

# A STRONG UNION = SOCIAL PROGRESS

FSSS triennial convention, 2021-2024 - No. 2



## Pressure tactics and strike action deliver major gains!

### PUBLIC SECTOR BARGAINING

#### The workers have spoken: Agreement officially ratified!

In a series of general assemblies held between January 15 and February 20, 2024, the members of CSN unions approved the tentative agreement: 81% voted for the central table / sectoral table package.



### Government slapped down again for repeated violations

The Administrative Labour Tribunal (ALT) has found the government, the Health and Social Services Minister Christian Dubé and his negotiators guilty yet again of bargaining in bad faith and hindering union activity. On February 28, the ALT awarded the unions involved punitive damages totalling \$65,000.

The Alliance du personnel professionnel et technique de la santé et des services sociaux (APTS), the Fédération des professionnelles (FP-CSN) and the Fédération de la santé et des services sociaux (FSSS-CSN) had filed complaints against the government's unilateral decision to grant a \$900 lump-sum payment to cover professional order membership dues for youth centre employees, in the middle of collective bargaining talks. In the end, the unions did win the reimbursement of professional membership dues for many workers in the recently concluded provincial negotiations.

In December 2023, the government was found guilty of hindering union activity and bad-faith bargaining because of the COVID-related measures it had imposed.



## SPECIAL REPORT

### PAY EQUITY, pages 29-31



**NEWS**

**MONEY**

**SPORTS**

**PEOPLE**

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## Summary

This newspaper contains the features of any newspaper, including ads, but for a union readership.

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## NEWS

## Note

This press-clipping-style look back at the past three years covers the victories and achievements of FSSS-CSN unions with a touch of humour.

The authors cannot be held responsible for any bursts of laughter, feelings of nostalgia or notions of grandeur that may result from reading this publication.

We hope you will find it entertaining and inspirational.

Solidarity!

Hélène Brassard and Mélanie Bouchard  
Federal Bureau Report Committee, 2021-2024



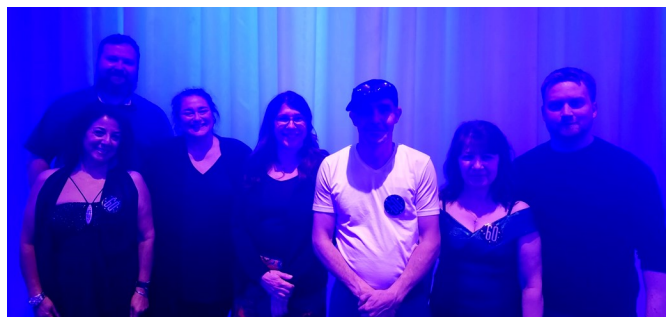
**Caisse Desjardins  
Réseau de la santé**

AU SERVICE DU PERSONNEL DE LA SANTÉ



"I've been negotiating for 29 years. I've never seen a negotiation in which we didn't manage to settle a single point in a year."

- François Enault, when the #Frontcommun was on *Tout le monde en parle* #TLMEP on October 22, 2023. #Nous #négo2023



## HAPPY 60th!

### A 60th anniversary is something to celebrate!

The Syndicat des travailleuses et travailleurs de Carrefour Providence—CSN will officially celebrate its 60th anniversary on December 6. The union represents workers at the motherhouse of the Congrégation des Sœurs de la Providence, a religious institution located in Montréal's Cartierville neighbourhood. Its members include beneficiary attendants, nursing assistants, housekeepers and kitchen staff. In all, it represents about 230 workers with over 20 job titles.

The union organized a bash to celebrate the event.

Happy 60th!



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## Pressure tactics and strike action deliver major gains!



More than a hundred thousand public service workers took to the streets of Montréal on October 23, 2023 to send François Legault and his government a clear message: its offers are out of touch, contemptuous and unacceptable to the Front commun's 420,000 members and to all Quebecers.

### Tentative agreement at the senior's residence

#### Les Jardins de Renoir

Just hours before an all-out indefinite strike was set to begin, workers at the Les Jardins de Renoir seniors' residence (RPA) accepted a tentative agreement for the renewal of their collective agreement.

Many of the 80 or so employees earn salaries only slightly above minimum wage. "Our mobilization paid off," said Véronique Girouard, President of the Syndicat des travailleuses et travailleurs des centres d'hébergement du Grand Montréal–CSN.

"The new collective agreement stipulates a wage increase of \$2.75 per hour over two years, increases to all premiums and, when the employer is unable to replace an absent employee, a new cumulative premium of \$2 per hour for each employee with the same job title."

It also provides for an increase in the employer's contribution to the retirement savings plan equivalent to 3.5% of the employee's annual salary, one additional day of paid personal leave, and an increase in the number of weeks of vacation.

"The entire CSN movement salutes this new agreement, which will improve the working conditions of these employees who do essential work with seniors," said Caroline Senneville, President of the CSN.

Talks at Les Jardins de Renoir were part of coordinated bargaining by private residential care centres (CHPs), which has already led to more than thirty agreements across Québec. The collective agreement will expire on March 31, 2025, just in time for a new round of coordinated bargaining by CHP unions.



### Home daycare:

#### Bargaining officially begins

Home educational childcare providers (RSGEs) affiliated with the Confédération des syndicats nationaux (CSN) have just submitted their list of non-monetary demands to the Ministère de la Famille. Negotiations are set to officially get under way on November 16.

These negotiations will be crucial to the survival of the childcare services network as currently all signs point to a looming catastrophe.

The numbers speak for themselves: the province lost more than 24,000 spaces in home daycares between 2018 and 2022. The Coalition avenir Québec (CAQ) government promised to create 37,000 additional subsidized spaces in the network by 2025–2026 but has so far failed to address the critical labour shortage.

The solutions to stem the exodus of RSGEs are within reach: decent working conditions adapted to current realities and commensurate with the responsibilities of these early childhood professionals. The government needs to step up to make this happen.



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## Strike by CPE workers A lesson in solidarity

The strike by early childcare centre (CPE) workers is over. Looking back, the magnitude of the gains achieved is impressive. The determination and solidarity of these women will go down in the history of union struggles!

The 11,000 CPE workers affiliated with the CSN have once again shown their combativeness. The FSSS-CSN, which represents that largest number of workers in the CPE network, provided leadership throughout the negotiations.

## Premiere of short film on the prehospital sector

**'In an emergency, they're there for you!'**

The Fédération de la santé et des services sociaux (FSSS) proudly welcomed the public to its launch of *En situation d'urgence, ils sont là pour vous*. The moving short film follows prehospital workers through the sequence of interventions involved in responding to an emergency. It's a realistic, close-up look at the work of these everyday heroes, and unique as it was created by and for prehospital workers, emergency medical dispatchers and paramedics.

### EN SITUATION D'URGENCE, ILS SONT LÀ POUR VOUS!

LANCEMENT  
D'UN COURT-MÉTRAGE HAUT EN  
ÉMOTIONS ILLUSTRANT LE TRAVAIL  
DES MÉTIERS DU PRÉHOSPITALIER  
suivi d'une séance de discussion

Mardi, 24 octobre à 16h  
1601 De Lorimier, Montréal

Bienvenue à toutes et tous!



## RI-RTFs: CSN and CSD join forces

On January 19, 2023, the Confédération des syndicats nationaux (CSN) and the Centrale des syndicats démocratiques (CSD) announced they will be working together during the next bargaining round for intermediate and family-type resources (RI-RTFs) serving children and adults. Note that RI-RTFs are mainly families that welcome and house vulnerable individuals, including children, and are covered by agreements with CISSSs and CIUSSSs. Together, the CSN and the CSD represent more than 63% of Québec's RI-RTFs, who provide services to more than 11,250 users.

