

Mêle-toi de tes affaires . . .

sinon eux-autres vont s'en mêler



Syndicat de l'enseignement de la région du Fer - CS

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What an autumn folks!

After meeting you at the general meeting, what comes to mind is that you are all out of breath. Education staff have been at the front for several weeks and the tasks keep increasing. The government does not hear our many heartfelt cries and does not give true value to all the work that is being done.

For those who still doubted it, the health crisis has come to demonstrate the crucial importance of public services. Our dear government is relieving itself of its austerity policies of the past 40 years by simply saying that the second wave of COVID-19 is the result of the individual behavior of Quebecers. The Minister of Health and Social Services, Christian Dubé, even mentioned our « latin side » as the explanation for the second wave.

What if the explanations for this were rather political, organizational and economic? Just for example, Ontario spends about \$ 500 per capita on public health and Quebec spends barely \$ 150 per capita. And what about education!? I'm sure you agree with me: **Things have to change now !**

Monica Chiasson



MOBILIZATION

The pandemic has shaken us all; it completely changed the context in which negotiations in the education sector took place. In order to deliver a clear message to the government « *In education, things have to change now !* », we need to maintain varied and unifying mobilization actions that will support our union demands. But to implement this action plan, all the winning elements must be in place. Among these essential elements, there are **ALL OF YOU, MEMBERS OF THE SERF-CSQ**. It is impossible to negotiate without sustained mobilization! We have to take our place strategically by focusing our strength on unity. **TOGETHER, WE ARE THE STRONGEST SO THAT THINGS HAVE TO CHANGE NOW !**

Sheila Leblanc



alter ego

L'AVANTAGE CSQ



Choosing your protections: a must

As members of the CSQ, you are invited to participate in the enrollment campaign to join the new plan which will come into effect on January 1, 2021. This enrollment campaign, which will be held from **November 9 to December 4, 2020 inclusively**, will give you the opportunity to choose your group insurance coverages.

If you do not participate in the enrollment campaign, you will be granted equivalent options of benefits as you have under the current plan on. If you are exempt from the plan, we still invite you to participate in order to designate your beneficiaries in life insurance.

A website to feed your thoughts

In order to properly choose the content of your group insurance coverage, the CSQ has set up the **alterego.lacsq.org** website. You will find many tools that can help you make an informed decision. You will also be able to consult all the documentation detailing the new structure of the plan, the coverages and their costs.

On the website, you can also sign up for training sessions on the new Alter ego – CSQ advantage. All you have to do is complete the form, enter your details and choose the date and time that suits you.

Danielle-Bergeron Youth Assistance Fund

The goal of the FAJDB of SERF-CSQ is to support educational projects.

This fund is intended for all members wishing to obtain financial assistance when setting up a project with the involvement of students.

To find out about the different regulations of this fund and to obtain the **mandatory scholarship application form**, refer to your delegate of your institution or visit our website at www.serf-csq.org.

Hurry, the deadline to submit an application is **January 15, 2021**.

Sheila Cormier

Sheila Cormier

Secretary-treasurer

Legault government objective

« The government would like to return to fiscal balance within five years. Although it is essential to keep the debt burden at a sustainable level, this must not be achieved at the expense of public services by increasing Quebecer's tax burden. »

SERF-CSQ website gets a makeover

Visit it at the www.serf-csq.org

Destroy the myth of the strike

In order to answer some questions from teachers during our general assemblies in October, here are some important details about the strike .

For a teacher, the economic benefit / cost calculation of a strike is fairly straightforward. Each day of strike, takes away 1/200th of remuneration. So that's 0,5 % of salary. Thus, to reimburse the day of strike during the agreement, it is necessary to seek 0,17 % more the first year (because the 0,17 % more will be paid in each of the three years of the agreement) or 0,5 % moreover the last year (3 -year agreement). This gain will also accumulate throughout one's career.

Example of the 2015 strike ...

To « make profitable » the 4 days of strikes during the 2015 negotiations, it was necessary to seek more than 2 % at the end of the agreement.

Our mobilization and the strike made it possible to go from 3 % à 7,75 %, plus 1,5 % lump sum. So that's to say that we got what we paid for.

We can take the example of a teacher who is in the 12th salary step. The strike cost him \$ 1 242 , or 4/200th of his salary. On the other hand, over the 5 years of the last agreement, the final agreement gave him \$ 6 652 more. So that's a rate of return of 428 %. **In addition, I did not mention career gains and I did not say that we are improving our RREGOP too!**

Good reflection,

Monica Chiasson

IN EDUCATION

THINGS HAVE
TO CHANGE

NOW!



Fédération du personnel
de soutien scolaire (CSQ)



Centrale des syndicats
du Québec