

Newsletter



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For + JUST recognition of our work

Our mobilization has paid off: the day after the first wave of rotating strikes, the Conseil du trésor has made a move, presenting us with an amended offer. However, the Common Front rejected the offer because it contributed to further impoverishing state employees (see the November 6, 2015 issue of [CSQ Info-nego](#)).

We have since carried out the second phase of our strike all across Québec. The mobilization, pride and determination of members on all the picket lines were tremendous, as was the public's support for our cause. The photos at [nego2015.org](#) attest to the commitment and the courage we have shown in all our actions.

And while we were keeping up the pressure in the streets, calling on the government to recognize the just value of our work, we carried on with negotiations. To date, we have avoided significant setbacks.



To view the [photo](#) and [video](#) gallery, visit our Web site !

The Common Front tables amended union offer

Wishing to resume talks, the Common Front today tabled an amended union offer in order to reach a satisfactory, negotiated agreement for 400,000 public-sector workers. Here are the main points of the new offer:

➤ Salaries

The amended salary offer is rooted in our three principles, as follows:

- Protection of cost of living: based on the Consumer Price Index (CPI), with the guaranteed minimum of 1%;
- Wage catch-up: 1% per year until the overall wage gap, reported by the Institut de la statistique du Québec, is eliminated;
- Collective enrichment: 0.5% if GDP exceeds 1%.

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Accordingly, the Common Front is calling for **an annual increase in remuneration equivalent to 2.5%**, adjusted if inflation exceeds 1%. However, as Statistics Canada reports that inflation in 2014-2015 was 1.4%, **the increase for April 1, 2015 would therefore be 2.9%**.

Such an increase would combat our impoverishment by slowing the loss of our purchasing power. In the medium term, it would also overcome the gap between our remuneration and that of other Québec employees holding comparable jobs. We have maintained our union goals in this regard.

➤ Pension

- The Common Front has proposed measures to further safeguard our pension plan.¹ With a capitalization level of 98.4%, this plan is in excellent financial health.
- While negotiations have enabled us to get the government to back down on the matter of calculating pension income based on the five best years (whereas the government was aiming at the best eight years), the Common Front will continue to work to combat, in no uncertain terms, the other demands of the Conseil du trésor, including its intention to raise the actuarial penalty to 7.2% annually; to increase the cost of buying back leaves (including phased retirement); and to gradually increase retirement age without penalty from 60 to 62 years.

➤ Pay relativity

As for the work on correcting certain inconsistencies in the salary structures, the Common Front is maintaining its conditions:

- the employer's wage freeze proposal must be withdrawn;
- the implementation of the structure must not, under any circumstances, impose a wage freeze or decrease for the members we represent.

➤ Premiums

On the whole, the Common Front is reiterating its union demands, including those concerning:

- the 12% attraction and retention premium for certain employment groups of skilled workers;
- the preservation of the 8% retention premium for Sept-Îles and Port-Cartier workers. Note that the government has backed down by agreeing to maintain it. However, the Common Front will keep up the pressure because the government wants to challenge this premium again, upon the expiry of the next collective agreement;
- the renewal of a variety of premiums granted to health and social services workers.

About strike action

To give negotiations the best possible chances, the Common Front has announced the suspension of the three strike days planned for December 1, 2 and 3. However, the mandates secured for these three strike days remain in effect. They can be used, at an appropriate time, depending on the context and evolution of negotiations.



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