



## The school sector support staff declares its refusal of management's offers

### Return to sender

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Following the school sector assembly held in Montreal, your union representatives officially rejected management offers, pertaining to the renewal of our collective agreements, which were submitted in December by 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). Immediately after taking this position, they followed up with a protest of their dissatisfaction in front of the offices of the Treasury Board Secretariat & Management's negotiating committees.



The government « offers » as well as those made by the CPN do not provide solutions to the problems that we face on a daily basis. The management booklet of demands is vague, goes from everywhere and nowhere at the same time, which finally does not respond to the expectations of the support staff. The CPN's and the government must go back and do their work, this is why we are returning to sender their management booklets!

The support staff makes up 40% of the personnel present in a school. Yet we do not receive the recognition which is due to us, even if we are the first to arrive in the morning and the last to leave in the evening. Without us, the school falls by the wayside. And what is proposed to us...that we work less than 26 hours a week, work split shifts, and offered a meager salary raise which doesn't even cover the staggering increases of the cost of living. If this is your way of thanking us, Mr. Legault, it's a hard pass.



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## Contrary to the government, we are ready to negotiate

*With its lying declarations, the Legault government is sending an extremely poor message regarding the public sector negotiations, which have barely begun.*

During the last few days the Health Minister, Chrisitan Dubé, the Premier François Legaut and the President of the Treasury Board, Sonia LeBel, have accused « the unions » of not being present at the negotiation tables. That's strange because we have been present at 10 negotiation sessions with both tables (CPNCA and CPNCF) since our submissions, last October, of our sectoral demands ...



**Let us be crystal clear: we are present and available at the negotiation tables, which are the places designated under Quebec legislation and the Labour Code, which, as well, offer a framework to ensure a proper balance of each party's representation. Where we refuse to participate is in « discussion forums», these government inventions which appear to be a bypass route from the official negotiating spaces.**

As a matter of fact, the government does not invite the union organisations to these forums; they convene them. The nuance between invite and convene is major. Additionally, some of your union representatives are excluded from these calls to a meeting, as the government restricts, in some cases, that participation be only one union representative per union organisation. Yet, according to the mandates which you gave them, it is your union representatives who should be negotiating your working conditions. In addition, the government has unilaterally chosen the subjects, participants, the modum operendi, the date, time and place of these « discussion » forums or they attempt to force the negotiations.

On February 22nd, the government even went as far as to submit new offers to these forums, via e-mail, on top of it all. We invite the government to present these offers at the appropriate venue, which are at the negotiating tables. That way, we can take knowledge of these offers and properly evaluate & respond to them.

While we face these challenges within the networks, it is urgent that we give it our all to improve the working conditions of all our personnel. Time is of the essence. If the government really wants to change things, let it stop pointing fingers & respect its own legislation, which is negotiating at the proper venues, not on the public stage.

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