



**AT A GLANCE**  
**THE FSSS-CSN AGREEMENT IN PRINCIPLE**

# What we won in the 2010 round of bargaining

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One fundamental objective: win back our right to free collective bargaining after living under a despicable decree since December 2005, and to do so in the economic context of the aftermath of a financial crisis, negotiating with the same Charest government that imposed the decree.

Other crucial objective: Get the government to acknowledge the dilapidation of the public health and social services system and our working conditions, notably with the insidious privatization of services and the problems created by shortages of personnel. And obtain measures in our collective agreement to improve our working conditions, which have deteriorated steadily for more than 10 years.

The methods used: a rapid bargaining process, the creation of a solid Common Front, united mobilization, and cohesion among the four classes of personnel in the FSSS to build a balance of power in our favour.

## **OUR RESULTS ON SECTORAL MATTERS**

- Withdrawal of the measures that the government wanted to impose, including: loss of 2.6 days of sick leave, reduction in salary insurance benefits, erosion of the concept of a regular work week, abolition of the seniority premium, etc.
- Worthwhile gains for workers in all classes of personnel, with measures that are effective immediately. And establishment of favourable conditions for finding solutions to a number of serious problems in the system. As well, the money dedicated to measures stemming from committees that is not spent in the first year of the agreement can be carried forward to the second year.
- Additional injection by the government of at least \$100 million a YEAR with this FSSS sectoral agreement.
- New and increased premiums for the first time in 25 years.
- Important measures long demanded by the FSSS were finally obtained: local health and safety committees, measures in support of work in CHSLDs, recognition of the concept of dangerousness, in particular in youth centres and CRDIs (rehabilitation centres for the intellectually impaired), attraction and retention premiums for the Far North, etc.



## Target 1: Combatting privatization

- Withdrawal of the March 26 (2010) employer demand aimed at making contracting-out easier.

- Creation of a national joint committee composed of the FSSS and the employer party, with the government RECOGNIZING the necessity of maintaining quality public services, safeguarding jobs and developing public expertise.

And where the parties want to tackle thorny issues like :

- the downsizing of administrative personnel;
- contracting-out;
- P3s;
- the development of new services stemming from the mission of health and social services institutions and transfers of services or parts of services.

The committee must produce joint or separate recommendations. This will give us access to information, a forum for promoting FSSS union solutions for countering these phenomena that are destroying our public services, and getting the government to address the issue of privatization.

- Five million dollars a year for measures to improve the organization of work, and creation of a joint national inter-union committee charged with recommending the establishment of these organization of work projects to:

- reduce the use of independent labour;
- reduce overtime.



## Target 2: Restoring and improving our union rights

- Withdrawal of employer demands like a 25% reduction in leave for union work and reductions in salary insurance benefits and sick leave.

- Inter-class seniority recognized when the local parties so agree under the national agreement.

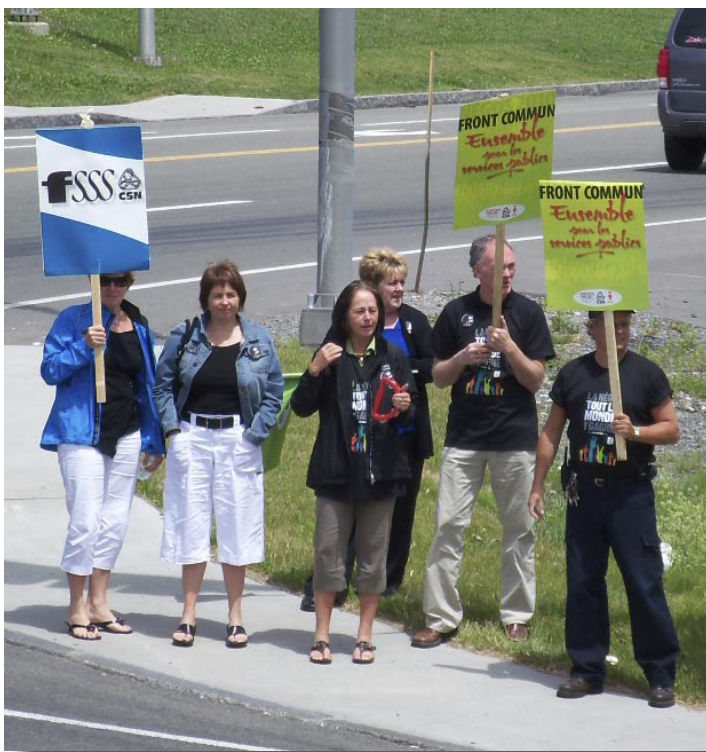
- Creation of labour relations committees in all health and social services institutions.

- Process to make it easier to settle disputes and for unions to have access to information when presenting grievances.

- Right for an employee called in for a meeting with the employer to have a union representative present.

- Part-time employees' leave for union work calculated from now on as days of work for purposes of echelon advancement.

- Employer's health insurance contribution to increase gradually between now and April 2014 by 90% for job titles with a maximum on the pay scale of less than \$40,000. For the others, the increase will be 50%.



## Target 3: Attracting and keeping personnel

### -Evening-shift premiums increased:

- 6% when the agreement comes into force
- 6% in 2011
- 7% in 2012
- 7% in 2013
- 8% in 2014

### -Night-shift premiums increased:

- between 11 and 15%, depending on seniority, when the agreement comes into force
- between 12 and 15%, depending on seniority, in 2011
- between 13 and 16%, depending on seniority, in 2012
- between 14 and 16%, depending on seniority, in 2013
- between 14 and 16%, depending on seniority, in 2014

### - Initiation and training premium of 2% for nurses and out-post/dispensary nurses.

### - Recognition of additional education for nursing assistants.

### - Joint national inter-union committee to analyse training and orientation duties for other job titles in all classes of personnel.

