

# DÉTERMINÉES



DECEMBER 2019

FSSS-CSN NEWSLETTER

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## THE FSSS-CSN CONTINUES THE STRUGGLE FOR UNIVERSITY TEACHING ASSISTANTS

The FSSS-CSN is determined to improve the life of clerical and administrative staff. This is why we continue our interventions for university teaching assistants.

The job title of university teaching assistants was created on January 23, 2012 following the demands of the FSSS-CSN during the national negotiation of 2010.

Subsequently, the FSSS signed an agreement with the Conseil du Trésor in the context of a pay equity maintenance complaint filed in 2008 for the purpose of evaluating employment equally and adjusting the salary retroactively to January 1, 2011. The parties did not succeed to agree on the value of the job. Since then, we have continued our efforts to increase the value of your work and get a fair salary.

Since the spring of 2018, arbitrator Me Lyse Tousignant heard our demands and those of the Treasury Board. After winning a first round against the Conseil du Trésor, which was trying to suspend hearings to decide the value of the job, several hearing days have taken place since the arbitrator dismissed the Conseil du Trésor request for suspension.

### Several days of audition to get a fair salary

Six days of hearings in this arbitration have taken place to date, the last days of which took place in November 2019. Assistant at CHU Sainte-Justine and CIUSSS de la Mauricie et du Centre-du-Québec came to testify to demonstrate in particular the complexity of the tasks and responsibilities of university teaching assistants. Their participation in this arbitration was of great importance.

Recently, the employer decided to have a manager from the CIUSSS de l'Estrie testify,



so we contacted the Union of Administrative Staff of the CIUSSS of Estrie-CHUS-CSN to discuss with university teaching assistants that it represents. This excellent collaboration with the union allowed us to have the support and key knowledge of a university teaching assistant who came to attend the two days of the hearing to support us with her knowledge of the community.

A small group of Estrie workers helped us particularly in our research and their contribution is greatly appreciated.

New audition dates have been planned for May and June 2020.

### The FSSS-CSN is determined to win its case

The year 2020 is approaching and we intend to continue our efforts to improve the working and salary conditions of university teaching assistants.

«It is odious that a government is so keen on not wanting to pay fair wages to these women», says Simon Rochefort, representative of the office staff, technicians and professionals of the administration of the FSSS-CSN.