



Negotiation Marathon: The Challenge for the month of September!

With summer coming to an end, now is the time that we pass on some fresh news with regards to your sectoral negotiations.

To know

You will be consulted on the strike by your union shortly

To do

Join the [Front commun demonstration](#) on Saturday September 23

To read

Click here to read all the news from the [Front commun](#)

You shouldn't be surprised to hear that there has been no advancement in our negotiations. In the hopes of speeding up the process and force the management party to commit itself, on September 5th, we undertook the process of submitting a booklet of demands which indicates our negotiation priorities.

We also planned with the management party to organise a "negotiation marathon" throughout the month of September. As well, eighteen (18) rounds of negotiations are planned, be it three (3) rounds per week on each table.

Within this marathon context, we are throwing out an ambitious challenge to the management party: stop fooling around. On our side, we are working toward making significant advances on the union demands which we judge to be less contentious and, in our opinion, should already be settled.

To follow the developments on the negotiation process, please consult the [School Sector \(FEESP-CSN\) Facebook page](#).

\$33 712

Average gross annual salary of a school support staff

\$131 766

MP's base salary after the recent increase of 30%

**Wage gap of
\$98 054**



On The Right Side

**The side of
SCHOOL SUPPORT STAFF**



After six months, management's cat is finally out the bag !

Six months were required for the management party to complete its initial submission of demands, and this, on July 5th, adding some demands concerning the statuses of employment. Six months during which time absolutely no advancements have been made. Roughly speaking, this additional submission holds some positive elements. For example, the inclusion to the collective agreement, of the employees covered by Chapter 10 (for instance the student supervisors). However, the submission is comprised of some major setbacks, notably some pertaining to fringe benefits and the mechanism surrounding salary protection. A more substantial summary will be given to you during the upcoming General Assemblies – Strike Mandate, being held between September 18th and October 13th. Do not miss this !

The employment statuses represent a major building block to our collective agreement, and this is why extreme caution should be used. In order to give us the tools needed to better analyse these demands, we asked the management party, on July 14th, 2023, to clarify and provide additional information on the subject. To date, no follow up has been made to our request.

A management party determined to ensure that the support staff suffer some major setbacks

This new submission - chalked full of backhanded proposals – is in addition to the other important setbacks that the management party would like to obtain, as we stated in our [last Info-Nego](#).

A small reminder, management wants:

- That overtime starts after a regular schedule of 35 hours per week, and this, for all sectors;
- That posts are not abolished when additional hours are applied;
- That salary step advancements are conditional on a positive evaluation from management (for the French collective agreement);
- Largely weaken the disability plan obliging the person to remain in their post or return faster, risking both physical and mental health.

Classroom aid : News Flash

For months, we have been trying to get management to discuss classroom aid at the sectoral negotiation tables. Management has out and out refused until these last few weeks. It was actually at the end of August that the union organizations representing the support staff were called by management for a first inter-union meeting on the subject. We are of the opinion that we must absolutely take advantage of this negotiating occasion to set clear parameters for the insertion of classroom aid into the collective agreements, which we are trying very hard to do at all levels possible.



On The Right Side

The side of
SCHOOL SUPPORT STAFF



In order to advance, we must mobilize

In addition to the salary increases of 30% given to the MPs of the National Assembly, the CAQ government, offered a 21% salary increase over five years, to the provincial police. For the Public Sector Employees, the government is offering a measly 9%.

This is not a joke, so please don't make us CAQle!!

This is unacceptable. Stop fooling around.

Autumn will be spicy, we are saying it loud and clear on every platform. Between September 18th and October 13th, you will be consulted during a General Assembly for the adoption of a strike mandate to be used at an opportune time.

On September 23rd you are invited to a [huge national protest of the Common Front in Montreal](#). Let us be numerous – invite family and friends – and meet at 1 :00 p.m. at Jeanne-Mance Park. The quality of the public services is worth the quality of our working conditions. Let's be heard !

Be aware; you are also invited to actively participate in the actions organized by your union during the week of September 25th.

These are your negotiations, and the advances we make will be equal to the efforts we put in to our mobilisation!

Participate in huge numbers.



Picture credit : APPA-EMSB



On The Right Side

**The side of
SCHOOL SUPPORT STAFF**

