



INFO-NEGO

Our Intersectorial Deposit

With regard to our negotiations, there are two places where we discuss the renewal of our employment contract: the sectorial table and the intersectorial table.

At the sectorial table, where we tabled our demands on October 18, we discuss all the elements contained in our collective agreement, with the exception of salary, retirement, parental rights and regional disparities. These latter topics are discussed at the intersectorial table.

It is on October 24, at the intersectorial table, that the *Centrale des syndicats du Québec* (CSQ), with whom we are in a cartel, tabled our union demands.

The main demand is the one related to salary. During the consultation, we proposed a 9 % salary increase over 3 years with a larger increase in the first year. Following the consultation and taking into account the situation of low wage earners in the public sector, it was decided to slightly increase the salary demand.

For the first year of application of the agreement, the salary demand consists of an increase of a fixed amount of \$2 per hour for all workers and 3% per year for the following two years. For teachers, this demand means an increase of between 14.5% at step 3 and 10.8% at step 17.

To this we must add the results of our demand at the sectorial table, which aims to increase our salary scale by 8% as a revaluation of our profession. It is important to note that this request is exceptionally made at the sectorial table. We made this choice because we believe that our salary situation warrants a particular increase compared to other public sector workers.

For parental rights, our demand is for an improvement in paternity and adoption leave. For retirement, our main demand is to require that the QPP enhancement not be coordinated with the RREGOP, which would mean an improvement in benefits at the time of retirement. Finally, for regional disparities, minor adjustments are required.

The next step in the negotiation process will be the filing of the employer offer, which is expected to be completed by mid-December in accordance with the *Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors*.