



## 2020 BARGAINING TALKS: GOVERNMENT RESURRECTING ITS OLD ATTACKS

**O**n December 17, the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS) tabled a very vague document on its bargaining intentions. Unlike our union’s submission, which includes more than a hundred specific solutions to improve our daily conditions, the employer’s submission contains no concrete proposals.

Once again, the employer is talking about “flexibility,” “efficiency” and “versatility,” just as it did last time around. We know too well that those terms are code for an attack on our rights and working conditions. There is nothing original about the CPNSSS’s submission and neither does it contain any response to our demands. Instead of offering good working conditions, the intent seems to be to draw out the talks in order to extract benefits for the employer.

### **Government is blind to the urgency of the situation**

The employer’s submission is a disappointing and shocking document, given the state of crisis in which we find ourselves after decades of budget cuts, austerity, centralizing reforms and staff shortages. We had a right to expect concrete proposals that could be swiftly implemented in order to alleviate the problems we are experiencing. Over the past few years, the FSSS-CSN has had extensive discussions with the CPNSSS on various issues. It is disappointing to see that their submission does not reflect those talks in any way.

Our institutions are experiencing increasing difficulty attracting young employees and retaining experienced staff in all categories. Deteriorating salaries and working conditions are the main reasons. To turn things around, we need a major course correction in terms of salaries, working condition and conditions of practice. Unfortunately, we do not see any willingness to do so in the employer’s sectoral submission, nor in the wage offers tabled by the Conseil du trésor ([hyperlien infonego csn](#)).

### **Spread the word**

In the coming weeks, we need to talk about our demands – to all employees of the health and social services system, to our families, to our friends. We have to make the public aware that the situation is urgent, in every sector and in all staff categories.

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