

The collective agreements are in force!

All eight CSN public sector collective agreements are now in force. They were signed between June 6 and 9, a little over three months after the tentative agreement was ratified by the general assemblies, which is the usual timeframe.

Over the next few weeks, the various stages will be completed to ensure that workers receive all their entitlements, including significant back pay dating back to April 1, 2023. The five (5)-year collective agreements will expire on March 31, 2028.

Salary adjustments and retroactivity

The employer must now proceed with salary adjustments and payment of retroactivity. The deadlines are the same as for the previous collective agreement, and vary from one federation to another and from one sector to another. Generally speaking, here are the maximum dates prescribed:

| Personnel category | Salary adjustment date | Retroactive payment date |
|---|---------------------------------------|--------------------------|
| School support staff english and french (FEESP-CSN) | July 24, 2024 | August 8, 2024 |
| Cegep support staff (FEESP-CSN) | August 7, 2024 | August 8, 2024 |
| Cegep professionals (FP-CSN) | Upon signing the collective agreement | September 8, 2024 |
| French integration animators (FNEEQ-CSN) | September 7, 2024 | September 7, 2024 |
| Cegep teachers (FNEEQ-CSN) | Upon signing the collective agreement | October 7, 2024 |
| Health and social services (FP-CSN and FSSS-CSN) | July 23, 2024 | September 6, 2024 |

Examples of retroactivity for a full-time employee, for the twelve-month period between April 1, 2023 and March 31, 2024 (6%):

| | 35 h/week | 37.5 h/week | 38.75 h/week |
|-----------------|-------------|-------------|--------------|
| 25 \$/h | 2 739,45 \$ | 2 935,13 \$ | 3 032,96 \$ |
| 35 \$/h | 3 836,23 \$ | 4 109,18 \$ | 4 246,15 \$ |
| 45 \$/h | 4 931,01 \$ | 5 283,23 \$ | 5 459,33 \$ |
| 50 \$/h | 5 478,90 \$ | 5 870,25 \$ | 6 065,93 \$ |
| 50,000 annually | | 3 000 \$ | |





In addition to the 6% retroactivity, the following amounts will be added for the three-month period between April 1, 2024 and June 30, 2024 (9% (compound effect of 6% + 2.8%)):

| | 35 h/week | 37.5 h/week | 38.75 h/week |
|-----------------|------------------|--------------------|---------------------|
| 25 \$/h | 1 023,64 \$ | 1 096,76 \$ | 1 133,32 \$ |
| 35 \$/h | 1 433,10 \$ | 1 535,46 \$ | 1 586,64 \$ |
| 45 \$/h | 1 842,55 \$ | 1 974,16 \$ | 2 039,97 \$ |
| 50 \$/h | 2 047,28 \$ | 2 193,52 \$ | 2 266,64 \$ |
| 50,000 annually | | 1 221 \$ | |

Premiums and other benefits

The premium paid to specialised workers in the various networks - which rises from 10% to 15% - has already been in force since June 9, and the adjustment period is the same as for the salaries mentioned in the table above. As for the 10% salary increase and the 6.5% premium paid to psychologists, they will be retroactive to June 9 and will be implemented no later than October 6, 2024.

As regards the entry into force and payment of other bonuses, please refer to your respective federation for full details.

Other gains

As a reminder, to find out about the main gains made in Front commun, we invite you to consult the January 2024 issue of Info-négo entitled *DETAILS ON THE COMPLETE TENTATIVE AGREEMENT - LONG VERSION* (<https://secteurpublic.quebec/wp-content/uploads/2024/01/2024-01-00-Info-nego-entente-complete-DBB-EN.pdf>).

As for the other major bonuses negotiated for your sector, please refer to your respective federation for full details.

A memorable round

The entry into force of the collective agreements officially concludes the 2023 round of bargaining. Conducted as a united front from start to finish, the fight of public service workers will have left its mark in many respects, including its historic mobilisation (with the impressive demonstration on September 23, 2023 in Montreal), its mandate for an unlimited general strike adopted by 95% and the 11 days of strike action.

The major gains we have achieved - significant improvements in pay, working conditions and working practices - are the direct result of the mobilisation of the 470,000 workers of the Front commun. Let's be proud of the battle we have waged.

Have a great summer!

