

INFO-OUVRIERS



FSSS-CSN • FEESP-CSN



The recognition of semi-skilled workers

Negotiations get under way

On Tuesday, June 21, 2011, we met with the Treasury Board to discuss the recognition of semi-skilled workers. We're working in a coalition with the FTQ and the SISP on this dossier.

To begin with, we explained our game plan to try to identify solutions to the problems of attracting and retaining manpower in these job classifications. We told the Treasury Board that if we wish to maintain and strengthen quality public services, it is crucial for us to find long-term solutions.

In our mind, there are four dimensions to this situation:

- Privatization and subcontracting;
- The evolution of the work force in the relevant sectors;
- Human resources management practices (for example, job postings, personnel turnover, replacement procedures, etc.);
- Remuneration.

We will thus be examining the issue inspired by the foregoing major orientations. We agreed on a timetable with the Treasury Board. Five dates were scheduled to continue our discussions, between now and the end of 2011. The next meeting will be held on September 22. Meanwhile, the CSN, FTQ and SISP will be meeting together to prepare the coalition's work, probably in early September.

The three coalition partners have divided up the investigative and analytical tasks that still remain to be done in certain job classifications. The FEESP and FSSS, the two CSN federations involved in this exercise, have called upon a number of people in their affiliated unions to fine tune the analyses of the four job classifications and to further document their specific condition, namely:

- Master electrician / electrician
- Stationary engineman
- Maintenance mechanic
- Refrigeration mechanic

Let's recall the task force's mandate on the semi-skilled workers question, as it was agreed upon during negotiations between the Common Front and the Government last year:

- Its mandate is to examine the situation regarding the attraction and retention of manpower in the semi-skilled job classifications in the public and parapublic sectors that appear in the appendix. Where applicable, the task force will describe the nature of the problems identified.
- The task force will table its recommendations, jointly or not, no later than December 31, 2011.

In conclusion, we'd like to take this opportunity to wish you all a wonderful and enjoyable vacation. Of course, we'll keep you up to date on all the developments in this dossier.