

DÉTERMINÉES



NOVEMBER 2019

FSSS-CSN NEWSLETTER

WWW.FSSS.QC.CA

REPORT OF THE WORKING COMMITTEE ON LEGAL SECRETARIES

For several months, the FSSS-CSN has worked hard to increase the value of the work of legal secretaries. The working committee resulting from the national collective agreement has just closed and the resulting joint recommendation is good news for the legal secretaries!

Working Committee on Legal Secretaries

This working committee was set up in conjunction with Letter of Agreement No. 49 of our national collective agreement. The committee's mandate was:

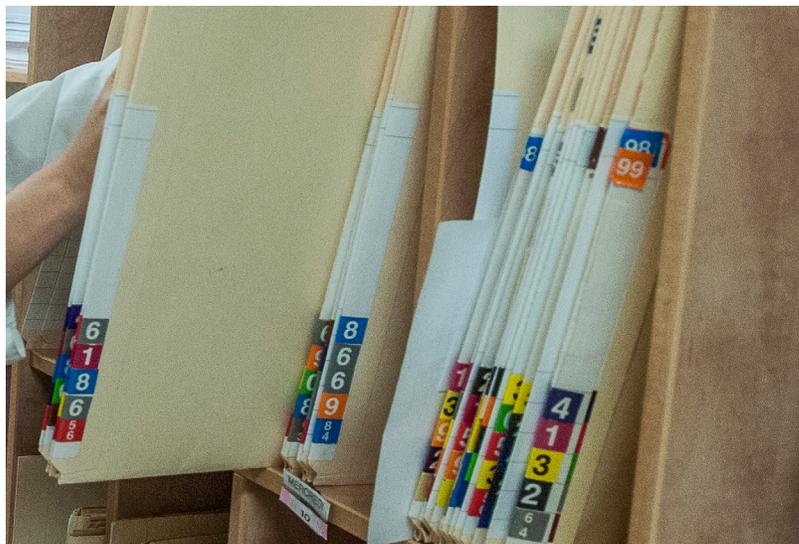
- To analyze the effects of the premium on attraction and retention;
- To compare the overall remuneration of the legal secretaries of the network compared to those working in the public and parapublic sector;
- To evaluate the relevance of maintaining the uncapping beyond step 6.

To carry out our work, we held an electronic survey by which we consulted you on your reality. Based on the history of the legal secretary job title and the results of the survey, we made sure to speak well in your name with the employer.

During the works, it became clear that the health and social services system has difficulty attracting and retaining legal secretaries, particularly because of the workload and salary. Faced with this reality, we had the arguments in hand to ask the employer to continue to act to improve the working and salary conditions of the legal secretaries.

Report of the working committee and recommendations

It is in the light of the elements that we put forward, notably thanks to your participation in the survey,



that we can talk to you about the report of the working committee and the submitted recommendations. Some of the recommendations are joint, and are made by both employers and unions, while others are put forward only by the union side.

The FSSS-CSN is pleased to announce that, as a result of the work, the labor and management representatives of the working committee jointly recommend to maintain the uncapping beyond step 6 of the salary range, as noted in the Letter of Agreement on Legal Secretaries (No. 49). This will maintain this gain to accentuate the attraction and retention of this job title.

It should be noted that the report also includes a series of non-joint recommendations presented by the union party. Among these are:

- The request to maintain a particular salary scale for legal secretaries equivalent to or superior to that of legal aid.
- To readjust the rate of pay for legal secretaries in the event of a change in the rate

of pay offered at the Centre communautaire juridique and the Commission des services juridiques.

- To create the job title of a legal technician.

The FSSS-CSN will see these demands as part of the public sector negotiation.

Our determination has allowed to recognize your essential contribution to the health and social services system.

The work of valorization of the personnel of the system does not stop there. We must continue on a daily basis. We must also continue with the beginning of the public sector negotiation. And to improve our conditions, we must more than ever gather in our unions!

[Consult the report of the working committee.](#)