



**Minutes of the Federal Council for Consolidated Sectoral Bargaining
held May 11 and 15, 2015 at the Centre des congrès de Québec,
chaired by Jeff Begley**

	Class 1	Class 2	Class 3	Class 4
Women	58%	45%	65%	55%
Men	42%	55%	35%	45%

AGENDA

- 1. Opening remarks**
- 2. Roll call of Executive Committee and Bargaining Committee members**
- 3. Adoption of the agenda and schedule**
- 4. Approval of the minutes for October 1-2, 2014**
- 5. Collective bargaining**
 - a. Current conditions**
 - b. Report on bargaining at the sectoral table**
 - c. Amendments to contract demands on sectoral matters as a result of the adoption of Bill 10**
 - d. Report on bargaining at the central table**
- 6. Action plan**
 - a. Debate on strike action**
 - b. State of discussions with the Common Front and resolution**
 - c. Presentation of the FSSS-CSN action plan**
 - d. FSSS-CSN time line**
- 7. Adjournment**

1. Opening remarks

Jeff Begley, president of the Fédération de la santé et des services sociaux, began his opening remarks at 1:04 p.m. on May 11, 2015.

Denyse Paradis signalled the presence of Francine Lévesque, 1st vice-president of the CSN.

2. Roll call of Executive Committee and Bargaining Committee members

General Secretary and Treasurer Denyse Paradis conducted the roll call of Executive Committee and Bargaining Committee members.

Executive Committee

Jeff Begley	President
Denyse Paradis	General secretary and treasurer
Nadine Lambert	Vice-president responsible for nursing and cardio-respiratory care personnel
Guy Laurion	Vice-president responsible for paratechnical, auxiliary services and trades personnel
Josée Marcotte	Vice-president responsible for office personnel and administrative technicians and professionals
Line Beaulieu	Vice-president responsible for health and social services technicians and professionals
Dany Lacasse	Vice-president responsible for the private sectors

Members of the public-sector Bargaining Committee

Danielle Proulx
Nathalie Bouchard
Nicole Richard
Réal Lauzière
Hélène Brassard
Pierre Emond
Yves Girard
Mario Harvey
Caroline Pelletier
Karine Paul Fortin
Jean-Michel Lefebvre
Louise Boulanger

Stéphane Côté Union staff representative for collective bargaining
 Xavier M. Milton Union staff representative for collective bargaining
 François Ayotte Union staff representative for collective bargaining
 François Renaud Union staff representative for collective bargaining
 Robin Turcotte Spokesperson for collective bargaining

Justified absence: Line Beaulieu, vice-president responsible for health and social services technicians and professionals

Executive Committee of the CSN

Francine Lévesque 1st vice-president

3. Reading and adoption of the agenda and schedule

Denyse Paradis read out the agenda and schedule.

Moved by:

Class 1	Class 2	Class 3	Class 4
Mona Edma	Daniel Mallette	Lucien Richard	Steve Lemieux

Seconded by:

Class 1	Class 2	Class 3	Class 4
Donald Côté	Annick Trottier	Anna Lauzon	Nicole Ouellet

That the agenda and schedule for this Federal Council for Consolidated Sectoral Bargaining be adopted as presented.

Carried

4. Approval of the minutes for October 1-2, 2014

Moved by:

Class 1	Class 2	Class 3	Class 4
Bernard Lanthier	Gilles Lamontagne	Chantal Tremblay	Sonya Leboeuf

Seconded by:

Class 1	Class 2	Class 3	Class 4
Steve Brochu	Johanne Toupin	Richard Léveillé	Anne-Marie Brodeur

That the minutes for the October 1-2, 2014 Federal Council for Consolidated Sectoral Bargaining be approved as presented.

Carried

5. Collective bargaining

a. Current conditions

Nadine Lambert, Josée Marcotte and Guy Laurion, FSSS vice-presidents, presented the update on current conditions.

Jeff Begley reported on the situation involving the Fédération des professionnelles (FP-CSN) and the FSSS-CSN regarding the upcoming votes on allegiance in Class 4.

Moved by:

Class 1	Class 2	Class 3	Class 4
Mona Edma	Stéphane Lavoie	Diane Giroux	Nicole Ouellette

Seconded by:

Class 1	Class 2	Class 3	Class 4
Claudie Figaro	Stéphane Rhéaume	Sandra Lavoie	Steve Brochu

That the report on the update of current conditions be received.

Carried

b. Report on bargaining at the sectoral table

The bargaining team gave a report on bargaining at the sectoral table.

