

FAUT QUE ÇA CHANGE MAINTENANT!

INFO-NÉGO

CSQ
Centrale des syndicats
du Québec

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A CLEAR MESSAGE TO THE LEGAULT GOVERNMENT: IN THE PUBLIC SECTOR, THINGS NEED TO CHANGE NOW!

Close to 300 delegates at the CSQ general council gave a clear message to the François Legault government on October 24, during a demonstration to call attention to the filing of cross-sectoral demands of the public sector workers, members of the CSQ.

Claiming loud and clear that their working conditions must be improved for an improvement in public services, demonstrators expressed the message that the negotiation slogan brings to the government: "Things need to change now!"

A negotiation in a surplus context

"For a rare occasion, the negotiation begins in a budget surplus context. But these surpluses come from drastic cuts imposed as much in education, in higher education as in health in the past years, said Sonia Ethier, CSQ president. This austerity regime severely affected the working conditions of personnel. The time to recognize and promote the work of all employees in the education and health network has come."

Sonia Ethier added that the government has no other choice but to enhance the collective agreements if it wants to maintain its capacity to ensure quality public services to the population.

"Insecurity, work overload and the deterioration of working conditions are such that it's become more and more difficult to retain personnel and attract new recruits in the public sector," added the CSQ president. Our members are at the end of their rope. Things need to change now."



REMINDER OF OUR CROSS-SECTORAL DEMANDS

They concern salary, retirement, parental rights and regional disparities.

Salary

The adopted demand consists in an increase over 3 years comprising increase:

- 1st year: an increase of 2 dollars per hour for all hourly rates to accelerate the salary catch-up.
- 2nd and 3rd year: an increase of 3% per year for all hourly rates.

It also includes a buying power protection mechanism, if actual inflation exceeds 2% one year, which also applies to off-scale salaries.

Retirement

The adopted demand consists in the application of 5 low-impact measures:

- Early benefit (to allow 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;
- Deferral of the maximal participation age (until December 31 of the year they turn 71 years old);
- Adjustment of the pension after age 65 (for the pension to increase if the member remained employed after age 65).

Parental rights

The Centrale demands an enhancement of the paternity and adoption leave.

Regional disparities

The Centrale demands include:

- some demands of concordance between collective agreements;
- full compensation of fiscal prejudice suffered during payment or repayment of an expense, an allowance or a benefit connected to work in remote or isolated areas.

¹ Fédération des syndicats de l'enseignement (CSQ).

² Fédération du personnel de soutien scolaire (CSQ).

³ Fédération des professionnelles et professionnels de l'éducation du Québec (CSQ).

⁴ Association provinciale des enseignantes et enseignants du Québec.

⁵ Fédération des enseignantes et enseignants de cégep (CSQ).

⁶ Fédération du personnel de soutien de l'enseignement supérieur (CSQ).

⁷ Fédération du personnel professionnel des collèges (CSQ).

⁸ Fédération de la santé du Québec (CSQ).

⁹ Comité patronal de négociation du secteur de la santé et des services sociaux.

THE COMMON FRONT: DISCUSSIONS CONTINUE

Numerous discussions have taken place between the CSQ, the CSN and the FTQ with the objective of establishing a common front.

At the time of submitting demands, the three union organizations had not been able to harmonize their salary demands.

Under the circumstances, the CSQ filed its demands alone, respecting the timetable decided by its governing bodies.

There is still hope that the next negotiations will take place in the widest possible alliance. The negotiation teams of the three union federations will continue to work in close collaboration.

START OF THE SECTORAL NEGOTIATIONS

School network demands

School network representatives of the Centrale, being the FSE-CSQ¹, the FPSS-CSQ² and the FPPE CSQ³, as well as the APEQ-QPAT⁴, filed their sectoral demands to the negotiation management committees on October 18, 2019.

Unanimously, the school network union organizations are asking the Treasury Board to take concrete actions to attract and retain personnel.

To know more about the school network demands, [consult the CSQ's website](#).

College network demands

As for the 3 college network federations, the FEC-CSQ⁵, the FPSES-CSQ⁶ and the FPPC-CSQ⁷, they filed their demands on October 16, 2019.

The search for true recognition and for practice conditions that will promote a healthier and more gratifying workplace will be at the heart of the negotiations.

See the details of the [FEC-CSQ](#), the [FPSES-CSQ](#) and the [FPPC-CSQ](#) demands.

Health network demands

The FSQ-CSQ⁸ will file its sectoral demands to the CPNSSS⁹ during the week of November 4, 2019.

To consult the French version of this newsletter, consult the Info-Négo section of our website.

KEEPING UP WITH NEGOTIATIONS...

Keep up with the evolution of the public and parapublic sectors negotiations by visiting the [CSQ's website](#) and subscribing to the [newsletter](#).