### - Budget of 0.19% of total payroll for professional supervision of personnel in Class 1 who have worked in their job for less than 2 years

### - Budget of 0.19% of total payroll for professional supervision of personnel in Class 4 who have worked in their job for less than 2 years

### - Eight million dollars a year, starting in 2011, to implement support measures for employees who work with people presenting serious behavioural disorders. This will apply, for instance, to youth centres and CRDIs. Establishment of a joint national inter-union committee to define these measures.

### - Creation of a critical care premium. This premium increases the intensive care premium substantially and will apply to emergency departments and intensive care, neonatal, major burn and coronary units from now on. The premium will now be paid to nurses, nursing assistants, respiratory therapists, beneficiary attendants, occupational therapists, physiotherapists and social workers.

- 8% when the agreement comes into force
- 8% in 2011
- 9% in 2012
- 9% in 2013
- 10% in 2014

### - Creation of a complex critical care premium that is 2% more than the critical care premium, to be paid in inten-



### sive care units and emergency departments identified by the Ministère de la Santé et des Services sociaux (MSSS).

### - Creation with the MSSS of a national workforce planning committee for beneficiary attendants.

### - Nationally agreed measures for the arrangement of work time: available on an individual, voluntary basis for people who have full-time positions on evening, night or rotating shifts (for the portion worked evenings or nights).

### - Creation of a shift rotation premium for day-evening and day-night shifts, on a voluntary basis.

### - Budget of \$5 million a year for attraction and retention measures for the Far North for technicians and professionals in Classes 3 and 4. Creation of a joint national committee composed of the FSSS and the employer party to define these measures.

### - Leave without pay available for employees in Classes 1, 2, 3 and 4 who want to go work in a northern institution.

### - Creation of a joint national committee composed of the FSSS and the employer party to analyse regional disparity issues and problems specific to employees in the Côte-Nord, Basse-Côte-Nord, île d'Anticosti, Abitibi, Gaspésie and Far North.

## Target 4: Review job titles and conditions for obtaining positions

- Enhanced powers of representation for the FSSS in the job title creation process and better access to information.
- Creation of ten job titles for Class 3, “breaking up” the Class 1, 2, 3 and 4 officer job titles that caused enormous problems of unfairness and access to positions.
- Legal secretaries obtain pay parity with legal secretaries in legal aid.
- Creation of the job titles of infection prevention and control nurse, sexologist, secretary to the head of a university teaching department, intervention officer in a psychiatric setting (class 2), executive assistant (class 3) and a modification in the job title of pastoral care worker.
- Premium of 13.5% for industrial hygiene technicians and 9% for biomedical engineering technicians until the salary relativity exercise is carried out.



## Target 5: Obtaining measures to foster family-work-study balance

- Withdrawal of an employer demand aimed at reducing access to leave with deferred pay.
- Creation of a joint inter-union committee to catalogue existing measures and make recommendations to the bargaining parties.

## Target 6: Better quality of life at work

- Five million dollars a year to carry out measures applicable locally, regionally or nationally for employees working in CHSLDs. Creation of a joint national committee composed of the FSSS and the government to assess the problems experienced by these workers and recommend improvements.
- Creation of a joint national inter-union committee for personnel in Class 4 on the establishment of organization of work projects aimed at reducing excessive workloads, with a budget of \$1 million a year to carry out the measures.
- The employer wanted to set the price for lunch and supper at \$6.00, and breakfast at \$2.35; we finally agreed to an increase to \$4.20 (lunch and supper) and \$1.85 for breakfast, with an annual increase in line with the percentage increase in pay that we obtained.

## Target 7: Occupational health and safety measures

- Creation of health and safety committees in all institutions; their work will include gathering information, including statistical reports on work-related accidents and occupational diseases, identifying potentially hazardous situations and making recommendations to the employer on priorities for action.
- Medical arbitration will now cover all fields of medical specialties.



## OUR RESULTS ON CENTRAL TABLE MATTERS

We suggest that you read the consultation document on the central table agreement that you received at the general meeting.

The Common Front, including the FSSS, negotiated an agreement covering pay, pensions, parental rights and skilled workers. The agreement is for five years, from April 1, 2010 to March 31, 2015.

### Pay

The agreement provides for fixed increases of 6%, a 1% increase at the end of the five years as protection against inflation, and mechanisms linked to the gross domestic product (GDP – a way of calculating Québec's collective wealth) that could result in additional increases of up to 3.5%.

### Pensions

The agreement on pensions provides for a new funding method that protects our pension plan at a time when pension plans are under attack around the world. This new method shelters employers who earn less and results in gradual increases in our contribution rate that are much more reasonable than what we would have with the old method.

Employees who want to increase voluntarily the number of years for which they pay contributions from 35 to 38 will be able to do so, thus improving their pension benefits. Furthermore, if the plan has sufficient surpluses, pensions for the years 1982 to 1999 could be indexed.

### Parental rights

The agreement in principle allows for the addition of other reasons for splitting maternity, paternity or adoption leave. Biological fathers will now have the same rights as adoptive fathers, including 5 days paid 100% and 5 weeks with compensation. Adoptive parents will no longer be obliged to pay back benefits to the employer when an adoption doesn't go through.

### Skilled workers

A working group will be created, composed of several union organizations and the government. It will have until December 31, 2011 to file recommendations on problems in the attraction and retention of skilled workers in the public sector.



***In short, a satisfactory agreement in principle on sectoral and central table matters, won thanks to the determination of one and all !***