

Martine Bossous,

Présidente par intérim
presidence@sppmem.ca



EMSB-English Montreal School Board members,

Thank you so much for your thorough responses to the negotiation survey questions! Here are examples of comments we received from you:

The question of tele-work should be addressed here. During the pandemic we learnt how to use technology to be more efficient and we were successful. Now, we are being asked to go to the office but, although at the surface level, it may look like a legitimate request, it feels like telling someone who bought a washing machine and used it efficiently, to go back to spending hours washing clothes by hand, just because we used to do that before!

Flexibility is a key contributor to employees' happiness. Professionals should have the flexibility to take vacation when they need to as long as it does not have a negative impact on the actual tasks they are doing and their department. Another major change that would greatly improve working conditions is remote working. Commuting during peak hours is frustrating for all employees. Remote work allows people to have longer sleep, avoid the risk of getting into an accident, reduce traffic for those who have to commute and even air pollution

What's happening next for the 2023 negotiations?

- On Friday, October 28th, the Common Front (CSQ, FTQ, CSN, APTS) deposited our demands in Quebec City. The SPPMEM was there to represent you all. (See photos here and on our private Facebook page.)
- After the deposit of the Common Front's demands, the government has 60 days to present the employer's proposals.
- Demonstrations, flash mobs and visibility events will be taking place in the coming months. We will keep you posted about these events.



We received the print version of the P2 Collective Agreement, but to our great disappointment, it was in French. It is unbelievable that we have not yet obtained the P2 in English, if not in print, then at least electronically. The P2 Collective Agreement was signed on December 20, 2021!!!

I was very pleased to be able to represent you with Susan Waite (your vice president) and Elpi Argyrakopoulos at the first EMSB Labour Relations Committee meeting with HR on September 29th.

Many subjects were addressed with the EMSB (contracts, supernumerary projects, leaves, etc.).

I was surprised to learn that the P2 Collective Agreement does not contain a clause listing the subjects that may be discussed during an LRC meeting, as is the case with the P1 Collective Agreement. The SPPMEM must make sure to harmonize the P1 and P2 Collective Agreements regarding this clause.

What are some of our demands for P2 (English Collective Agreement)?

- Obligation to translate the Collective Agreement within 60 days of its signing
- Provision of a list of subjects to be addressed during the Labour Relations Committee meetings
- Addition of replacement professionals to the professional development budget (PIC funds)
- Establishment of standards for all personnel concerning mileage reimbursement
- Possibility of adding sick days (cash value days) to vacation

Information:

Preventing and Countering Homophobia and Transphobia in Education Networks Symposium - November 24, 25 and 26, 2022. This symposium will take place online or in person at UQAM. If you are interested in attending this symposium, please inform us by writing Véronique Simard, secretary of the SPPMEM at info@sppmem.ca. Union release and expenses will be paid for by the SPPMEM. Two places are available.

Be sure to sign your electronic union card. So far, 67% of EMSB members have signed it! Check your e-mails!

Note: À propos du Front commun Ensemble, la CSN, la CSQ, la FTQ et l'APTS représentent plus de 420 000 travailleuses et travailleurs de l'État québécois dans les secteurs publics, en éducation, en santé et dans les services sociaux ainsi qu'en enseignement supérieur.



Syndicat des professionnelles et professionnels du milieu de l'éducation de Montréal CSQ

3205, boulevard Saint-Joseph Est, local 101, Montréal, Québec, H1Y 2B6 - info@sppmem.ca - www.sppmem.ca - 514-254-6993

