



2010 public-sector bargaining

Guide for general membership meetings on THE AGREEMENT IN PRINCIPLE

Document for the executive

July 1 to September 17, 2010



This guide contains the following:

- 1- Introduction from the president
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Montréal, Wednesday, June 30, 2010

Comrades,

In this guide, we suggest some tools for helping to ensure that your members have a good understanding of the agreement in principle submitted to your general membership meeting. This agreement, which is recommended by the Federal Councils for Sectoral

Bargaining, includes the sectoral matters negotiated by the FSSS with the CPNSSS (Comité patronal de négociation du secteur de la santé et des services sociaux – management bargaining committee for the health and social services sector), as well as the central table matters negotiated by the Common Front, including the CSN, with the Québec government's Conseil du trésor.

A complex situation

In this round of negotiations, we were faced with the same Liberal government that had used a decree to impose numerous rollbacks in 2005. We anticipated that at a time when the economic recovery was still fragile, the Charest government would do what other neo-liberal governments around the world have done and try to make the poorest members of society and the middle class bear the brunt of measures to overcome the financial crisis.

This government imposed one of the most severe austerity budgets ever seen in Québec and used closure to force through Bill 100, with its array of reactionary measures like the 10% cut in administrative spending and the introduction of a health-care contribution. Many of them affect us directly, and the government has not heard the last of us! Together with the CSN and other progressive organizations, we will continue the battle – in our institutions and in the public arena – against the implementation of this legislation.

But in bargaining talks, we succeeded in fending off the government's attacks! At a time when public services and pension plans are under severe attack all around the world, we not only succeeded in forcing the Québec government to back down, but also managed to make satisfactory gains. Throughout the collective bargaining process, the CPNSSS tried to force us to give in and accept major rollbacks in our working conditions.

The Common Front was essential

All the union organizations in the public sector were agreed in their analysis that to breach the Charest government's positions, in the interests of all our members and in the interest of

public services, unity and solidarity among all the unions were vital. All agreed on a strategy of rapid, targeted negotiations to put an end to the decrees as soon as possible and develop ways of saving public services and getting the government to respect the people who deliver these services – i.e., YOU!

We mobilized, we prepared to go on strike if that was what it took, and we explained the realities of our situation and our demands to the general public over and over again.

This spring, a window of opportunity opened up that we were able to use to reach a settlement. We were bargaining with a government weakened by allegations of corruption and patronage, a government that was in the cellar in public opinion polls. So we turned the bargaining clout that we had built together as a Common Front to maximum advantage.

The FSSS won gains for everyone

At the bargaining table, we insisted at all times that we represented 108,000 members, in all sectors and all classes of personnel, and that we had to obtain results for everyone. And we did! We successfully avoided corporatism and remained united. This was our greatest strength!

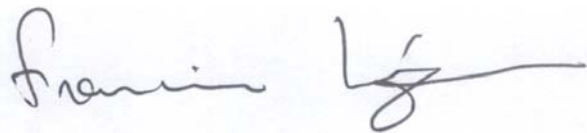
We stubbornly repeated that we had seven priorities and needed gains in each of these seven major areas. We obtained gains on each of our seven priorities. And we forced the government to admit that we have union solutions to counter privatization, to preserve public expertise and to attract and keep personnel.

In short, we are proposing that you vote in favour of this agreement in principle and then together continue the battle to preserve and develop our public services.

Best wishes for your union's general meeting.

LONG LIVE THE FSSS!

LONG LIVE THE CSN!



Francine Lévesque,

President of the Fédération de la santé et des services sociaux



Nadine Lambert

We made substantial gains, like increases in premiums, in these negotiations. We also laid the groundwork for the future, with a process for countering independent labour and overtime. But the most precious gain of all is that we have all collectively won back our right to free collective bargaining.

Nurse, Hôpital Ste-Justine

Vice-president, Class 1, nursing and cardio-respiratory care personnel

Guy Laurion

Thanks to our solidarity and determination, we have won back our right to free collective bargaining. The gains achieved, including for Class 2, are indisputable and put limits on arbitrary management. We have new tools for countering privatization. We now have to continue our good work of union action so as to make our collective agreement a living reality.

