

Historic mobilization yielded results

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Over the course of recent months, CSQ members mobilized more than ever: they attended jam-packed union assemblies, took part in major inspirational rallies, voted strike mandates at 81.8%, kept up solid picket lines, and held impressive demonstrations during the three days of rotating strikes and the province-wide one-day walk-out. All this action was bolstered by strong public support.

The historic mobilization and the tireless work of all the negotiating teams for the school, postsecondary education, and health and social services networks prevailed over the government's many contemptuous, unacceptable demands for clawbacks, which it justified by citing a climate of austerity. Its demands were designed to make major cuts to services and to curtail working conditions, solely for the purposes of achieving its ideological ambitions.



We faced the same management appetites at all the sectoral tables. In fact, it was very clear that these demands were coordinated and that they reflected "orders" originating with the Conseil du trésor: weakened job security, lower salary insurance benefits, reduced access to health insurance, limitations on the activities of accredited associations (e.g. more restrictive conditions for union releases) and many other demands to streamline work organization and make it more flexible (e.g. adjusted work schedules, granting positions based on clientele needs). In the end, all of the union negotiation teams succeeded in forcing management to back down.

In mid-December, the eight public-sector federations of the CSQ concluded agreements in principle. Only the sectoral bargaining tables for the Cree and Kativik school boards were still engaged in talks. At the time of writing, details of agreements in principle were to be submitted to members at union assemblies. In the end, the members will decide whether or not to ratify these agreements. *CSQ News* presents a brief overview.

SCHOOL NETWORK

FÉDÉRATION DES SYNDICATS DE L'ENSEIGNEMENT

Gains:

- ✓ Reduction in class sizes in kindergarten for 5-year-olds (-1 student)
- ✓ A 50% increase in the envelope for support for class room composition, particularly with regard to the integration of students with behavioural disorders)
- ✓ Addition of 400 full-time positions in vocational training and adult education, without offsets
- ✓ Recognition of 6 annual sick-leave days (with cash surrender value)
- ✓ Obligation to consult unions with regard to regulating distance education

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

Management unacceptable setbacks that we reversed:

- ✗ Increased time on school premises to 35 hours per week and elimination of time for work of a personal nature
- ✗ Significant increase in the number of students per class and elimination of average at all levels
- ✗ Elimination of envelopes for services for students with difficulties, including resource teachers and remedial education teachers
- ✗ Removal of *a priori* weighting and increase in the number of students with difficulties in classes, making it more difficult to recognize them, and with no guarantees for services
- ✗ Elimination of gradual entry to preschool, imposition of more multi-year groups, including kindergarten and Elementary 1
- ✗ Attack on job security and expansion of precarious employment, particularly in vocational training and adult education

Protected gains:

- ✓ Protection of the 32-hour week on school premises
- ✓ Complete protection of class sizes (ratios) at all levels
- ✓ Protection of all envelopes for support for students with difficulties and full renewal of the appendix that covers integration of students with disabilities and those with serious behavioural disorders
- ✓ Preservation of so-called *a priori* weighting