EN VOITURE POUR UN MEILLEUR RAPPORT DE  
FORCE POUR AMÉLIORER LES CONDITIONS  
DES RI-RTF!



## FSSS denounces Paraxion

At the Federal Council meeting in Drummondville on January 12, 2024, the FSSS-CSN took a stand and denounced the company Paraxion for failing to comply with demands by CNESTT inspectors to equip ambulances with stretcher loading systems.



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## CSQ, CSN and FTQ form a common front

The Centrale des syndicats du Québec (CSQ), the Confédération des syndicats nationaux (CSN) and the Fédération des travailleurs et travailleuses du Québec (FTQ) announced they are forming a common front in the bargaining talks on new collective agreements for public sector workers. As the three labour organizations noted, this announcement coincides with the 50<sup>th</sup> anniversary of the formation of the first common front in 1972.

## Skilled workers stand up for their rights

Skilled workers at the CIUSSS du Saguenay–Lac-Saint-Jean are taking action to demand a decent wage. But the government is refusing to budge at the bargaining table, despite reports from the workers' employer showing that urgent action is needed to support these workers, who have been hit hard by the massive exodus of workers to the private system.



## New contract for workers at Maison La Traverse

Members of the Syndicat des travailleuses de la Maison La Traverse–CSN unanimously ratified their new collective agreement on September 28, 2023. Maison La Traverse is a community organization in Lanaudière that helps women in difficulty.



## Private-public parity in wages, a first for CHSLDs

At general assemblies held on May 2, 2022, unionized workers at the private CHSLD Michèle-Bohec voted unanimously to accept the first-ever agreement guaranteeing employees in private CHSLDs the same wages as those in the public system.



“Without a doubt, a major gain was obtaining public sector wages for all union members, regardless of job title – a first in the private sector! This agreement paves the way for similar gains in other CHSLDs under agreement,” said Dominic Presseault, President of the Syndicat des travailleuses et travailleurs des Laurentides en santé et services sociaux–CSN.

A daycare isn't just bricks and mortar. The most important parts are the CPE employees and RSGEs, who need recognition and support!



**Ensemble**

L'humain au cœur de l'alliance CSD–CSN



Solidaire depuis 1921



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## The CSN at the parliamentary committee on the safety of children in the educational childcare service system

On February 1, 2024, Caroline Senneville, President of the CSN, and Lucie Longchamp, Vice-President of the FSSS-CSN responsible for early childhood centres (CPE) and home educational childcare providers (RSGE), appeared before the parliamentary committee to comment on Bill 46 – An Act to Improve the Protection of Children Receiving Educational Childcare Services.

The CSN and the FSSS-CSN certainly agree with enhancing protection for children in educational childcare settings, but as these changes are implemented we also need to ensure that workers are protected.



Here is a brief overview of the CSN's remarks to the parliamentary committee.

- To begin, we want to point out that it is obligatory under the Educational Childcare Act to perform a criminal background check, or verification that no impediment exists, in order to ensure the safety of children. In cases of unproven allegations, however, we believe it is important to give workers an opportunity, within a 10-day period, to explain the circumstances surrounding the allegations and how they see the situation. Further, they should be informed promptly of the alleged facts or if they are being investigated.
- It is important to keep in mind, of course, that educators are qualified to deal with difficult situations.
- We are concerned that the new bill will place an added burden on childcare workers. The changes introduced by Bill 143 already allow management to suspend a worker on the spot based on frivolous or vague allegations of facts taken out of context. For many workers, this has led to intolerable hyper-vigilance.
- The bill does not require the establishment of measures or a clear and transparent plan to deal with unforeseen or unusual situations.
- There is no discussion of management support with respect to ratios, the dearth of qualified staff, or groups with many special-needs children, for whom no extra assistance is provided. The physical and mental burden falls to the workers, regardless of whether they have experience.
- The bill does not provide for a mentoring system to prevent situations from getting out of hand or to create a safety net.
- We must protect workers from false allegations and make sure a finger-pointing culture does not take hold in our childcare centres.
- All the complaints compiled by our unions in the last few days basically reflect a lack of support for educators, who have reached the end of their rope and have nowhere to turn for help when stressful and anxiety-producing situations arise. In some extreme cases, there have been suicide attempts.
- Instead of leaping to make accusations, we need to communicate. It must be borne in mind that four-year olds have vivid imaginations, and small children often hurt themselves by accident. Our educational services are not staffed by criminals but by women and men who are dedicated to protecting children and fostering their full development.

Watch our appearance before the parliamentary committee: [Séances des commissions – Assemblée nationale du Québec \(assnat.qc.ca\)](https://assnat.qc.ca)

Read the [brief](#) presented by the Confédération des syndicats nationaux (CSN) to the Commission des relations avec les citoyens on Bill 46: An Act to Improve the Protection of Children Receiving Educational Childcare Services



## No more self-sacrifice for health and social service workers!

In coming months, public sector bargaining process will start up in our workplaces. Unions affiliated with the Fédération de la santé et des services sociaux (FSSS-CSN) will be meeting with their members to come up with a list of demands to bring to the bargaining table in order to get this government to do right by workers.




**LES RATÉS DE LA CAQ:**  
**PERSPECTIVES FÉMINISTES**  
 Mardi d'action politique  
 28 novembre 2023  
*Bienvenue à toutes et à tous!*



## Strike mandate at Jardins Le Renoir Laval



Workers at the private retirement home Jardins Le Renoir de Laval have voted 94% in favour of strike action.

They are demanding a significant catch-up in pay. Some job titles saw their wages increase in May when Québec raised the minimum wage.

Jardins Le Renoir de Laval is owned by a partnership between the Québec giant Cogir and Welltower, a publicly traded American company with a total market cap of close to \$50 billion!

## Helping everyone stay warm

On October 24, 2023, we collected quality warm clothing for the clients of our unionized community organizations. The initiative was spearheaded by Lucie Longchamp, Vice-President of the FSSS. Thanks to everyone who donated!



## Pressure tactics at Maison L'Aid'Elle



L'Aide Elle is a shelter for women in need or victims of violence on the Gaspé Peninsula. The workers voted unanimously for pressure tactics to advance the negotiation of their first collective agreement.

We're right behind you. Solidarity!







**Tribunal reins in employer and orders it to respect the right to strike**

The Administrative Labour Tribunal (ALT) ruled in favour of the union and forced the CIUSSS de la Mauricie-et-Centre-du-Québec to respect the right to strike of health and social services workers.

The Syndicat du personnel paratechnique, des services auxiliaires et de métiers du CIUSSS de la Mauricie-et-Centre-du-Québec—CSN had filed an application for an emergency order, which was granted by the ALT. The ALT slapped the employer on the wrist for trying to nullify the effect of the strike. By refusing to provide the strike schedules, the employer prevented 800 workers from walking out. The union had to go to the ALT to order the CIUSSS to abide by the essential services regime. It was a major union victory: the employer must process all requests for additions and changes to schedules up to the start of the strike.

**CPE l'Enfermerelle workers win their case**

After calling an all-out indefinite strike on May 30, 2023, the workers at CPE L'Enfermerelle have won their fight.

Management has agreed to create a position for a replacement so that all workers can take their breaks. The workers left no one behind.



**Héma-Québec nurses unanimously accept tentative agreement!**

Nurses at Héma-Québec will have parity with nurses in the health care system and stable working conditions for years to come.

