Express e-mail

Info-Négo

fneeq CSN
Fédération nationale des enseignantes et des enseignants du Québec

Number 18 - 21 March, 2011

A New Contract by the End of March!

Mission accomplished! The impressive response of local unions to the appeal for mobilization from the *Regroupement cégep* at its February 17-18 meeting led to a major breakthrough in the "clause-by-clause" negotiations. Finally, early in the morning on March 8, following a full night of negotiations, FNEEQ came to an agreement with the *Comité patronal de négociation des collèges* (CPNC, our employers' negotiating committee) on a text that settles the unresolved issues following last June's agreement in principle.

We have in this text attained our objective with regard to the new resources for supporting student learning. We have the assurance that they will be used to reduce the workload of those who teach a large number of students, and that this reduction will be most likely be achieved by changing the CI calculation. We also have the promise that the Ministry will divide these resources as recommended by the *Comité consultatif sur la tâche* (CCT, the Consultative Committee on Workloads), which is a union-employer parity committee on which sits a FNEEQ representative.

Concerning the utilization of the 92 FTEs in 2010-2011 that come from the federal transfer payments, the CPNC finally agreed that any unused balance of these FTEs (where they exist) must be used in Type 1 teaching (volet,1, meaning actual teaching) in 2011-2012. In addition, if a surplus exists from 2008-2009 and 2009-2010, a local agreement can make it possible to transfer them to Type 1 teaching next year. Last but not least, the share of these 92 FTEs that each college receives must be included in the 1/18 ratio calculation for department coordination release (part of Type 2 teaching workloads), and this is retroactive to the beginning of the current academic year. This will result in a small increase of resources in this area in 2011-2012.

With regards to more rapid movement through the salary scale at the start of one's teaching career, this will apply to teachers whose experience and schooling establishes their salary in one of the first four levels starting in 2010-2011. A similar provision will apply in the appendix concerning the *Centre québécois de formation en aéronautique* (CQFA). The fact that these changes will not affect many teachers currently employed in cegeps is amply compensated for by the way that the changes to the calculation of experience will be applied, a topic which the union and employer side discussed a great deal over the past several weeks. From now on, a teacher will be recognized as having one year of professional or industrial experience once they have reached the equivalent of 0.5 FTE without having to restart to accumulate another year of experience before having accumulated 0.75 FTE. This will apply retroactively, whether it was before or after having started working in the cegep system. As, under the current rules, it requires ten months of continuous professional or industrial service (approximately 0.83 FTE) to obtain recognition of one year of experience, and considering that many teachers are still moving up through the salary scale, this represents a very important gain. Any salary adjustment from these recalculations will be retroactive to the start of the 2010-2011 academic year.

Finally, regarding the problem of the distortion of our salary scale caused by the application of measures to maintain pay equity, we are very happy to report that the President of the Treasury Board, Michelle Courchesne, has firmly promised to find a rapid solution, following the intervention of Claudette Carbonneau, President of the CSN. On this topic, we invite you to read the press release sent out by FNEEQ on March 13 (available only in French): http://www.fneeq.qc.ca/fr/accueil/.

The signing of the new collective agreement will take place between now and March 31. As a result, we will be able to benefit from the additional teaching resources scheduled for 2011-2012 in the agreement in principle. The discussions on how to divide them have already begun.