

A “Crash-course” on Negotiation Tables

Table	Union side	Management side	Negotiated matters
Central table	<p>CSN (Confédération des syndicats nationaux – Confederation of National Trade Unions)</p> <ul style="list-style-type: none"> - FNEEQ (cegep teachers) - FSSS (health and social services) - FP (professionals) - FEESP (public services employees) <p>Working together in the CCSPP (Comité de coordination des secteurs public et parapublic – Public and Parapublic Sector Coordination Committee)</p> <p>SISP (Secrétariat intersyndical des services publics – Public Services Interunion Secretariat)</p> <ul style="list-style-type: none"> - CSQ (mainly elementary and high school teachers) - FIQ (mainly nurses) - SFPQ (civil servants) - SPGQ (professionals of the Government) - APTS (professionals and technicians working mainly in the health sector) <p>FTQ (Fédération des travailleurs du Québec – Quebec Federation of Labour)</p>	<p>Treasury Board (Mrs. Monique Gagnon-Tremblay)</p>	<p>Salaries Parental rights Pensions Insurances Regional disparities</p>
Sectoral table	<p>FNEEQ-CSN (Fédération nationale des enseignantes et enseignants du Québec – National Federation of Quebec Teachers)</p> <p>Sometimes in conjunction with :</p> <p>FEC-CSQ (Federation of College Teachers)</p>	<p>CPNC: Comité patronal de négociation des collèges (Management Negotiating Committee for Colleges)</p> <ul style="list-style-type: none"> - Representatives of the MELS - Representatives of the Federation of Cegeps 	<p>All our sectoral working conditions (that is, our collective agreement) except for 25 matters (see below).</p>
“Federation-federation” table	<p>FNEEQ-CSN (Fédération nationale des enseignantes et enseignants du Québec – National Federation of Quebec Teachers)</p>	<p>Federation of Cegeps</p>	<p>25 “local” matters related to our sectoral working conditions (in accordance with Appendix A of Bill 37), e. g. departments, parking lots, selection of professors, availability.</p>

Legal Framework

Loi sur le régime de négociation des conventions collectives dans les secteurs public et parapublic

(An act respecting the process of negotiation of the collective agreements in the public and parapublic sectors; Bill 37)

- Composition of committees
- Local matters (Appendix A)
- Upholding of the stipulations of the expired agreement until a new one is settled
- Mediation process provided for in case of disagreement (duration: 60 days)

Code du travail (Labour Code)

- Allotted time for the presentation of our demands: at the latest 150 days before the expiry of the collective agreement (in this case, since the agreement will expire on March the 31st, 2010, we will have to file our demands with the Government around October the 30th)
- Allotted time for the management side's response (at the latest 60 days after the union side presented its demands)
- Restrictions to the right to strike: (seven-day notice, obligation to wait until the end of the seven-day period before giving another seven-day notice, even if the day of strike has been cancelled)

Loi concernant les conditions de travail dans le secteur public (An act respecting conditions of employment in the public sector; Bill 43; "decree") :

"No person may, by omission or otherwise, in any manner prevent or impede the resumption or maintenance of the normal services of a public sector body or the performance of work related to such services by employees, or directly or indirectly contribute to slowing down, degrading or delaying the performance of such work.."

Date of expiry of the repressive measures: April the 1st, 2010.

Loi assurant le maintien des services essentiels dans le secteur de la santé et des services sociaux

(An act to ensure that essential services are maintained in the health and social services sector)