The members of the Syndicat des infirmières et infirmières auxiliaires d'Héma-Québec—CSN voted unanimously to ratify the tentative agreement submitted to them at their general assembly. The new collective agreement will expire on March 31, 2025. Among other things, it maintains pay parity with nurses and nursing assistants in the health care network.

**Sainte-Justine hospital: Expertise of OB triage nurses recognized at last**

The Syndicat des professionnelles en soins infirmiers et cardiorespiratoires du CHU Sainte-Justine (SPSIC-CSN) has won an arbitration ruling in its fight for recognition of the work of intermediate obstetric care nurses. In August 2023, arbitrator Jean-Guy Clément sided with the FSSS-CSN union and ruled that obstetrical gynecological triage should be considered an emergency and the workers who do it are therefore entitled to the critical care premium provided in the collective agreement.





## Bill 15: Healthcare unions take aim at plan to centralize services that opens the door to the private sector

Montréal, June 8, 2023 – As the parliamentary session draws to a close, the health and social service unions wanted to remind the Québec government that Bill 15, as it is currently drafted, is not an auspicious reform for Québec.



At a rally held this morning at the National Assembly, union spokespersons and members displayed a banner and distributed leaflets to MNAs and political staff.

“This gathering sends a message to the Québec government that the advent of the summer season will not make us forget about Bill 15, which is overly centralizing and favourable to the private sector. Without major improvements to working conditions, this bill is doomed to failure. We are available to work with the Minister of Health over the summer to improve on his bill. And we want to stress that efforts must be made to reduce the pressure on all employees, in all jobs, and to address the staff shortages. It's simply a matter of respect,” said spokespersons for the APTS, the CSN, the CSQ, the FSQ-CSQ, the FIQ, the FP-CSN, the FSSS-CSN, the FTQ, CUPE, the SPGQ and the SQEES.

## N95 masks – Our efforts pay off

Better late than never, as the saying goes. Since the beginning of the crisis, the FSSS-CSN has been calling for N95 masks to be worn by workers in all situations where they come into contact with people who may be infected. It appears that our voices are being heard at last.

For one thing, the CNESST finally upheld our position by modifying its recommendations to employers. From now on, workers who work in or may come into contact with healthcare settings must be able to wear an N95 respiratory protective device or a respirator that provides superior protection.

Further, Québec's public health director has indicated that the N95 mask will become standard equipment for all pre-hospital workers who have contact with patients.

The work of the Syndicat des paramédics de l'Estrie-CSN on this issue is noteworthy. When it became apparent that the employer was delaying compliance with these guidelines, the union successfully filed a complaint with the CNESST.



## LEGAL / 911

### Jardin Lebourgneuf seniors' residence under fire

Québec City, May 5, 2022 - The Syndicat des travailleuses et travailleurs en centre d'hébergement privé (STTCHP), affiliated with the FSSS-CSN, is sounding the alarm about a troubling situation at the Jardin Lebourgneuf seniors' residence. Since April 23, the residence has been so understaffed that seniors are getting sub-par care and their right to receive services is being breached.

To illustrate the point, STTCHP Québec President Marlène Ross described the following situation:(

“On the night of April 22–23, there were only two beneficiary attendants for 205 residents. On other days, we noticed that there wasn't a single attendant or night nurse on some floors. Several residents had to be taken to hospital as they had not received their medication that day. And when staff members call the emergency line, there is often no answer. This is totally unacceptable!”

Working in a situation where minimum staffing requirements are not being met, employees are overburdened as they work frantically throughout their shift to try to cover for the missing staff.

Marjorie Guay, Regional Vice-President of the FSSS, considers this situation untenable:

“We have to act quickly to provide decent working conditions for our employees. At this time, salaries are inadequate, so the labour shortage and staff turnover will continue. It's high time we had decent pay in this sector to attract new staff and retain existing staff, which would make it possible to assure the safety of users.”

“Right now our members are very concerned about the health and safety of their residents, and sometimes about their own health and safety,” said Marlène Ross. “The government needs to wake up and take action now.”



# Investigation

## FSSS-CSN calls for inquiry in the wake of damning Auditor General's report on CISSS de la Gaspésie

In her latest report tabled this morning, the Auditor General stated that there were major oversights in the administrative management of the Centre intégré de santé et de services sociaux de la Gaspésie. Due to the serious problems outlined in the report, the FSSS-CSN is calling for an inquiry as well as greater management accountability.

“Back in 2014, when she was CEO of the CSSS Rocher Percé, Chantal Duguay made headlines for nepotism after several members of her family were hired there,” said Kent Denis, Regional Vice-President, FSSS-CSN. “Then, with the merger of the facilities, the MSSS appointed her CEO of the CISSS. The Ministry even asked to extend her term to 2021. I think questions have to be raised about accountability for this decision. Given the allegations in the past few years, someone at the MSSS must have known.”

The Auditor General also pointed to the poor work climate and the demoralization of CISSS staff. “After years of no accountability for managers, it's understandable that staff are demoralized, so if we want to continue providing quality services to local residents, it's more pressing than ever to restore a respectful and caring work climate for the staff, and to ensure transparency in the awarding of contracts and hiring processes,” said CCGIM-CSN President Serge St-Pierre.

According to FSSS-CSN President Réjean Leclerc, “If boards of directors were elective bodies with more power, they could better serve their role as watchdogs. The FSSS-CSN is calling for decentralization and more power for local boards. When board members are appointed, they are more likely to make decisions that please the power structure that put them there rather than serving the needs of the public.”



## LABOR NOTES TRAINING SESSION ORGANIZING TO WIN

A training session on strategies for workplace action took place on September 17 as part of Political Action Tuesdays. More than 60 activists from the private and public sectors attended the event at Centre St-Pierre in Montréal.

As you know, every sector of activity represented by the FSSS is under attack by the CAQ government. Our public services, social programs, educational childcare services and community initiatives are all in the government's crosshairs. The CAQ is gunning for less democratic management and more centralization, bureaucracy and privatization. Meanwhile, we are still waiting for concrete measures to improve services to the public in every region in terms of access, quantity and quality, as well as significant improvements to working conditions and wages for all our workers.

Many thanks to the CSN's Fédération du commerce, which shared practical measures that we can implement in our workplaces. As it's shaping up to be a hot summer and autumn, we need to mobilize to rein in this government, which wants to demolish our social safety net. This training session was another step in our political action strategy.

## MOVIES

## EN SITUATION D'URGENCE, ILS SONT LÀ POUR VOUS!

LANCEMENT  
D'UN COURT-MÉTRAGE HAUT EN  
ÉMOTIONS ILLUSTRANT LE TRAVAIL  
DES MÉTIERS DU PRÉHOSPITALIER  
suivi d'une séance de discussion

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Bienvenue à toutes et tous!



The historic mobilization in 2021 led by the CSN resulted in significant wage increases for all CPE job titles



## CSN and FTQ reach hard-fought settlement for PRDMs

The CSN and FTQ have reached a tentative agreement on pay equity for medical device reprocessing attendants (PRDMs).

“Coming after months of mobilization and lobbying with the Conseil du trésor, this tentative agreement marks an important win in our drive to put an end to wage discrimination in the health and social services network,” said Josée Marcotte, Vice-President of the Fédération de la santé et des services sociaux (FSSS-CSN), Maxime Ste-Marie, President of the Conseil provincial des affaires sociales (SCFP-FTQ), and Sylvie Nelson, President of SQEES-FTQ.



The tentative agreement between FSSS–CSN, SCFP–FTQ, SQEES–FTQ and the Conseil du trésor will be submitted to each union’s decision-making bodies for adoption in the coming days. Details of the agreement will not be made public until then.

