



## BARGAINING 2020



### DEMANDS

## SECOND WAVE OF CONSULTATION

Adopted by the regroupement cégep on January 16-17, 2020

### Themes :

1. Remuneration
  2. Job insecurity
  3. Continuing Education
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### REMUNERATION

1. Abolish the first six (6) steps of the salary scale applicable on April 2, 2019 provided for in Appendix VI – 1 of the 2015-2020 collective agreement and reclassify each teacher in the new scale.
2. Augment steps 12, 13, and 14 (the current steps 18, 19, and 20) of the new salary scale such that the inter-step is 3%, in compliance with letter of agreement number 14 of the 2000-2002 collective agreement.
3. Provide reimbursements for all fees related to the requirement to maintain membership in a professional order or acquire a certification relevant to a specialty taught.
4. Provide for compensation purposes that any master's degree is accompanied by recognition of a minimum of 17 years of schooling (*scolarité*) and access to step 12 (current step 18), and that any doctoral degree (*3<sup>e</sup> cycle*) is accompanied by recognition of a minimum of 19 years of schooling.
5. Demands related to the Centre québécois de formation en aéronautique (CQFA):
  - 5.1 Apply clauses 8-3.03 and 8-3.06 of the collective agreement to CQFA teachers in the same way as for all CEGEP teachers.
  - 5.2 Increase the amount provided for in clause 5-20.12 of Appendix III – 1 for the purchase of safety equipment on aircraft.
  - 5.3 Improve the remuneration of CQFA teachers by granting at the 7<sup>th</sup> step of the Class III scale a salary equivalent to the 17<sup>th</sup> step of the Institut maritime du Québec plus five percent (5%) and by adjusting the scales accordingly.
  - 5.4 Apply *mutatis mutandis* to Appendix III – 1 any agreed modification to the collective agreement.

## JOB INSECURITY

1. Improve the provisions relating to the hiring and contracting of non-tenured teachers.
2. Reduce the number of years of seniority giving a non-tenured teacher from the college a priority on a position (*poste*) or a load (*charge*) equivalent to that of a teacher placed on availability (*mis en disponibilité* or MED) from another college.
3. Adapt the compensation provisions to facilitate access to Employment Insurance for non-tenured teachers.
4. Reduce the number of individual teaching load credits (*unités de charge individuelle* or CI) required to become a full-time teacher and inject resources accordingly.
5. Introduce income security arrangements for non-tenured teachers.
6. Improve the conditions on acquiring tenure for teachers who have benefited from parental leaves or who have been absent due to a disability.
7. Specify that all courses serve to create positions (*postes*) in the disciplines of the teachers who teach them.
8. Allow non-tenured teachers to participate in the voluntary working time reduction program on a full-time semester workload and make them eligible for the leave with deferred salary on a full-time annual workload.

## CONTINUING EDUCATION

1. Equitably compensate teachers for Continuing Education and summer courses (according to Table A of Appendix VI – 1) by accounting for their individual teaching loads (*charge individuelle* or CI) in accordance with Appendix I – 1 and by ensuring all associated benefits.
2. Provide a selection committee common to Regular and Continuing Education. When the discipline is not offered in the Regular sector, provide that the selection committee is nonetheless constituted by a majority of teachers.