

Info-nego #14

## We've made gains but we must keep up the fight

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The workers represented by the Fédération de la santé et des services sociaux (FSSS-CSN) have ratified the tentative sectoral agreement, which includes important improvements to working conditions. At the series of general assemblies that ended on February 20, workers in the four personnel classes voted for the agreement.

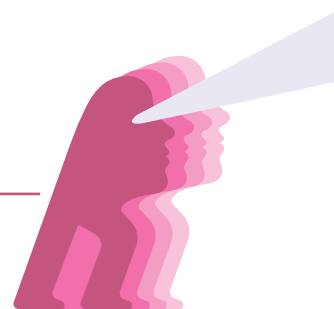
### Effective fightback against an intransigent government

Throughout the negotiations, the unions faced a stubborn government that wanted to discuss only its own solutions and pushed for even more power for managers. Thanks to our strong mobilization, we were able to wrest improvements to our working conditions from the employer.

At the general assemblies held over the past few weeks, workers expressed satisfaction with some of the provisions of the tentative agreement. We have made significant progress on issues such as premiums, overtime, measures for some regions and the List of Job Titles. For details of the gains made at the sectoral table, see the [January newsletter](#).

However, a number of issues remain. Certainly, the government could have done more to lighten the load on its overburdened employees. At our general assemblies, many members voiced disappointment with the government's refusal to discuss some of our demands.

In this bargaining round, we managed to get our foot in the door on some major issues. The FSSS-CSN will continue fighting on all fronts for further improvements to the working conditions of the public system's exhausted staff. It wasn't possible to solve all the problems in one bargaining round but after years of setbacks and attacks, we are back on the winning track and making gains for the workers who care for Quebecers.



## New collective agreement to be signed soon

In the coming weeks, the FSSS-CSN bargaining committee will work on the wording of the collective agreement in preparation for signing it in the spring. At this time, we don't have an exact date for the signing. We will let you know as soon as possible.

Some clauses of the new collective agreement will apply only from the date the agreement comes into force. This includes for the evening, night and weekend premiums and the new overtime provisions. The wage increases will be retroactive to April 1, 2023.

In the coming months, the FSSS-CSN will work hard make sure the gains made in the provincial negotiations are actually implemented in workplaces across Québec.

## Dubé reform: There's still time to change course

We will also keep a close eye on developments with the Dubé reform. With the growing role of the private sector, we must work together to strengthen and improve our public system. For example, it is imperative to improve the provision of home support services by the public system and to value the workers who deliver them. This is key to guaranteeing care for all Quebecers.

The Dubé reform in its current form is more of what has never worked and never will. More bureaucratic centralization is the last thing the public system needs. The public and the workers alike know the results of this type of reform all too well. We need only think of the utter failure of the Barrette reform. If we want to improve services, we need a more decentralized, democratic and truly public system.

