

Government reneges on pay raise

FSSS-CSN fighting in the trenches for administrative assistants!

For years, the FSSS-CSN has been fighting for due recognition for employees in the health and social services system, including administrative assistants: their salaries must reflect their expertise and the value of their work.

Job title created: A win for the FSSS-CSN

The creation of the administrative assistant job title was an FSSS-CSN demand in the 2010 bargaining round. We won it, but further discussions were to be held to finalize the salary.



Up one echelon

After years of talks, an agreement was reached on the salary. Administrative assistants were moved up from echelon 11 to 12, increasing the maximum rate on their pay scale from \$28.31 to \$29.40 per hour.

Ministry shows bad faith

Unfortunately, true to form, the Ministry of Health and Social Services (MSSS) is looking for ways to wiggle out of its agreement. After moving administrative assistants up from echelon 11 to 12, it has lowered the entry-level salary for the echelon from \$17.75 to \$16.65¹ in order to avoid paying retroactive amounts going back more than 10 years. So it is bending the rules to dodge a substantial payout to administrative assistants, just as it did recently with university teaching assistants.

Adding insult to injury, the MSSS has the nerve to claim that some workers owe it money as a result of this process, but it has told the unions that it will generously forgo collecting it.

The employer is also claiming that the raise took effect on April 10, 2013, although the parties had agreed that it would be retroactive to October 1, 2011.

We're taking the legal route

As soon as the FSSS-CSN learned that the government was shredding the rights of administrative assistants, its local unions filed a flood of grievances. We encourage you to contact your union to find out more about the legal proceedings.

Still fighting for fair wages

The FSSS-CSN will also continue trying to get the government to listen to reason. The lack of respect for administrative assistants at a time when the public system is struggling to attract and retain personnel, including clerical and administrative staff, is unacceptable.

The FSSS-CSN will keep up the fight to ensure that administrative assistants are paid what they're worth at last.

¹ Based on the scales as of April 1, 2013.