In recent months, the CSN and FTQ worked jointly to force the government to settle the pay equity complaints of the medical device reprocessing attendants. With nearly 2,000 positions in the network, PRDMs are responsible for sterilizing medical and surgical equipment, a crucial role in hospitals. They mobilized effectively to get the government to finally give them due recognition.

## Extraordinary lump sum payment for RI-RTFs coming at last

Good news: on October 26, 2023, after months of repeated demands, the Minister Responsible for Social Services finally signed the letter of agreement on the extraordinary lump sum for intermediate and family-type resources (RE-RTFs)!

The Ministry now has 180 days, beginning on that date, to pay you the lump sum you are entitled to.

At the last sectoral council meeting on October 18, members asked us to step up the pressure. Last Tuesday, as we began bargaining, we reminded the Ministry that signing the letter was urgent. Rest assured, we will continue monitoring the situation and pressuring the Ministry to ensure payment is made on schedule. Before the letter was finally signed, we waited for months, from June through August, for ministerial approval, followed by a further two-month delay waiting for the Minister’s signature.

The health and social services aide (ASSS) job title had been used as the comparator for setting the pay of intermediate and family-type resources. However, a new compensation structure for ASSSs came into effect retroactively to January 1, 2012. It was therefore necessary to retroactively adjust RI-RTF remuneration as well, for the period from January 1, 2012, to March 31, 2020. On multiple occasions, your committee has worked to try to improve this agreement, but we were forced to conclude that neither the Secrétariat du Conseil du trésor nor the Ministry was open to making changes. Now, at last, the Minister Responsible for Social Services has agreed to pay intermediate and family-type resources represented by the FSSS-CSN still on active duty as of August 26, 2021 an extraordinary lump sum for past services.

Now that the agreement has been signed by both parties, bargaining can start on the right foot.



## Accueil Bonneau tentative agreement adopted unanimously

The workers of Accueil Bonneau have voted 100% in favour of the tentative agreement reached by their bargaining team. Many gains were achieved, in recognition of the essential work done by the workers of this important community organization.

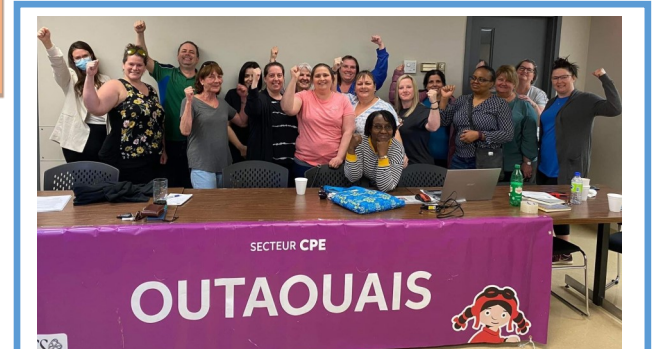
The Syndicat des travailleuses et travailleurs de l'Accueil Bonneau–CSN had to bargain hard, faced with an employer found guilty of hindering union activity. It took months of mobilization and bargaining for the workers to get this agreement, which opens the door to improved working conditions for staff at all community organizations. Working in an environment hit particularly hard by the COVID-19 pandemic, the employees of Accueil Bonneau fought tenaciously to achieve the recognition they deserve.

## Conflict at Villa d’Alma ends

After more than four months on strike, workers at the Villa d’Alma private residential care centre (CHP) have accepted a tentative agreement, the 22<sup>nd</sup> to come out of coordinated bargaining for CHPs.

This tentative agreement brings major improvements in working conditions, including pay raises averaging 30%.

Members of the Syndicat des travailleuses et travailleurs des Centres d’hébergement privés de la région Saguenay –Lac-Saint-Jean (CSN), Villa d’Alma section, had been on an all-out indefinite strike with essential services since December 7, 2022. Pay was the crux of the dispute. Workers were seeking a starting wage of \$18 per hour upon hiring, and that is what they will earn under the new agreement.



## Tentative agreement ratified at CPE Chez Cornemuse

After just over six months of negotiations, the union representing workers at CPE Chez Cornemuse, affiliated with the Fédération de la santé et des services sociaux (FSSS-CSN), and management reached a tentative agreement on March 27. At their general assembly on April 13, 2023, the members of the Syndicat des travailleurs(euses) en centre de la petite enfance de l’Outaouais (STCPEO-CSN) unanimously ratified the tentative agreement reached on March 27, 2023.



## Paramedics ratify tentative agreement

Following votes at a round of general assemblies of 41 bargaining units representing Québec paramedics, the FSSS-CSN is pleased to announce the ratification of the tentative agreement reached on May 7, 2022 to renew the collective agreements.

The agreement includes a pay increase totalling \$4.08 per hour at the top of the scale, effective April 1, 2022. New premiums will be introduced as well. The new collective agreements also set out improved conditions in many areas, including psychological health, vehicle ergonomics, the clinical exposure bonus and vacations. The collective agreement expires on March 31, 2023.

## Agreement reached to amend collective agreement for RSGEs

Home educational childcare providers (RSGEs) have signed an amendment to their collective agreement, applying a trailer clause. The new provisions take effect as soon as the agreement is signed by the Deputy Minister of Families.

Retroactive payments must be made within 90 days of the Ministry’s signature. However, the goal is to get the retroactive amounts around mid-April 2022.







## Tentative agreement at Plein Milieu

A new tentative agreement has been reached at the Plein Milieu community organization which will bring improvements in both conditions and pay.

Plein Milieu is a community organization working with people who use drugs or are experiencing homelessness. The Syndicat des travailleuses et travailleurs en intervention communautaire (STTIC-CSN) - Section Plein milieu obtained a wage increase of \$3 per hour, retroactive to April 1, 2021, followed by 3% for 2022 and 3% for 2023. Once the new collective agreement is signed, workers will receive an additional statutory holiday and a 6th week of paid vacation after 10 years' service. Plein Milieu also became the first STTIC-CSN section to negotiate a member-funded pension plan, with the employer contributing 4% of the employee's salary and the employee 2%. In another major gain, the new collective agreement now permits most job titles to work a 4-day instead of a 5-day week. Members were satisfied with the content of the agreement, as shown by the results of the vote held on December 6, 2021.



## Agreement at Indépendance 65+ in Témiscaming

At a general assembly last week, the members of the Syndicat des travailleuses et travailleurs d'Indépendance 65+—CSN unanimously ratified the tentative agreement signed on June 8.

Overall, the new three-year contract comes with pay increases totalling around 14.85% over the term of the agreement. Workers will also reap significant benefits from a simplified retirement plan. Other gains include an additional statutory holiday and enhanced premiums. The workers' demands were primarily monetary and all objectives for this bargaining round were achieved, including the key demand that all workers earn \$18 per hour or more in the last year of the contract, depending on job title and experience.

## 25<sup>th</sup> agreement reached in CHP coordinated bargaining!

On May 23, members of the Résidence Seigneur Lepage section of the Syndicat du personnel des centres d'hébergement et des institutions religieuses Rimouski-Neigette—CSN voted 91.5% for a tentative agreement on their new collective agreement. On the wage front, they will earn an additional \$3 per hour over three years.

With this new settlement, four out of the region's five private residential care centres (CHPs) have now ratified agreements. The tentative agreement reflected the coordinated bargaining platform. In total, coordinated bargaining has now produced 25 agreements. Congratulations to the whole team! Below are a few photos of the unions involved in the coordinated bargaining effort.





