

## AN ENHANCED AGREEMENT IN PRINCIPLE

*Following the rejection of the agreement in principle by 73% of our bargaining units, the FSSS resumed discussions with the government on the basis of the orientations identified by general meetings. This work resulted in an agreement in principle on March 8, 2016. The FSSS–CSN Bargaining Committee and the March 10-11 meeting of the Federal*

*Council for Consolidated Sectoral Bargaining have recommended that it be adopted. This new agreement adds an investment of an additional \$80 million by the government. The results of these negotiations are now in the hands of all our members, who will be asked to vote on this enhanced agreement in principle at a general membership meeting.*

Right from the outset, it should be noted that these improvements were obtained thanks to our determination. Against all odds, FSSS-CSN unions chose to continue negotiating. Our mobilization enabled the FSSS-CSN to extract additional gains, despite the threats of special legislation and the government's public declarations that negotiations were finished.

### Insurance

For group insurance, the government commits by administrative letter to pay an additional \$14.5 million a year for CSN members in health care and social services. In practical terms, this will reduce the premium that workers pay every two weeks.

### Premiums

As well, the premiums for employees working with clients presenting serious behavioural disorders, with clients in CHSLDs or in the Far North will be paid retroactively to April 1, 2015. These premiums had been renewed in the December 2015 agreement but only as of the date the collective agreement is signed, so without being retroactive. The same goes for the premium paid to psychologists. Under this new enhanced agreement though, all the employees who received these premiums before March 30, 2015 and who have done the same work since will receive an amount equal to the amount they would have received if these premiums had been continued.

### Pay equity audit

Concerning the maintenance of pay equity for nursing and cardio-respiratory care personnel, the government stuck to its requirement forcing us to accept the agreement reached with the FIQ, i.e., forcing the FSSS to agree to withdraw its complaints for the 2010 pay equity audit and commit to not contesting the 2015 audit for job titles in Class 1. All the other union organizations representing this group of personnel had already accepted this government requirement when the agreement in principle with the Common Front was reached. The FSSS-CSN had stuck to its position on the pay equity audit until the very end of this bargaining process. It was only very reluctantly and due to the difficult context in which we found ourselves that we were forced to reconsider our position. The FSSS-CSN will continue to denounce the damaging precedent this sets of making the right to pay equity a bargaining chip.

In return, the agreement in principle provides for a higher ranking for certain job titles as of April 2, 2018.

At the Federal Council meeting, delegates from Class 1 adopted the following motion:

Whereas the FIQ set a damaging precedent in agreeing to negotiate the right to pay equity with the government in the last round of bargaining;

And whereas an agreement was reached between the Conseil du trésor and the FIQ on December 5, 2015 regarding the pay equity audit complaints for nursing and cardio-respiratory care personnel, and whereas the other union organizations (CSQ and FTQ) representing personnel in this class accepted the same conditions;

And whereas the FSSS-CSN rejected the agreement in principle, including the conditions about abandoning the right to the maintenance of pay equity;

And whereas following this rejection and the FSSS's refusal to abandon the right to the maintenance of pay equity, the Conseil du trésor gave the FSSS an ultimatum to reach an agreement with the government and sign a new collective agreement, threatening reprisals in the form of special legislation that might include measures inferior to the agreement reached with other union organizations;

And whereas the Conseil du trésor's intransigence in refusing to agree on ways and means other than those included in the FIQ agreement for settling the pay equity audit complaints:

In order to avoid such reprisals for FSSS members, that the Sectoral Council mandate the FSSS to accept the agreement reached between the Conseil du trésor and the FIQ as transmitted to the FSSS on December 5, 2015, with any adjustments and changes for consistency that may be necessary, as well as the addendum to that agreement to take into account the parameters on raises in pay agreed upon on December 17, 2015.

It should be noted that this motion does not withdraw the right of individuals to continue with the complaints filed in 2011 or to file new complaints in 2016.

In return, however, some adjustments to the collective agreement are necessary, both for employees in Class 1 and for others. They are covered in an addendum to the sectoral agreement in principle and include:

- terms and conditions for updating and professional development for nursing and cardio-respiratory care personnel related to Bill 90 and recognition of the work in connection with salary relativity;
- extension of the critical premium and enhanced critical care premium;
- better recognition of the overlapping period between shifts for certain Class 1 employees in CHSLDs;
- renewal of Letter of Agreement no. 30 on professional supervision for employees in Classes 1 and 4.

### Enhanced agreement

The points in this new agreement in principle are in addition to what was already part of the agreements reached at the sectoral table and by the Common Front in December 2015.

Remember that at the sectoral level, the FSSS-CSN was the first organization to get the employer party to withdraw all its demands for concessions.

Here are some examples of the gains we have achieved on our main targets:

### Target 1 – Opposing privatization

The sectoral agreement in principle provides notably that any privatization project must be announced long enough in advance to allow unions to analyse it and propose alternatives to making use of the private sector in any form. Employers also committed to valuing, promoting and preserving public services. The FSSS–CSN was able to maintain and strengthen a number of attraction and retention measures in the public sector, notably by integrating the premium paid to psychologists into the collective agreement

### Target 2 – Quality of life at work

Improvements that will have an impact on the quality of our life at work include:

- a better defence of workers' job security;

- a tangible increase in the number of full-time positions for everyone in the various classes of personnel, with a minimum target of 60% by the end of the collective agreement;
- recognition of the fundamental role of workers' involvement in reorganization of work projects;
- more prevention work in occupational health and safety;
- more resources for combatting excessive workloads;
- one to eight weeks of leave for family-work-study balance with averaged pay;
- renewal of premiums for employees working with beneficiaries in CHSLDs, with clients presenting serious behavioural disorders and in the Far North.

### Target 3 – Reviewing the List of job titles and access to positions

The FSSS–CSN obtained agreement to do the necessary review of job descriptions in institutions. Gains include better access to positions for employees and standardization of requirements throughout the public health and social services system, which has not been the case so far – contrary to the situation in education and the public service.

### Target 4 – Union rights

Provisions in the agreement will help union representatives do a better job of playing their role in representing members, because they'll have in hand all the information needed to do a good job of defending employees' rights.

### Bill 10

Finally, the adoption of Bill 10 meant that various provisions in the collective agreement had to be revised to adapt them to the new reality of mega-institutions. One of these was the issue of job security in the event of transfers or bumping. With the considerable expansion in the size of institutions, there have to be clear geographical limits to any transfer of personnel or bumping process.

### Central table

The central table is where monetary items are negotiated. The Common Front agreement reached at the central table on December 17, 2015 is presented in the following document, prepared by the CSN: <http://goo.gl/eTHSKM>.

### It's your decision now

It's now up to you to judge the results of this bargaining process. FSSS–CSN general membership meetings will be held through until Friday, April 22. It's only at the end of this provincial consultation process that we will know whether the agreement is adopted by all classes of personnel. Have good and fruitful debates!