



OUR DEMANDS ARE ACCEPTED

Delegates in attendance at the last GNC¹ agreed on demands regarding intersectoral matters.

Delegates gathered on October 9 and 10, 2019, agreed on the demands to be presented to the government for the renewal of the collective agreements.

These demands concern wages, regional disparities, and retirement. No proposal on the issue of parental leave was submitted. However, the INC² was mandated to examine potential adoption leave and paternity leave improvements.

Wages

The accepted demand consists of **an increase over three years comprising:**

- an increase of 6%;
- a fixed-rate increase of \$2 in the first year to accelerate the salary catch-up;
- a mechanism to protect purchasing power if real inflation exceeds 2% per year, applicable also to off-scale salaries.

The CSQ will prepare and send affiliates a table showing the impact of this demand in percentages and dollars for all salaries, job categories, and levels, for each of its federations.



Retirement

The accepted demand consists of:

- **Requiring that the enhanced QPP³ not be coordinated with the RREGOP.⁴**
- **Demanding the application of five low-impact measures:**
 - **Early benefit** (allowing members to borrow from their annuity even if they are still employed);
 - **Extension of phased retirement** (from 5 to 7 years);
 - **Change to the compensation assumption for the actuarial penalty;**
 - **Defer maximum age of participation** (until December 31 of the year of the 71st birthday);
 - **Adjustment of the pension after age 65** (for the pension to increase if the member remained employed after age 65).

In addition, a CSQ working committee will be set up to analyze the impact of a more advantageous indexation for retirees and to study different options.



¹ General Negotiations Council
² Intersectoral Negotiations Council
³ Québec Pension Plan
⁴ Régime de rentes des employés
du gouvernement et des organismes publics



Regional disparities

For **all collective agreements**, two proposals are accepted and consist of:

- **Demand fourth outing for employees in certain sectors;**
- **Demand compensation for employees who suffer a tax prejudice on benefits related to working in remote areas.**

For agreements negotiated at the CPNCSC⁵, the focus is on:

- **Demand that the payment for food transportation costs also benefit employees in the communities of Mistissini, Waswanipi, Chisasibi and Ujé-Bougoumou.**

In addition to these specific demands, the delegates adopted a proposal asking the government to set up a discussion forum that would analyze the socio-economic issues of the various remote regions and identify solutions to improve conditions for their populations.

⁵ Comité patronal de négociation pour la commission scolaire Crie.

⁶ Confédération des syndicats nationaux.

⁷ Fédération des travailleurs et travailleuses du Québec.

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Tabling our demands

Delegates agreed on a visibility action to support the tabling of intersectoral demands, which will take place on October 24. The operation will take place as part of the CSQ General Council and will consist of a march between the Delta Hotel in Québec City and the Treasury Board Secretariat.

The perspective of a common front

Discussions are going on with the CSN⁶ and the FTQ⁷ regarding the possibility of a common front. We continue to hope that the next negotiations will take place in the widest possible alliance. With this in mind, the teams are working on identifying common demands to bring to the Central Table.

