

BARGAINING 2020

LET'S HEAR FROM THE GENERAL ASSEMBLIES!

Between now and this fall, all CSN health and social service unions will be holding general assemblies to consult their membership regarding the demands we will collectively bring to the next round of bargaining. This is a critical moment in our union life. These negotiations are the opportunity for us to take concrete action to tackle the issue of better work and practice conditions and wages for all workers, with a particular focus on pay for the lowest wage earners in our system. It is an ambitious goal: we want to bring about genuine improvement in public sector working conditions and wages.

MONTHS OF PREPARATION

The draft consultation that will be submitted to the assemblies was developed by the bargaining committee over the past several months. First, a broad forum of CSN public sector unions was held in the fall of 2018, after which members participated in a vast electronic survey, which drew over 10,000 responses from the FSSS-CSN's members. In addition, a number of union executive committees

also completed a survey. These initial consultations formed the basis of the major priorities that were developed. Representatives of all the FSSS unions then met at four federal bargaining council meetings starting in early 2019 to prepare the consultation workbooks, including twice during the joint meetings with representatives of the three other CSN public sector federations.

TWO DOCUMENTS

The assemblies are being consulted on two separate documents. The central table bargaining draft includes demands on issues common to all CSN public sector unions (health and social services, education and government agencies). For example, wages, the pension plan, parental rights and group insurance will be negotiated at the central table, meaning that CSN negotiators will deal directly with the Conseil du trésor on these matters. In order to monitor the talks taking place at the central table, make the necessary decisions and take coordinated action, the bargaining committees of the four CSN public sector federations will meet at a special meeting of the CSN's Comité de coordination des secteurs public et parapublic (CCSPP–CSN).

The sectoral bargaining draft, for its part, encompasses all working conditions specific to the health and social services sector. This draft will be defended by our FSSS–CSN bargaining committee at a meeting of the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS), whose delegation will be made up of heads of institutions as well as senior officials from the ministère de la Santé et des Services sociaux.



In February 2019, representatives of all the CSN public sector unions met to develop joint demands for the entire public sector.

Our sectoral draft is divided into 13 major areas of work::

- Access to justice and freedom of union action
- Access to jobs, recognition, the List of job titles and its mechanism
- Insurance and the disability insurance plan
- Attraction and retention
- Family-work-study balance
- Job-related expenses and compensation
- Labour shortages
- Job uncertainty
- Environmental protection
- Workplace health and safety
- Outsourcing, privatization and centralization
- Overwork, burnout, work structure and practice conditions
- Various issues such as difficulties in applying collective agreements, parity, public policy legislation, updating of certain provisions of the collective agreement, etc.

TABLING IN OCTOBER

These drafts are now in the hands of the general assemblies. Now is the time for all members to read up on our proposals and help improve them. During an upcoming federal bargaining council meeting in early fall, delegates from all the unions will finalize the drafts, examining everything highlighted at the general assemblies in the process. The central table demands will also be shared by the bargaining committees of the three other CSN public sector federations. We will continue to assess the possibility of forming a common front with other union organizations around these joint demands. Our goal is to table all of our demands with the government and the CPNSSS by October 30, 2019. In order to foster productive talks, we have also invited the management side to table its own draft at the same time as us. We are awaiting a response.

CENTRAL TABLE BARGAINING

secteurpublic.quebec
facebook.com/SecteurPublicQC

SECTORAL BARGAINING

fsss.qc.ca/grands-dossiers/negociations-du-secteur-public

facebook.com/groups/FSSSCSN

DO YOU HAVE MOBILIZATION IDEAS TO SHARE ?

Contact the FSSS-CSN representative, Marie Pagès, by email at : marie.pages@csn.qc.ca

THE CSN, A NEGOTIATING PARTNER TO BE

RECKONED WITH

With 90,000 health and social services members, the FSSS-CSN is the union structure with the largest number of workers. It is also the only organization that includes employees from all four job classes. Within the CSN, we form an alliance with three other federations:

- The FP-CSN, which represents 6,000 health and social services technicians and professionals;
- The FEESP-CSN, which is the largest union representing education and college support staff, as well as some government agencies, in total some 35,000 workers;
- The FNEEQ-CSN, which federates about 17,000 teachers at 46 CEGEPs.

In all, the CSN represents about 150,000 workers in the major branches of the public service, i.e. about one-third of all government employees. This is an unparalleled level of representation in the various public services, giving the CSN a strong voice at the bargaining table.

I'M GETTING INVOLVED!

We need massive involvement in the general assemblies. Now is the time to identify the priorities we want to defend. National collective bargaining is the best means of introducing real, positive change. Stay tuned for information from your local union to know where and when your assembly is being held!

MOBILIZATION

A national action and information plan is currently being developed. It will be rolled out starting in fall 2019, around the time we table our demands. Between now and the summer holidays, every CSN union must appoint people in charge of action and information in the workplaces (RESO-RELAIS). These individuals will undergo special training in early fall in order to promote national mobilization at the local level and support the national mobilization by sharing local experiences and success stories.