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**The FSSS and CSN action plan**

To win back our right to free collective bargaining

To obtain fair treatment in their rights and benefits for all workers

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**An anti-labour government**

Determined to roll back our working conditions and freedom of union action

That passed Bill 30 in December 2003, breaking up our unions and restructuring them into four job classes

That triggered an unprecedented period of changes in union allegiance right in the middle of the process of renewing our collective agreements

That has taken 26 matters that have been negotiated provincially for the past 40 years and relegated them to the local level

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## History of the non-negotiations

June 2003: The FSSS collective agreement expired

September 2003: the FSSS filed its contract demands

June 2004: Management presented its offers, without responding to our demands at all

FSSS unions successfully boycotted local bargaining

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## History of the non-negotiations

2005: The bargaining sessions that take place are fruitless

No real talks with the government on pay

November and December 2005: FSSS unions mobilized and conducted one-day walkouts

**December 16, 2005: Bill 142 was passed**

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## Bill 142 decrees our working conditions until 2010

All government employees are affected, with a few exceptions like physicians and SQ police officers

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**Are all public-sector employees  
affected in the same way?**

***NO!***

FSSS-CSN members are the  
hardest hit...

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**Results of the non-negotiations**

- Many union setbacks
- No management concessions
- No response to FSSS demands
- No real willingness to negotiate
- Threats and contempt from management

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**Pay**

**Our demands**

**The decree**

January 2004	3%	April 2004	0%
January 2005	3%	April 2005	0%
January 2006	2.5%	April 2006	2%
January 2007	2.5%	April 2007	2%
January 2008	2.5%	April 2008	2%
		April 2009	2%

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**New job titles, descriptions and salary scales**

No deviations or exceptions possible  
Reclassification must be done by February 15, 2006 at the latest  
Pay may be reduced with the new salary scales  
Applies to all union organizations

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**Arbitration costs**

The losing party pays arbitration costs  
A party that abandons or postpones a hearing pays the costs  
For all grievances, even the ones filed before the decree  
Includes grievances on dismissals and medical arbitration

**Sets us back 40 years**

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**For the organizations that signed an agreement**

**The employer pays for arbitration in the case of:**

- grievances on dismissals
- medical arbitration
- grievances filed before the decree

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## Leave for union work

Fewer days of leave for external and internal activities

Must not interfere with the continuity of services or entail additional costs

5 days' advance notice required to meet with a member or outside representative

**Sets us back 40 years**

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## FSSS union leave for internal activities

Number of members	Number of days/year
50 to 99	26
100 to 299	52
300 to 749	104
750 to 1549	156
1550 or more	208

Organizations that signed agreements get twice as many days of leave as the FSSS does

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## Salary insurance

Longer period needed to requalify

The employer can initiate, extend or terminate a rehabilitation period

For part-time employees, benefits are based on the 52 weeks preceding disability (instead of 12)

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## Medical arbitration

No union representative is allowed

Medical arbitrator may order a period of rehabilitation or a return to work

Applies to all union organizations

Major setbacks for FSSS members

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## Positions for part-time employees

Only applies to employees in the nursing and cardio-respiratory personnel class

Obligation to accept a position involving 8 shifts of work per 4-week period

Refusing a position = **resigning**

The FSSS was opposed to this management proposal

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## Training for beneficiary attendants

Total budget of \$14 million  
(not much, compared with Classes 1 and 4)

Applies as of 2007

No obligation to involve unions

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### **Maternity leave**

No gains on parental leave or premiums

The employer saves on salary during adoption leave

One additional week of maternity leave

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### **The only gain...**

As of December 25, 2006, work on Christmas or New Year's will be paid time-and-a-half

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### **Benefits denied to FSSS members**

Increase in budgets for human resources development

Increase in the employer contribution to drug insurance premiums

Increase in pay for post-graduate training for technicians

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## **Benefits denied to FSSS members (cont.)**

For job titles with staff shortages in Classes 1 and 4, five to ten additional days off per year for job incumbents aged 55 or older

Budget for supervising/coaching new employees in Class 1 (0.5 days/year/ETC)