# MONEY MATTERS

## New employment contract at La Piaule de Val d'Or

On January 4, 2023, members of the Syndicat des travailleuses et travailleurs de la Piaule de Val-d'Or-CSN held a general assembly to learn about the tentative agreement reached at the bargaining table.

Members accepted all terms of their new employment contract, including an average pay increase exceeding 40% over the 5-year term of the agreement, a new evening premium, and an improved night premium. Members were also given a presentation on Fondation RRSPs by Fondation regional representative Tom St-Pierre, which was of great interest to members as the new collective agreement provides for employer contributions to employee RRSPs.

These important gains will undoubtedly boost employee attraction and retention for an organization that fulfills a vital mission in the Val d'Or community.

In the words of union president Audrey Morin, "our bargaining success is clear recognition of the vital work we do with community members in vulnerable situations."



## New collective agreement at Centre Mechtilde

After 8 months of negotiations, the workers at Centre Mechtilde, a Gatineau community organization for women who have been victims of abuse, have signed a new collective agreement. Workers will receive pay increases averaging 23.9% over 4 years, and a new salary scale will take effect April 1, 2023.



## New agreement for Maison Réalité employées

Congratulations to the Maison Réalité employees' union (CSN) for signing a collective agreement for the next three years. Maison réalité is an Outaouais-region community organization dedicated to helping people living with mental health difficulties.

The main objective of negotiations was to improve pay in order to offset inflation and provide attractive conditions to boost staff retention.

### Key gains:

- Introduction of a new Bâtirente pension plan
- Pay increases of 17% over three years: 2023: 11%, 2024: 3%, 2025: 3%
- Pay scale streamlined from 15 to 7 echelons
- An additional floating day off
- A seniority premium
- With the annual echelon step up, the new pay scale could translate into a substantial pay raise of 31.7% over 3 years (a total of \$12,946) for a newly-hired worker.



## Tentative agreement at Maison Répét Oasis

On February 16, 2023, members unanimously approved the tentative agreement for the community organization Maison Répét Oasis. This organization offers support and respite to families responsible for the development of people with an intellectual disability and/or an autism spectrum disorder.

Congratulations to the union on this agreement, which includes several substantial gains!

We would also like to underline the outstanding contribution of MCE Conseils to this project.





## A win for the CSN against *Résidence Plaisance des Îles*

In a precedent-setting decision on the Magdalen Islands, Judge Myriam Bédard of the Administrative Labour Tribunal (ALT) ruled in the CSN’s favour against *Résidence Plaisance des Îles*. The decision, which found the employer at fault on all counts, ruled in favour of both the employee, who had lodged a complaint for unlawful dismissal linked to her union activities, and the CSN, in its complaint that the residence was hindering the unionization process.



## Health and social services: New complaints against a “repeat offender” government

Unions representing staff in the health and social services network have been left with no choice but to file new complaints to protest yet again against the government’s obstruction of union activity. The government has been stubbornly going it alone for months, bypassing the unions and refusing to negotiate with them to improve the situation in the public system.



Now, a new series of complaints has been filed under Article 12 of the *Québec Labour Code* against the summer measures unilaterally announced by the government in recent weeks. These involve double overtime but only under certain conditions. Last May, the unions reached out to the Minister to agree on measures to get through the summer period, when staff have excessive workloads and the network experiences chronic and severe staffing shortages. After refusing to discuss the matter with the unions, the government imposed measures, subject to certain conditions, on July 21.

Our unions recently won another major legal victory in its challenge to Ministerial Order 2021-071, which provided for substantial premiums, accompanied by a series of ineligibility conditions, for care professionals, even though tentative agreements for the renewal of the collective agreements had been reached with unions a few weeks earlier.

The unions are calling on the government to stop hindering union activity and to negotiate measures to end to the crisis in the health and social services system. The unions are also demanding punitive damages, since this government is proving to be a repeat offender in this area.

## CNESST rules on 2010 pay equity audit

On October 10, 2023, the CNESST (Commission des normes, de l’équité, de la santé et de la sécurité du travail) rendered a decision on the still active complaints filed following the 2010 pay equity audit. The decision came at last on the eve of the posting of the results of the 2020 pay equity audit, and after a long wait of more than 12 years for certain job classes.

A detailed analysis of the decision is underway. However, it already looks

**Settled, see pages 29-31**

likely that there will be further delays before wage adjustments can be paid. First, the CNESST has allowed 90 days for the Conseil du Trésor to submit the measures it plans to implement to comply with the decision. And a second deadline has been added, since both parties—the individuals and unions who filed the complaint, and the Conseil du Trésor—have until December 27 to contest the decision.

In short, the case is moving forward, but we cannot give specific details at this time, as the decision may be amended in response to further challenges. A more detailed pay equity newsletter will be released as soon as possible.



## Superior Court hears case on double taxation of Paspébiac family daycares

In a legal action covering 2018 to 2023, family daycares (RSGs) are claiming nearly \$15,000 from the Ville de Paspébiac.

The RSGs were forced to pay twice as much as their neighbours for water, storm drain and waste services. They are represented by a lawyer from the CSN legal department, Karim Lebnan.



The RSGs consider this to be illegal taxation, since under the *Act respecting municipal taxation* municipalities cannot charge business taxes to family daycare providers.

# COMMUNITY ORGANIZATIONS

## CARE Montréal union officially certified

CARE Montréal employees will have a union to represent them. The Administrative Labour Tribunal (ALT) has approved an application for certification filed by the CSN. The 115 employees of the community organization that helps people experiencing homelessness in Montréal will be represented by the Syndicat des travailleuses et des travailleurs en intervention communautaire (STTIC), affiliated with the FSSS-CSN.

The decision ends a long battle begun last January by a hundred psychosocial counsellors, team leaders, drivers, intake workers and food attendants. The ALT granted the bargaining unit certification requested by the CSN; it will include all employees except security personnel.



## CULTURE

### Researchers examine FSSS's contribution to decent working conditions in CPEs

British researchers have taken an interest in the FSSS's work in early childhood centres (CPEs).

They have interviewed Stéphanie Vachon, the representative of the CPE sector in the FSSS-CSN, about our network of CPEs, our working conditions, the work of the unions and our latest battle last fall.

They were impressed by the solidarity between employee groups.

The project is being conducted by Mathew Johnson (lead researcher) and Eva Herman of the Alliance Manchester Business School in the UK.

#### Purpose of the research

The project explores the understanding and experience of "decent work" in six cities (Manchester, Bremen, Montréal, New York, Seoul and Buenos Aires), as well as interventions and policies that can improve working conditions.



## YOUTH



### The situation is out of control at Nunavik's DPJ with serious consequences for children

Hudson Bay, November 9, 2022 - Hudson Bay villages are experiencing such a dearth of foster families and daycare spaces that the local youth protection department (DPJ) can no longer ensure the well-being of the children under its care. The Hudson Bay Dispensary Workers' Union is sounding the alarm and calling on both the Nunavik Regional Board of Health and Social Services and the government to take immediate action, as this intolerable situation has already persisted for more than two months.

Given the shortage of foster families and spots in childcare, DPJ social workers have had to fill the gap, caring for the children in their offices, sometimes around the clock. This leads to untenable situations in which as many as seven children under the age of five, mostly infants, must be looked after by social workers in a place that is unsuitable to their development. There have been discussions with the management team at the facility in an effort to find solutions to these problems, but no progress has been made.

"The government continues to act contrary to the recommendations of the Laurent Commission report even though an entire chapter of the report was devoted to the specific needs of Indigenous communities," stated FSSS-CSN Vice-President Josée Marcotte. "While the DPJ is facing a critical situation in many regions of Québec, conditions are even more extreme in the North. The current situation is unacceptable, as it endangers the mental health of these workers, not to mention the well-being of the children which has already been affected. The government must take immediate steps to rectify the situation and work on long-term solutions with all stakeholders. If we want genuine reconciliation, local communities must also be involved in devising and implementing more sustainable solutions."



