

# Nego Bulletin

## **Signs of Movement at Central Table, although Progress is still Arduous**

After more than ten months of negotiations and massive mobilization across the public sector, last Friday, we saw the first signs of movement from the government at the Central negotiation table— where all monetary issues are dealt with. Progress, however, is still far from adequate, and the pace of negotiations still unacceptable.

As widely reported in the mainstream media, the government changed their salary offer from 0,0,1%,1%,1% increases over five years, to 0, 1%,1 %,1%,0. Moreover, they have removed their demands to revise pension calculations, from using 5 best years of pensionable income to using 8 best years. At the same time they are still insisting on an increase on the age of early retirement from 60 to 62, and an increase in actuary penalties for early retirees.

The government is putting a lot of effort into seeking the revision of salary categorizations for all public sector workers in order to iron out inconsistencies. Currently, for instance, a worker with a classification (fr: *rangement*) of 6 may earn less than someone in a different job with the same education and experience in *rangement* 5. The unions are in agreement with the principle of reworking the classification system. However, they maintain that this exercise must not be a zero-sum gain for workers, and no worker should come out of the revision earning less than what they would have earned in the previous system. The government's current offer is to revise the system with a global 2.5% increase for the entire classification system, to be implemented in 2018 and 2019. This would not however necessarily translate into a salary increase of 2.5 for all workers. Some workers would receive a greater increase, while others less. By CSN's estimates, with the current offer, roughly 18 000 workers would see their salaries decrease. Those reporting to the FNEEQ Regroupement on November 6, where JACFA was in attendance, could not say how Cégep teachers would be exactly impacted by the current government proposal.

## **“Derangement 21” Redux**

Meanwhile, at a separate table, Cégep teachers continue to negotiate their own particular issues with job classification. Connected with promises made in our last Collective Agreement, the pay equity exercise, and our mobilizations two years ago with “Disruption/Derangement 21”, FNEEQ is still seeking to increase the *rangement* for Cégep teachers from 22 to 23. The latest word is that the somewhat technical exercise of evaluating our job classification is producing a result that is very close to 23. FNEEQ is making a final push with possible support from the Federation of Cégep, the grouping of Cégep administrators to which John Abbott belongs.