



PUBLIC SECTOR'S NEGOTIATIONS

A GOVERNMENT OFFER THAT IS JUST FOR SHOW

After the Treasury Board president, Christian Dubé, unveiled last week the content of his employer's offer to the 550,000 public sector's workers, the Centrale des syndicats du Québec (CSQ) proceeded to an analysis of the facts presented by the government, and notes that many are wrong or incomplete.

Spreading false information

Analyzing different statements shared by the Treasury Board president [on his Twitter page on May 26, 2020](#), we note that the offer the government made public is really just for show.

Among the false information presented, the government suggests several times that remuneration increases are for all education and health personnel while, in fact, those would only apply to very limited circles, possibly even a minority of people.

Even worse, we note that the introduction of non-recurrent lump sums contributes in fact to a setback of the global salary conditions by not counting in the pension and benefits calculation.

"By not allocating a significant amount to improve the working conditions in the different job sectors in education, in health and in higher education, the CAQ government fails to submit an acceptable offer for a majority of workers," states CSQ president Sonia Ethier.

In her eyes, the government's offer is not only disconnected from the facts, but also from the real issues that are experienced in the field. Therefore, the president insists on the urgency, for the government, to invest in education, in

health and in higher education to increase the available resources, but also to prepare the post-crisis and allow an economic recovery.

"By trying to make everyone believe that its employer's offer is acceptable and could even be the object of an agreement-in-principle, the true colours of austerity are showing. While things are falling apart in the schools, CÉGEPs and health institutions, the government is still trying to get out of this with a cheap agreement and once again neglects to solve the fundamental problems that persist. The lack of resources and underinvestment create distress and a turnover of staff that have been more than unacceptable for many years. It is time that changed!" explains the Centrale's president.

An annotated offer to illustrate the unacceptable

With the objective to rectify the public information shared by the Treasury Board president, we annotated the government offer (see next page) to allow the education, health and higher education personnel to fully grasp the unacceptable nature of the employer's offer.

According to Sonia Ethier, "a simple comparison of the Treasury Board president's statements with the real offers' content at the negotiation tables allowed us to realize that the published documents and the public announcements are true lures aiming to perpetuate the impression that the unions are too greedy. In one quick look, it's now possible to take the full measure of the inaccuracies included in the Treasury Board's proposal."

We remind the government that we offered, on May 6, a counter-offer that respected the negotiation framework. To this day, that counter-offer has yet to receive an answer.

A VERY BAD MARK FOR CHRISTIAN DUBÉ

The Treasury Board president failed and must quickly attend a refresher course. The 125,000 CSQ members will be happy to help him find solutions to improve his skills as employer.

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REFRESHER COURSES REQUIRED

COLLECTIVE NEGOTIATIONS
Government's proposed agreement-in-principle - May 2020

Vocabulary mistake
After only five working meetings without any acceptance, we can't speak of an "agreement-in-principle."

Needs more nuance!
The \$1,000 non-recurring lump sum increase is only for those who are at the top of the salary range.

3 YEARS (2020 to 2023)
5%/3 YEARS salary increase
\$1,000 lump sum in 2020
\$600 lump sum in 2021

Methodological error
It would be more appropriate to write: "copy and paste of the December 2019 offer, reprinted version."

RIDICULOUS!
\$0.40/h is grossly insufficient.

ADJUSTMENTS benefiting the LOW INCOME EARNERS
Differentiated pay for some job categories

HIGHLIGHTS

Incomplete
Two thirds of the offer involve non-recurring bonuses that don't count in the pension and benefits calculation.

A differentiated offer to the benefit of the orderlies
Thus, an orderly working full time in a CHSLD will see their yearly salary go from \$42,000 to \$51,000 (\$26.89/h), which is an 18% raise.

Caution: Unresolved problems in the health care network
This proposal, affecting less than a third of employees, forgets more than 15000 orderlies working with the elderly in hospitals and elsewhere.

FALSE
The addition of employees is conditional to more flexibility in the payment of overtime. That isn't an improvement in working conditions.

The improvement of working conditions for nurses and health care professionals
Thus, the addition of employees, a reduction in overtime as well as team stabilization measures so they are in sufficient numbers will allow for a reduction in the work load and better attraction and retention of personnel.

The promotion of the teaching profession
Thus, a teacher starting their career will benefit from an entry salary of over \$50,000 while a more experienced teacher will be offered a career-advancement perspective thanks to 5% "emeritus" bonuses for a salary of over \$91,000.

Broken CAQ promise!
The electoral promise to abolish the first six rungs of the pay scale isn't kept. A teacher will still need more than 15 years to reach the top of their salary range.

Illusion!
The equivalent of 400 full-time teachers would have the privilege to get this employer's bonus in support to management.

To consult the details of our agreement-in-principle proposal:
<https://www.tresor.gouv.qc.ca/negos/tout-sur-les-negos/documentation/>

Caution: Plagiarism!
The content of this online offer is largely a copy and paste of the rejected offers of December 12, 2019, and April 27, 2020.

Votre gouvernement Québec

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Centrale des syndicats du Québec