



Info-ouvriers

Premium for Skilled Workers:

The Conseil du Trésor Refuses to Commit to Our Demands

In recent months, the CSN has had discussions with the Secrétariat du Conseil du trésor (SCT) about attraction and retention issues for skilled workers in various networks. So far, the SCT has not shown any openness in relation to our demands, even though the problems are very real and seem to be worsening.

For its part, the CSN is demanding that the premium be maintained for the job titles that currently fall under its scope, that it be extended to new job titles, and that several issues in its application be corrected.

The current position of the employer is all the more disappointing, since just a few months ago, it recommended that the premium be maintained. It said so clearly in the conclusion of its report following work done by the working committee that was evaluating the premium for skilled workers:

[Our translation] “It thus becomes undeniable that a business’s ability to attract new employees is affected when there is a shortage of workers. Given this observation, not paying the 10% premium for certain skilled worker job titles will only exacerbate the difficulties experienced.”

Is the government trying to drive skilled workers out of the public sector?

Employer position: Reconsidering maintaining the premium

When it comes to maintaining the premium, the SCT refuses to commit beyond September 30, 2020, and wishes to establish a committee to conduct work to document the shortage of skilled workers in all employment sectors. By refusing to commit for the term of the collective agreement, the SCT is suggesting a step backward from the previous collective agreement and, thus, is causing a crisis at a time in which the premium should instead be extended.

Employer position : No improvements to the premium

With regard to extending the 10% premium to other job titles, the SCT does not recognize that there are attraction and retention issues for various job titles identified by the CSN, such as maintenance mechanics (millwrights), cabinet makers, and welders. It even goes as far as arguing that there is no real organizational need in the public networks for several of these job titles. However, these jobs are essential in the various networks, and the number of employees with these job titles is not an indicator of the importance of the work that they carry out on a daily basis. Attraction and retention issues are very real, and, in many cases, this sentiment is echoed by those who manage establishments.

Employer position : No response with regard to application difficulties

When it comes to difficulties in applying the premium, particularly for general maintenance workers, specialised maintenance workers, and merged positions, there has been radio silence from the SCT. Note that this issue affects certain skilled workers who are not specifically in a group of employees that receive the premium, but who carry out the work for which there is a shortage of workers.

It is critical for the employer to continue to discuss this issue with us, in order to resolve attraction and retention problems. The premium is a matter of great importance to the CSN. We have been on the front line with you since the start when it comes to this issue, and we intend to continue our fight! Skilled workers play an essential role in the smooth functioning of our public networks.



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