

INFO-NEGO #19

Comprehensive Agreement in Principle to be voted in CSN Public Sector General Assemblies

GAINS THAT RESPOND TO OUR DEMANDS



Last week, after over a year and a half of bargaining, we came to a comprehensive agreement in principle to renew our collective agreements. The struggle continues at the sectoral tables for government agencies, but in this instance, we are talking about a comprehensive agreement for CSN health and social services and education workers.

Just a few weeks ago, we were still up against a government that was refusing to give its spokespeople the necessary mandates to respond to our demands in a positive manner, but our impressive mobilization efforts over the past few weeks made the difference.

Strike activity in CEGEPs and the school sector, the sending of a strike notice in the health and social services sector, a blockade at the Port of Montreal, massive car convoys and a vigil of over 24 hours in front of the National Assembly—all of these actions showed the government that when the CSN is united and organizes in order to win, the government cannot get away with what it had been doing; it must truly commit to bargaining.

On June 23, bargaining committees in all sectors met to assess major advances made over the two previous weeks, both in relation to working and practice conditions and wages and other intersectoral aspects. Your representatives on the Comité de coordination des secteurs public et

parapublic (CCSPP; Public and parapublic sector coordination committee) felt that these advances met the objectives we had set together at the start of this round of bargaining, i.e. to significantly improve working and practice conditions and to improve wages for all workers, with a particular focus on those who earn the least.

Over the past few days, in compliance with the democratic process, representatives from all unions in the public sector—your local representatives—have expressed their opinion and voted on the advances. They, in turn, found that the agreement in principle we have in hand includes interesting gains and that it must be presented to all CSN public-sector members.

Assemblies, which are places of debate during which you will be presented with all of the details related to the agreement in principle, will be held at a time set by the federations, based on the realities of the various sectors.

While you wait for your general assembly to be held, we will present you with the highlights of the agreement in principle, which will be presented to you for adoption.

CSN AGREEMENT IN PRINCIPLE

Highlights

WORKING AND PRACTICE CONDITIONS

Bargaining related to issues concerning working and practice conditions takes place at sectoral tables. It is therefore the bargaining committees in each of your sectors that will present the gains obtained on these important issues.

TERM OF THE AGREEMENT

The term of the collective agreement will be three (3) years, i.e. from April 1, 2020, to March 31, 2023.

WAGES

In relation to wages, our determination to obtain higher increases for those who earn the least paid off.

It is important to remember that the CSN drove this issue home with the government. It was far from a priority for the CAQ, and we pushed the government to go in this direction by putting forward this principle in our list of demands in the spring of 2019. No other labour organizations took part in consultations with a specific demand for low-earning workers in their list of demands in the spring of 2019.

We have relentlessly defended this principle until the end, and the result reflects this, since those who earn the least will have wage increases of 7% to 10.4% over three years.

To begin with, here are the details for rankings 1 to 11. **These wage increases affect over 75% of CSN public-sector members.**

Ranking	April 1, 2020	April 1, 2021	April 1, 2022	Increase over 3 years (real effect) *
1	2%	2%	6%	10.4%
2	2%	2%	5.4%	9.8%
3	2%	2%	5.3%	9.6%
4	2%	2%	4.8%	9.1%
5	2%	2%	4.4%	8.7%
6	2%	2%	4.1%	8.4%
7	2%	2%	3.7%	8%
8	2%	2%	3.5%	7.7%
9	2%	2%	3.2%	7.3%
10	2%	2%	3%	7.2%
11	2%	2%	2.8%	7%

* The real effect represents the cumulative effect of the wage increases. It represents the real difference between the current wages and the wages at the end of the agreement.

