



## Agreement in principle: Your general assembly... be there!

*Information on the sectoral agreement in principle on which you will be asked to vote at your General Assembly.*

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The tentative agreement in principle, touching on support staff's working conditions and procedures, was ratified by your FEESP-CSN school sector delegates at the January 5th, 2024 general assembly. We now have, on the table, the sectoral agreement in principle upon which you will be asked to voice your opinion on, at a general assembly in the coming weeks.

The FEESP-CSN school sector council believes that this agreement consists of significant gains, which leads the way to major improvements to your working conditions. It recommends that it is adopted by the members at their general assemblies.

We ask that you show up to your general assembly in large numbers in order for you to learn all the details to the proposed agreement, ask your questions and take a stand on this result which was generated through this historic mobilisation as well as more than a year's worth of negotiations.

### A sectoral agreement containing major gains

Notably, this agreement contains :

- \* Integrate a clause in the collective agreement so that **support staff may participate in the work of the special education committee in their school and this without loss of salary**
- \* With the goal of preventing physical and psychological violence toward the support staff from the students, a **training program covering violence-prevention methods will be offered every year** to all staff members covered by the collective agreement;
- \* Daycare staff will be **paid for taking their CPR training**
- \* Possibility to agree upon a **compressed schedule** for those employees working in the maintenance support staff category
- \* The special education and daycare sector staff will have the right to take a **minimum of two pedagogical days before the return-to-school day**. An additional principle will be added so that pedagogical days may be granted at the end of the school year for the employees of both these sectors
- \* Allow daycare sector staff to **fill an extra work or temporarily vacant post during their seasonal lay-off period**
- \* Add a general rule which states that **posts in the daycare sector shall be created with the most continuous number of hours**
- \* Add a general rule which states that **posts in the special education sector shall be created with the most continuous number of hours**

The agreement also contains **significant changes to the status of employment section**. Here is a brief resumé, among others: student supervisors working in posts of less than 15 hours, kitchen staff and vocational training, who are covered in Chapter 10, will be integrated to the General Sector; the fringe benefits will be increased and regular employees will obtain tenure with a post of 20 hours and more. Other amendments were the subject of discussion and will be presented to you in great detail during your general assembly.

With regards to the **4,000 classroom aid posts** to be deployed this year, the agreement provides for an appendix to be added to the collective agreement which will describe the standards to be used to implant said posts, notably by including the hours dedicated to classroom aid to existing regular posts.

## Setbacks by management avoided

Over and above the advances made, some setbacks proposed by management were avoided. The union negotiating committee flatly rejected management's proposal to compensate overtime only after 35 hours of work (as opposed to the number of hours of the post an employee holds), and as a result, the demand was withdrawn. Furthermore, during the final days of negotiations, management withdrew its repeated demand to increase the 50 km reassignment radius for support staff whose positions had been abolished.

**Please remember that this is simply a broad overview of the sectoral agreement. All aspects will be explained in great detail during your general assembly. Therefore, your presence is essential !**

## General Assemblies : up to the members to have their say

As a union member, you have the last word on whether or not to adopt the agreements in principle for both the central and sectoral tables. You will be invited, shortly if not already done, to your general assembly whereby a detailed presentation will be made of the agreement in principle covering the sectoral table, as well as that of the central table, covering your salary conditions.

Please take note that the global tentative agreement cannot be amended at the general assembly.

For more information on the central table tentative agreement, here is the link for the detailed [Info-nego from the CSN Public sector](#).

Be on the lookout, your union will be advising you of the date of your general assembly.

Solidarity !



## On The Right Side

The side of  
**SCHOOL SUPPORT STAFF**

