



THE CSN, FOR FAIR VALUE FOR THE WORK OF INTERVENTION OFFICERS IN PSYCHIATRIC SETTINGS

In the 2010 round of bargaining, it was the FSSS-CSN that obtained the creation of the job title of intervention officer in psychiatric settings, with a non-definitive pay scale. Following the addition of this job title to the List of job titles, we agreed to a joint evaluation of this job title, with April 13, 2011 as the date for the retroactive application of adjustments in pay, if any.

Following the creation of this job title, surveys were done in a number of institutions in Québec, one year after the job title was added to the List of job titles, to ensure that the results were more accurate and representative of the work done. After the questionnaire replies were compiled, the work of evaluation was done, followed finally by meetings with the Conseil du

trésor and the Ministère de la Santé et des Services sociaux. The employer party's evaluation was different from ours on many points. Ultimately, we were unable to agree on the value of the job, which explains why we have had five days of hearings so far to convince the arbitrator of the validity of our evaluation.

Since the start of arbitration, intervention officers in psychiatric settings from the CIUSSS du Nord-de-l'Île-de-Montréal (Hôpital du Sacré Cœur de Montréal) and the CIUSSS de l'Est-de-l'Île-de-Montréal (Louis H. Lafontaine) have testified. They explained to the arbitrator, Mr. Tousignant, the realities of their work as well as the main problems encountered daily in their care units.

Another four (4) days of hearings are scheduled between now and June 2017.

It's also the CSN that obtained the introduction of the critical care premium for intervention officers in psychiatric settings in the last round of bargaining.

You can be certain that we will invest all the time and energy needed to win this case, and we will keep you informed of the main developments.

The CSN, for fair recognition of the value of the work done by intervention officers in psychiatric settings!