



LES SERVICES PUBLICS S'ÉCROULENT.

**M. LEGAULT,
AGISSEZ !**

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A COUNTER-PROPOSAL THAT COULD UNFORTUNATELY PASS AS AN APRIL FOOLS' JOKE

On March 31, the Conseil du trésor submitted a new counter-proposal at the central table. After analysis, we found that it is not actually new, since it is almost identical to the most recent offer we rejected in May 2020. It is therefore clear that this week the Legault government invited us to take part in an exercise in communications, a distressing exercise in public relations at our expense—at the expense of all public service workers.

When reading the key elements of this proposal, we may unfortunately feel as though we have lost a year trying to bargain with a government that obviously did not listen at all and has no consideration for the needs of employees in all public service sectors, which were presented in a clear, detailed manner at bargaining tables. Wage parameters were identical to those in the most recent offer, i.e. 1.75% in 2020, 1.75% in 2021, and 1.5% in 2022, and the employer side chose instead to make minor improvements to lump sums in the first and second years, when we had clearly stated that short-lived measures such as those would not allow for attraction or retention of workers in the networks. Lump sums are not recurring and are not included in pension calculations.

The other new aspect of this version in relation to wage parameters is the implementation, for the duration of the collective agreement, of a capped mechanism for protecting purchasing power, which allows for adding at most 1%, if inflation exceeds 5% over the three-year period. The Conseil du trésor is trying to sell this mechanism to us as a significant gain, yet if inflation were to exceed 6% over the three-year period, public service workers would once again be getting poorer. Moreover, the government is tying the mechanism to economic growth, which adds an additional constraint to its use.

Therefore, when it comes to wages, the reality is that the Conseil du trésor's offer does not allow for any improvements—none at all. The needed change of course is still far off!

When it comes to working conditions, the government maintained the amounts allocated at the sectoral tables—amounts that are clearly insufficient. As was the case with wage parameters, the government ignored our demands, which proves to us once again that it only cares about its own priorities. By acting this way, the government is letting the vast majority of public service workers fall by the wayside, especially those in the school sector, CEGEPs, and government agencies.

By refusing to recognize that the crisis in our workplaces existed well before the start of the pandemic and by choosing to manage crises when they break in the media instead of working with us to resolve basic problems, Mr. Legault is forcing us to take major steps to get through to him. His new attempt in the past few days to settle public sector collective agreements at a discount has been an additional low blow, and we need to let him know that we will not let that happen. Since March 15, we have had strong mandates to plan a strike, and the

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four CSN public sector federations are currently hard at work on this matter. Of course, above all, we want to come to an agreement that brings real solutions that will allow workers to provide quality services to the public. However, over the coming weeks, we will seek out strike mandates in order to have in hand all of the tools needed to be able to state loud and clear to this government that has shown us so much disregard—we are ready. If we need to, we will use the ultimate pressure tactic to improve our working conditions and thus defend the services to which Quebecers are entitled.

CONSEIL DU TRÉSOR COUNTER-PROPOSAL Submitted at the central table on March 31, 2021

	May 2020	March 2021
Term	<ul style="list-style-type: none"> 3 years 	<ul style="list-style-type: none"> 3 years
Wages	<ul style="list-style-type: none"> Year 1: 1.75% Year 2: 1.75% Year 3: \$0.40 (rankings 1 to 11) and 1.5% (rankings 12 and up) 	<ul style="list-style-type: none"> Year 1: 1.75% Year 2: 1.75% Year 3: \$0.43 (rankings 1 to 11) and 1.5% (rankings 12 and up)
Protection of purchasing power	<ul style="list-style-type: none"> Nothing 	<ul style="list-style-type: none"> Capped mechanism for protecting purchasing power, conditional upon reaching an economic growth target
Lump sums	<ul style="list-style-type: none"> Year 1: \$0.44 per hour for ranking 1 and progressively decreasing to \$0.33 per hour for rankings 12 and up Year 2: \$0.44 per hour for ranking 1 and progressively decreasing to \$0.33 per hour for rankings 12 and up 	<ul style="list-style-type: none"> Year 1: \$0.66 per hour for ranking 1 and progressively decreasing to \$0.33 per hour for rankings 12 and up Year 2: \$0.66/hour for all rankings
Premiums, allowances, and lump sums ended March 30, 2020	<ul style="list-style-type: none"> The following would be renewed until September 30, 2020: <ul style="list-style-type: none"> Lump sum for staff working with individuals with severe behaviour problems Lump sum for CHSLD staff members Retention premium for psychologists Annual allowance for employees working for an institution in the Far North 	<ul style="list-style-type: none"> The following would be renewed until March 30, 2023, with certain new terms and conditions: <ul style="list-style-type: none"> Lump sum for staff working with individuals with severe behaviour problems Lump sum for CHSLD staff members Retention premium for psychologists Annual allowance for employees working for an institution in the Far North Budgets for training and for the development of professional practice

<p>Premiums for certain skilled worker job titles</p>	<ul style="list-style-type: none"> • Renewal of the premium for already covered job titles until September 30, 2020 • Establishment of a joint, inter-union (CSN, CSQ, FTQ, and SFPQ) committee to assess the shortage of workers 	<ul style="list-style-type: none"> • Renewal of the premium for already covered job titles until March 30, 2023 • Establishment of a joint, inter-union (CSN, CSQ, FTQ, and SFPQ) committee to assess the shortage of workers
<p>RREGOP</p>	<ul style="list-style-type: none"> • Establishment of a joint, inter-union (CSN, CSQ, FTQ, APTS, FIQ, FAE) working committee to discuss and carry out work related to the parameters of the plan, its development, and its methods of funding 	<ul style="list-style-type: none"> • Establishment of a joint, inter-central labour body (CSN, CSQ, FTQ) working committee to discuss and carry out work related to the parameters of the plan, its development, and its methods of funding • Revised mandate to include union issues
<p>Parental rights</p>	<ul style="list-style-type: none"> • Establishment of a joint, inter-union (CSN, CSQ, FTQ, APTS, FIQ, FAE) working committee with a mandate to assess the appropriateness of making certain changes to the parental rights plan 	<ul style="list-style-type: none"> • Establishment of a joint, inter-central labour body (CSN, CSQ, FTQ) working committee with a mandate to analyze certain aspects of the parental rights plan
<p>Group insurance—Increased employer contribution</p>	<ul style="list-style-type: none"> • Nothing 	<ul style="list-style-type: none"> • Nothing
<p>Whistle-blowers</p>	<ul style="list-style-type: none"> • Nothing 	<ul style="list-style-type: none"> • Nothing
<p>Other subjects:</p> <ul style="list-style-type: none"> • Adjustment of wages for continuing education part-time instructors in CEGEPs • Adjustment of the pay scale for aeronautics instructors at Cégep de Chicoutimi • Full recognition of experience following the implementation of the new salary structure on April 2, 2019 • Re-evaluation of the ranking for the job titles of “electronics technician” and “mechanical fabrication technician” in health and social services • Consistency between the salary structure for CEGEP teachers and that for elementary and high school teachers • Gradual fossil fuel divestment from the RREGOP by the Caisse de dépôt et placement du Québec 	<ul style="list-style-type: none"> • Nothing 	<ul style="list-style-type: none"> • Nothing