



Target 4: Review of job titles and job descriptions, including conditions for obtaining positions

In the last round of bargaining, we didn't have the time or opportunity needed to review job titles and conditions for obtaining positions: management just wasn't interested! Since then, the persistent problems we have with the list of job titles and job descriptions imposed by decree have just gotten worse. The decree aggravated problems in obtaining positions and gave free rein to arbitrary management decisions. It is imperative that the work on the creation and review of job titles, job descriptions and job requirements be done in this round of bargaining.



Proposal no. 49

That job titles, job descriptions and conditions for obtaining positions be reviewed, and that the normal requirements of the job be limited solely to those appearing in job descriptions.

Proposal no. 50

That the procedure for making changes to the List of job titles, job descriptions and salary rates and scales be reviewed to give the union party real decision-making power in the process (Article 31).

Proposal no. 51

That problems of distortions in pay be remedied.

**Proposal no. 52
(this proposal concerns Class 3)**

That legal secretaries obtain pay parity with those working in legal aid.



Target 5: Obtaining measures fostering family-work-study balance

Our society has changed, and the health and social services system has a long way to go in adjusting to new family realities. More and more women continue to work while their children are young. In the majority of families, both spouses work. Fathers who want to spend more time with their families face a number of obstacles. At the same time, the number of single-parent families is on the rise, and a growing number of people have to act as natural caregivers. Right now, our collective agreement doesn't have much to say about family-work-study balance. Furthermore, employers have a lot of discretionary power in this regard.



Proposal no. 53

That within sixty (60) days of when the collective agreement comes into force, local parties set up a committee on family-work-study balance, and that the national parties define its terms of reference, composition, role and working procedures. That the local committee implement one or more concrete measures during the life of this collective agreement. Furthermore, that employees representing the union be given leave in accordance with the provisions of clause 7.13.

Leave for family responsibilities

Proposal no. 54

That the leave for parental responsibilities provided for in clauses 22.29B and C become leave for family responsibilities.

That it cover: an employee's child, spouse's child, spouse, father, mother, spouse's father or mother, brother, sister, grandchild or grandparent.

That the words "mental health problems or serious accident" be added to clause 22.29B.

That the number of days of leave provided for in clause 22.29C be increased from six (6) to ten (10), three of them with pay, and that it be possible to take them as half-days.

Bereavement leave

Proposal no. 55

That the leave provided for in clause 25.01-1 apply in the event of the death of an employee's spouse, child or spouse's child, or former spouse who is a parent of the employee's child. That the bereavement leave in clause 25.01-2 also apply for the spouse of the mother or father. That the days may be taken non-continuously.

Proposal no. 56

That in addition to the leave provided in clause 25.01, the employer grant one week of leave without pay if an employee has to travel outside the country upon the death of a family member, as identified in the three (3) paragraphs of clause 25.01.

Four-day work schedule**Proposal no. 57**

That in Appendix P (on four-day schedules), the words "The local parties may agree" be replaced with "The local parties agree".

Leave with deferred pay**Proposal no. 58**

That leave for three (3), four (4) or five (5) months be added to the article on leave with deferred pay to allow an employee to study full-time at a recognized institution.



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Target 6: Better quality of life at work

A better quality of life at work was one of the themes chosen for the last round of collective bargaining. We are tackling it again in this round, demanding measures that will improve our members' quality of life at work. We have to obtain a larger role in the organization of work, notably through the creation of joint committees on improving working conditions and the climate of work and better defining training needs.

Prosthetic units

Proposal no. 59

That the concept of prosthetic unit, including criteria to be met, be recognized, and that employees have the same conditions as employees in specific units.



Organization of work committee

Proposal no. 60

That within sixty (60) days of the collective agreement coming into force, the local parties set up a committee on the organization of work, and that the national parties define its terms of reference, composition, role and working procedures. Furthermore that employees representing the union be given leave in accordance with the provisions of 7.13.

Training

Proposal no. 61

That the article on the orientation course on dealing with psychiatric patients apply to employees who work with clients with mental health problems (Appendix A).

Proposal no. 62

That a clause be added to Article 13 stipulating that an agreement between the parties is necessary in order to use the funding allocated for human resources development.

Employee assistance programme

Proposal no. 63

That the employer be obliged to establish an employee assistance programme (EAP).



Target 7: Better occupational health and safety measures

Workers in health care and social services are confronted with numerous occupational health and safety problems. The Federation recently launched an awareness campaign to encourage its unions to do preventive work in health and safety. Statistics and studies on the matter all prove that there are many cases of employment injuries, and that the number of mental health problems is growing at an alarming rate. Yet the government is still refusing to recognize the health and social services system as a priority sector, despite our repeated requests. What a paradox!

Our unions have to cope with limited resources and often little or no employer support in doing prevention work with their members or providing them with support to deal with their problems. To offset the government's failure to recognize the public system as a priority sector under the *Act respecting occupational health and safety*, we want to incorporate the chapters of the Act into our collective agreement, which will allow us to achieve the same objectives.



Proposal no. 65

That the provisions of Chapters 3 (*Prevention program*, Sections 58 to 61), 4 (*Health and safety committee*) and 5 (*Safety representative*) of the Act respecting occupational health and safety constitute integral parts of this collective agreement.

Proposal no. 66

That the union have additional paid leave to work on prevention and occupational health and safety investigations or accompany injured workers for hearings at the Commission des lésions professionnelles (workers' compensation appeal board) (Article 30).

Proposal no. 67

That within sixty (60) days of when the collective agreement is signed, the employer and the union must agree on a procedure for handling complaints against any form of violence (Article 3).

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Other proposals

Proposal no. 68

That the necessary changes for consistency with public policy statutes be made in all clauses of the collective agreement.
