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# **Prioritizing management proposals related to ongoing and accelerated sectoral negotiations**

**presented by the**

**Management Negotiating Committee  
for English-language School Boards (CPNCA)**

**to the**

**Fédération des employées et employés de services publics Inc.  
(FEESP-CSN)  
on behalf of the unions of support staff of English-language school boards  
of Québec that it represents**

**May 28, 2020**

## Prioritizing Management Proposals

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| 1 | <b>Review notions of regular workweek and regular working hours to meet diversity of needs of both students and institutions.</b><br>SOLUTION: Review clauses dealing with overtime.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 2 | <b>Relax operations related to the collective agreement for more efficient management.</b><br>SOLUTION: Delete Appendix 11 entitled Special Working Conditions for the English Montreal School Board (EMSB).                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 3 | <b>Redefine processes for assigning, abolishing and creating positions.</b><br>SOLUTION: Review criteria for not abolishing a position by allowing a school board to maintain a position for which there was an increase in the number of weekly working hours in the general sector and the special education sector.                                                                                                                                                                                                                                                                                                                                               |
| 4 | <b>Modify certain provisions of the collective agreement dealing with the security of employment mechanism to reduce movements of personnel.</b><br>SOLUTION: Provide that the regular employee whose position is abolished accept a vacant position to reduce movements of personnel.<br>SOLUTION: Provide that the regular employee whose position is abolished displace the regular employee with the least seniority.                                                                                                                                                                                                                                            |
| 5 | <b>Review provisions related to work schedule changes.</b><br>SOLUTION: Review the time frame of the notice in which to modify an employee's work schedule in the special education sector.                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 6 | <b>Explore avenues offering competitive working conditions so that school boards are better positioned as employers of choice to retain and recruit talented support staff.</b><br>SOLUTION: Set up an interunion parity committee on employment statuses whose mandate will be to: <ul style="list-style-type: none"> <li>▪ explore the possibility of revising employment statuses;</li> <li>▪ assess potential changes;</li> <li>▪ analyze and document the impacts of changes anticipated;</li> <li>▪ prepare a joint or separate report and make recommendations to the provincial negotiating parties for the renewal of the collective agreements.</li> </ul> |
| 7 | <b>Revise mechanisms related to movement of personnel and security of employment (general sector, day care services and special education sectors) to facilitate mobility.</b><br>SOLUTION: Review notion of 50-km radius.                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 8 | <b>Update and revise certain provisions of the collective agreement to reflect today's realities.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|   | Revise and update provisions, if necessary. <ul style="list-style-type: none"> <li>▪ Review dates, names of organizations or ministries and laws.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|   | Adapt certain provisions of the collective agreement concerning communication means and transmission of documents.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|   | Promote use of technological tools in support to learning and to certain administrative responsibilities.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|   | Introduce a general provision in article 7-1.00 concerning recognition of experience for insufficient schooling, specifying that the recognition of experience for insufficient schooling does not apply to the technical support positions category.                                                                                                                                                                                                                                                                                                                                                                                                                |
|   | Review relevance of certain appendices and letters of agreement.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |