



Without the support staff, schools fall by the wayside!

Throughout these last few weeks, 24 (more than half) of our school sector unions have met with their school boards'/service centres' administrators where they presented them with their booklets of sectoral demands for the 2023 negotiations, while at the same time, advising them that we want more than candy, we want a good collective agreement.

To know

More than half of the unions in the sector met with their management to make them aware of our union demands

To do

Stay tuned for communications from your union, the employer deposit is coming

To read

View union demands by clicking [here](#) or scanning this QR code



This operation was the first mobilization activity for the 2023 negotiations, following the October 28th submission of our syndical demands to both the CPNCA (Comité patronal de négociation pour les commissions scolaires anglophones) and the CPNCF (Comité patronal de négociation pour les centres de services scolaires francophones). We can confidently say **“mission accomplished” and mobilization is ON!**



Syndicat des employés(es) de soutien scolaire Harricana

Management demands are on the horizon

Within the context of the submission of our demands, we presented to the CPNCA and CPNCF a total of 82 solutions with which to improve the working conditions for the school sector support staff as well as solidify the school network. What will be offered from management's standpoint? The Treasury Board should be presenting their central table submission to the Common Front in the next few weeks and the CPNCA and CPNCF should follow suit with their sectoral table demands. As the dates for the submissions are unknown as of the moment, stay tuned, we will most certainly keep you well informed.



On The Right Side

The side of
SCHOOL SUPPORT STAFF



Seven negotiating targets in a nutshell

Our booklet of demands holds seven negotiating targets, whereby 82 solutions have been developed with which improvement to the school network, our working conditions & practices can be made. Here is a summary.

Target #1 – Act to improve health and safety

- Reduce work overload by, among others, installing ratios.
- Prevent violence in our work environment, where support staff frequently endure daily bouts of violence from the students and parents. This is totally unacceptable; it must stop.
- Upgrade and improve our health and safety mechanisms for the purpose of curbing the violence endured by our members so that they may ultimately work in a healthy and safe environment.

Target #2 – Reduce job insecurity

- Over 60% of the employees we represent are working in precarious conditions, whereby they work less than 26 hours 15 min per week. If we want to keep our people, our posts absolutely need to be enriched.

Target #3 – Improve working conditions

- Improve vacation and paid leaves plans.
- Know all aspects and details of a post during the staffing session. All too often we are in the dark about work schedules, or clientele we will be serving.

Target #4 – Value the work performed by the support staff

- Improve skills development by encouraging the expertise and promotion of the members.

Target #5 – Promote the movement of personnel

- Extend the posting period for replacement assignments or allow more flexibility for employees to enhance their hours with such replacement assignments.
- Expand access to the displacement process to more employees.

Target #6 – Enrich the insurance plan

- Increase employer's contribution to the group insurance plan.
- Obtain a defined list of medical-arbitrators to settle disability disputes.

Target #7 – Promote labour relations

- Standardize administrative measures, which are becoming more and more of a plague in recent times.
- Obtain more union leaves paid by the employer, as well as holding more statutory meetings with them.

To read more regarding all 82 of our solutions, you can consult the booklet right [here](#) or scanning this QR code:



**This round of negotiation is ours.
It needs us, therefore,
it needs YOU !**



On The Right Side

**The side of
SCHOOL SUPPORT STAFF**

