

## ON THE ROAD TO NEGOTIATING OUR COLLECTIVE AGREEMENT

Without question, negotiating the collective agreement for cegep teachers is the priority for our union federation. It cannot be improvised and many actions have been taken to prepare for the next round of negotiations:

### ❖ SETTING UP THE NEGOTIATING COMMITTEE IN JANUARY 2009

Starting work on the collective agreement requires a rigorous analysis of the negotiation context and preparation of our demands. That's why our negotiating committee started work as early as January 2009. Among these activities, let's mention a tour of local unions to present an overview of the negotiation process, to hear members about the problems regarding working conditions, and to discuss the different elements of the negotiation context in order to develop our set of demands. A draft paper with our demands will be presented at the beginning of this coming semester to *regroupement cégep*. It will then be discussed in every meeting held by affiliated unions. The end of this consultation round will be on October 15-16 and we will deposit the paper with the employer on October 30 along with all the papers from sector-related and central tables.

### ❖ SETTING UP A WIDE COMMON FRONT

On May 11, the protocol for the functioning of a Common Front bringing together 475,000 State employees was signed. Delegates at the *regroupement cégep* had decided to adhere to this Common Front following a consultation of all general assemblies. The latter have also been consulted about central table demands. These demands, following a harmonization of the CSN, are now being harmonized among organizations that are members of the Common Front. In the event of an affiliation to FNEEQ, a member of the negotiating committee will be available to explain these demands to unions and assemblies.

### The post-2005-negotiation period: consolidating and preparing the next negotiation

#### ❖ ACTION TO MAKE HIGHER EDUCATION ACCESSIBLE ACROSS QUÉBEC

The changes made by the Ministry of Education to the financing regulations have had bad consequences on the maintenance of a dynamic offering of programs in all regions of

Québec. Based on the situation in each of its local unions, FNEEQ has undertaken a detailed analysis of the financing of programs. We have begun to take action in order to rapidly find concrete and permanent solutions with the Ministry of Education.

Among these actions are challenging cegep administrations and meetings with the Federation of Cegeps and the Minister of Education. There will be a meeting with the Ministry of Education in August.

#### ❖ THE TEACHING PROFESSION

FNEEQ, together with FAC and FEC (CSQ), has worked on this important issue. The profile of the teaching profession having now been completed, the most important part is still to come: a true recognition of the work done by cegep teachers. We believe that it's legitimate to hope for required adjustments to teachers' workload. Work on this dossier is still going on and should reach completion with the next negotiation.

#### ❖ OPÉRATION CAP SUR LA RELÈVE (FOCUS ON RENEWAL)

This operation's goal is to integrate new members into the life of a union. A training session for new union executive members is already being offered. Furthermore, a training on the many different facets of departmental life is now available in all departments whose unions are affiliated with FNEEQ.

#### ❖ STRIKE ACTION

After the cegep administrations had refused to acknowledge it as a "test cause", the Ahuntsic Cegep Teachers' Union won an arbitration ruling that requires strike make-up days to be remunerated.

In addition, in accordance with a resolution adopted following up on our analysis of the last round of negotiations, the FNEEQ *regroupement cégep* has undertaken a reflection on the importance of this type of action. The text resulting from this discussion is available on the FNEEQ website.