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Fédération de la santé et des services sociaux (FSSS-CSN)

AVEC nous

TWO POINTS OF VIEW CLASH AT THE BARGAINING TABLE!

Our FSSS-CSN Bargaining Committee and the employer representatives have met practically every week since mid-January 2015. We have presented all of our sectoral demands and answered management’s questions about what we’ve filed. But the employer committee is delaying showing us its hand. It’s clear, though, that many of the employers’ proposals would degrade working conditions and that they are aimed mainly at saving money. As for pay and

other central table matters that we are negotiating as part of the Common Front, we and the employers are miles and miles apart.

After a first round of talks aimed at understanding each other’s positions properly, we still don’t know precisely what the employers are demanding.

MOBILIZATION

It will be very important to have more members participating at upcoming general meetings. In addition to receiving a full report on bargaining, it will be an opportunity to send the government a very strong message. All the unions in the Common Front are currently asking their members for a mandate to start now planning a strike strategy for the fall. Along with this resolution, there is a commitment to hold another general membership meeting immediately after the return from summer holidays to debate and vote, by secret ballot, a harmonized Common Front strike mandate, if that should prove necessary.

BILL 10

NECESSARY ADJUSTMENTS

All FSSS-CSN unions will be holding general membership meetings soon to agree on the demands that we will need to add as a result of the adoption of Bill 10. The issues covered include mobility in the event of layoffs or displacement of services in the new mega-structures. The current rules need to be revised, because they were designed to do a good job of defending the rights of employees in institutions that weren’t spread out nearly as much as those created by Bill 10. As well, some of the work that used to be the responsibility of the agencies is now shared between new institutions on the one hand, and the ministry on the other.

OPPOSING PRIVATIZATION

SOME OF OUR DEMANDS

Ensure a systematic examination of any project involving any form of privatization and the public alternatives.

A national framework for any organization or reorganization (including regionalization of services projects) or management methods project.

SOME EMPLOYER POSITIONS

To reduce the use of the private sector:

- increase the number of hours of work per week;
- change the rules on overtime to remove the obligation to pay overtime after a day of work;
- change work schedules to increase attendance on evening shifts and weekends.

They question the validity of the increased premiums introduced in the last round of bargaining as a response to workforce problems in the public sector.

The government wants to give local institutions this responsibility, but the employers haven't yet spelled out precisely how they would like this to work, or with what resources.

UNION RIGHTS

SOME OF OUR DEMANDS

That the union have access to the information it needs to be able to reach its members and assume its responsibilities.

For the purposes of medical arbitration, guarantee the right for an employee to be accompanied by a union representative when she or he meets with the physician designated by the employer.

SOME EMPLOYER POSITIONS

Expand "user pay" to grievances on dismissals and disabilities. This would mean that if the grievance is lost, the union would have to pay all the costs.

Deprive an employee absent for an accident or illness whose diagnosis is contested by the employer of the right to receive salary insurance benefits until the case is settled.

New reasons for refusing or cancelling leave for union work.

LIST OF JOB TITLES AND JOB DESCRIPTIONS

SOME OF OUR DEMANDS

Ensure that the only job requirements for positions in institutions be the ones set out in the List of job titles and job descriptions and promote better access to positions.

EMPLOYER POSITIONS

No employer response on this issue.

QUALITY OF LIFE AT WORK

SOME OF OUR DEMANDS

Encourage the conversion of hours into positions, in order to encourage the creation of full-time positions and fight precarious jobs. An excellent way of interesting new workers to pursue a career in the health and social services system!

Period of eight hours of rest before resuming the regular schedule when an employee works during the period when she or he is on stand by duty.

Create local joint committees on work-family-study balance.

That the premium paid to psychologists since 2012 be included in the collective agreement.

Improve access to all forms of leave and measures aimed at adjusting work time and schedules.

Improve the salary insurance plan, notably by:

- regulating the reimbursement of employers' increasingly numerous demands for medical information;
- better control of the use of temporary assignments.

SOME EMPLOYER POSITIONS

Maximize flexibility, the availability and mobility of personnel.

For example, they want to weaken the rules on job security so as to be able to reassign workers without taking into account where they live or work (with the new CISSSs, this could be up to more than 200 kilometres away!).

No additional support for employees too often obliged to work 16 hours in a row.

No proposal on work-family-study balance, but several demands for rollbacks that would have a negative impact on this.

The government already ended the premium for psychologists on March 31, 2015, even if it recognizes that there is a persistent labour shortage.

According to the employer party, sick leave costs too much and adjustments to work time and schedules should be left up to the local parties.

Review the salary insurance plan, because the cost of the plan is increasing alarmingly.

Preventing hazards for workers' health at the source is not part of the employers' concerns.

“Workforce availability will be the key issue in this round of bargaining.”

“The unions have to agree to put into question all longstanding gains.”

- Employer spokesperson

There have been a number of meetings at the central table between the representatives of the Conseil du trésor and Common Front representatives.

WE DEMAND

THE CONSEIL DU TRÉSOR IS OFFERING

PAY

4.5% in 2015

4.5% in 2016

4.5% in 2017

Our remuneration lags behind that of other employees in Québec by 7.6% (including benefits and pensions), according to the Institut de la statistique du Québec.

0% (freeze) in 2015 and 2016

1% in 2017

1% in 2018

1% in 2019

With this offer, this gap will double by the end of the collective agreement.

PENSION PLAN

No demands. Our pension plan, the RREGOP, is in excellent financial health (capitalized more than 98%).

- Raise the age for retiring without penalty from 60 to 62;
- Calculate average earnings on the basis of the best 8 years (instead of 5);
- Increase the actuarial penalty for early retirement from 4% to 7.2%.

OTHER DEMANDS

Integrate remuneration premiums into collective agreements.

Remedy the problems of remuneration for skilled workers in the public sector.

Complete the salary relativity process.

An end to the 8% premium paid to personnel in the Sept-Îles and Port-Cartier region to retain the workforce.

The Conseil du trésor and the MSSS haven't renewed a number of premiums (for example, TGC (serious behavioural disorders), CHSLDs, Far North) and have ended administrative measures like the premium paid to psychologists.

The Conseil du trésor wants unions to abandon a large number of the complaints filed under Pay Equity Act.

Resumption of discussions on the problems of remuneration for skilled workers without knowing if the Conseil du trésor is ready to make the adjustments to pay that are necessary.