

Info-nego #13

Major gains in our working conditions

To remember

The sectoral agreement leads to several gains in our working conditions

To do

Participate in your general meeting from January 15 to February 20, 2024

To read

The [Info-nego](#) on the central table agreement

The strike by workers in the health and social services system was instrumental in winning major improvements in our working conditions and pay. The government saw our determination to improve our daily lot so that we can better serve the public. This tentative sectoral agreement contains advances on issues such as premiums, overtime, measures for some regions and the list of job titles.

As you know, on December 23 the Fédération de la santé et des services sociaux (FSSS-CSN) bargaining committee reached a proposed tentative agreement with the employer's bargaining committee, the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS), on sectoral working conditions. On January 4 and 5, delegates from FSSS-CSN unions met to review the details of the agreement. They decided to recommend ratification at the general assemblies that will be held between January 15 and February 20, 2024.

Key gains in the tentative sectoral agreement

This newsletter focuses on the major gains in the sectoral agreement. Attend your union's general assembly to get the full details and exercise your right to vote.

Gains for all employees

From the beginning of the negotiations, the government's intentions were clear: it wanted to deal with just a few job titles through narrowly targeted and often temporary measures. Our tenacity and the balance of power forced it to address the demands of all the employees in the public system. The sectoral agreement that will be presented to you therefore contains gains for all personnel classes.



Breakthrough on premiums

One of our priorities in this round of bargaining was to improve premiums in order to recognize the efforts of employees who work under challenging conditions or with undesirable schedules. In one of the major gains in this bargaining round, the agreement provides the following improvements in workplace and inconvenience premiums :

Workplace premiums

Category	Level 1 : 70 hours and more	Level 2 : 42 h to less than 70 h	Less 3 : less than 42 h
Category I (critical care)	15 %	14 %	10 %
Category II (youth centres including DPJ and specific critical care services)	10 %	7 %	6 %
Category III (serious behavioural disorders except at continuous-assistance residences, Psychiatry)	3,5 %	2,25 %	1 %
Category IV (Class 3 in ERs)	2,5 %	1 %	0,5 %

Plus:

- A new premium for workers in continuous-assistance residences (5% for level 1 and 3% for level 2)
- The lump-sum for Class 4 personnel working in CHSLDs, maisons des aînés (MDAs) and maisons alternatives (MAs) will be increased and made permanent (Letter of Agreement #40)
- The premium for CHSLDs, MDAs and MAs will be available to unit and pavilion attendants (article 9.19 of the collective agreement)
- Five floating days off or compensation for personnel in all four classes working in a prison environment
- Expansion of the premium for sorting soiled linen
- Brachytherapy will now have access to the specific critical care premium

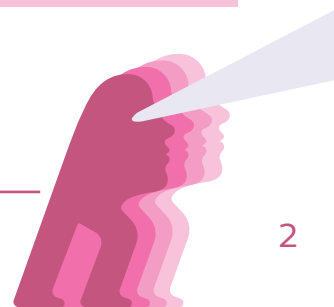
Inconvenience premium

Schedule	70 hr or more	70 hr or more in a 24/7 service	Level 2: % of base pay	Minimum rate
Evening	10 %	N/A	7 %	1,94 \$/h
Night	18 %	N/A	14 %	3,88 \$/h
Weekend	N/A	9 %	5 %	1,39 \$/h

Increase in overtime

At a time of labour shortages, we wanted the government to better recognize the efforts of all four personnel classes, particularly in terms of overtime. We won:

- Double-time pay for a full overtime shift on the weekend in a 24/7 service for all four personnel classes
- Overtime on weekend shifts converted to paid time off
- Withdrawal of the government's rollback on the redefinition of overtime, which penalized part-time employees



Gains related to the List of Job Title

One of the priorities on our list of demands was to amend the List of Job Titles to recognize realities in several job titles. We won some important improvements on this front:

- Recognition of an Attestation of College Studies (AEC) or Diploma of College Studies (DEC) combined with a university certificate for 13 Class 3 technician job titles
- Creation of the job titles Specialized Pacification and Security Worker (ISPS) and ISPS Team Leader, leading to the consolidation of intervention officer job titles and an upgrade in ranking from 8 to 10
- Creation of the Health and Social Services Aide Team Leader job title, at ranking 10
- Elimination of the Administrative Officer, Class 4 job title and reclassification as Administrative Officer, Class 3, with an upgrade from ranking 5 to 7

More control over our schedules

Self-management of work schedules is a voluntary form of joint scheduling management that allows workers to indicate their preferences while taking into account the needs of their co-workers. The introduction of this scheduling system will give teams greater autonomy and employees better control over their work schedules, which in turn will improve work-life-study balance.