Orthesis-prosthesis mechanic, Institut de réadaptation Gingras-Lindsay de Montréal

Vice-president, Class 2, paratechnical personnel and auxiliary services and trades personnel



Josée Marcotte

We made a good breakthrough on family-work-study balance. And we finally obtained a major review of the List of job titles and job descriptions. This will make it possible to remedy some significant problems created by the 2005 decree in the office and administrative sector. In the end, we can be proud of the results won for all classes of personnel!

Administrative officer, CSSS Antoine-Labelle

Vice-president, Class 3, office personnel and administrative technicians and professionals

Laurier Goulet

We made major gains in this round of bargaining, notably the recognition of the concept of dangerousness for our members in youth centres, CRDIs and other kinds of institutions, as well as attraction and retention measures for people in the Far North. This agreement shows beyond all doubt that when we work together, everybody wins!

Human relations officer, CRDI Saguenay-Lac St Jean

Vice-president, Class 4, health and social services technicians and professionals





3. Overview of the meeting

Before holding your general membership meeting, it is essential to make sure that everything is ready for your members to participate fully in the debate. This meeting guide is for the executive. It contains *At a glance – the FSSS-CSN agreement in principle*, a document that summarizes the collective bargaining process and the results; you can print it and distribute it to your members if you think it would be useful.

You should have enough copies of the agreement in principle on sectoral matters and the document on central table matters for all the members who attend the meeting. We have sent out enough to provide copies for 25% of your total membership. If you need more, please contact the CSN's distribution department (514-598 2198).

The documents you may need can also be downloaded from our web site, www.fsss.qc.ca, in the *négos du secteur public* section (click on *documents*), or from the CSN's public-sector site, www.secteurpublic.info in the *FSSS* section. (For the English versions, look under "English" / "All FSSS documents and mobilization tools".)

In this guide, we suggest a format for the meeting that should allow you to cover the entire agreement in about 90 minutes.

To start with, we suggest that you introduce the topic by briefly reviewing the political context and major events in this round of bargaining. You can draw on the chronology of events in this guide, adding the significant moments in your local mobilization.

Next, present the agreement, using the documents you have received, and then take time for a question period. This will help you make sure that your members have a good understanding of the terms of the agreement.

This should then be followed by a period of debate. Before voting, it is important for members to have the opportunity to discuss their impressions of the agreement and assess the level of local mobilization accurately.

At the end of the process, take a vote on the resolution submitted to you. There is a single vote on the comprehensive agreement, which includes both the matters negotiated sectorally by the FSSS and the matters negotiated at the central table by the Common Front.

The resolution submitted to unions reads as follows: "As recommended by the FSSS Federal Council for Sectoral Bargaining, **Be it resolved that the comprehensive agreement in principle, including sectoral matters and the matters negotiated at the central table, be adopted.**"

Use the compilation forms to record the results of your meeting, along with technical information about your union. It is important to hold a vote for each bargaining unit (usually by class of personnel).

The round of general membership meetings ends on September 17, 2010.

Send in the results of your meeting as quickly as possible to the FSSS-CSN Bargaining Committee. You can fax them to 514-598-2459, or mail them to: FSSS-CSN, Bargaining Committee, 1601 de Lorimier, Montréal, H2K 4M5.

Finally, after your meeting, we strongly suggest that any documents left over be made available to members who were unable to attend. They can be used as reference and information documents until you receive the finalized version of the collective agreements.

4. Proposed agenda

- **Review of the highlights of collective bargaining**
- **General presentation of the agreement in principle:**
 - 1) **FSSS sectoral matters**
 - 2) **Central table matters**
- **Question period – questions of clarification**
- **Debate – comments**
- **Vote on the agreement in principle**
- **Adjournment**

5. Useful documents for your meeting

- This guide and the compilation forms
- The document presenting the FSSS agreement on sectoral matters and the document on central table matters
- If necessary, print out the *At a glance* document contained in this guide
- A PowerPoint that you can show. Available at www.fsss.qc.ca and www.secteurpublic.info

6. Chronology of events

-Already in the **winter of 2009**, union organizations agreed that to have an impact on the Charest government, which had imposed the 2005 decree, it was vital to build the most united Common Front possible. We also had all reached the conclusion that governments around the world were going to try to make the population foot the bill for solving their financial crisis, in part through cutbacks in public services.

