



## NEGOTIATIONS PROVINCIAL/LOCAL COLLECTIVE AGREEMENTS - SUMMARY -

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I want to encapsulate the status of our negotiating process for the Collective Agreements which expire March 2010.

You will recall that, last year, we went through a series of consultations asking you for your individual decisions on what you thought that the demand should include.

You will also recall that the union felt that, given the economic climate, we should concentrate on a few demands, which would allow us to wrap up negotiations quickly, in order to avoid what, at that time, looked to be a miserable economic climate into the future.

From your decisions, there emerged 3 prime demands for our teaching sector a.k.a. the Sectorial Sector.

### SECTORIAL SECTOR

#### YOUTH

1. Reduction of class sizes
2. Special Needs support
3. Employment Security

#### ADULT EDUCATION

1. Limit on class size
2. Special Needs support
3. Employment Security

#### TECHNICAL AND VOCATIONAL

1. Reduction of class size
2. Special Needs support
3. Employment Security

## **YOUTH**

### **Reduction of Class Size:**

- We are demanding that all class sizes be reduced by 15%, excepting disadvantaged (defavorisé) schools which should be reduced by 20%.

There is also a variety of technical demands regarding Multigrade Classes.

### **Special Needs support**

There is research indicating that the population, at large, has a 10% “special needs” factor; thus schools should reflect that reality.

- We are demanding a 10% maximum on the number of Special Education pupils in a class – with a limit of 1 behavioural difficulties (BD), or severe behavioural difficulties (SBD), or pervasive developmental disorders (PDD), or psychopathological disorders (PD) pupil per class.

If not, then the Union and the School Board will agree on additional classes and/or Direct Support.

- Redefine and streamline the process of identifying LD students
- Allow for Special Needs classes for those students who cannot be integrated into a regular class
- Release time to perform duties associated with Integration
- Increase both the information provided and the timeliness of that information to the Special Needs pupil’s teacher
- Relevant training (within the teacher Workload)
- Adapted material for the Special Needs Student

## **EMPLOYMENT SECURITY**

There are specific demands relating to improving the status of Contract teachers, including the reduction in the number of consecutive days of teaching before both a contract must be granted and payment on the “teacher scale” begins.

## **ADULT EDUCATION**

### **Class size**

- maximum of 26 students for secondary, cycle II courses
- maximum of 15 students for other secondary, cycle II courses

### **Special Needs**

- < 18 years old must have same services as they had in the Youth Sector
- > 18 years old must have special funding to get appropriate services

### **Employment Security**

- contract after foreseen 80 hours of work or 80 hours in same year

## **TECHNICAL//VOCATIONAL**

### **Class size**

- reduction of 15%

### **Special Needs**

- same as Adult Education

### **Employment Security**

- include **all** hours of teaching for granting of both full-time and part-time contracts

## **INTERSECTORIAL SECTOR**

The Intersectorial Sector deals with salary, pension and benefits and applies to the 500,000 public service worker in this Province.

### **SALARY**

It was decided that we should demand a compensation payment (“rattrapage”) to overcome 1) the 0% “increase” that was part of the last Government Decree plus 2) cost of living adjustments (C.O.L.A.) over the life of the current decree. This is about 1.75% per year for 3 years.

Further, we are demanding an annual increase of 2% per year over the 3 years.

Thus a total salary demand of 3.75% per year over the 3 year life of the contract.

### **PENSION CONTRIBUTIONS**

It should be streamlined such that annual contributions should not be at the vagaries of the market but should have a predictable smoothing trend throughout the life of the Collective Agreement.

### **PARENTAL RIGHTS**

We are demanding that all public sector workers be given parental leave to take care of both their parents and/or their children.