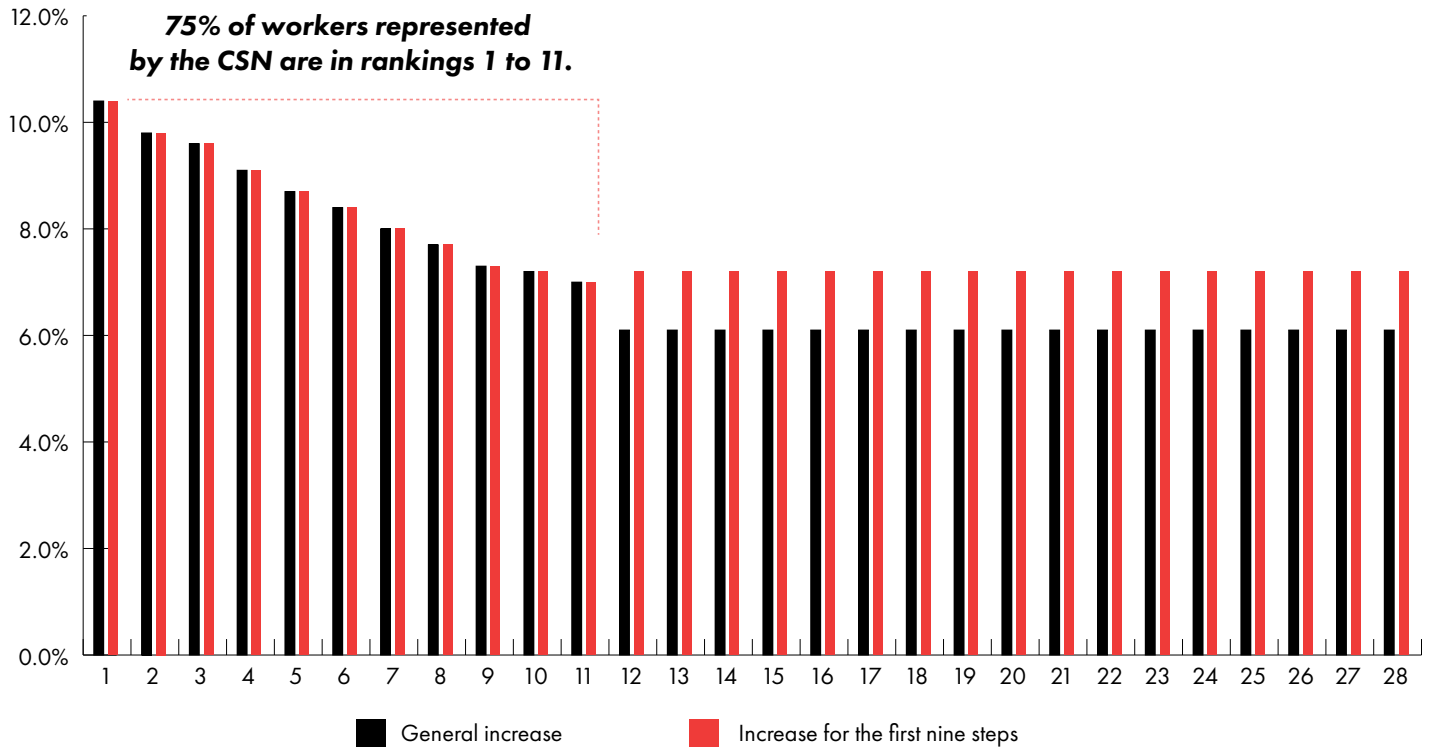
For rankings 12 to 28, the CSN obtained an increase of 6%. Moreover, an additional increase of 1% will apply to steps 1 to 9 of each of these rankings. This measure is also consistent with our desire to pay special attention to those who earn the least in the networks.

Here are the details for rankings 12 to 28:

Rankings	April 1, 2020	April 1, 2021	April 1, 2022	Increase over 3 years (real effect) *
12 and up first nine steps	2%	2%	3%	7.2%
12 and up other steps	2%	2%	2%	6.1%
Specific scale for CEGEP teachers*	2%	2%	2%	6.1%

* The additional increase of 1% for the first nine steps does not apply to the specific scales for CEGEP teachers. However, in the FNEEQ sectoral agreement, there are increases focused on the first six steps, and the salary structures for continuing education teachers and aeronautics instructors (CQFA) were also improved.

Finally, here is a graph that provides a comprehensive overview of the effects of the wage increase from April 2, 2019, to April 1, 2022, for the entire CSN public sector.



Note: Wage increases over the duration of the collective agreement take in account the cumulative effect.