The unions adopted a common strategy: targeted demands, rapid negotiations and building strong bargaining clout through solidarity. The decree expired on March 31, 2010 and any extension of that outright denial of our right to free collective bargaining was out of the question.

The result was the creation of the biggest Common Front ever, for the purpose of negotiating pay, pensions, measures for skilled workers and parental rights: 475,000 people agreed on a strategy, demands and a common action and information plan.

As well, to win sectoral gains, thwart employers' insatiable drive to expand management rights and make progress in bargaining in all parts of the public sector (public services, health and social services, and education), the Common Front agreed that bargaining talks at the central table wouldn't start until all sectors had made very significant progress.

-In the **spring of 2009**, unions were consulted on sectoral demands and the demands at the central table.

-On **October 30, 2009**, the Common Front filed the central table demands with the Conseil du trésor. We also filed our FSSS sectoral demands at the CPNSSS table (the CPNSSS, or Comité patronal de négociation du secteur de la santé et des services sociaux, represents employers in health care and social services).

-Starting in **October 2009**, the FSSS participated massively in Common Front actions like the round of meetings in all regions in the fall of 2009, and began pressure tactics on sectoral matters: leafleting on sectoral issues, visibility actions in the workplace and picketing in front of all institutions on **January 27, 2010**. FSSS unions also organized local actions with allies in the Common Front.

-February 19, 2010: the chair of the Conseil du trésor announced that she intended to pick up the pace of negotiations, which were at a virtual standstill. Her announcement had no positive impact on the status of bargaining talks! The CPNSSS clearly didn't have any mandate to advance anything whatsoever at the bargaining table. On several occasions in the **spring of 2010**, management announced pseudo-blitzes, but these didn't really affect negotiations at all. Even on the eve of the Common Front demonstration...

Each time, the FSSS participated faithfully, worked hard at finding ways to reach a satisfactory settlement and continued to mobilize.

-March 20, 2010: a huge demonstration by the CSN-FTQ-SISP inter-union Common Front brought out more than 75,000 government employees to march through the streets of Montreal in support of our bargaining demands.

-On **March 26, 2010**, a bombshell that symbolized the CPNSSS's closed-minded attitude so far: an employer filing, presented as comprehensive, that sent shockwaves through our ranks. Management's demands included 42 major rollbacks in our working conditions. These reactionary offers were made to all the union organizations in the health and social services sector. The management committee followed up by announcing that it rejected all of our 73 FSSS demands outright.

-March 30, 2010: the Charest government brought in a disastrous budget, weakening government, imposing all kinds of contributions by taxpayers that will affect in particular low-income people and the middle class, etc.

-April 8 and 9, 2010: Federal Councils for Sectoral Bargaining, in Montréal. The meetings rejected the employer demands and voted to adopt an action plan leading to the possible use of stronger pressure tactics in the fall. Unions began to hold general membership meetings to reject management's offers. We asked unions to begin the work on essential services with employers.

-April 15, 2010: another meeting at the political level, this time between Health and Social Services Minister Yves Bolduc and Conseil du trésor chair Monique Gagnon-Tremblay, on the one hand, and the Common Front union organizations present in health care, including the FSSS, on the other. The objective was to get management to withdraw its unacceptable demands and revive bargaining talks on a new basis.

-On **April 21, 2010**, the FSSS organized an action with the Fédération des employées et employés de services publics (FEESP-CSN), which represents support staff in schools and CEGEPs.

The two federations used Secretaries' Day to demonstrate our opposition to one of the shameful measures in the last Bachand budget: the non-replacement of one out of every two administrative staff in health care and education who retire. Union members

in all parts of Québec took 15-minute breaks simultaneously at 3:00 p.m., and used the time to send thousands of faxes to Finance Minister Raymond Bachand – successfully clogging up the ministry's system.

The government tabled Bill 100, *An Act to implement certain provisions of the Budget Speech of 30 March 2010, reduce the debt and return to a balanced budget in 2013-2014*, a few weeks later. Both the FSSS and the CSN lobbied the government and the Opposition to protest various measures in the bill, including the requirement that institutions in health, social services and education cut administrative spending by 10% by 2014, preferably through attrition. A number of demonstrations were organized, plus a lightning two-day campaign of mass e-mails from members of FSSS unions.

