

SECTORAL AGREEMENT IN PRINCIPLE IMPROVEMENTS FOR ALL CLASSES OF PERSONNEL!

On June 21, 2021, the FSSS–CSN bargaining committee reached a sectoral agreement in principle with the government to renew the collective agreement from April 1, 2020 through March 31, 2023. The financial aspects of this agreement are presented [in greater detail in a CSN newsletter](#), so we will focus here on the clauses that relate to working conditions in the health and social services system.

First of all, we want to say that the bargaining committee recommends ratification of this agreement. At the Federal Council meeting of June 29 and 30, delegates representing all FSSS–CSN unions debated the agreement and voted to recommend its ratification by their members at their general meetings. The FSSS–CSN considers the agreement a satisfactory outcome. There are many gains for all classes of personnel.

We succeeded in obtaining substantial improvements for the lowest-paid workers in the system.

This was our priority and we are proud of what we have achieved on this front.

At the sectoral table, we secured many improvements to the collective agreement on points such as occupational health and safety, excessive workloads, work-life-study balance and access to positions. These improvements will have a positive impact for all employees in the system. The full details will be presented at the general meetings to be held between now and August 2, 2021, at which all members will be asked to vote on the agreement by secret ballot.

Gains for all classes of personnel

Here are some of the changes that apply to all classes of personnel.

- Enhancement of provisions concerning various types of leave, in particular recognition of years worked at other institutions for determining vacation time and improved access to sick leave for personal reasons
- Enhanced leave for work-life-study balance
- Employees will be able to cash out some kinds of accumulated leave to cover the waiting period for disability benefits
- Enhancement of the work overload procedure to prevent excessive workload
- Reimbursement of home-base parking expenses for employees who are required to use a vehicle
- Evening-shift premium applicable starting at 2:00 p.m.

Gains for all classes of personnel (continued)

- Possibility of reclassification at any time for employees performing the duties of a better-paid position
- Reimbursement of legal fees for an employee who is the subject of criminal proceedings in connection with the performance of their duties and is acquitted
- An employee who is on stand-by outside the institution and performs work without having to travel will be paid for at least one hour, at the applicable rate
- A number of health and safety issues, such as protecting personnel from violence by users and their family members and providing training in how to intervene in potentially dangerous situations, will be discussed during the life of the collective agreement. A \$5.8 million budget has been allocated to the solutions that are decided on.
- Another committee will look at ways to attract and retain staff. We will raise issues such as the privatization of the system, technological change and telework. This committee can make recommendations to the parties until June 30, 2022.
- The agreement also includes a commitment by the government to work to reduce the use of independent labour.
- Lastly, another committee will implement solutions to special labour problems affecting personnel in remote areas.
- Here is an overview of the main changes for each personnel class (this list is not exhaustive; full details will be presented at the general meetings):
- de main-d'œuvre touchant le personnel en régions éloignées.

Here is an overview of the main changes for each personnel class (this list is not exhaustive; full details will be presented at the general meetings):

Nursing and cardio-respiratory care professionals (Class 1)

- Voluntary upgrading to full-time
- New premiums, including a 3.5% premium for all Class 1 personnel, and enhancement of certain other premiums
- Pilot projects on self-management of schedules and knowledge transfer before retirement
- Automatic reclassification of employees with a bachelor's degree in nursing to the nurse clinician job title
- Ranking of specialty nurse practitioners upped from 26 to 28

Paratechnical personnel and auxiliary services and trades personnel (Class 2)

- Job descriptions for beneficiary attendants (PABs) and health and social services aides (ASSSs) updated to better reflect their roles
- The government has committed to work on stabilizing the teams of PABs and ASSSs, and a committee will continue the discussion in order to find solutions to a number of issues
- Team leader job titles will be created for Intervention officers, intervention officers in psychiatric settings, medico-legal intervention officers and beneficiary attendants
- Meal provided free of charge to employees in the intervention officers group when they are required to have a meal with users
- Employees in youth centres who are assigned to supervision or rehabilitation of clients will receive the same premiums as Class 4 employees

Office personnel and administrative technicians and professionals (Class 3)

- Better access to positions for several technician job titles, in particular by recognizing Attestations of College Studies (AECs)
- Creation of a paralegal job title with rank 14
- Establishment of a set of task descriptions, which will facilitate reclassifications at last
- Pilot project on evaluation tests for candidates for Class 2 administrative officer positions, an important step toward standardized tests throughout the system
- For emergency departments, introduction of a significant premium and addition of 300 positions
- For medical secretaries, a recognition premium equal to 3% of pay in addition to the pay parameters

Health and social services technicians and professionals (Class 4)

- The requirement to work at least three hours to receive critical care premiums is eliminated
- Training budget for development of professional practice enhanced and written into the collective agreement
- Certain job titles will be offered the opportunity to upgrade their normal work week to 37.5 hours on a voluntary basis; no one will be forced to increase their hours
- Creation of a working committee on workloads of Class 4 personnel
- Introduction of a new premium for employees working in youth centres

Multiple classes

Lastly, here is an overview of a few measures that affect more than one class of personnel.

Classes 1 and 2

- Specific critical care premium and enhanced specific critical care premium for beneficiary attendants and Class 1 personnel in obstetric care units
- Premium of \$1.43 to \$1.91 per hour for beneficiary attendants and for Class 1 personnel working in CHSLDs, which will also be paid during paid absences

Classes 2 and 3

- Human resources development (training) budget increased from 0.38% to 0.50% of total payroll
- Premium for team leader and assistant team leader increased by 17.13%

Classes 2, 3 and 4

Daily premium equal to 2% of pay for employees who supervise one or more interns, when such supervision is not included in their job description

Classes 3 and 4

The agreement provides for the professional coordination premium (Appendix G) to be replaced by a 5% responsibility premium to be paid to Class 3 technicians or professionals and Class 4 employees who are entrusted with supervision of and responsibility for at least 4 employees, except when responsibility for supervision or coordination is part of their job description

Classes 3 and 4 – Far North

- The terms and conditions for the payment of the interim annual allowance to employees working in the Far North have been improved
- Specific training in working with Indigenous people to be provided

Other gains in working conditions will be presented at your union's general meeting. We hope to see you there!

