



BARGAINING 2020



DEMANDS

FIRST WAVE OF CONSULTATIONS

Adopted by the *regroupement cégep* on November 14-15, 2019

EMPLOYMENT, WORK ORGANIZATION, AND LABOUR RELATIONS

1. Introduce new family-work-study balance measures to the collective agreement, including more restrictive guidelines for colleges.
2. Improve the provisions concerning sick leave or family leave days, including by allowing the splitting of paid leave days, by adding specific paid leave days for family reasons, and by providing access to all these leave days to Continuing Education teachers.
3. Improve the provisions concerning vacation, for example by allowing its postponement to the end of the period of absence of a teacher on parental or disability leave.
4. Extend the scope of provisions concerning family-work balance and family responsibilities to "relatives" and "caregivers" as defined by the *Act respecting labour standards*.
5. Restrict recourse to the refusal to grant job priority, including by limiting the period during which this recourse is possible and by introducing the notion of a just and sufficient cause.
6. Review and reformulate the collective agreement to make it inclusive with respect to sexual diversity and gender plurality.
7. Review the leaves for union activities provided for in article 3-1.00 to increase the minimum leave and to introduce a factor proportional to the number of teachers, including Continuing Education and accounting for the different associated establishments (such as centers for college studies or *centres d'études collégiales*), all while injecting the necessary resources. In clause 3-1.11, express in full-time equivalents the leaves of members of the Federal Office (*Bureau fédéral*).
8. Improve the provisions concerning being placed on availability (*mise en disponibilité*), including by reducing the size of relocation zones and sectors, and by facilitating remaining in or returning to the College of origin at the request of the teacher.
9. Define the terms of gradual retirement in the collective agreement.
10. Improve provisions concerning the grievance process, arbitration, and disciplinary measures.
11. Introduce a clause preventing the employer from convening teachers during the five-day deadline for the submission of marks, for example for pedagogical days, training sessions, convocations, etc.

PROFESSIONAL AUTONOMY

1. Set down the membership of CEGEP teachers in higher education in the collective agreement by introducing clauses protecting their academic freedom, their freedom of expression and opinion.
2. Recognize in the collective agreement that only teachers can carry out all teaching activities leading to a diploma, and that they have a particular expertise in research.
3. Strengthen the role and voice of teachers in the decision-making processes of the College and the college network, including by introducing the formal obligation to consult the union on any project or change to a policy, institutional standard, directive or regulation; and by consolidating departmental and program committee autonomy.