A lump sum of up to \$300 per month is added for staff in the four categories working in 24/7 services covered by self-management of schedules.

Knowledge transfer to improve onboarding of new employees

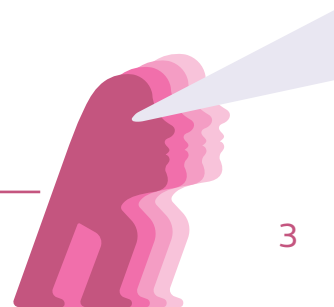
With thousands of new employees being hired, we felt it was important to better support the workers who train the next generation of employees and to improve onboarding. The tentative sectoral agreement provides for:

- An increase in the training budget for Class 3 personnel
- A new annual budget dedicated to training and professional supervision for Class 1, 2 and 4 employees with less than two years' experience who are assigned to the rehabilitation, care or supervision of beneficiaries

Better recognition of administrative officers and medical secretaries

Recognition for office and administrative staff was another of our bargaining objectives. We obtained a letter of agreement that recognizes their importance in the public system, both in relieving clinical staff of administrative duties and in facilitating professional advancement. It provides for:

- A process for recognition of acquired competencies
- Access to training leading to qualifications recognized by the Ministry of Education
- Implementation of training and support projects
- Maintenance of the 3% premium for medical secretaries
- Local assessment of administrative support development needs at each institution



Towards better labour relations

Labour relations have become increasingly litigious in recent years, making it more and more difficult to settle disputes and grievances quickly. To improve things, we obtained:

- Introduction of mediation / arbitration
- A letter of agreement on the diversion of labour relations away from the courts

Action for regions affected by the labour shortage

While the labour shortage is affecting the entire public system, the situation is critical in some regions. We have made major strides towards improving the situation:

- Improved attraction / retention premiums and more trips out for Class 1 employees working in the North
- Improved access to unpaid leave to work in a Nunavik institution
- Improvement and enhancement of the Letter of Agreement regarding the Far North for Classes 2, 3 and 4 (Letter of Agreement #37)
- Regional budget envelopes to fund initiatives in the Outaouais, Abitibi, Côte-Nord, Nord-du-Québec, Gaspésie and Îles-de-la-Madeleine regions, which are facing acute labour shortages

Progress on work-time arrangements

The employer side and the union side both wanted changes to the collective agreement to improve access to voluntary work-time arrangements. The tentative sectoral agreement provides for changes that respect seniority in the following areas:

- 4-day schedule (Appendix P)
- Atypical schedules, including 12-hour shifts (Appendix Y)
- 9/14 evening arrangement for Class 1 (Letter of Agreement #35)
- Day, evening, night and shift rotation arrangement (Letter of Agreement #36)
- New work-time arrangements for teams with self-management of work schedules
- Addition of a new 12-hour-per-day weekend arrangement with an additional 16 % premium for Class 1 personnel and for Class 2 assistance care job titles working in 24/7 services

Occupational health and safety (OHS)

We wanted to achieve better care for workers in this round of bargaining and we did make progress on occupational health and safety issues:

- Creation of a provincial inter-union committee to monitor prevention and participation mechanisms in connection with the new OHS legislation
- Extension of the forum on employees' general health with a new budget



Other gains in the sectoral agreement

The sectoral agreement that will be presented to you at the general assembly also contains gains on other issues, including:

- Introduction of a temporary premium for some job titles in the IT sector
- Lump sum payments for voluntary intra- or inter-institutional transfers
- A single seniority recognition process for private agency staff and for current employees in the public system who have worked in different institutions
- A plan to bring agency staff and independent labour back to the public system
- A letter of agreement concerning reimbursement of dues to a professional order (up to \$400 per year) for Class 3 and 4 personnel
- Candidates for the practice of nursing and auxiliary nursing who are employed by the network will be able to maintain the most advantageous salary
- A committee on neonatal transport at CHU Sainte-Justine
- A committee on specialty nurse practitioners
- A committee to reduce administrative tasks for Class 4 personnel
- A committee on introducing a student status
- A committee on the integration of employees from Indigenous communities

Now it's up to you

Workers will have the last word. Local unions will hold general assemblies to present all the results of the negotiations at both the central and sectoral tables. At that point, you and your co-workers will be able to discuss and vote on the agreement. You will receive information about your assembly from your union.

The FSSS-CSN's goal in this bargaining round was to implement solutions to crisis in the public health and social services system. The bargaining committee believes that the gains in this tentative sectoral agreement demonstrate the strength of the solidarity among our four personnel classes, who all stood together, and represent important progress in relieving the pressure on workers in the public system.

