

AVEC nous

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pour défendre nos services publics

2015: MOBILIZING ON ALL FRONTS

In mid-December we received management's offer for the renewal of our collective agreements. The least we can say is that we'll have our work cut out for us when it comes to reasoning with those in government.

First the Conseil du trésor presented the Common Front with its proposals on central bargaining table matters. From the get-go our priority of adjusting pay in the public sector was met with a good amount of scorn from the government.

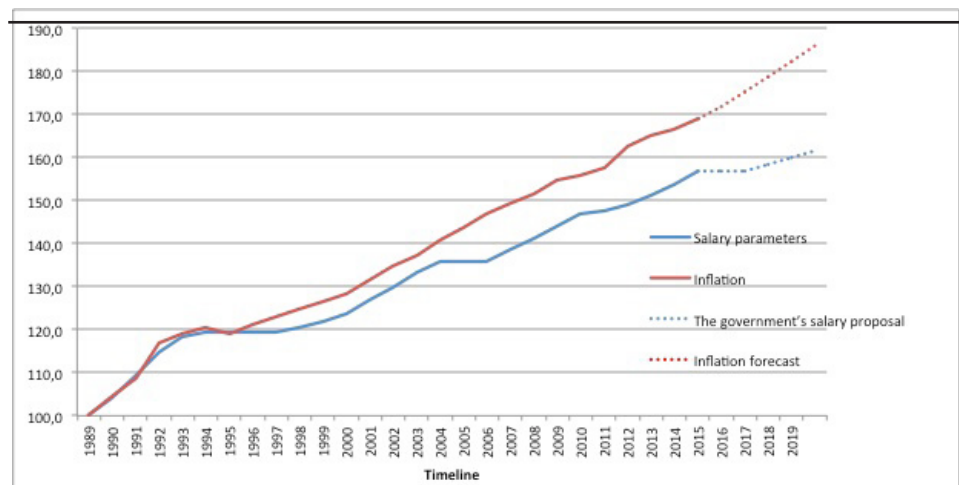
Their offer, which adds up to a 3% increase over five years, including a two-year wage freeze - an adjustment that doesn't even match inflation - is light years away from our objective. Last year's Institut de la statistique du Québec report showed that our salaries continue to lag behind those in other economic sectors by an average of around 8%. We are determined try to find a solution to this problem during this round of bargaining. The government's offer is obviously not a good start. In 2015, for example, with the government "offering" us a wage freeze, most of the major human resources consul-

ting firms in Québec are planning a 2.8% increase on average in the private sector.

On top of that, the government is also taking aim at our pension plan, the RREGOP, despite its being in ex-

cellent financial condition. For more information on the central bargaining table offer, please see Bargaining Update #1, put out by the Common Front on December 16, 2014.

THE GOVERNMENT IS OFFERING... IMPOVERISHMENT



AUSTERITY FOR OUR WORKING CONDITIONS TOO

On December 16, our FSSS-CSN bargaining committee received management's proposals on daily working conditions. This so-called offer was actually a series of demands, and we have yet to receive an answer on our four main sectoral bargaining priorities of resisting privatization, improving the quality of life at work, completing the work on job titles and job descriptions, and strengthening union rights.

The proposals we've received so far, which were presented during a meeting that lasted just over an hour, are nothing more than vague objectives that are really just a cover for more insidious demands that would result in major changes to our collective agreements.

Nothing is safe from this government, which wants to reopen current provisions on matters like employee mobility, attraction and retention measures, absences and leave, salary insurance, and union rights.

AUSTERITY AIMED AT WOMEN

Women, who account for more than three quarters of personnel in health care and social services, are once again being targeted by the government. They will once again bear the brunt of austerity measures. Our members will first be affected by these policies just like any other

women in Quebec, but the government has also seen fit to add to our share of the burden of balancing the provincial budget by attacking our working conditions. Women in the public sector are under constant pressure to be more productive and more involved, while their working conditions never change. The increasing difficulties of finding family-work-study balance, skyrocketing work overloads, the erosion of professional autonomy, and increasing job insecurity... We don't see how such an approach can work. In fact, it will likely lead us backwards into a social era we thought was long forgotten.

LABOUR SHORTAGES

As well, the proposals we've received to date would significantly weaken our public services by causing a real exodus of workers out of the sector. The looming increases in work overloads along with insufficient pay will discourage many from continuing their careers in the network. At the same time, raising the age of retirement and weakening certain provisions of the RREGOP will force some to leave sooner than they had planned. And all this at a time of personnel turnover during which institutions are having trouble finding new staff and keeping experienced employees. This is the kind of irresponsible attitude that makes us think that the government's real goal is to starve our network in order to favour growth in the private service sector.

In short, we need to step up our mobilization. A new action plan will be presented to FSSS-CSN unions in the coming weeks.

WITHDRAW BILL 10: HAVE YOU SIGNED THE PETITION YET?

If you haven't already, please sign the petition calling for the withdrawal of Bill 10 on the National Assembly website:
www.assnat.qc.ca/en/exprimez-votre-opinion/petition/Petition-4993/index.html