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Fédération de la santé et des services sociaux (FSSS-CSN)

# THE FSSS-CSN OBTAINS THE WITHDRAWAL OF ALL THE EMPLOYER DEMANDS AT THE SECTORAL TABLE

*Thanks to first-rate mobilization by all unions, we have succeeded in beating back all the employer attacks on our*

*working conditions at the sectoral table. On our bargaining priorities, we have to keep up the pressure.*

In the course of bargaining talks, and thanks to workers' extraordinary mobilization, the employer party withdrew many demands, including notably:

- an end to a number of premiums introduced as a result of the last round of bargaining;
- changes to work schedules, the normal work week and conditions governing how overtime is paid;
- more availability, flexibility and mobility of personnel;
- implementation of atypical schedules, without the union's consent;
- rollbacks in protection under salary insurance;
- an obligation for employees to accept positions a long way away from their residence;
- the withdrawal of provisions protecting the positions of nursing assistants;
- the withdrawal of our union right to have a say in reassignments and retraining;
- the withdrawal of various important rights on the pretext of "modernizing the collective agreement".

All the workers in the public system will benefit from this progress made by the FSSS-CSN.

## Headway on our priorities

Concerning our union priorities, there is still a lot of work to be done. We have made some progress, in particular in the last month. There is no formal agreement yet on any of our demands, since we are still at the stage of exploratory talks. The employers have nonetheless gradually opened up to some of them, although results so far are still unsatisfactory.

For the FSSS-CSN Bargaining Committee, there must be significant advances in the next few days. Our priorities are still:

- opposing privatization;
- improving our quality of life at work;
- completing the review of the List of job titles and job descriptions and improving access to positions;
- defending our union rights.

As you know, our sectoral demands don't require major additional investments in the system. Some

of them could even result in savings. They are aimed basically at improving processes in institutions and our daily life at work. Thus the FSSS-CSN Bargaining Committee expects employers to consider them carefully.

As we've repeatedly reminded the Management Bargaining Committee (CPN, for Comité patronal de négociation), which wants to reach an agreement with the FSSS-CSN for all classes of personnel, we are fully prepared to work out this settlement, to the benefit of all employees in the system. However, we won't sign an agreement that would have the effect of rolling back employees' rights. We are convinced that our proposals can make everyone winners in these negotiations.

### Central table

Our main goal going into negotiations was to put pay at the centre of our demands. We are more convinced than ever that this strategic choice is the right one. It is urgent to close the gap in pay that has widened at the expense of the public sector, a reality that is increasingly recognized by government, employers and observers. As well, the government continues to insist on its unacceptable demands concerning the pension plan. For more information on the central table, go to: <http://entrenos-mains.org/project/info-nego-entre-nos-mains-no-3-poursuite-des-negociations/>



## ON-LINE RESOURCES

- WWW.FSSS.QC.CA • WWW.FSSS.QC.CA/FIL-NEGO
- WWW.ENTRENOSMAINS.ORG • WWW.FRONTCOMMUN.ORG