

Employer provided details on its proposal

## Still lots of bargaining work to be done!

### To know

We have yet to receive any response to our demands. Some of government's proposal would hurt many people.

### To do

Participate in your next general meeting, where increasing our pressure tactics and planning of strike action will be discussed.

### To read

Learn more about our sectoral orientations : [fsss.gc.ca/download/nego\\_public/.nego\\_2023/tracts\\_enracinement\\_e\\_nobleed.zip](https://fsss.gc.ca/download/nego_public/.nego_2023/tracts_enracinement_e_nobleed.zip)



On April 6, we were provided with details on the December 15, 2022 employer proposal that was submitted to the health and social services sectoral bargaining table. The government finally detailed several of its proposals.

Overall, the government proposals:

- Are insufficient to meet the current workforce challenges in the system
- Stoke division by creating inequities between different sectors and job titles
- Contain attacks on the working conditions of all workers in the system

That being said, we have yet to receive any response to our demands, demands which have come from the workers who keep the system going every day.

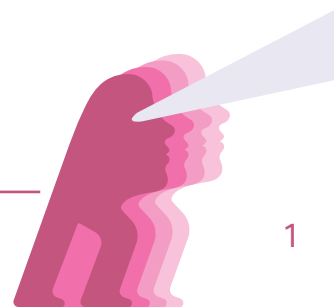
Our five sectoral orientations, submitted on October 27, 2022 are as follows:

- Humanize care and services
- Value personnel and increase their sense of belonging
- Address wrongs and injustices
- Take care of workers
- Protect and decentralize public services

For its part, the government says it has two priority health and social services issues to address in the current bargaining round:

- The care team (category 1 staff working in 24/7 services)
- The mental health team (certain category 4 job titles)

We pointed out to the government that it will also need to take OUR priority issues into account, those of the entire workforce, if we are to reach an agreement.



Most of the government's proposals leave much to be desired. Indeed, some of them would even hurt many people. Here are a few examples:

- Increase the work week in long-term care facilities (CHSLDs) to 40 hours for certain job titles, including care support assistants and orderlies
- Abolish the 2% inter-shift premium for orderlies in CHSLDs
- Increase the work week to 37.5 hours for certain category 4 job titles
- Recognize the length of service of employment agency staff when they return to the bargaining unit
- Allow the employer to modify a position's job requirements despite what is stated in the list of job titles
- Remove the concept of overtime beyond the regular work day
- Withdraw the 16-hour interval between shifts

To put it simply, the government's offers do not address the challenges faced by workers on the ground are experiencing, and they fall far short of what is needed to significantly improve working conditions in the health and social services system.

Even though the government says it hopes to reach an agreement by the summer, clearly we are still far from this goal.

## Increase the pressure

Given the slow pace of progress, we need to take action. This is why we are urging you to participate in your next general meeting, where increasing our pressure tactics and planning strike action will be discussed.

The number of mobilization activities in your workplace will continue to grow. Feel free to speak with your union representatives about this.

Proudly wear the union bargaining colours and logo: every Thursday, everyone in the Common Front will be wearing their t-shirt! If you haven't received yours yet, ask a local union representative for one.



As of April 11, we have participated in seven bargaining sessions with the employer side. Three more meetings have been scheduled between now and the beginning of May.

