



# CENTRES D'HÉBERGEMENT PRIVÉS NÉGO COORDONNÉE 2015

INFORMATION

NEWSLETTER – No. 2

MONTREAL

OCTOBER 2015



## SITUATION IN CO-ORDINATED BARGAINING THINGS ARE STARTING TO MOVE



When they decided to join together around common goals in the same round of bargaining, union certifications gave themselves a considerable advantage: they increased their bargaining clout, creating the possibility of obtaining settlements far superior to what they could get in isolation.

Meeting as a sectoral Federal Council on September 30, delegates representing workers in private retirement residences reiterated their determination to support unions in the sector engaged in the battle in the framework of co-ordinated bargaining.

The objectives of the platform of demands are a \$1.50 raise over three years, collective agreements that expire on March 31, 2018, the creation of labour relations committee and systematic training for employees.

### STAY INFORMED

You will receive regular leaflets or newsletters reporting on where negotiations are at for your bargaining unit, in your region and at the national level.

For this newsletter you are receiving today, we thought it would be relevant to focus on Villa St-Alexis, the first bargaining unit on the front line.

# Workers at Villa St-Alexis are giving themselves the bargaining power they need to achieve the goals of co-ordinated bargaining

Villa Saint-Alexis has agreed on the non-monetary clauses for the renewal of the collective agreement, but discussions are blocked on the financial aspects. The employer is going so far as to ask members of the bargaining unit to finance a 2% raise out of concessions on the application of premiums and the number of days of personal leave.

In response to the employer's disrespectful proposals, workers at a general membership meeting on September 23 voted to intensify pressure tactics up to and including a strike. Conscious that they are members of one of the first bargaining units on the front line in this co-ordinated bargaining, they reiterated

their determination to win this victory and put an end to precarious work.

Since then, the members of the bargaining and mobilization committees have been busy preparing the list of essential services and putting the finishing touches on their action plan. It will be a hot and

heavy fall in La Baie in private residences, just like in the public sector.

## Solidarity

We have to show our solidarity with workers at Villa St-Alexis as they undertake pressure tactics and with other bargaining units that will follow: they are the first ones engaged in the battle and will pave the way towards winning agreements for all workers participating in this co-ordinated bargaining.

## AT THE OTHER BARGAINING TABLES

### SAGUENAY

#### CARRÉ NÉRÉ

The second bargaining unit in the region to be on the front line. Non-monetary clauses are practically settled and monetary issues will be tackled in meetings planned for October.

### BAS ST-LAURENT

Demands have been filed and bargaining sessions will begin in October in the four bargaining units. We are waiting to hear back from three of them – Résidence St-Louis, Résidence de l'Immaculée and Manoir des Générations. There has been a single bargaining session at the Manoir Normandie.

### QUEBEC

#### LA ROSERAIE, LES MARRONIERS

Non-monetary clauses are practically settled. Discussions on the financial aspects of our common platform will be launched in October. It's already clear, though, that the employer – Réseau Sélection – wants a collective agreement with a duration that contradicts one of the demands in our platform.

### CŒUR-DU-QUÉBEC

#### LE DUPLESSIS

A few dates for bargaining sessions are planned in November and December, but we already know that the Chartwell group seems to want to standardize collective agreements across the group. It's easy to imagine that it wants to standardize them on a lower common denominator... A good example of the importance of our co-ordinated bargaining.

### MONTREAL

#### LE RENOIR

The first bargaining session will take place in late November or early December.

#### RÉSIDENCE DOLLARD-DES-ORMEAUX

There have been three bargaining sessions so far, and each time the employer arrived late. At the last session, the bargaining committee waited for the employer for more than 60 minutes, and when he hadn't showed up, it decided to cancel the meeting. Some respect, please!

### ABITIBI

#### DOMAINE DES PIONNIERS

Non-monetary clauses are almost completely settled and the bargaining committee will tackle the financial aspects of our platform of demands in October.