

STANDING UP

AGAINST

BROKEN

PROMISES!



CSN

WEEK OF ACTION AGAINST BROKEN PROMISES • OCTOBER 20TH TO 24TH 2014

SALARY RELATIVITY

PROBLEM

Over the past nine years, 31 mixed job categories are waiting for a job evaluation in order to be categorized in a salary rank that recognizes their fair value and their professional identity.

PROMISE

During the last round of bargaining, the Treasury Board and the Interunion coalition agreed to do the work needed to achieve salary relativity and to implement the necessary adjustments.

RESPONSE

Notwithstanding the progress made by the committee that was set up, the Couillard Government has refused to have the work continue, since last June 6.

SKILLED WORKERS

PROBLEM

While they're earning on average 34% less than their colleagues in the private sector, skilled workers are deserting the public sector. Our institutions then have no choice but to subcontract out building upkeep and maintenance, which gives rise to enormous additional costs.

PROMISE

During the 2010 negotiations, the Government promised to collaborate with the union organizations to implement some practical solutions to this problem.

RESPONSE

The Government now tells us that it no longer has the people necessary to continue working on these matters.

9 years

The salary relativity dossier is still not resolved after nine years of waiting.

34%

Total compensation gap between skilled workers in the public sector and those working in the private sector.

STANDING UP AGAINST BROKEN PROMISES

Salary relativity.

Skilled workers.

Radiology technologists.

Downgrading the Masters degrees and PhDs of CEGEP teachers.

So many issues, so many promises broken by the Government.

Over the past year, we have consistently run into the Treasury Board's refusal to follow through on these dossiers, and this, notwithstanding the undertakings made by the parties in the past. While the problems were identified together, and the issues and stakes duly recognized by both parties, the Treasury Board stubbornly refuses to implement long-lasting solutions to these problems. In each of these dossiers, the Treasury Board keeps giving us the same response: lack of resources, lack of interest.

As the next round of bargaining is set to begin, we believe that the above-mentioned refusals are undermining the relationship of trust that is necessary for our upcoming discussions to be conducted properly.

Broken promises? No thank you. It is high time that these dossiers be resolved. And, now!

38 000

Approximate number of public sector workers who are affected by the promises broken by the Liberal Government.

DOWNGRADING MASTERS DEGREES AND PHDS

PROBLEM

Since 2002, the salary increment levels covering CEGEP teachers who have a Masters degree or a PhD have not matched the progress of the other salary levels. Accordingly, the value of these levels has fallen by some 45%.

PROMISE

Last fall, the Treasury Board agreed to discuss the matter and adjust the salary increment levels covering the people with Masters degrees and PhDs.

RESPONSE

The Treasury Board no longer wishes to meet with CEGEP teacher union representatives.

45%

Drop in value of the top salary increment levels covering teachers who have a Masters degree or a PhD, since 2002.

RADIOLOGY TECHNOLOGISTS

PROBLEM

For nearly six years now, several medical imaging specialists have not been recognized at their fair value.

PROMISE

In 2013, pursuant to a Letter of Agreement, the Unions and the Treasury Board finally agreed to create a parity group to study these “added value” specialist positions.

RESPONSE

Since the election of the Liberal Government, the group is marking time, the Treasury Board defers each decision to a later date and refuses to work on a genuine assessment of these specialist positions.

17

Number of specialist positions still not recognized by the Government