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INFORMATION BULLETIN—RAIDING-INFO FOR HOME CHILDCARE PROVIDERS

JANUARY 23, 2015

A MESSAGE TO HOME CHILDCARE PROVIDERS

Raiding isn't over!

Despite what the FIPEQ-CSQ suggested in a recent email to HCPs, the period for changing union allegiance isn't over yet. Even though the ministère de la Famille's offers have been voted on by FIPEQ-CSQ members, raiding will continue until the FIPEQ collective agreement has been finalized, meaning duly signed and filed with the ministère du Travail, as provided under the law on the representation of home childcare providers..

This means HCPs who have previously shown an interest or who now wish to change unions because they are unsatisfied with the FIPEQ can still do so. It also means that the petition for certification filed by HCPs from the du Carrefour coordinating office in Montréal on January 20th is still valid and will be heard by the Commission des relations du travail in due time, whether the FIPEQ-CSQ likes it or not.

The CSN is still pursuing negotiations

Talks with the ministère de la Famille towards reaching a collective agreement are continuing before the mediator assigned by the ministère du Travail in December. Two sessions of mediation have been held so far, on December 16, 2014 and January 21, 2015, and two more have been set for January 28th and February 6th. We believe HCPs deserve much better than the so-called offers the FIPEQ-CSQ presented for members to accept last week. Despite the inclusion of a public-sector parity clause, we believe the ministère de la Famille's offers will end up impoverishing HCPs in the years to come.



Over the past few months, HCPs belonging to the FSSS-CSN mobilized in a variety of ways to try to reach a satisfactory agreement. At the CSN, we think continuing negotiations a little while longer is definitely the right decision. Nothing is final yet.

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Nothing is final yet

Even though the FIPEQ-CSQ would have us believe that mediation will have no effect on our members' working conditions, the FSSS-CSN thinks this mechanism, as provided under the law, can have an impact on improving our working conditions. And this opinion is based on the fact that our demands are grounded in the parameters set by the law. The law provides that job titles receive the same remuneration as their public sector counterparts, echelon 1 CPE educators, and yet educators working in institutions have 13 more paid leave days than HCPs. The government has refused to correct this disparity, but the law is quite clear on this matter: the ministry must consider this equivalent when setting the net income of HCPs, which in this case would require a 5% retroactive increase. We have been quite firm on this point since we filed our demands on June 12, 2014. And we won't back down.

We are also asking for immediate parity with public sector employees who will

benefit or will have benefited, as of March 31, 2015, from a 3% overall increase in compensation in the form of a 2% increase paid as of April 1, 2014 and another 1% as of March 31, 2015. If the ministry has agreed to grant HCPs the same advances set out during public sector negotiations, we don't see why this rule would not apply retroactively as of April 1, 2014.

So we will continue negotiations with the ministry, despite what the FIPEQ-CSQ may say. And to clear up one last thing, it is completely untrue that FSSS-CSN HCPs haven't been mobilizing. A quick glance at the FSSS HCPs' Facebook page will give you an overview of the actions they've taken, even though they chose not to strike. As far as we can tell, the four strike days called by the FIPEQ-CSQ didn't have the desired effect, which explains why it resorted to presenting its members with the same offers it had been denouncing loudly up until the holidays, even insisting that talks would resume in January.

Not too late to switch

So it's not too late to switch and freely join the CSN. The work done and contributions made by HCPs must be properly recognized, particularly when it comes to compensation. This is why we urge you to contact us as soon as possible, completely confidentially. You still have the right to freely choose the central union body that can best represent you, defend you, and help you gain true recognition.

If you have any questions
or need assurance,
please call:

1 800 947 6177

