



FOR A GOOD NEGOTIATED LOCAL COLLECTIVE AGREEMENT

JOB STABILITY
BETTER WORKING CONDITIONS

Info-Négo #1

Local collective bargaining has started!

It's a go! We will be negotiating our local collective agreements in the coming months. Following the amalgamations of institutions and the new bargaining units resulting from the application of Bill 10, our local collective agreements must be renegotiated by all the unions affected by the amalgamations.

In the coming weeks, you will be called upon to participate in union activities in support of your local bargaining. Some unions have already finished identifying their demands and bargaining priorities, while others are still in the process of doing so. You will be called upon to take part in mobilization to ensure that our local collective agreements meet our concerns and give us some breathing room in the midst of Minister Barrette's reform!

This local bargaining is crucial!

These local negotiations are of crucial importance. Local parties are responsible for negotiating 26 local stipulations. You can find all the stipulations and relevant information on the FSSS-CSN web site: <http://www.fsss.qc.ca/negotiation-conventions-collectives-locales/>

The timeline for negotiating these local stipulations is very tight. We have just over 12 months to complete the bargaining. If we don't succeed in agreeing on one or more local stipulations by the end of the time limit, a mediator-arbitrator will decide. So it's in our best interests to work as hard as we can for negotiated local collective agreements that meet our concerns.

It is everyone's interest to show our employers how determined we are to obtain a local collective agreement that meets our concerns and improves services to the population.

Many of the stipulations to be negotiated are central to our working conditions. During this bargaining, we will be discussing issues as important as :

- the concept of positions
- the concept of service
- the concept of displacement
- arrangement of work hours and work week
- terms and conditions related to overtime, callbacks to work and availability
- statutory holidays, floating holidays and annual vacations

This is why the FSSS-CSN is taking action and will accompany you FOR a good negotiated local collective agreement. At the November 2 Federal Council meeting, FSSS-CSN delegates adopted a communications and mobilization plan in support of local bargaining. You have the strength of a key organization to support you throughout this local bargaining!

What can we expect from these negotiations?

As is always the case in public-sector bargaining, we have to expect that negotiations will be difficult.

We can certainly expect the employers in the system to push for more staff mobility and flexibility. Indeed, Minister Barrette makes no bones about the fact that this is what he wants.

But if we want to help exhausted employees in the system, we have to take a very different approach. This is why we will be making demands on bargaining priorities to improve working conditions, notably with demands for more stability, family-work-studies balance and less precarious work.