**Payment delays: Women get shafted again**

The Fédération de la Santé et des services sociaux (FSSS-CSN), the Fédération interprofessionnelle de la santé du Québec (FIQ), the Canadian Union of Public Employees (CPAS-SCFP), the Syndicat québécois des employées et employés de service (SQEES-FTQ), the Fédération de la santé du Québec (FSQ-CSQ), the Alliance du personnel professionnel et technique de la santé et des services sociaux (APTS), the Fédération des professionnelles (FP-CSN) and the Syndicat de professionnelles et professionnels du gouvernement du Québec (SPGQ) are protesting the government's failure to honour its signature. Payment of the amounts owed to thousands of health and social services workers has been delayed yet again.

80% of the affected employees are women. They are waiting to receive \$1.28 billion following the signing of the collective agreements, plus \$1.15 billion for some job titles under the settlement of the 2010 and 2015 pay equity complaints.

"These are substantial sums to which our members are entitled," said the union spokespersons. "Workers in the health and social services system have been making enormous professional and personal sacrifices for two years to keep the system afloat. Their motivation is flagging and these delays are leaving them even more demoralized. As we approach International Women's Rights Day on March 8, we call on the government to pay our members, the vast majority of whom are women, the negotiated amounts in the employment contracts and the pay equity settlements."

**Indigenous health and social services employees: End the discrimination!**



Did you know that to this day, Indigenous employees in the health and social services system who work in their own communities do not enjoy the same working conditions as other workers?

As a result of past union battles, employees recruited from urban areas in the south of the province to work in Nunavik or in Cree and Naskapi institutions enjoy special conditions. For example, to compensate for the separation from their families and social networks, they are entitled to several paid trips out of the community where they are working every year. The trips also give them a chance to buy goods and services that are either unavailable or unaffordable in the North.

However, Indigenous workers in the North are not entitled to the benefits enjoyed by their non-Indigenous co-workers.

This system is discriminatory and discourages Indigenous people from pursuing careers in health and social services in their own communities. It runs counter to what should be our collective objective: increasing the proportion of workers from these communities in the public system and ensuring that an institution's workforce is representative of its community. Employers in the North also want the government to end this discrimination.

**SPORTS**

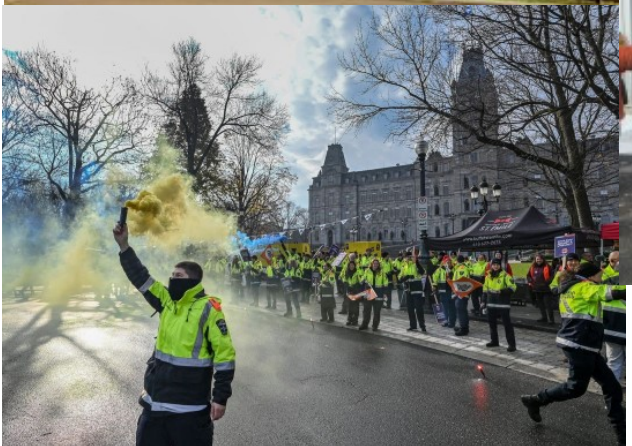


CPE ↑ and RSGE ↓ mobilization committees





# SPORTS



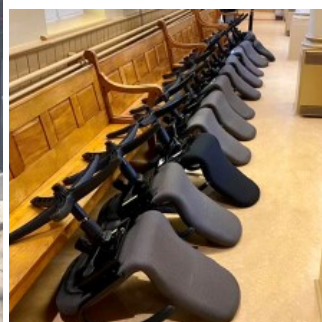


# SPORTS





# SPORTS

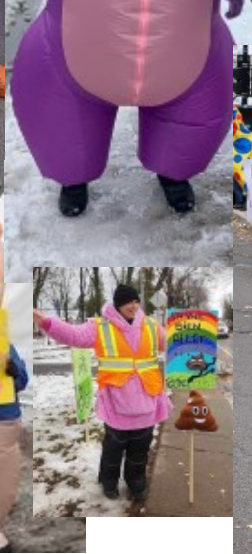
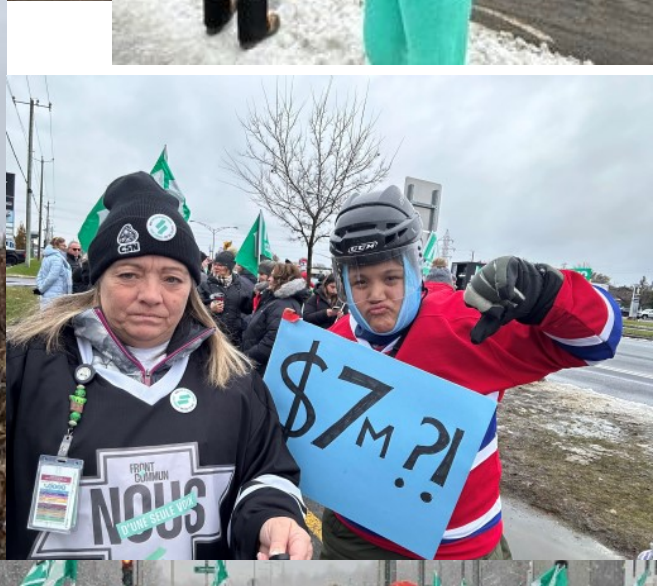




**November 23**









# CLASSIFIEDS

## 110-Real Estate

### Income properties

Working from home?

Rent your locker and parking space to someone with zero seniority

Contact: @imcashingintoo.co

**Retirement apartment for rent** 1 ½ \$1,200/ month ground floor, nothing included

No smoking/vaping/pot/animals/children/mandatory credit check and deposit

Apply@You'llmovein6 monthsandI'llraisethe rent.hahaha

### Private hospital room!

Contact:

You don't get to choose but we collect the cash any way. ci.ss.CH.qc.ca

### Religious institutions for sale

Barely used for the last 20 years, never renovated, poorly maintained, no amenities and no plans for them apart from selling to the private sector. \$\$\$ opportunity.

Vowsofpovertyare-soarchaic.cash

### Storage units for rent

Former stores now closed available to hide supplies from view. Night-time transportation and façade camouflage included

Contact 1-800-NOT-IN-CANADA

### Telework package

Hotel room converted to telework space. Secure internet connection just for you!

No pets/children/spouse or Netflix – to help you concentrate!

Tryingtosurvive.ouch

### Office space on loan

A slew of management offices available on loan for indefinite period. Little used due to occupant turnover. 514 937-0707

### Work space for rent

Huge office spanning the entire building. Floor and walls in aged wood. Shared internet connection and parking space.

Contact@puttingtheshedtoprofitableuse.régiedulogement.qc.ca

## 114- Antiques/collectibles

Opportunity of a lifetime. 13 storage units filled from floor to ceiling over the last 15 years due to various mergers.

Posters, stationery, and all sorts of office supplies monogrammed with names predating the RSL/ CSSS/RSSS merger. Buy the name and get all the supplies as a bonus!

Contact us: @longlivepublicfunds .CT.QC.CA

## 115- Appliances

**Selling all small appliances** from cafeterias, schools, cégeps, and kitchenettes in the health and social service system. Microwave ovens, toasters, all kinds of coffeemakers, etc – all at unbeatably low prices. New items still in the box, bought with COVID budget money; will be offered to managers after replacement budget comes through in March.

Wedoitourselves\_

## 116- Computers/ electronics

Spy camera, task timer, performance calculator and evaluation tool, all-purpose chatbox, tape recorder complete with pre-recorded negative responses to all demands. Order the whole perfect manager package at: @ilovemyjob.HR

And as a bonus you'll receive the new presenteeism software (absenteeism is so 2019!)

## 117- Construction/ renovation/ repairs

CNESST inspector to trade (what will they find? It all depends on the offer)

@leftoversfromthefirstwave.inequity

### Wanted: Joint finisher

With or without experience. 21 years and over. Driver's license prohibited

Apply at the SQDC

This notice is legal

## 118-Massage therapy/ therapeutic services

We had to move farther from the hospital but we're still around! Monday special for the VIP retirees club.

Corporate rates and official receipts so taxpayers can foot the bill.

Available 24/7.

Send a text message to 1980LOVU

## 119- Financial services/ loans

Get your institutions out of the hole! Major funding available to revive the economy, invest in the people fighting the pandemic, help the vulnerable, bolster the social safety net and, of course, revamp the underfunded educational system.

Let us loan you your money!

CALL NOW:

TAX-HAVENS-R-US

## 120-Personals

Public services seeking love. Devoted and faithful and caring, they always put the needs of others ahead of their own. Not high maintenance as they have operated mechanically for many years. Their appearance could stand a little refreshing, and some of their ideas and ways of working could use an update, but they are still quite attractive. Often described as complicated, some people find them hard to understand, but they mean well. Having had many previous relationships, they're a little bruised and battered. But their positive outlook keeps them feeling hopeful about the future and they are looking forward to meeting that rare gem who will give them some of the attention they deserve. They have so much to offer and eagerly await a favourable response from you at long last :)

Hopefully yours.



### *You and your members*

*2,800 home educational childcare providers (RSGEs)*

*1,800 intermediate and family-type resources (RI-RTFs)*

*11,000 workers in early childhood centres (CPEs)*

*4,200 paramedics and emergency medical dispatchers (EMDs)*

*3,200 workers in community organizations, private institutions and religious institutions*

*90,000 workers in the public sector*

*3,500 workers in private residential care centres*

### **The FSSS Federal Bureau has 27 members:**

- ▶ 13 regional vice-presidents: Bas-Saint-Laurent, Saguenay-Lac-Saint-Jean, Québec-Chaudière-Appalaches, Cœur-du-Québec, Estrie, Montréal-Laval-Grand-Nord, Outaouais, Abitibi-Témiscamingue-Nord-du-Québec, Côte-Nord, Gaspésie-Îles-de-la-Madeleine, Laurentides, Lanaudière, Montérégie
- ▶ 5 representatives of the private sectors
- ▶ 4 representatives of public sector

### **5 members of the Executive Committee (left to right)**



- ▶ *Lucie Longchamps*, Vice-President, Private Sectors
- ▶ *Nadine Lambert*, General Secretary-Treasurer
- ▶ *Réjean Leclerc*, President
- ▶ *Judith Huot*, First Vice-President
- ▶ *Josée Marcotte*, Vice-President, Public Sector



# Representatives of the private sectors

▶ Early childhood centres (CPE): *Stéphanie Vachon*



▶ Prehospital sector: *Jean Gagnon*



▶ Private institutions and community organizations: *Lucie Longchamps*



▶ Private residential care (CHP): *Marlène Ross*



▶ Home educational childcare providers (RSGE): *Chantal Racicot*



▶ Intermediate and family-type resources (RI/RTF): *Diane MC Nicoll*



# Representatives of the public sector

▶ Class 1 (nursing and cardio-respiratory care personnel): *Nadia Joly*

▶ Class 2 (paratechnical personnel and auxiliary services and trades personnel): *Guillaume B Clavette*

▶ Class 3 (office personnel and administrative technicians and professionals): *Carole Dupéré*

▶ Class 4 (health and social services technicians and professionals): *Roxanne Palardy*



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**1A: Gaspésie-Îles-de-la-Madeleine: Kent Denis**



**1B: Bas-Saint-Laurent: Liette Ross**



**02: Saguenay-Lac-Saint-Jean: H el ene Brassard**



**03: Qu ebec-Chaudi ere-Appalaches: Isabelle Fauchon**



**04: C oeur du Qu ebec: Liette St-Arnaud**



**05: Estrie: Nicole Dufresne**



**6A: Montr eal-Laval-Grand-Nord: S ebastien Gagn e**



**6C: Laurentides: Daphn e Bartley-Lataille**



**6B: Lanaudi ere: Luce Melan on**



**6D: Montr ealie: M elanie Bouchard**



**07: Outaouais: Jonathan Cl ement**



**08: Abitibi-T emiscamingue-Nord-du Qu ebec: Isabelle Marcil**



**09: C ote-Nord: Steve Heppel**



# Bill 15

Bill 15 is the latest reform the government wants to inflict on Québec's health and social services system. There has been a chorus of criticism. Here's why.

## A CENTRALIZING REFORM

Don't know which door to knock on to get treatment for an ear infection? It's only going to get worse. Bill 15 will create even more megastructures, putting even more distance between decision-making and the people who know the system best, i.e. the people who use it and those who work in it.

## AN EXPENSIVE REFORM

Bill 15 opens the door wide for the private sector to enrich itself at the expense of Quebecers. When healthcare becomes a business, patients become the commodity. And all of society pays the price.

This is a capitalistic reform developed **WITHOUT CONSULTATION OR SOCIAL CONSENSUS**, the brainchild of a businessman turned health minister, Christian Dubé.

## WE NEED TO MOBILIZE!

To end the permanent crisis in the health and social services system, Québec needs a progressive collective vision.



Solidaire  
depuis 1921



## IMPACTS ON THE EARLY CHILDHOOD SECTOR



- When privatization makes everything in the public system more expensive, the government will have less money for other social services, such as early childhood centres (CPE) and home educational childcare providers (RSGE).
- The government is creating agencies to run health care and education. It's a safe bet that the CPEs will be next. If that happens, it will no longer be possible to complain directly to the government about a problem; it will be the responsibility of the agency.
- As we know, early childhood is a critical period for short, medium and long-term development and learning. Similarly, preventive health care and social services help reduce the incidence and impact of disease and improve general health.

However, the Dubé reform neglects social services, prevention and other health professionals.

- Private insurance will increasingly take over from Medicare, which will mean a substantial increase in insurance premiums for workers.
- What happens if a child in your group is sick or has a developmental problem? If health care is privatized, will the parents be able to afford to have their child assessed, treated and provided with appropriate services? Will we have to deny the child services if the parents don't have the money?

