



## CPNCA package of demands: Vague proposals to respond to concrete problems

The package lacks clarity. It provides a one-sided managerial vision, which takes little into consideration of our proposed solutions.

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Stay apprised of the communications with your union, mobilisation will be essential

### To do

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### To read

To know more about our demands or to consult all the Info-nego leaflets, click [here](#) or digitally scan this

QR code :



Yesterday morning, the CPNCA (the Comité patronal de négociation pour les commissions scolaires anglophones) submitted their package of sectoral demands for the renewal of the S18 collective agreement. Unfortunately, this package lacks clarity. It provides a one-sided managerial vision, which takes little into consideration of our proposed solutions with which we hope to improve our working conditions, which is the ONLY way to value the work we do and solve the attraction & retention problems.



Management's package of demands is divided into four groups of orientation. Here are our first observations for each one.

### Orientation 1 – Improve support staff attraction and retention within the context of a depleted workforce

Here, management spends a lot of time talking about "the importance of being present at work". Really? Is talking about it in these terms, help to resolve the problem of attraction and retention? As well, they want to review the notion of "post" and modify certain measures regarding salary insurance. These objectives are quite worrisome to us.



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## **Orientation 2 – Foster educational success for all the students**

This section is equally vague. Certain objectives COULD meet with some of our proposed solutions, but at this stage of the game, it is difficult to say. Among the issues which are particularly bothersome to us is that the CPNCA seems to want to review movement of personnel, without saying that's what they want to do.

## **Orientation 3 – Increase flexibility with regards to work organization**

Here, the intention is crystal clear: the CPNCA, wants to give the employer much more latitude when it comes to managerial rights. Unfortunately, such an approach generally applies to the weakening of the employees' rights. Finally, it is also very concerning to state that the employer wants to call into question the acquired rights regarding job security.

## **Orientation 4 – Update and revise various dispositions of the collective agreement in order to consider today's realities**

What is the CPNCA's last proposal (and rest assured it is the cherry of the sundae)? Adapt the collective agreement through management's vision, in order to "consider today's realities". As we received no explanation as to what is meant by "today's realities", we ask ourselves: are we talking about the reality of the support staff in the field or rather the reality of the school board managers? To ask the question, is to answer it.

We're sure you have understood, we are very worried about management's vague intentions, together with attacking several dispositions in our collective agreement. Meetings will be scheduled in January, whereby both parties' ideas & propositions can be exchanged and clarified. We will certainly keep you informed of all developments.

You can also find both the union's and management's package of sectoral demands at this address : <https://feesp.csn.qc.ca/secteurs/school-sector/2023-negotiation-sectorial>.

The English translation will follow shortly.

Please stay informed by following the sector's Facebook page [@Secteurscolairefeespcsn](https://www.facebook.com/Secteurscolairefeespcsn).

**Your mobilization will be important.**

**Because without the school support staff,  
schools fall by the wayside.**



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