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Employer demands finally revealed

Negotiations continued in the past few weeks with the employer party finally submitting the last of their demands in mid-April. The extremely vague orientations they gave us on December 17, 2014 were finally clarified at negotiating sessions held on April 1, 7 and 13.

The employer party doesn't try to hide the fact that the demands they submitted at our negotiating table are coordinated with demands submitted at other tables in the college sector, an "eyedropper" strategy they are using everywhere and at the same pace.

Salary insurance

With regard to salary insurance, the CPNC announced on April 1 that they want to address several elements, such as:

- Introducing a salary insurance eligibility period for new employees / The employer party does not specify the duration of this period.
- Revising the percentage of salary insurance benefits for the period of 104 weeks and all other ways to reduce costs / The employer party does not specify how much of a reduction of salary insurance benefits they are considering.
- The possibility that they might no longer make up the difference between salary and income replacement benefits (IRR) for victims of work-related accidents.

- Establishing parameters for the gradual return of an employee / The employer party does not specify which parameters.
- Revising the terms of medical arbitration, including requiring the employee to assume the costs of seeking the expert opinion of a 3rd physician when he or she fails to show up for an appointment, arrives late or refuses to cooperate with the doctor.

Union activities

With regard to union activities, the employer party wants to review all of the information it is presently required to send to the union party, as well as the list of topics that require consultation of the Union at the Comité des relations du travail (CRT).

For example, the colleges no longer want to have to come to an agreement with the Union to determine the schedule of statutory holidays; they want to reassert their managerial right to decide these matters. The terms of reimbursement for union release are also under the CPNC microscope, as well as the deadlines for requesting union release.

Grievance and arbitration procedures

With regard to grievance and arbitration procedures, we were informed on April 7 that the employer party wants to:



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- Review the alternative methods already in the collective agreement, such as the National Committee to settle grievances and pre-arbitration mediation.
- Revise the College's deadline to respond to a grievance filed by the Union (suspend this deadline during certain periods).
- A measure requiring that the costs and fees of the arbitrator in cases involving a dismissal be assumed by the losing party. These costs are currently borne by the Ministry.
- Expand the limit of 50 km for forced displacement of people on availability (MED) / But the CPNC refuses to specify how many kilometres this expansion would involve.
- Review the priority granted to people on availability so that teachers, professionals and support staff be given the highest priority for replacements / For example, this could mean that a professional on availability could be required to fill a support staff replacement position.
- Challenge the replacement priority of a regular employee who does not have job security (non-secure priority);

Job security

At the April 13 meeting, the CPNC presented another prediction that student enrolment will decline in the coming years. In this context, it claims that declining enrolment will result in a surplus of personnel caused by a decrease in the number of full-time-equivalent (FTE) employees in the colleges, with an estimated impact of a reduction of 630 FTE in the sector. As far as the FPSES is concerned, the declining enrolment argument is a familiar refrain. The CPNC predicted the same thing in the last round of negotiations and the decline in enrolment never happened.

Nevertheless, the CPNC says it wants to:

- Review the requirements for salary protection when placed on availability.
- Discuss the relevance of severance pay based on the College's ability to pay;
- Revise moving expenses and the associated terms and measures.

As you can see, we have been served quite a lot of indigestible items to discuss at the negotiating table. We are facing an organized attack on working conditions negotiated in previous rounds of negotiations, from an employer party in full blown "recovery" mode.



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The CPNC claims to want to conduct "reasonable" negotiations, but the actual contents of the demands they recently submitted leaves us confused because it seems that what they really want is a complete revision of the collective agreement from cover to cover, without demonstrating the existence of any real or tangible problems.

The FPSES position is that these topics should clearly be discussed at the sectoral level, not at the central table. We will keep you informed of developments related to this issue.

Your Negotiating Team.

Topics referred to the Central Table

Another negative development is that the CPNC persists in not wanting to discuss 6 topics listed in the FPSES demands. According to directives received from the Treasury Board, the CPNC is not authorized to discuss the following demands:

- That the College assume responsibility for paying the dues members are required to pay to professional orders.
- That the College assume responsibility for licenses, qualification certificates and competency certificates.
- Quicker access to paid days of vacation.
- The right of the employee on gradual retirement to continue to be covered by the provisions applicable to the full-time employee.
- The withdrawal of Appendix 4 which deals with student employee wages.
- The creation of a bank of days of leave for family responsibilities.



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