



# S'unir pour bien grandir!



## THE MINISTRY OF THE FAMILY'S MONETARY OFFERS: **OUTRAGEOUS!**

This was the gist of the comments made by Lucie Longchamps, a member of the HCP National Bargaining Committee and HCP sector representative at the FSSS-CSN, at a press conference, held on Friday morning in Quebec City. She was reacting to the tabling of the Ministry's proposals. "These offers are ridiculous and outrageous in that they will quite literally impoverish our members. There's only one way to describe them: They're totally unacceptable!" she affirmed.

Essentially, the monetary offers tabled by the Ministry of the Family can be summarized as follows: a paltry 0.5% for all our demands. These offers are a far cry from our monetary proposals tabled last June 12. The Ministry is proposing a 0.5% annual increase from April 1, 2014 to March 31, 2015, without any retroactivity for the period from December 1, 2013 to April 1, 2015. We're asking for the same increases as those paid to public and parapublic sector employees for 2014 and 2015, namely 3%. The offer contains an increase of barely 0.5% in the area of parity vis-à-vis the number of leaves that early childhood educators currently receive, while our demand was for an approximately 5% catch-up increase.

### No compensation to mitigate increases in costs

Meanwhile, no increases are on the table with regard to the segment of the subsidy specifically dedicated to babies and children with disabilities. No indexation to deal with increases in the costs of social protection programs such as the CSST, the Quebec Parental Insurance Plan, the Quebec Pension Plan, the Supplemental Pension Plan, insurance, etc., while the HCP are asking for about 1%. No indexation either to compensate for childcare costs, notably electricity, gas, food, insurance, maintenance expenses and those related to fulfilling their mission.

"By tabling offers like these, adds Chantale Racicot, also a member of the National Bargaining Committee, the Minister of the Family, Francine Charbonneau, is once again sending a message to the effect that HCPs aren't worth the services they provide to children and parents. The Minister is demonstrating unspeakable contempt, given that she had affirmed to us in a meeting held on August 15



During a press conference, held on September 19, HCP FSSS-CSN representatives condemned the monetary offers tabled the previous day by the Government. In the photo, from left to right: Chantale Racicot, from the bargaining committee, Dany Lacasse, from FSSS-CSN, Lucie Longchamps, from the bargaining committee, Ann Gingras, President of the Québec-Chaudière-Appalaches Central Council, and Karine Morisseau, from the national mobilization committee.

that she was attentive and listening to HCPs and the home childcare provider network, and that she wanted us to be recognized. Well, it's been a complete flop! We will not allow ourselves to be treated like this."

### Visibility actions

As of tomorrow and over the coming days, HCPs in several different regions will be undertaking various visibility actions in front of the co-ordinators' offices to denounce the Government's offers and to demand a satisfactory settlement of our collective agreement. After that, HCPs will be convened to a special meeting in order to determine the next stages in this process, including an escalation in our actions and tactics.

THE 28TH BARGAINING SESSION IS SCHEDULED FOR  
**SEPTEMBER 23 AND 24.**  
KEEP YOUR EYE OUT FOR THE NEXT ISSUES OF THE BARGAINING UPDATE.