



# S'unir pour bien grandir!



## NEW MONETARY "OFFERS" MANDATES FROM THE MINISTER DON'T BRING US OUR RECOGNITION

With the presentation of their new "offers" to the HCP FSSS-CSN bargaining committee, on October 20, the Ministry of the Family (MF) has shown the extent of their contempt that inhabits them regarding our members and HCPs in general. While the offers made on September 19 added up to some 14¢ per child per day over a 16-month period, here they have been raised to 28¢, namely 14¢ for each of the two first years of the collective agreement. For the rest, the Ministry refuses to make any commitments beyond the foregoing and refers us to whatever will be negotiated in the public and parapublic sectors. With regard to our basic demands, they have gone completely ignored.

After one year of negotiations, observe the members of the executive committee, these offers are an insult. "While the Minister tells us that the services provided to the children are exceptional, says Lucie Longchamps, here she goes giving a mandate to her spokespeople to present these vile offers to us that will do nothing but impoverish us. We shouldn't be used as fodder for their austerity policies, while Quebec's physician-specialists have seen their remuneration increase by 67% between 2008 and 2014! What we want, is to receive the remuneration and benefits that our counterparts are given!"

These offers are far from enabling HCPs to achieve parity with our counterparts, namely level 1 Early Childhood Centre (ECC) educators, that is set out in the law. In addition, they are not taking into account in any way the salary increases granted to all public and parapublic sector employees in 2014 and 2015, notably Early Childhood Centre

### OUR DEMANDS:

**Achieve parity with ECC workers, namely, our counterparts.**

- Addition of 13 days of paid leave per year, namely, a catch-up equal to 5%;
- The increases granted to public and parapublic sector employees paid in 2014, namely, 2%, to which 1% would be added for inflation on March 31, 2015;
- Increase in social protections (RRQ, RQAP, CSST, etc.).

workers, transitional and family-type resources, as well as the paramedics who received 2% in April 2014, in addition to 1% that will be paid to them on March 31, 2015.

"Prime Minister Philippe Couillard undertook to match the increases granted to public and parapublic sector employees last spring. There is no reason that we should be treated differently, as if we were just a piece of dirt. We deserve to be treated equitably."

### Special sector-based Council

Faced with these outlandish offers, all the delegates from the 21 Unions representing the 2,000 FSSS-CSN HCPs are convened to a special sector-based Bargaining Council, to be held on Friday, October 24, in Quebec City. On the agenda: the adoption of an action plan to get the Government to present far more substantial offers to us.

### RENCONTRES

October 16, 2013	December 18	February 27	July 3	September 9
October 30	January 15, 2014	March 11	July 9	September 23
November 11	January 21	March 18	July 16	September 24
November 20	February 12	March 25	August 20	October 16
December 11	February 13	June 25	August 28	October 20

### NEW SCHEDULED MEETING DATES:

## November 6, 11 and 19, 2014