Yet the FSSS had agreed on these benefits

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## **What the others got that the FSSS already had**

Union leave for CSST appeal hearings

Medical arbitration and continuation of salary insurance benefits (status quo ante)

Rules on reassignment beyond 50 km for employees on job security

Our summary grievance arbitration procedure

Part of our contracting-out clause in the FTQ agreement

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## **Repressive measures**

Bill 142 bans work stoppage and prohibits employees from slowing down, degrading or altering their normal work activities

### **In the event of non-compliance with the decree:**

Heavy individual and collective fines

Payment of leave for union work stopped

Suspension of checkoff of union dues for 12 weeks

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**In adopting this shameful law ...**

The government:

Is making us poorer

Sets our working conditions for the next five years

Paves the way for privatization and contracting-out

Is trying to weaken the largest union organization in health care and social services, with 105,000 members

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But faithful to its past, the FSSS refuses to give up and yield to government repression and intransigence

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## Our history of struggle



Our federation was the first union organization to sign a province-wide collective agreement in health care and social services in Québec.

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## Our history of struggle

1966: three-week strike by 32,500 hospital employees belonging to our federation.

This strike forced the government to impose trusteeship on hospitals belonging to religious communities.



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## Our history of struggle



1972: general strike by the 210,000 workers in the Common Front.

Unions won their demand for a minimum rate of pay of \$100 a week.

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## Our history of struggle

1976: after two days on strike, the federation won good raises in pay and better working conditions.

1979 The years that followed were marked by  
1982 major struggles by FSSS members to  
1985 protect and improve their working  
1989 conditions.  
1992  
1995

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## Our history of struggle

1999: The FSSS played the lead role in negotiations, obtaining more than 60 improvements to the collective agreement

### Major gains:

Parity in benefits for full-time and part-time workers

A new medical arbitration procedure

Continuation of salary insurance benefits when the employer contests (status quo ante)

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## FSSS and CSN action plan for fighting back against the decree



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## **FSSS and CSN action plan for fighting back against the decree**

Adopted by the 700 delegates at the FSSS Federal Council meeting on February 1

Long-term battle against the Charest government's directions and policies

Harmonized with the CSN action plan

Legal challenge to Bill 142

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## **Objectives**

Win back our right to free collective bargaining

Obtain fair treatment in their rights and benefits for all workers

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## **How?**

Putting pressure on the government, MNAs and management in local institutions

Informing the general public about the discriminatory aspects of the decree that penalize FSSS members

National and regional ad campaign and media work

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## Make our opposition to the decree visible

Visibility campaign: ribbons, posters, stickers and T-shirts



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## Local action plan

Use of various tools to make our opposition visible

Adoption of the CSN public sector's *Solemn Declaration of Resistance*

Visits to management and the board of directors

Visits to MNAs

National Day of Resistance on March 14  
(the day the National Assembly resumes)

Boycott of social activities, plus other actions

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## The symbol of our resistance

Like the student's red square, the symbol of the FSSS's resistance is an orange ribbon crossing out Bill 142.



Members and friends of our struggle are invited to wear it daily as a first form of defiance of Bill 142.

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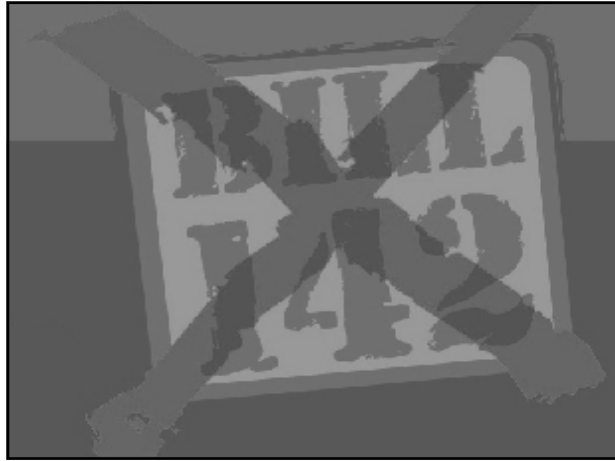
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