



Photo : Anthony Lortie, SPSCJL-CSN

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Fédération de la santé et des services sociaux (FSSS-CSN)

# AVEC nous

## THE EMPLOYERS FINALLY START SPELLING OUT THEIR DEMANDS!

*Employer representatives in health care and social services finally clarified some of their demands in a supplementary filing on May 27, 2015. Since the start of bargaining talks – more than 15 sessions now – our FSSS-CSN bargaining committee has deplored the vagueness of management’s proposals. Now, we know precisely what they want with a number of their demands. It’s clear that we will need broad mobiliza-*

*tion in order to counter an all-out employer attack aimed at butchering significant parts of our collective agreement.*

*Although the employers have raised the problem of the use of independent labour, they aren’t suggesting any solutions.*

*Here are a few of the demands that the employers have spelled out.*

### EMPLOYER SOLUTIONS FOR IMPROVING THE AVAILABILITY AND FLEXIBILITY OF LABOUR

- \* Terminate the following premiums:
  - enhanced evening- and night-shift premiums;
  - enhanced critical care premiums;
  - 2% premium for non-overlapping periods.
- \* Abolish the 16-hour rule for the remuneration of overtime.
- \* Give local employers the possibility of deciding on their own how many hours of work there are per week for a job title.
- \* Pay overtime only after the regular work week, and possibly incorporate a standard period that could be longer than a pay period.
- \* Unilaterally adjust the work schedule so as to have more hours of work per day and the possibility of distributing a work week over more than five days all without paying any overtime.

# EMPLOYER SOLUTIONS FOR THE FOLLOWING ISSUES

## ORGANIZATION OF WORK

Allow local employers to introduce atypical schedules without any obligation to agree on them with the union.

## SALARY INSURANCE

If an employee doesn't follow the treatment prescribed by her or his physician, the employer would stop paying benefits. Includes the concept of medical treatments in the concept of disability.

Allow an employer to assign a person on disability to another task temporarily, with priority over a person on the recall list

## «ADJUSTMENTS» TO THE COLLECTIVE AGREEMENT

Extend from 12 to 24 months the period after which employees have amnesty for past disciplinary measures. Exclude any period of absence from this calculation.

Give institutions the right to adjust the use of amounts reserved for training as they please, without any obligation to discuss it with the union. Not to mention that they want the right to spread the amounts out over the life of the collective agreement.

Take the provisions on the prices of meals out of the collective agreement.

## LAYOFFS AND JOB SECURITY

Substantially revise the layoff procedure and job security system. If clients or vocations are transferred to another institution, employees would have to follow the clients or service, without seniority being taken into account. If no job is available, employees with job security would be registered on the replacement list of the institution to which their work has been transferred.

Take out the provisions limiting the number of nursing assistants who can be on job security.

Transfer to institutions the responsibility for reassigning and retraining employees who are laid off and have job security. Withdraw from the collective agreement all the provisions that give unions a say in reassignments and retraining.

## DISPUTE SETTLEMENT

Stipulate that the fees and expenses of medical arbitrators and grievance arbitrators be borne by the losing party in disputes on disabilities or dismissals. Right now, these costs are borne by the employers.

## LEAVE FOR UNION WORK

Substantially reduce the amount of leave for union work. Allow local employers to cancel leave for union work already authorized at least 10 days in advance. Increase the number of valid reasons for refusing this leave.

## MEDIATION

On Friday, June 5, the union organizations in the Common Front announced that they intended to apply for mediation. This means that a mediator appointed by the Ministry of Labour will soon be stepping in to help bring the parties closer together. The law makes this a mandatory step in obtaining the right to strike. The mediator will have two months – until the beginning of August – to turn in her or his report.

## «LE FIL DE LA NÉGO»!

After each bargaining session, the FSSS

gives a brief report on where talks are at. You can follow it on the Web:

[www.fsss.qc.ca/fil-nego/](http://www.fsss.qc.ca/fil-nego/)