



S'unir pour bien grandir!

Calling on all FSSS-CSN HCPs: reject the ministère de la Famille's so-called offers and keep up the fight

While the FIPEQ-CSQ already accepted the ministère de la Famille's pathetic offers in January, FSSS-CSN HCPs should keep up the fight to gain real improvements to their working conditions. That was the basis for a resolution adopted unanimously at a sectoral bargaining council in Montréal on February 19 by delegates from the 30 local unions that now represent nearly 3000 HCPs. All HCPs will be consulted in an upcoming round of general assemblies which are set to begin very soon.

The resolution was adopted after members of the national bargaining committee gave an update on negotiations currently being held before a mediator from the ministère du Travail. Besides a few yet to be settled items in our so-called non-monetary demands, which are otherwise 95% settled, the main disputes are related to our financial demands. A report from the mediator should be made available to both parties in the next few days.

"We're definitely continuing with negotiations," says Lucie Longchamps, a member of the bargaining committee and HCP sector representative for the FSSS-CSN.



Delegates from FSSS-CSN HCP unions attended a meeting of the sectoral bargaining council on February 19, 2015. Some HCPs who were with the FIPEQ-CSQ up until that point and some others still awaiting recognition were also in attendance, and got a chance to see CSN RSGs in action.

"We firmly believe our struggle is legitimate and justified, and that it can and will allow us to reach our bargaining objectives. It may take time, but there's no way we're going to back down."

Legitimate demands

The FSSS-CSN HCPs' demands include obtaining conditions equal to those of their

counterparts, echelon 1 CPE educators, who have 13 more paid leave days than HCPs at the moment, a 5% disparity. HCPs are also demanding pay equity with public and parapublic sector employees who will have obtained a total 3% increase in pay between April 1, 2014 and March 31, 2015.

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Requesting arbitration

The bargaining committee filed a request for arbitration of the collective agreement with the ministère de la Famille in order to settle the current impasse over financial issues. If the request is approved, an independent arbitrator will decide on the outstanding issues. Arbitration, like mediation, is a measure provided for under the law on the representation of HCPs. We should have a response from the ministère in the next few days.

Mobilizing for success

HCPs will be encouraged to undertake a series of mobilization tactics in their regions, in keeping with the mandate decided last fall by our members in the national mobilization committee. The committee is working with union delegates to finalize the next steps of the mobilization.



We're not in this alone

The HCPs who are trying to attain a satisfactory agreement as quickly as possible are doing so at a turning point in the history of labour relations in Quebec. At the CSN,

a member of Common Front 2015, nearly 165,000 union members have either already started or will start negotiating their collective agreements, which end March 31, 2015.

MORE THAN 400,000 WORKERS ARE IN BARGAINING TALKS

- 10,200 CPE employees
- 2,500 paramedics
- 1,500 foster families and intermediate resources (RI-RTFs)
- 110,000 employees in the health and social services network
- 5,000 health and social services technical and professional employees
- 17,000 CEGEP teachers
- 34,000 school district employees (support staff, security staff, and others), CEGEP support staff, and so on.

Not to mention the 215,000 other public service union members from other Common Front 2015 labour organizations.

So the efforts made by the FSSS-CSN's HCPs will not be in vain. Their struggle is part of a larger movement of individuals recognizing and contributing to Quebec's development. This movement will harness an extraordinary collective force unprecedented in recent history.



Photos : Michel Giroux