

Another outrageous proposal

At the General Negotiations Council meeting, CSQ delegates learned of the latest employer proposal to the Common Front, early on November 6.

“This morning, without even batting an eye, the Conseil du trésor presented a new offer. Nothing new with regard to content: the offer stands at 3% over 5 years, which will impoverish public employees. Shifting wage freezes from the first two years (0-0-1-1-1), to the first and last years (0-1-1-1-0) is not going to increase the wages of public-sector workers. The government has really not heard our message,” said CSQ president Louise Chabot.



PREVIOUS OFFER

0	0	1	1	1
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NEW OFFER

0	1	1	1	0
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It's really different !

A matter of wage structure

A reading of this document immediately reveals several other discrepancies with significant consequences. One of them would reduce the wages of some 18,000 employees who are employed in predominantly female job categories. In many cases, the wage decrease could be as much as \$1.00 per hour. Moreover, in several other job titles, there would be reductions for the first steps, whereas in others, additional years would be added before maximum salary can be reached.

“The proposal by the Conseil du trésor is not only unacceptable, it is inadmissible! We had agreed, within the Common Front, to conduct studies to correct a number of inconsistencies in the wage structure, as long as no increases for certain job categories would be granted to the detriment of other employees. We can never agree to such a thing!” she explained.

Pension plan still under attack

The government has withdrawn its demand to base calculation of pension on the best eight years. The best five years will continue to be the basis for calculation. On the other hand, the Conseil du trésor still wants to increase the actuarial penalty to 7,2 % and to gradually increase retirement age, without penalty, from 60 to 62 years of age. In the end, this measure would result in a decrease in pension benefits.

Newsletter



Over a billion dollars, really?

“It is certainly not with this kind of proposal that we can catch up with our wage gap, or attract or maintain public-sector workers. Mr. Coiteux may well claim that he has taken a step in the right direction by investing \$1.3 billion. In fact, this is only \$550 million, intended to shore up his wage structure. There are no new wage offers. Furthermore, the Conseil du trésor has never demonstrated that its offers were the only possible solution in the current budgetary context,” Louise Chabot explained.

Sectoral negotiations turning in circles

At the sectoral negotiation tables, the government is continuing to demand entirely unjustified clawbacks.

Strike movement to continue

In this context, the second wave of rotating strikes will begin on Monday, in the following regions:

- **November 9 and 10:** Outaouais, Abitibi-Témiscamingue, Laurentides, Lanaudière, Saguenay–Lac-Saint-Jean, Nord-du-Québec.
- **November 12 and 13:** Estrie, Montérégie, Centre-du-Québec, Mauricie, Québec and Chaudière-Appalaches, Bas-Saint-Laurent, Côte-Nord, Gaspésie–Îles-de-la-Madeleine, the public-service employees and workers of Québec as well as Agence du revenu du Québec.
- **November 16 and 17:** Montréal, Laval and the employees of the Commission des droits de la personne et des droits de la jeunesse.

“ We must keep up the pressure and send an even stronger message to the government. We will be out there, on the picket lines. We will also be at the bargaining tables, trying to make progress with talks. Our goal is to secure a negotiated, satisfactory agreement, and we will be devoting all our energy to this,” concluded Louise Chabot.



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