



BETTER RECOGNITION OF STERILIZATION PERSONNEL'S WORK

The CSN, a force to be reckoned with in bargaining for sterilization personnel

In the last round of bargaining, the FSSS-CSN called for the addition of another job title in the sector of sterilization or reprocessing of medical devices. We think that the duties, responsibilities and qualifications required of many employees working in this sector are now distinct in a number of ways from the job of sterilization attendant. The CSN was the only union organization to raise and defend this demand in the last round of bargaining.

Developments in this sector in both job requirements and the work itself are why the CSN decided to pursue this demand with determination. Unfortunately, at the time the collective agreement was concluded, the government

refused to add any job titles except one: candidate for admission to the practice of the nursing assistant profession.

With the collective agreement we did, however, obtain a national committee mandated to continue discussions with the Conseil du trésor and the MSSS on revising the List of job titles and job descriptions. The CSN is currently working hard for changes to the List of job titles for this sector of jobs.

The CSN, a force to be reckoned with in pay equity for sterilization personnel:

As well, in December 2010, following the Conseil du trésor's pay equity audit, the CSN filed a complaint for the maintenance of pay equity covering employees working in this sector. The complaint sought specific recognition of this job

and better recognition in terms of pay. The CSN was the only organization to file a maintenance of pay equity complaint for sterilization personnel. The results could be retroactive to December 2010.

We are currently discussing this matter with the Conseil du trésor as part of a conciliation process in the presence of the Pay Equity Commission. We will defend this demand tenaciously.

The CSN, fighting for fair recognition of the profession

The CSN is working on various fronts for fair recognition of this job, in terms of both professional recognition and pay.

The CSN will continue to invest all the time and energy needed to obtain results as soon as possible.