

# THE FSSS-CSN WANTS TO CONCLUDE A COLLECTIVE AGREEMENT THAT RESPECTS THE AGREEMENT IN PRINCIPLE

Talks aimed at signing the texts of the collective agreement continue with the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS – Management bargaining committee for the health and social services sector). Our goal is clear: we want to agree on a collective agreement that corresponds to the terms of the agreement in principle.

The FSSS-CSN bargaining team has had a number of bargaining sessions with the CPNSSS on the wording of the collective agreement. So far, the employer team has made three filings. Unfortunately, we still don't have all the employer's texts.

## **Our collective agreement must be consistent with the agreement in principle**

Despite the many arguments and suggestions we have made, it must be said that the texts proposed by the employer party do not reflect the agreement in principle. It is clear to us that talks on the final wording of the collective agreement must not lead to the setbacks proposed by the employer party. We have proposed a number of solutions for reaching agreement on final texts, but unfortunately we either haven't received any response or we're waiting for the employer party to get back to us on our proposals.

So at the present time we still can't say when the texts will be signed. We are, however, determined to sign texts that correspond to the agreement in principle accepted by our members.

We hope that the CPNSSS will rapidly acquire the mandates it needs to conclude wording of the collective agreement that reflects the content of the agree-

ment in principle reached by the parties. This will certainly speed up talks.

We will, of course, keep you informed of developments in the coming weeks.

## **Questions following the adoption of the agreement in principle**

We realize that many of you have questions about the new collective agreement.

Note that we will agree with the employer party on the timing of payment of the lump sum for 2015, the raise in pay for 2016 and the amounts of premiums when the new collective agreement is signed.

Concerning premiums, there are questions in particular about the ones for which we won significant retroactive adjustments as part of the enhanced agreement in principle, namely the premiums for employees working with clients presenting serious behavioural disorders (TGC), those working with clients in CHSLDs, those working in the Far North, and the premium paid to psychologists.

You will be kept informed as soon as possible. Like you, we hope you receive these benefits quickly. But this must not be done at the expense of rights acquired through hard struggles in recent years.

The age of retirement will go up to 61 as of July 2019. However, workers who have accumulated 30 years of service may leave work at 60 years of age without any actuarial penalty. And anybody who has accumulated 35 years of service, regardless of their age, may retire without any actuarial penalty.