ADDITIONAL REMUNERATION

In addition to wage increases, the June agreement includes additional remuneration elements. For members of the CSN public sector, these amounts are as follows:

Additional remuneration for each paid hour from April 1, 2019, to March 31, 2020

Payable within 30 days of the collective agreement coming into force

Additional remuneration for each paid hour, from April 1, 2020, to March 31, 2021

Payable on pay prior to January 15, 2022

Ranking	Applicable rate	Example based on a 35-hour workweek
1	\$0.66	\$1,205.36
2	\$0.63	\$1,150.57
3	\$0.60	\$1,095.78
4	\$0.57	\$1,040.99
5	\$0.54	\$986.20
6	\$0.51	\$931.41
7	\$0.48	\$876.20
8	\$0.45	\$821.84
9	\$0.42	\$767.05
10	\$0.39	\$712.26
11	\$0.36	\$657.47
12 et plus	\$0.33	\$602.28

Ranking	Taux applicable	Example based on a 35-hour workweek*
All	\$0.33	\$602.68

* The amount for a given year will be calculated based on the paid hours during the previous year. However, in CEGEPs, additional remuneration will be \$602.28 per paid FTE for teachers and \$1.15 per paid period for continuing education teachers.

“The CSN was the first to defend the issue of raising the wages of those who earn the least in this bargaining round. We imposed this issue to the government. It wasn’t a CAQ priority at all.” - CAROLINE SENNEVILLE, PRÉSIDENTE DE LA CSN

PREMIUMS, ALLOWANCES, ALLOCATIONS, AND OTHER AMOUNTS

A number of adjustments will affect premiums, allocations, or other amounts. These adjustments will be presented in detail during general assemblies. For the moment, we will only focus on key changes.

Premiums for skilled workers

For this issue, while the government openly mentioned the possibility that it would not renew the allocated funding, significant advances were made. This premium, pushed for by the CSN public sector since 2010 and negotiated during the previous round of bargaining, currently affects about 70% of skilled workers in the networks.

The gains we have made in this round of bargaining will ensure that **the premium will now cover 95% of skilled workers who are CSN members.**

Work Titles That Will Benefit From the 10% Premium

Work Titles Benefiting From the Premium	
New	Heavy vehicle driver/Vehicle and mobile equipment driver, Class II
	Electrician
	Millwright specialist/Machinist
	Master electrician/Electrician, main class
New	Class I mechanic
New	Millwright (Maintenance mechanic)/Equipment maintenance mechanic
New	Garage mechanic/Class II mechanic
	Stationary engineer
	Carpenter/Shop carpenter
	Painter
	Plumber/Pipefitter

In addition, the premium will now be paid to workers who hold

- A job title of general handyman or certified maintenance handyman and who carry out duties characteristic of one of the job titles subject to the premium.
- A merged position for which one of the components of the position is one of the job titles subject to the premium. The premium is paid on the highest wage rate, provided that the person has completed duties associated with the job title in question for a minimum of 15 hours during the two-week pay period.

A joint, inter-central labour body (CSN, CSQ, FTQ) working committee will also be formed to continue analysis related to the premium for skilled workers.

Other premiums

Some premiums, allowances, and lump sums will be extended until September 30, 2023, i.e. six months after the collective agreement is expected to expire. They are as follows:

- Lump sum for employees working with clients presenting serious behavioural disorders
- Lump sum for employees working with clients in residential and long-term care centres (CHSLDs)
- Premium for psychologists
- Premium for certain skilled worker job titles
- Temporary annual allowance for employees working for an institution in the Far North

For the retention premium for psychologists, the amount will be increased for level 2 for 70 hours of remunerated work per pay period, going from 6.9% to 9%.

In addition, in relation to premiums, allocations, or other allowances, some modifications may be included in sectoral agreements. If this is the case for you, such modifications will be presented by the bargaining committees for your sectors.

GROUP INSURANCE

In relation to group insurance, we obtained an important change in approach. For health and social services workers and education support staff, instead of having improvements to the employer contribution through administrative letters that will no longer be in effect when the collective agreement comes to an end, we obtained employer contributions that will be fully included in the collective agreement in order for them to be maintained. Thus, the health insurance contributions now included in the collective agreement will be tripled.

In addition, in health and social services (FSSS), access to higher employer contributions for those who earn the least will be expanded:

- For the highest contribution: job titles with rankings 1 to 11 inclusive.
- For the lowest contribution: job titles with rankings 12 to 28 inclusive.

