

S'UNIR. AGIR. GAGNER.

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FSSS.QC.CA

A HUNDRED CONCRETE SOLUTIONS FOR THE HEALTH AND SOCIAL SERVICES SYSTEM

On October 29, our FSSS-CSN bargaining committee tabled our full list of sectoral demands with the employer, the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS). Then, on October 30, the CSN bargaining team submitted our “central table demands,” dealing largely with salaries, to the Conseil du trésor.

So, after months of work preparing and refining our demands, the real negotiating work is about to begin! For our bargaining committee, October 29 was a chance to make first contact with the employer’s representatives. The meeting lasted more than two hours. We presented, in broad terms, each of our thirteen bargaining themes. The employer asked various questions about our demands in order to better understand our objectives.

We haven’t set a schedule for future meetings yet. We will have to come back to this the next time we talk and decide how to organize the process so that the negotiations are productive.

Our 13 sectoral themes, which include a hundred specific, concrete demands to improve our daily work, are:

- Access to justice and freedom of union action
- Access to jobs, recognition, the list of job titles and its mechanics
- Insurance and the disability plan
- Attraction and retention
- Family-work-studies balance
- Employment related expenses and compensation
- Labour shortages
- Job insecurity
- Protecting the environment
- Workplace health and safety
- Outsourcing, privatisation and centralization
- Excessive overload, burnout, work organization and working conditions
- Various issues, such as difficulty applying collective agreement, parity, public policy legislation

For more information about the central table submission, see the Info-négo newsletter published by the CSN public sector federations :

secteurpublic.quebec/project/demandes



At the end of October 2019, delegates from the CSN’s four public sector federations gathered in Québec City to mark the start of the bargaining talks. First, on Monday, October 28, the delegates from the health and social services unions held a day of discussion on bargaining power in light of the government’s amendments to the legal provisions regarding essential services. On October 29 and 30, the delegates from the CSN’s four public sector federations discussed the mobilization we will need in order to achieve our objectives. Finally, on October 30, we walked through the streets of Québec City to mark the submission of our common demands to the Conseil du trésor.