

Info-nego #11

## Workers in the public system have been exploited long enough

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Thanks to the strike, we are making progress at the bargaining table. Still, it is staggering to think that more than a year after negotiations began, the government persists in trying to roll back our working conditions. This shows more clearly than anything that we need to keep up the pressure. The seven-day strike by the Front commun is necessary if we hope to force the government to improve our working conditions.

### Rollbacks at the worst possible time

At the sectoral table, the government is demanding rollbacks in our working conditions. Here is what they want.

### An out-of-touch government is asking us to be more flexible

The government wants to be able to move staff around at the whim of the employer. Employers would be able to transfer us between sites and departments as they see fit, and make us work multiple shifts.

When employers have posted atypical positions of this kind, they have generally gone begging: the vast majority found no takers. In cases where they were able to fill atypical positions, the employees often quit after a few weeks. What kind of work-life balance is possible if we don't know in advance what shift we'll be working or where? Clearly, neither workers nor the public want services to become even more unstable.

### The government has ended double overtime in the middle of the negotiations

Accustomed as it is to making arbitrary decisions, the government has canceled one of the flagship measures it had introduced in order to keep delivering services to the public and compensate workers for their efforts.



## **The government is targeting part-time workers again**

It wants to change the definition of overtime to eliminate overtime for working longer than a regular work day. So part-time staff would no longer be paid overtime. Under the government's proposal, a part-time employee who works overtime on a given day but hasn't worked enough hours in the week won't be paid the overtime rate.

What possible reason can they have for these relentless attacks on part-timers at a time when we need everyone's contribution in order to fill every open shift?

## **Below-the-belt anti-union attacks worthy of Duplessis**

Some of the recent statements by Minister Dubé and Premier Legault sound like they're from another era. Although we are starting a seven-day strike, the government still hasn't got the message. Employees want better conditions and that definitely won't happen by giving managers more power.

## **Band-aid solutions to the crisis in the health and social services system**

After a pandemic that increased burnout rates throughout the public system, government is stubbornly proposing measures limited to a few job titles. For example, the government is prepared to modify work-time arrangements only for some class 1 employees. Such tunnel vision at such a critical time is deplorable.

## **The government is missing the point about bringing private agency staff back to the public system**

For months, the government has been turning a deaf ear to the heartfelt appeals from its employees. It claims to know the problems and the solutions. To bring private agency staff back to the public system, the government wants to talk about seniority and nothing else. But the reason they left in the first place was the poor working conditions. That is what has to be addressed if we want to stop the exodus and get them to come back.

## **We are determined to make the government back down**

We continue fighting these rollbacks at the bargaining table, and we have in fact made progress on some issues. But to make the government listen to reason, we need to mobilize massively from December 8 to 14. With strength in numbers, we will prevail.

