

Mêle-toi de tes affaires . . .

sinon eux-autres vont s'en mêler



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

February 2023

INTERSECTORAL NEGOTIATIONS

The Common Front unanimously rejects the initial offers tabled by the Conseil du trésor last December 15 in the context of negotiations for the renewal of public sector collective agreements, including salary increases of 9% over 5 years. With one voice, the respective bodies of the CSN, CSQ, FTQ and APTS have judged these government proposals to be totally insufficient to resolve the serious difficulties that are undermining public services.

"Faced with a historic labour shortage and huge challenges in attracting and retaining staff, the Quebec government is offering nothing less than impoverishment to workers by presenting them with wage increases that do not even cover the cost of living. This is simply not acceptable to our members! We will therefore work actively at the negotiating tables to make their voices heard, since the government's proposal is completely disconnected from the needs to revalue our public networks," said Common Front spokespersons François Enault, first vice-president of the CSN, Éric Gingras, president of the CSQ, Magali Picard, president of the FTQ, and Robert Comeau, president of the APTS. The Common Front is of course ready to work at the bargaining tables. But it must be reciprocal.

www.frontcommun.org



Nego-Nego-Nego Another false good idea : THE FORUMS

As was the case when the 2019 intersectoral proposals were tabled, the government is proposing the establishment of various forums, outside the negotiating tables, to discuss certain topics deemed to be priorities. In education, it is proposed to hold a forum on the **class-team** in order to "**rely on the educational community for school success and on full recognition of the personnel involved in providing educational services**". Considering that the same recipe was tried unsuccessfully in the last round of negotiations, we believe that the **best place to discuss issues affecting teachers in the classroom is at the official sectoral bargaining table.**



For the school network

Message from our FPSS-CSQ negotiating team (Sectorial negotiation)

We note that for certain issues, we share the observations raised, however, the objectives to remedy them are not, in our opinion, up to the task of valuing school support personnel, countering the labour shortage and improving the quality of positions. In fact, the employer party mentions that it wants to review the provisions concerning :

- Granting of leaves of absence;
- Salary insurance;
- Assignment of personnel and posting procedures;
- Probationary and adjustment period;
- Hours of work and work week;
- Overtime.

The employer side is proposing clawback demands, often identical to the last round of negotiations in 2020. The FPSS-CSQ remains focused on your concerns. The union filing aims to improve working conditions and we are continuing in this direction.



Let's talk about education

Education is important to you, come and discuss it at the Sept-Îles citizen forum!

To register and access the Participation Document : www.parlonseducation.com

When : Friday, March 24th from 7pm to 9pm and Saturday, March 25th from 9am to 4:30pm

Where : Cégep de Sept-Îles 175, de la Vérendrye Street



Fonds d'aide à la jeunesse Danielle-Bergeron

Thank you for your applications to the FAJDB fund. I look forward to hearing from you! You will have an answer in March as the analysis is done by the finance committee and then presented to the board of directors.

Sheila Cormier, secretary-treasurer
tresorerie@serf-csq.org



Think it's too early or too late to worry about your retirement?

You want to buy a property and benefit from the HBP program?

Now is the time to make the right decisions.

With the Solidarity Fund QFL, deducted from your salary, with the possibility of spreading your RRSP tax deduction over each paycheck, you also benefit from the 30% RRSP deduction! This could really cost you \$1,650/26 paychecks to put aside \$5,000 which could grow over the years. Isn't that great? If you want to know more, Josée Dérap, Chantal Béland and I will be available to meet you. We will even make the necessary arrangements with your school service center. It's a turnkey solution!

Sheila Cormier, secretary-treasurer and responsible local Fonds FTQ
tresorerie@serf-csq.org



**INVESTING IN
A BETTER SOCIETY.**

Request for leave 2023 / 2024 for support staff

Si vous prévoyez un congé sans traitement à temps plein ou temps partiel pour l'année scolaire 2023-2024, appelez-nous rapidement, afin de discuter des modifications. If you are planning a full-time or part-time leave of absence without pay for the 2023-2024 school year, please call us promptly so that we can discuss the terms and conditions and inform the Fer and Littoral School Service Centers for the 2023-2024 planning year.

Melly Rioux, support staff advisor
conseil.soutien@serf-csq.org
418-962-5375 ext. 223



Lancement du site du site Web de la négociation - CSQ

<https://negociation.lacsq.org/>

In the coming months, this site will be a privileged space for members. It is on this platform that you will be able to follow the evolution of the negotiations, and be informed of our mobilizations and the progress of the work at the different negotiation tables.

Among the new features, the site currently includes:

- * All the news of the negotiations classified by sector
- * A timeline that explains the major stages of the negotiations
- * Current and upcoming campaigns and events
- * A consultation section which consists of an occasional survey of our members' opinions on topics related to bargaining
- * Guides, documents and informational material to help you understand bargaining

This website will evolve over the next few months as the negotiations progress.



International Women's Rights Day 2023 - Feminist Resistances

A symbol of feminist struggles

By wearing the **March 8** pin or displaying the visual, we are affirming that we are feminists and showing our willingness to continue the fight for equality and justice in solidarity with all women.



Inspire the movement, celebrate the future!

The CSQ's Semaine de la relève syndicale is back this year for a 6th edition (**April 17 to 21, 2023**). It is an ideal opportunity to celebrate and value the contribution of those who have decided to join our ranks to militate and defend our values of solidarity and social justice.



Office hours*:

Monday to Thursday

8:30am to 12pm and 1pm to 4:30pm

And Friday

8:30am to 12pm and 1pm to 4pm

