

**UNITE. ORGANIZE. WIN.** 

**TIME TO ACT, REBUILD PUBLIC SERVICES**

## **INFO-NEGO no. 12**

**August 28, 2020**

**THE GOVERNMENT MUST  
PROVIDE US WITH THE MEANS  
TO MEET THE NEEDS OF THE  
POPULATION**

**On October 30, 2019, we submitted our bargaining proposals for the renewal of our collective agreements to the Conseil du trésor—proposals that were based on the needs of all public-sector workers. A few months later, the health crisis hit us hard and brought to light the urgent need to rebuild public services in order for them to have a more human touch, both for those of us working in the institutions and for the people of Quebec.**

In our various areas of activity, the past few months have not been easy for anyone, even if they may have been experienced very differently. However, one thing is for certain for all CSN members in the public sector: **our working conditions and wages need to improve immediately. The future of public services depends on it.**

For this reason, after participating in over 30 bargaining sessions, the CSN, after having consulted over the past few weeks with delegates from all unions in the four public-sector federations at meetings of the federations' bodies, submitted a counter-proposal to the Conseil du trésor this morning.

### **Demands That Are More Relevant Than Ever Before**

We know better than anyone that public services were in crisis well before the start of the pandemic. After years of massive cutbacks and austerity measures, wages and working conditions have deteriorated to a point where it has become extremely difficult to recruit new people to come to work in our institutions.

The current health crisis has exacerbated the situation, and shortages are now seen for all categories of workers in education, health and social services, and government agencies. By calling for wage increases that have a particular focus on those who earn the least and significant investments to improve working conditions for staff in the networks, our counter-proposal has a very specific aim: to resolve pressing issues related to attraction and retention in the public sector as a whole.

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## THE CSN COUNTER-PROPOSAL

### Wage Increases That Are Higher Than Inflation for All, With Special Attention Paid to Low-Income Workers

While the government is offering us 5% over three years, the CSN is demanding wage increases of \$2/hour in 2020 and \$0.75/hour or 2.2% (whichever is most beneficial for each worker) in 2021 and 2022. The Premier himself has said on many occasions that it takes better wages to successfully attract new people. We agree with Premier Legault that change is needed.

We know that some wages in the public sector do not currently allow for living decently, which is why we are insisting that remuneration for those who earn the least be increased more by demanding fixed increases.

### Improvements to Working and Practice Conditions, Particularly to Combat Work Overload and Job Insecurity

Demanding that the government invest significant amounts to improve our working conditions is more necessary than ever before. We cannot wait for the next round of bargaining to repair the damage done. We need to do it now so that workers remain in the networks and so that we will be able to get through the current crisis.

### Other Issues

Some of the other issues that are important parts of our counter-proposal are maintaining the premiums that end on September 30 and our demand that whistle-blower protection clauses be added to our collective agreements.

[Click here to see detailed contents of the CSN counter-proposal.](#)

### Our Collective Strength: Mobilization

We now need to show Premier Legault and his government that the new context in which we find ourselves today will not affect our determination to obtain working conditions and wages that meet our needs and those of the public. Starting in early September, actions will be organized locally, regionally, and across Quebec. Let's participate on a large scale!

