPAT-APEQ). Impressive mobilization and the negotiations team prevailed over the substantial number of unacceptable employer demands and the context of austerity that the government had cited. In the end, the agreement in principle will improve working conditions for members and learning conditions for students.



“In addition to succeeding in keeping money in the classrooms, given the current climate of austerity, we managed to improve the daily conditions of teachers in the schools in a meaningful way. We are very proud of having won a significant reinvestment in education, even though the network has been subjected to \$1 billion in cuts over the course of the past five years,” explained Josée Scalabrini, President of the FSE.

### Strong gains and additional services

While several elements of the agreement protect student services from the employer's penchant for applying cuts, many others strengthen these services. Here are a few key points:

- Comprehensive protection of class sizes (ratios) at all levels;
- Reduction of class sizes in kindergarten for 5-year-olds (-1 student);
- Protection of all envelopes for support for students with difficulties as well as full renewal of the appendix that covers the integration of students with disabilities and those with serious behavioural disorders;
- A 50% increase in the envelope for support for classroom composition, particularly with regard to the integration of students with behavioural disorders;
- Maintenance of a priori weighting.

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Moreover, a letter of agreement guarantees following-up on providing additional teaching resources in disadvantaged communities earmarked for early screening in elementary school, support for secondary school students and the implementation of kindergarten for 4-year-olds.

## Improved working conditions

- Addition of 400 full-time positions in vocational training and adult education, without offsets;
- Full and complete recognition of the six annual sick days, which acquire cash surrender value;
- Introduction of an obligation to consult local unions to cover distance education;
- Protected 32-hour in school work schedule.

## Members to be consulted

FSE-CSQ and QPAT members will soon be asked to vote on the agreement in principle.

## Agreement at the central table pending

Bargaining continues at the central table, where the Common Front is negotiating issues pertaining specifically to salaries, retirement and parental rights.



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