



Info-négo # 10 • September 2015

Fédération de la santé et des services sociaux (FSSS-CSN)

AVEC nous

OUR MOBILIZATION WILL BE DECISIVE

After thirty or so meetings with the employer party in health and social services, we still don't have any formal response to our demands. We have, however, received a first sign of openness to exploratory discussions on a certain number of topics related to our demands. These exploratory discussions have been in progress since the end of August.

This kind of bargaining is aimed at helping the parties assess various possibilities that could lead to a satisfactory settlement.

But there are still many employer demands on the table that are diametrically opposed to our bargaining goals and that would constitute setbacks in our working conditions.

So we still have a long way to go! The impression we get that the employers are interested above all in saving money rather than tackling the problems we experience daily.

In short, our mobilization during the fall will be decisive.

UNION PRIORITIES

Our main sectoral demands are aimed at:

- opposing privatization;
- improving our quality of life at work;
- completing the review of the List of job titles and job descriptions and the procedure for modifying it, and improving access to positions;
- defending our union rights.

We have presented these issues in detail to the employer party in bargaining talks. As well, after Bill 10 was passed using closure, we adjusted our demands to take into account the major upheaval caused by Dr. Barrette's reform.

EMPLOYER DEMANDS

The employers are defending a long list of demands. For example:

- an end to a number of premiums introduced as a result of the last round of bargaining;
- changes to work schedules, the regular work week and how overtime is paid;
- more availability, flexibility and mobility of personnel;
- the introduction of atypical schedules, even without the union's consent;

(see over)

EMPLOYER DEMANDS (CONT.)

- setbacks in protection under the salary insurance plan;
- the obligation for employees to accept a position that is remote from their home;
- the withdrawal of provisions protecting the positions of nursing assistants;
- the withdrawal of our union right to intervene in reassignments and retraining;
- the withdrawal of various important rights in the name of «modernizing the collective agreement»;
- a reduction in the amount of union leave allowing representatives to do their union work - coinciding, paradoxically, with a considerable increase in the size of units and number of points of service as a result of the mergers.

OUR RESPONSE: ACTIVISM

Our mobilization will be crucial in order to achieve our bargaining goals and prevent our working conditions being torn apart. The demands for rollbacks by employers at the sectoral table and by the Conseil du trésor at the central table (see the CSN public-sector newsletter It's all in our hands, no. 1) jeopardize the sustainability of our public services. We know that our institutions are having more and more trouble attracting new employees and retaining the most experienced ones.

The answer is in our hands

We have to take a stand against the weakening of our public services. General membership meetings will be held in all FSSS-CSN unions and throughout the Common Front in September. An action plan will be discussed and unions will ask their members to vote for a legal Common Front strike. The participation of as many members as possible in these general meetings is of vital importance. Various other actions will be carried out before resorting to a strike, but strike action must not be excluded. The Common Front is working to expand the struggle to involve all the organizations that want to stand in the way of the Couillard government. As employees directly affected by the Liberals' offensive, we have to be in the forefront as a rampart against these attacks.

Together, we are capable of great victories to defend the common good and a sharing of wealth. We are all invited to take up this battle together.

DISRUPTIONS

Throughout the fall, FSSS-CSN unions will be invited to back up negotiations by organizing disruptions in workplaces as well as in public spaces, with the support of CSN resources. Stay alert for weekly instructions! More details of these actions will be given at your general membership meeting for the strike vote.

OCTOBER 3

All the Common Front unions are invited to a big national demonstration on October 3 in Montréal. CSN central councils will be organizing free transportation in all regions. Reserve your place now through your local union. Take to friends and relatives and bring your family! Demonstrate our determination!

ON-LINE RESOURCES

WWW.FSSS.QC.CA

WWW.FSSS.QC.CA/FIL-NEGO

WWW.ENTRENOSMAINS.ORG

WWW.FRONTCOMMUN.ORG