Moved by:

Class 1	Class 2	Class 3	Class 4
Bernard Lanthier	Nancy Gauthier	Chantal Tremblay	Nicole Ouellet

Seconded by:

Class 1	Class 2	Class 3	Class 4
Christine Marcotte	Jacques G��linas	Annie B��gin	Lyne Taillefer

That the verbal report on bargaining at the sectoral table be received.

Carried

c. Amendments to contract demands on sectoral matters as a result of the adoption of Bill 10

The bargaining team presented the amendments to contract demands on sectoral matters as a result of the adoption of Bill 10.

Proposal no. 2

That within 180 days of the date on which the collective agreement is signed, a procedure be introduced to define a framework for projects dealing with reorganization, the organization of work (including projects for the regionalization or inter-regionalization of services) or management methods.

That joint committees be set up at the local, regional and national levels. The main objective of these committees is to take charge, jointly and transparently and with access to all the necessary information, of all projects entailing a reorganization of work, at all stages of the process. In the event of disagreement, an arbitration process is established.

Proposal no. 46

That the provisions of Article 1 (Definitions), Article 14 (Layoff Procedure) and Article 15 (Job security) be revised so as to cover all the repercussions of the *Act to amend the organization and governance of the health and social services network, in particular by abolishing the regional agencies*, in particular by introducing the following provisions:

- add a definition of "home base" in Article 1;
- that an employee have a single home base;
- that for the purposes of applying Articles 14 and 15, locality be understood to mean a geographic area within a fifty (50)-kilometre radius by road (following the usual itinerary) centred on the home base where the employee works or her or his domicile;
- that an employee not be required to bump outside of her or his locality under any circumstances;
- that a person not be required to accept a reassignment outside of her or his locality under any circumstances, and that if the person accepts it, she or he be entitled to the mobility premium under clause 15.05 and moving expenses under Article 16, if applicable;

- that a person not be required to accept the transfer of her or his home base outside of her or his locality under any circumstances, and that if the person accepts it, she or he be entitled to the mobility premium under clause 15.05 and moving expenses under Article 16, if applicable.

That all the necessary changes and adjustments be made to:

- ensure that the responsibilities and mandates of the Service régional de main-d'œuvre (SRMO – regional workforce service) that were the responsibility of the agencies continue to be applied realistically, given the elimination of the agencies and taking into account various regional realities;
- ensure that all the mandates and responsibilities of the regional parity committees on job security and the national parity committee on job security are maintained;
- agree on the continuation of the recourse provided for in clause 15.16.

Amendment from 4:

Moved by Valérie Viel, seconded by Lyne Savard, that the 3rd bullet be deleted.

Defeated

Proposal no. 47

That the provisions of 7.02 and 7.06 be revised to maintain the amount of leave for union work that currently exists in the health and social services system.

7.14

That the number of employees given leave for each bargaining session constitute a bank of leave that can be used for the entire local or regional bargaining process and local arrangements (bargaining session, preparation, communications, information, etc.).

Number of employees on January 1 of each year	Number of employees given leave for each local bargaining session
1-250	4
251-1,000	6
1,001 to ,2000	8
2,001 to 3,000	12
3,001 to 4,000	16
4,001 or more	20

For the purposes of preparing local or regional bargaining sessions or local arrangements, employees are entitled to one day of preparation per day of bargaining.

Proposal no. 48

That once the probation period has been completed, the most recent date of beginning service in the bargaining unit is to be used as the starting date for calculating seniority.

Amendment from Class 4:

Moved by Valérie Viel, seconded by Lyne Savard, to clarify for managers and non-unionized unionizable employees.

Defeated

Amendment from Class 2:

Moved by Louise Deroy, seconded by Lucien Richard, to clarify for managers and non-unionized unionizable employees.

Motion to put the previous question

Moved by Sylvie Deroy, seconded by Lucien Richard, that the amendment be put to a vote immediately.

Carried

The amendment is carried.

Referred to the Bargaining Committee

Recommendation from the Bargaining Committee

That, with the exception of employees who are covered by another bargaining unit defined under the *Act respecting bargaining units in the social affairs sector*, once the probation period has been completed the most recent date of beginning service in the bargaining unit is to be used as the starting date for calculating seniority.

Proposal no. 49

Following the adoption of the *Act to amend the organization and governance of the health and social services network, in particular by abolishing the regional agencies*, that changes for consistency be made and that we agree on the adjustments that are needed in the collective agreement.

