



**INDEPENDENT ASSOCIATION OF SUPPORT STAFF
UNION INDÉPENDANTE DES EMPLOYÉ(E)S DE SOUTIEN**

COMMISSION SCOLAIRE **LESTER B. PEARSON** SCHOOL BOARD

INFO NEGO – APRIL 2023

April 27, 2023 – Since our last info Nego on March 3 and March 14, here is an update on the negotiation.

Sectorial negotiation

On **April 6, 2023**, the CPNCA conveyed the IASS to present the employer’s “enhanced proposals” for support staff. These proposals regarding sectorial matters of the collective agreement aim to advance the negotiations in order to promote the prospect of an agreement as quickly as possible.

The employer’s deposit identifies key priorities and is built around 4 general orientations, including: improving the attraction and retention of personnel, promoting the educational success of all students and increasing the flexibility of the organization of work.

While the union agrees that staff retention and attraction should be a priority, we remain skeptical about the measures or means proposed by the employer to meet this objective.

On **April 12, 2023**, the IASS questioned and commented the “enhanced proposals”. While certain proposals are commendable in principle, although too vague to really appreciate their value at this stage, it was clear on the other hand that some of the proposals were in fact a step backwards in terms of working conditions in only benefiting the school board, which the union did not fail to point out.

At this stage, while the IASS welcomes the government's invitation to accelerate the pace of negotiation, **it’s clear that the government will need to bring more to the table if real progress in negotiations is to be made.**

Intersectorial negotiation

At the central table, where common demands to the entire public service are negotiated between the Treasury Board and the interunion common front, **the government made a complementary deposit on March 27, 2023 to its offers made on December 15 and February 22.**

In a March 27 press release, the interunion common front said it wanted to take time to study the new offer before commenting.

At its level, the IASS was offered a presentation by the CPNCA representatives on the latest intersectorial deposit, **which you can access [here](#) to see in particular the salary offers, which the IASS finds grossly insufficient.**

The March 27 deposit also contains information on the government's proposal to implement “aide à la classe” in elementary school classrooms. We are currently analyzing the effects and implication that this might have on support staff at the LBPSB to respond to this proposal at our level. **The IASS does not want this measure to be implemented by the government at the expense of existing jobs.**

Stay tuned for our next issue of the Info Nego! To consult our Info Nego publication, click [here](#).
Sincerely yours, The IASS Executive.



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