



FOR A GOOD NEGOTIATED LOCAL COLLECTIVE AGREEMENT

JOB STABILITY
BETTER WORKING CONDITIONS

Info-Négo no.3

Take action FOR a good negotiated local collective agreement

Local bargaining has begun for all of the FSSS-CSN unions concerned.

These negotiations are an opportunity that must not be missed to respond to the distress signals from personnel in the health and social services system. In the coming weeks, we have to make sure our employers understand the message and get down to work on improving working conditions.

NEGOTIATIONS TO IMPROVE OUR SITUATION

In recent weeks, workers in a number of job titles have spoken out to denounce their workloads. Employees in the system are more

exhausted than ever. Government decisions are doing considerable harm to the thousands of women who make up the majority of workers in health care and social services. In their drive to impose setbacks, more flexibility and mobility, our employers are mocking women's rights in these negotiations. We emphasized this point in particular during a meeting with the minister, Gaétan Barrette, on March 9th. Although talks are going well at some bargaining tables, others are held back by the size and scope of employer demands. Some employers want to take advantage of local bargaining to make further attacks on employees' working conditions. Given that it is obligatory for these negotiations to

be wrapped up on the coming months, it is disturbing to see the extent of the setbacks employers want in the context of employees' exhaustion.

For the FSSS-CSN, these local negotiations must:

- lead to solutions to the problems of attraction and retention of personnel;
- make it possible to improve work stability;
- make it possible to improve working conditions and thus respond to the many indicators regarding the level of employees' exhaustion;
- make it possible to take action for better work-family-study balance.

UPCOMING ACTIONS

FSSS-CSN unions are at work all across Québec. They continue negotiations with their employers. They are visiting institutions to meet with you and listen to your concerns. They are working to develop mobilization plans aimed at making progress in negotiations. You will be asked to take action in the coming weeks. It's important to show your support for your bargaining committees FOR a good negotiated local collective agreement.

Clearly, it's time to give personnel in the system some breathing space. Together, we have to make sure this message is understood!