**Given the implications of this reform, a broad social struggle will have to be waged together with all the sectors and with the public.**

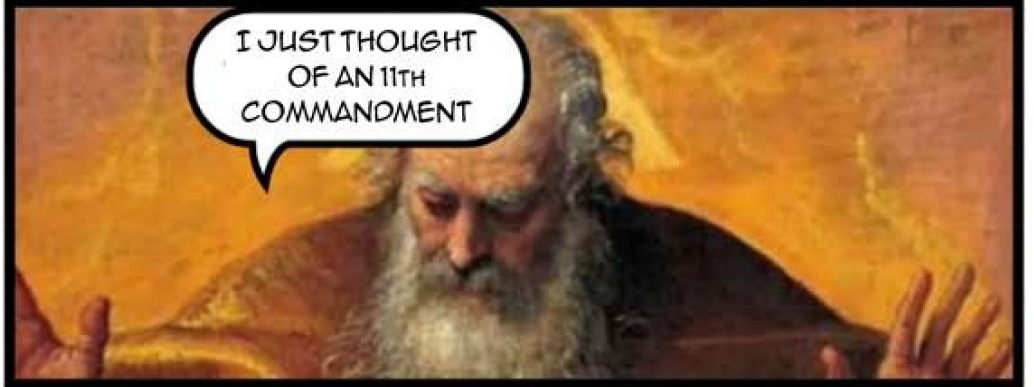


**VRAIMENT  
PUBLIC**

More information:

[csn.qc.ca/vraiment-public](http://csn.qc.ca/vraiment-public)



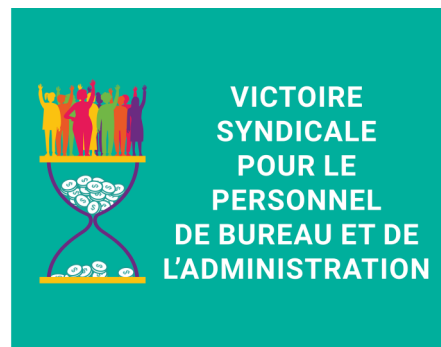




## Victory for office and administrative staff

Years of effort and action have paid off: the FSSS-CSN, SCFP-FTQ and SQEES-FTQ have reached an agreement with the Conseil du trésor concerning office and administrative staff. This union victory will mean fair recognition of the value of the work of nearly 40,000 workers.

The tentative agreement covers both pay equity and compensation. It has been approved by the decision-making bodies of the three union organizations and will be submitted to the membership for ratification in a series of general assemblies.



### Pay equity: Thousands of dollars for office and administrative staff

The agreement includes conciliation of the 2010, 2015, 2020 and 2025 pay equity audits for Class 3 personnel.

### Agreement on 2025 pay equity audit

For the 2025 pay equity audit, we have achieved major advances for three job titles:

- **Administrative officer, class 1:** Ranking upgraded from 9 to 10, retroactive to January 1, 2021, and from 10 to 11 no later than April 2, 2025.
- **Medical secretary:** Ranking upgraded from 8 to 9, retroactive to January 1, 2021
- **Legal secretary:** Ranking upgraded from 8 to 9, retroactive to January 1, 2021

The amounts due will be paid in a single instalment, with interest at the legal rate of 5%, by no later than the pay period that includes October 31, 2024. This is in addition to the wage increases negotiated at the central table.

### 2010 pay equity audit

For the 2010 pay equity audit, an initial agreement was reached in September 2021 for **administrative technicians** and **librarians**, who will receive a pay increase retroactive to December 31, 2010.

On September 28, the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) rendered a decision on the outstanding complaints filed after the 2010 pay equity audit.

The Commission ordered two job titles upgraded:

- **Administrative officer, class 3:** Ranking upgraded from 6 to 7, retroactive to December 31, 2010, with interest at the legal rate of 5%
- **Administrative officer, class 4:** Ranking upgraded from 4 to 5, retroactive to December 31, 2010, with interest at the legal rate of 5%





## Settlement of pay equity complaints

Under the agreement, the FSSS-CSN, SCFP-FTQ and SQEES-FTQ and their affiliated unions undertake not to file any complaints for Class 3 personnel in connection with the 2020 and 2025 pay equity audits. The agreement also settles all the 2015 complaints for this personnel class. Finally, the unions have agreed not to contest the CNEST's decision on the 2010 pay equity audit.



## What is pay equity?

Pay equity refers to the right of workers in predominantly female jobs to receive equal pay to that of individuals in typically male jobs of equivalent value in the same enterprise.

Wages in predominantly females job can be under-valued due to gender-based discrimination. The purpose of the Pay Equity Act is to correct pay gaps caused by this type of discrimination within enterprises.

## Agreement on compensation: Key gains

The agreement also covers compensation (lump sum payments, premiums, salary increases, classification) for some Class 3 job titles.

### Administrative Officer, Class 2

The agreement provides for a lump sum payment equal to 2% of the base salary on the scale for the period from January 1, 2021 to the date the 2023-2028 collective agreement comes into effect.

The salary will increase by 3.5% when the new collective agreement comes into effect. This increase will count towards pensionable earnings.

### Legal Secretary

The ranking of legal secretaries will be increased from 8 to 9, retroactive to January 1, 2021. The salary increase in the new collective agreement will apply, but will be based on the new ranking.

### Medical Secretary

The FSSS-CSN, SCFP-FTQ and SQEES-FTQ have won renewal of the 3% premium for medical secretaries until the new collective agreement expires and an increase in ranking to 9 as of January 1, 2021.

### Administrative Officer, Class 4

When the new collective agreement comes into effect, administrative officers, class 4 will be reclassified as class 3, which will mean an increase in ranking from 5 to 7.





## **Assistant, University Teaching**

The union organizations fought hard and won a favourable job evaluation decision for this job title, which was finally upgraded to ranking 11. After further representations, the employer agreed to review the classification of university teaching assistants on the pay scales and retroactively corrected it.

Ranking 11 applies retroactively to January 1, 2011. The scale resulting from the pay relativity evaluation applies as of April 2, 2019. Prior to April 2, 2019, the pay scale is based on the scale for administrative officer class 1 in effect on December 31, 2010, plus 1.42%.

## **Purchaser**

For purchasers, the agreement provides a 2-ranking increase. Ranking 11 applies retroactively to April 10, 2013. The scale resulting from the pay relativity evaluation applies as of April 2, 2019. Prior to April 2, 2019, the pay scale is based on the scale for administrative officer class 1 in effect on December 31, 2010, plus 1.42%.

## **Executive Assistant**

Ranking 12 applies retroactively to October 1, 2011. The scale resulting from the pay relativity evaluation applies as of April 2, 2019. Prior to April 2, 2019, the pay scale is based on the scale for administrative officer class 1 in effect on December 31, 2010, plus 6.21%.

## **Administrative Processes Specialist**

A committee will be formed to study the gender composition of the administrative processes specialist job title.

## **Union fight pays off**

After years of fighting to end pay discrimination against office and administrative staff, our battle has yielded major gains. The government will have to pay thousands of dollars to nearly 40,000 workers in the health and social services system. Our struggle has finally brought recognition of the value of the work done by office and administrative staff. It shows that when we combine strong arguments with vigorous mobilization, we can win big.





## Online pharmacy saves union members money!

As you know, our group insurance premiums are rising. The FSSS-CSN is doing all it can to keep the increases to a minimum. Since prescription drugs account for the largest portion of our group insurance claims, we have developed several options to reduce our insurance costs while saving our members money on their drug bills.

### No more deductible if you buy a 3-month supply

Since January 1, 2023, members covered by the FSSS-CSN group insurance plan don't have to pay any deductible if they fill their prescription for three months! We estimate that this can be done for over 70% of drugs. However, medical constraints may apply to some drugs. The \$5 deductible still applies to all drug purchases for less than 84 days.

Note that unions that do not participate in the FSSS-CSN insurance plan may have different deductibles under their plan.

If you have an SSQ group insurance plan, note that SSQ has changed its name to Beneva.

### Picard & Desjardins is the best option for union members

We have formed a partnership with Picard & Desjardins, a Québec-based pharmacy that shares our union values. They are an attractive option for our members because it is possible to buy a three-month supply (medical condition permitting) and their prices are competitive with the RAMQ, even for people with group insurance. At other pharmacies, customers with group insurance pay an average of 18% more than customers with public insurance for the same drug.

For more information, please visit their website: <https://www.picarddesjardins.com/en/syndicat>



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