In brief, here are the proposed modifications to employer contributions:

	FEESP School and CEGEP support staff	FP	FSSS
Participant Sole insured	\$72.80 (actual)	\$62.36 (actual)	MScale maximum < \$40,000 on March 13, 2011 \$137.76 (actual)
	\$218.40 (proposed)	\$187.08 (proposed)	Rankings 1 to 11: \$413.28 (proposed)
Participant Insured for participant and dependants	\$181.90 (actual)	\$155.76 (actual)	Scale maximum ≥ \$40,000 on March 13, 2011 \$62.36 (actual)
	\$545.40 (proposed)	\$467.28 (proposed)	Rankings 12 to 28: \$187.08 (proposed)
Participant Insured for participant and dependants	\$181.90 (actual)	\$155.76 (actual)	Scale maximum < \$40,000 on March 13, 2011 \$345.43 (actual)
	\$545.40 (proposed)	\$467.28 (proposed)	Rankings 1 to 11: \$1,036.29 (proposed)
Participant Insured for participant and dependants	\$181.90 (actual)	\$155.76 (actual)	Scale maximum ≥ \$40,000 on March 13, 2011 \$155.76 (actual)
	\$545.40 (proposed)	\$467.28 (proposed)	Rankings 12 to 28: \$467.28 (proposed)

PENSION PLAN (RREGOP)

In relation to the pension plan, it has been proposed that a joint, inter-central labour body (CSN, CSQ, FTQ) working committee be created to discuss a number of elements related to its parameters, development, and funding. The specific subjects of discussion correspond, in particular, to what we had hoped to discuss when we submitted our demands in 2019, and this committee originated from a proposal for which there was consensus among the central labour bodies.

The committee must provide a report, jointly prepared or not, at least six months before the collective agreement comes to an end.

PARENTAL RIGHTS

For parental rights, it was also proposed that a joint, inter-central labour body (CSN, CSQ, FTQ) working committee be created. Some of the committee's mandates will be to examine certain technical parameters related to calculating benefits, to discuss terms and conditions for applying the provisions of the parental rights plan, to analyze compliance with the legislative framework, and to ensure that it is rewritten in an inclusive manner.

As is the case for the pension plan, the committee must provide a report, jointly prepared or not, at least six months before the collective agreement comes to an end.

Finally, the obligation of legal adoption will be eased in some situations, particularly for adoption under the Banque mixte (Mixed Bank) program, within 90 days of signature of the collective agreement. This will allow for taking adoption leave upon the child's arrival into the family.

REGIONAL DISPARITIES

In order to reduce certain tax impacts on benefits related to working in remote areas, a measure will be introduced to provide for the payment of annual compensation equivalent to fifty percent (50%) of the amount of expenses incurred for the third and fourth trips out in the previous calendar year.

In addition, Oujé-Bougoumou will be added to the list of sector III localities.

DISABILITY INSURANCE

For disability insurance, the person benefiting from the plan will now have the same rights as if the person had been absent for another reason under the provisions of the province-wide collective agreement. As such, certain premiums, additional remuneration, and lump sums, such as the premium for skilled workers, will now be included when calculating the disability insurance benefit. For this to happen, these premiums must be annual or regular in nature or payable for the main work carried out or work carried out on a regular basis. Inconvenience premiums will not be taken into account.

In addition, the accumulation of experience, as well as the advancement of steps during the period of disability will now take place, including, as applicable, taking into account the performance evaluation.

AT THE SAME TIME, A MAJOR VICTORY FOR OVER 65,000 WORKERS

At the same time as the round of bargaining, the Fédération de la santé et des services sociaux (FSSS-CSN) and the Fédération des employées et employés de services publics (FEESP-CSN) led an essential struggle to enforce the Pay Equity Act.

Through their hard work, over 60,000 women in the health and social services and education networks who were experiencing injustice with major consequences on their remuneration, some for over 10 years, will finally see their work recognized for its true value.

Note that a number of complaints remain in dispute, and the federations will continue the struggle in order to succeed in these claims for thousands of individuals who continue to experience wage discrimination.

For more information, here are the links to the [FSSS](#) and the [FEESP](#) press releases.

CONCLUSION

It is now up to you to make a decision and vote, as a general assembly, on both this agreement and the one reached at your sectoral table. The general assembly will also be an opportunity to obtain more details about these agreements and to ask any questions you may have. It is your collective agreement, and it is up to you to say whether what is being proposed is acceptable to you.

Keep an eye out for the notice of meeting for your local union and take part in large numbers in this important exercise in democracy.

Standing together in solidarity!

**UNITE.
ORGANIZE.
WIN.**

