

FOR PROFESSIONALS

THINGS HAVE  
TO CHANGE  
**NOW!**

## LA PASSERELLE NÉGO

### A WORD FROM THE PRESIDENT

JACQUES LANDRY  
PRESIDENT, FPPE (CSQ)

**You will find in this document the gains and concessions of a negotiation that was particularly long and confusing. At the start of the negotiations, Quebec was swimming in surpluses. But the context of the pandemic quickly changed our balance of power with a government at the height of its popularity and who was gaining time. We then spent eighteen months at the tables in front of the employers' representatives that had no significant mandate to conduct constructive talks.**

It was the salary settlement for teachers of the FAE union on May 5<sup>th</sup> that put significant additional pressure on our negotiation. A confusing situation, never seen before. Admittedly, as the government had announced from the outset, teachers were one of the priority groups it had identified for a wage increase. Let us be clear here, this wage catch-up was necessary. In addition, this new information was to allow education professionals to obtain much more than what the government had offered from the beginning, that is, \$1 million a year for professional development.

The process that followed also gave us the opportunity to appreciate the positive effects of an exceptional mobilization of professionals. Never before have we been so present in the public square in both the local and provincial media.

It is your commitment to mobilization that allowed us at the end of the exercise to find a way through.

In the Conseil fédéral de négociations meeting, the representatives of the 19 unions recommended the acceptance of the Francophone agreement P1 on June 16<sup>th</sup> and the Anglophone agreement the following week. Let me remind you that on our last day of strike, June 9<sup>th</sup>, we still only had the initial monetary offer on the table and the FTQ already had its intersectoral salary regulation as of May 26<sup>th</sup>.

Given this difficult context, we are convinced that we have obtained the maximum of what the Treasury Board (omnipresent) was able to give us. Is it completely satisfactory? Certainly not for everyone, we agree.

However, a collective agreement is a construction and we sincerely believe that the table is set for the next round of negotiation. It is in this spirit that the general assemblies endorsed the agreement in all our unions. And for us, it is clear that we must not misunderstand the nuance between adherence to the results and the overall satisfaction rate with the agreement.

Objectively, we have nevertheless made significant progress on several aspects of our collective agreement while yielding very little to the employer side.

I would also like to remind you that the negotiation is unfortunately not over for all our professionals. The collective agreements in the north are still not settled for both the Cree and Kativik school boards. Strategies to revive negotiations are being put forward. They count on our support and solidarity.

This Agreement is for a period of three years, which means that we are already at the gates of the next negotiation for the renewal of our collective agreement. We will have to deposit our new demands by October 31<sup>st</sup>, 2022.

The salary issue will inevitably be at the heart of the next negotiation. You will be consulted in the spring to construct the new list of demands that will be brought to the employer.

It will be up to all of us to continue the fight for our services in a critical context of attraction and retention!

# WHAT'S NEW IN THE COLLECTIVE AGREEMENT ?

## Salary

- **Year 1:** April 1, 2020 to March 31, 2021 → 2%
- **Year 2:** April 1, 2021 to March 31, 2022 → 2%
- **Year 3:** April 1, 2022 to March 31, 2023 → 2%

An additional increase of 1% for salary steps 1 to 9 as of April 1<sup>st</sup>, 2022.

Two lump sum payments of \$602.68 (\$0.33 / per hour worked):

- **First payment:** April 1<sup>st</sup>, 2019 to March 31<sup>st</sup>, 2020 (payable 30 days after the signing of the collective agreement)
- **Second payment:** April 1<sup>st</sup>, 2020 to March 31<sup>st</sup>, 2021 (payable January 15, 2022)

## Monetary sectoral gains

### 1. For holders of a graduate degree and for those who are grandfathered in by their professional order. These are the 8 employment groups affected:

(Librarians, guidance counsellors, occupational therapist, psychoeducators, speech therapists, psychologists, architects)

- Additional remuneration of 2% after one year at step 18.
- The additional 2% salary increase is calculated for the REGOP pension.
- Takes effect in the third year of the Agreement on April 1<sup>st</sup>, 2022.

### 2. How the 2% increase is applied to the Attraction–Retention premium for Psychologists

**Level 1** → for a psychologist who works between 56 to less than 70 hours per pay period: receives a 4.1%\* premium. 2.25% of the premium will be recognised for the graduate degree and therefore calculated for REGOP.

**Level 2** → for a psychologist who works 70 hours per pay period: receives a 9.6%\*

Premium: 2.35 % of the premium will be recognized for the graduate degree and be calculated for REGOP.

### 3. Increase in remuneration for Education Consultants

- 4.96% increase for salary step 18.
- 1.5% increase on April 1<sup>st</sup>, 2020.
- Increase of 3.46% on April 1<sup>st</sup>, 2022.

Parity with teachers.

### 4- Substitutes and supernumeraries hired less than 6 months

Increase in salary from 9% to 11% (*in replacement of benefits and group insurance*), as of April 1<sup>st</sup>, 2022.

## 5. 65% Increase for Professional Development

- Currently \$240, per person for Regular and Supernumerary Statuses
- Year 2 of the agreement : \$240 → \$290
- Year 3 of the agreement: \$290 → \$368
- “Replacement” Status will also benefit

## 6. Health Insurance – Double contribution by Employer

- Family coverage: \$60 to \$120
- Individual coverage: from \$24 to \$48

Specific to the Anglophone Agreement:

1. Vacation possible to transfer unused sick days into vacation at year-end
2. Increase in the number of days for union leaves at partial reimbursement by the union

## Normative sectoral gains

### 1. Contesting the grievance period

The 90-day grievance period will now begin from the reception of the “letter of engagement” by the union.

### 2. Ensuring the continuity of “letters of agreement” Annexed to the Collective Agreement

Additional sums for Professional Development for those School Boards in remote areas.

### 3. Classification Plan

- Establishment of a Classification Plan Committee.
- Willingness to explore the creation of new job classes, with the end goal of improving remuneration.
- In particular: computer analyst, archivist, project manager, chartered accountant, sexologist, school transition agent.

### 4. Inter Round Committee on Improving Grievance and Arbitration procedures

### 5. Protection of rights in the event of disability

- Salary step advancement – same as being at work.
- Absence for disability of up to 12 months has no impact on vacation credit.

### 6. Special leaves in cases of death

- The absence may be taken at the time of death or a subsequent ceremony, at the choice of the professional.
- Possibility of being absent the day before the death when the loved one avails himself of the provisions of medical assistance in dying.
- Addition of a 3 days when the spouse's child dies – even if that child does not live under the same roof.

### 7. Harmonization of the concept of "parent" within the meaning of the Act respecting labour standards on the grounds of absence for family and parental responsibilities

### 8. Addition of the concept of “psychological harassment” to the Collective Agreement 5-16.00 (in accordance with labour laws)

## Concessions to the employer in the Anglphone Agreement P2

### 1. Letter of Engagement for all Statutes

End of signed contracts for newly hired professionals with the addition of a mention in the agreement indicating that the “letter of engagement “ has the same legal value as the former “contract “.

Letters of engagement issued within 30 days of engagement.

Letters of engagement issued via e mail only.

### 2. Regularization of “project” supernumeraries (5-1.04 b) & (c)

School boards will be able to finish the school year without being obliged to regularize a project during the year, but only for projects whose end date is scheduled between March 1 and June 30.



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