Moved by:

Class 1	Class 2	Class 3	Class 4
Donald Côté	Caroline Lamothe	Nancy Gauthier	Kevin Newbury

Seconded by:

Class 1	Class 2	Class 3	Class 4
Nathalie Daigle	Frantz Delice	Michel Pietrantonio	Sylvie Théorêt

That the Federal Council for Consolidated Sectoral Bargaining adopt the changes to the set of sectoral contract demands.

Carried as amended

Moved by:

Class 1	Class 2	Class 3	Class 4
Christine Marcotte	Gilles Lamontagne	Lucien Richard	Nicole Ouellette

Seconded by:

Class 1	Class 2	Class 3	Class 4
Marc Fournier	Stéphane Rhéaume	Annie Bégin	David Audet-Gervais

That the Federal Council for Bargaining mandate the FSSS-CSN to carry out the work of harmonizing sectoral demands on the issues of leave for union work, the layoff procedure, job security and other topics agreed upon with the other organizations in the Common Front.

Carried

d. Report on bargaining at the central table

Francine Lévesque, 1st vice-president of the CSN, and Norman Thibault, coordinator of the CCSPP (Comité de coordination des secteurs public et parapublic – co-ordinating committee for the public and parapublic sectors) and spokesperson for national bargaining, gave a report on bargaining at the central table.

6. Action plan

a. Debate on strike action

François Renaud, union staff representative for bargaining, presented the results of regional assemblies on the proposal for negotiating the list of essential services with employers.

The bargaining team presented the various kinds of strikes.

Léonide Ouellette, union staff representative with the CCSPP, gave a presentation on the CSN's Professional Defence Fund (PDF).

Moved by:

Class 1	Class 2	Class 3	Class 4
Claudie Figaro	Daniel Mallette	Richard Léveillé	Kevin Newbury

Seconded by:

Class 1	Class 2	Class 3	Class 4
Marc Fournier	Luce Cardinal	Sylvie Landry	Steve Lemieux

That the Federal Council for Consolidated Sectoral Bargaining recommend to its unions in the public sector to plan for a legal general strike in the context of this round of collective bargaining.

Carried

b. State of discussions with the Common Front and resolution

Francine Lévesque and Norman Thibault gave a report on discussions with the Common Front.

Considering the various legislative restrictions imposed on legally exercising the right to strike;

Considering our strategic framework for this round of collective bargaining;

Moved by:

Class 1	Class 2	Class 3	Class 4
Christine Marcotte	Christian Meilleur	Steve Heppell	Cathy Amyot

Seconded by:

Class 1	Class 2	Class 3	Class 4
Claudie Figaro	Jacques Guérin	Pierre L'Africain	Guillaume Tremblay

That the Federal Council for Consolidated Sectoral Bargaining recommend to its unions in the public sector:

That the general membership meeting mandate the union to plan for a Common Front general strike in the fall of 2015;

That a general membership meeting be held as soon as possible after the end of the summer vacation period to obtain a strike mandate in light of progress in bargaining talks.

Carried

Resolution from Class 2

Moved by Gilbert Binette, seconded by Lynn Lepage, that the FSSS-CSN ask all the components of the Common Front to commit to defying any special laws decreeing our working conditions and pay, with priority going to maintaining our strike movement.

Motion to refer

Moved by Christian Meilleur, seconded by Jacques Guérin, to refer the resolution to the Federal Bureau and bring it back at the next Federal Council for Bargaining in the public sector.

Carried

c. Presentation of the FSSS-CSN action plan

Guy Laurion, accompanied by Jean-Pierre Larche and Jean-Michel Thériault, union staff representatives with the CCSPP, presented the action plan.

Moved by:

Class 1	Class 2	Class 3	Class 4
Christine Marcotte	Pierrette Morin	Nathalie Dallaire	Céline Pageau

Seconded by:

Class 1	Class 2	Class 3	Class 4
Mona Edma	Daniel Laroche	Marie-Pier Ouellette	Sonya Lebœuf

That the verbal report on follow-up on the action plan in support of collective bargaining be received.

Carried

d. FSSS-CSN time line

Guy Laurion and François Renaud, union staff representative for bargaining, presented the FSSS-CSN time line.

7. Adjournment

Jeff Begley spoke to delegates, thanking them.

There being nothing further on the agenda, the meeting was adjourned at 4:20 p.m. on May 15, 2015.

JEFF BEGLEY,
President

DENYSE PARADIS,
General secretary and treasurer