

2015 NÉGO

fSSS 
CSN

**Report on
bargaining**

**Presented to the Federal Council
for Consolidated Sectoral
Bargaining in the public sector**

MONTRÉAL - SEPTEMBER 2015



DÉPÔT

**DU COMITÉ PATRONAL DE NÉGOCIATION DU SECTEUR
DE LA SANTÉ ET DES SERVICES SOCIAUX**

PRÉSENTÉ À

LA FÉDÉRATION DE LA SANTÉ ET DES SERVICES SOCIAUX (CSN)

**EN VUE DU RENOUVELLEMENT DES DISPOSITIONS NATIONALES
DE LA CONVENTION COLLECTIVE**

LE 16 DÉCEMBRE 2014

Bargaining sessions

Status report:

- 31 bargaining sessions
- A second employer filing clarifying their demands (May 27, 2015)
- A third employer filing withdrawing some of their demands (July 13, 2015)

ORIENTATION 1

**AIMING FOR BETTER
WORKFORCE
AVAILABILITY AND
FLEXIBILITY**

Aiming for better workforce availability and flexibility

1.1 National levers

- Cash in exchange for some time off at straight-time rates
- Withdraw premiums:
 - Enhanced evening and night-shift premiums
 - Enhanced critical-care premiums
 - 2% premium for non-overlapping periods

Aiming for better workforce availability and flexibility

1.1 National levers (cont.)

- Withdraw the obligation to maintain the weekly number of hours of work, notably by introducing a different standard reference period and altering the 16-hour rule
- Review provisions on the regular work week

Aiming for better workforce availability and flexibility

1.2 At the national level, promote measures that help the local parties adjust their organization of work to the evolution of the system

- Introduce atypical schedules and rotating shifts without the obligation to obtain the unions' consent
- Allow for re-opening negotiations on availability and flexibility
- Maximize attendance at work and improve the efficiency of services
- Influence organization of work projects

ORIENTATION 2

**ENSURING EFFICIENT
MANAGEMENT OF
RESOURCES**

Ensuring efficient management of resources

2.1 Layoff procedure and job security system

- Revise layoff procedures (Article 14)
- Revise rules on job security (Article 15)

Ensuring efficient management of resources

2.2 Salary insurance plan

- Modify the concept of disability
- Lengthen requalification periods
- Redefine the concept of temporary assignment
- Clarify the mandate of the medical arbitrator
- Introduce the Registry (Court rolls) procedure for medical arbitration
- Redefine the criteria for eligibility for salary insurance

Ensuring efficient management of resources

2.3 Costs inherent in settling disputes

- In the case of a dispute for harassment, introduce a preliminary step
- Extend time limits for the excessive workload procedure
- Introduce the “loser pays” principle for arbitration on dismissals and medical arbitration
- Modify the date for recovering amounts in medical arbitration

Ensuring efficient management of resources

2.4 Leave for union work

- Reduce the current banks of leave, in response to Bill 10
- More latitude before accepting requests for union leave (more grounds for refusing it)
- Possibility of cancelling union leave at any time

ORIENTATION 3

**MODERNIZING PROVISIONS
ON CERTAIN BENEFITS UNDER
THE COLLECTIVE AGREEMENT
AND REVISING THE
PROCEDURE FOR MODIFYING
THE *LIST OF JOB TITLES AND
JOB DESCRIPTIONS***

Modernizing provisions on certain benefits under the coll. agreement and revising the procedure for modifying the *List of job titles and job descriptions*

Orientation 3

- ~~● Set guidelines for work from home~~
- ~~● Amend the clause on the recognition of additional training~~
- ~~● Review eligibility for leave with deferred pay~~
- Increase the length of time before an amnesty for disciplinary measures
- Review sending of information to unions

Modernizing provisions on certain benefits under the coll. agreement and revising the procedure for modifying the *List of job titles and job descriptions*


Orientation 3 (cont.)

- ~~● No longer inform employees of their job titles when the collective agreement is signed~~
- ~~● Spread the human resources budget over more than 1 year~~
- Withdraw meal prices
- Update appendices, letters of agreement and letters of intent

Modernizing provisions on certain benefits under the coll. agreement and revising the procedure for modifying the *List of job titles and job descriptions*

Procedure for modifying the *List of job titles and job descriptions*

- Review the procedure for modifying the *List of job titles and job descriptions* and how the CNE (new jobs committee) operates
- ~~Full powers over requests for the creation of positions~~
- Revise the arbitration procedure



**Collective bargaining
and public services
are in our hands!**