



secteurpublic

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FOLLOW-UP ON THE PROBLEMS ENCOUNTERED IN APPLYING THE SKILLED WORKERS PREMIUM

Ever since the signing of our new collective agreements last summer, numerous CSN Unions in the education, health and social services systems have contacted us regarding different problems they've encountered related to the application of the skilled workers attraction and retention premium.

The CSN thus began talks with the Treasury Board, as of last September, about the difficulties that were being encountered in this matter. Indeed, depending upon which system was involved, employers were applying the skilled workers premium in a different manner, be they working in the health care, school support or CEGEP support sectors.

The CSN has always upheld the principle that this premium had to be applied uniformly, irrespective of the establishment under consideration. We thus drafted a compendium of the problems encountered: describing notably the situation with regard to its application vis-à-vis overtime, recalls without notice, placements on availability, sick leaves and even in terms of time off for union business?

The first explanations, although partial, were conveyed by the Treasury Board to us last December 20. Some grey areas still remain: that is why the CSN will continue to discuss the situation of concerned workers over the next few weeks in order that we may reach an agreement on a coherent approach to its application, and this, irrespective of the establishment where any given skilled worker may be working. Of course, we will keep you informed about what we're doing and the results.

Other work under way

A letter of agreement in our collective agreements stipulates the creation of a working committee in the fall 2018, under the aegis of the Treasury Board, whose purpose will be to analyze the effects of the skilled workers attraction and retention premium and to evaluate whether it would be worthwhile to renew it after the expiry of our agreements and, if needed, to modify it or perhaps to even expand it to cover other job classifications.

The CSN Public Sector Federations affected by this premium, namely, the FSSS and FEESP, have already started doing this work. An action plan will be submitted shortly to the Unions in question in order to provide support for what we're doing in view of setting up this working committee, particularly, in terms of documenting the recurring workforce shortage problems encountered in different skilled worker job classifications.

The contribution of the CSN Unions will be decisive as we pursue this work. We hope that we'll be able to count upon your habitual collaboration.