-On **April 26, 2010**, we and all the other CSN federations in the public sector filed for mediation – a step that did not alter the bargaining process. On the contrary, we used this to show our good faith, emphasizing publicly that we wanted an active mediation process that would deliver real solutions to improve working conditions and the public system.

The mediation was also a necessary step in the process of obtaining the legal right to strike eventually were it to be deemed necessary.

-On **May 26, 2010**, the CPNSSS presented another comprehensive offer that, in the opinion of the FSSS, constituted a new basis for discussion. But the manner in which it was done was deemed unacceptable, since the offer was accompanied by two ultimatums. We asked the CPNSSS to withdraw the ultimatums, and it did so.

-On **June 2, 2010**, we filed a comprehensive counter-offer. Throughout this period, the FSSS negotiated with management virtually around the clock in the hopes of reaching a satisfactory settlement.

-On **June 10, 2010**, the FSSS and the CPNSSS reached an agreement in principle on sectoral matters.

Between October 2009 and June 2010, the FSSS and the CPNSSS met more than 50 times.

-On **June 21, 22 and 23, 2010**, the FSSS Federal Council for Bargaining met in St-Hyacinthe. The Council agreed to recommend the adoption of the settlement on sectoral matters to unions' general membership meetings. This also marked the start of a campaign with the boards of directors of health and social services institutions to convince them to refuse to implement the cuts imposed by Bill 100.

-On **June 25, 2010**, the Common Front reached an agreement in principle with the Québec government's Conseil du trésor on pay, pensions, parental rights and skilled workers.

-On **June 30, 2010**, the FSSS Federal Councils for Sectoral Bargaining continued their meeting in St-Hyacinthe and voted to recommend that the general meetings of unions in our federation adopt the agreement in principle.



AT A GLANCE
THE FSSS-CSN AGREEMENT IN PRINCIPLE

What we won in the 2010 round of bargaining

WWW.SECTEURPUBLIC.INFO
WWW.FSSS.QC.CA

July 2010

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.

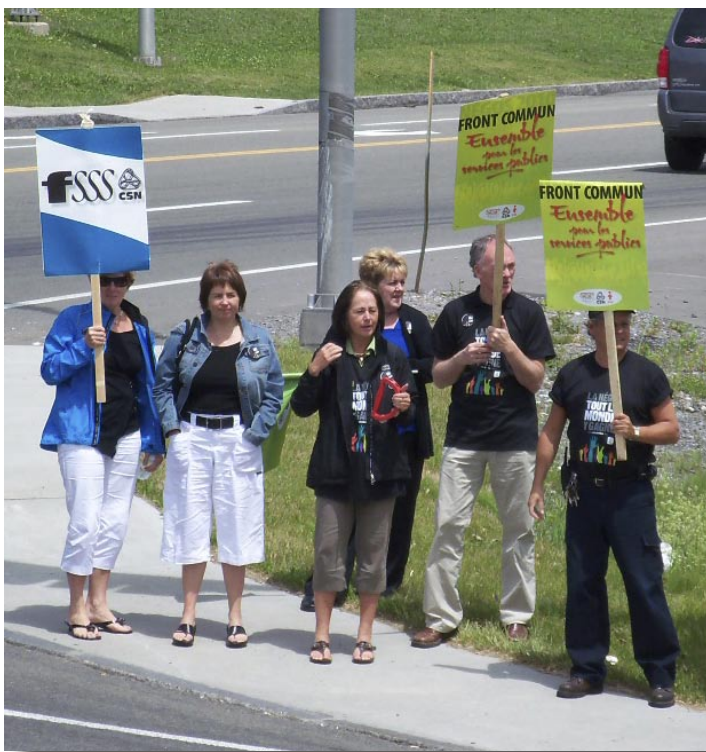
- Creation of labour relations committees in all health and social services institutions.

- 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 !





Class **1**

**Compilation of results
Vote on the AGREEMENT IN PRINCIPLE
– 2010 collective bargaining**

One form for each class of personnel that the union represents!

To be returned immediately

by fax (514 598-2459) or surface mail, addressed to the FSSS Bargaining Committee,
1601 De Lorimier, Montréal (Québec), H2K 4M5

Name of the union: _____

Address and phone number:

Class 1: Nursing and cardio-respiratory care personnel

FSSS union number: _____ Certification number: _____

Total number of members in the class of personnel: _____

Number of people present at the meeting: _____

Date of the meeting: ___ / ___ / 2010

Quorum: _____

As recommended by the Federal Council for Sectoral Bargaining:

Be it resolved that the comprehensive agreement in principle, including sectoral matters and the matters negotiated at the central table, be adopted.

