



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

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

INFO NEGO 2023

March 3, 2023 - Yesterday, we met with the CPNCA, who represent the LBPSB in the context of the negotiations for the renewal of the collective agreement expiring on March 31, 2023.

The I.A.S.S. took the opportunity during this fourth meeting, since the negotiations began, to stress the existence of daily problems experienced by Support Staff in connection with the union demands.

Once again, the union's message was clearly conveyed that major changes and adjustments will have to be made to the collective agreement to **improve the working conditions of Support Staff, to revalue their work and to increase their participation in the decision-making process that affects them daily.**

In the context of the current employment market, the importance for the School Board to offer a more **competitive and attractive work environment** was also emphasized by the I.A.S.S.

Throughout the discussions, **the security and wellbeing of support staff, as well as the work overload, the precariousness of employment and the shortage of personnel emerged as central issues** that need to be addressed urgently, in order also to improve the quality of service to students.

The **state of negotiations at the central table**, where the Common Interunion Front and the Treasury Board negotiate the intersectorial matters of the collective agreements that affect the entire public sector, **was also discussed at the March 2, 2023 meeting.**

Not surprisingly, the government offers tabled in December 2022 at the central table, including the salary offers, were unanimously rejected in January 2023 by the Common Interunion Front.

Recently, the Common Interunion Front strongly criticized the government's offer to negotiate certain subjects in the context of forums parallel to the negotiating tables, including, in the case of education, the "Forum Équipe classe" which proposes, among other things, the deployment of "classroom help" (aide à la classe) to support teachers in elementary schools.

The Common Interunion Front strongly opposed negotiation in the context of these forums, on the grounds, among others, that some of the subjects that the government proposes to discuss are not within the scope of the negotiation at the central table, but rather of the sectoral negotiating tables.

It should be noted that during the meeting of March 2, 2023, **the I.A.S.S. informed the CPNCA that it would not accept that matters of the collective agreement that by law must be negotiated directly with the I.A.S.S. be negotiated within the framework of the forums.** In this, the position supported by the I.A.S.S. is in line with the position put forward by the Common Interunion Front.

Please know we have done our homework and that we are at the forefront to vigorously defend your interests, which we will continue to do during the next negotiation sessions.

In the meantime, we invite you to follow us on Facebook and to visit our website for useful information about your union. For our part, we will continue to keep you informed of anything that may be of interest to you regarding the negotiations for the renewal of our working conditions.

On behalf of the IASS Executive we wish those of you off next week a wonderful March Break

IASS President