For: _____ Against: _____ Abstentions: _____

Name of the person who filled out this report: _____

Phone number at work: (____) _____ - _____ ext. _____



Class **2**

**Compilation of results
Vote on the AGREEMENT IN PRINCIPLE
– 2010 collective bargaining**

One form for each class of personnel that the union represents!

To be returned immediately

by fax (514 598-2459) or surface mail, addressed to the FSSS Bargaining Committee,
1601 De Lorimier, Montréal (Québec), H2K 4M5

Name of the union: _____

Address and phone number:

Class 2: Paratechnical personnel and auxiliary services and trades personnel

FSSS union number: _____ Certification number: _____

Total number of members in the class of personnel: _____

Number of people present at the meeting: _____

Date of the meeting: ___ / ___ / 2010

Quorum: _____

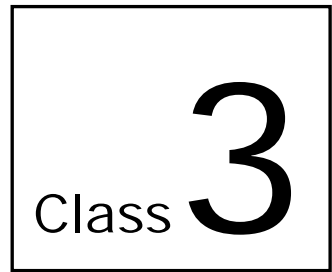
As recommended by the Federal Council for Sectoral Bargaining:

Be it resolved that the comprehensive agreement in principle, including sectoral matters and the matters negotiated at the central table, be adopted.

For: _____ Against: _____ Abstentions: _____

Name of the person who filled out this report: _____

Phone number at work: (____) _____ - _____ ext. _____



**Compilation of results
Vote on the AGREEMENT IN PRINCIPLE
– 2010 collective bargaining**

One form for each class of personnel that the union represents!

To be returned immediately

by fax (514 598-2459) or surface mail, addressed to the FSSS Bargaining Committee,
1601 De Lorimier, Montréal (Québec), H2K 4M5

Name of the union: _____

Address and phone number:

Class 3: Office personnel and administrative technicians and professionals

FSSS union number: _____ Certification number: _____

Total number of members in the class of personnel: _____

Number of people present at the meeting: _____

Date of the meeting: ____ / ____ / 2010

Quorum: _____

As recommended by the Federal Council for Sectoral Bargaining:

Be it resolved that the comprehensive agreement in principle, including sectoral matters and the matters negotiated at the central table, be adopted.

For: _____ Against: _____ Abstentions: _____

Name of the person who filled out this report: _____

Phone number at work: (____) _____ - _____ ext. _____



Class **4**

Compilation of results Vote on the AGREEMENT IN PRINCIPLE – 2010 collective bargaining

One form for each class of personnel that the union represents!

To be returned immediately

by fax (514 598-2459) or surface mail, addressed to the FSSS Bargaining Committee,
1601 De Lorimier, Montréal (Québec), H2K 4M5

Name of the union: _____

Address and phone number:

Class 4: Health and social services technicians and professionals

FSSS union number: _____ Certification number: _____

Total number of members in the class of personnel: _____

Number of people present at the meeting: _____

Date of the meeting: ___ / ___ / 2010

Quorum: _____

As recommended by the Federal Council for Sectoral Bargaining:

Be it resolved that the comprehensive agreement in principle, including sectoral matters and the matters negotiated at the central table, be adopted.

For: _____ Against: _____ Abstentions: _____

Name of the person who filled out this report: _____

Phone number at work: (____) _____ - _____ ext. _____

GO...NÉGO...NÉGO...NÉGO...NÉGO...NÉGO...NÉGO...NÉ



**Notice of meeting
General membership meeting
on the AGREEMENT IN PRINCIPLE –
2010 collective bargaining**

Where: _____

When – date and time: _____

Agenda:

1. Reading and adoption of the agenda
2. Review of the highlights of collective bargaining
3. General presentation of the agreement in principle
 - a. FSSS sectoral matters
 - b. Central table matters
4. Questions – comments
5. Vote on the agreement in principle
6. Adjournment

**The adoption of the agreement in principle
is an important part of collective bargaining.
We look forward to seeing you there!**

Union representative