

Consultation on sectoral demands

2023 Bargaining round | Sectoral table

General Assembly Tour

From July 31 to September 23, 2022



On the Right Side
The side of social services and healthcare workers

Orientations of the sectoral bargaining

- **Orientation #1 : Humanize care and services**
- **Orientation #2 : Value personnel and increase their sense of belonging**
- **Orientation #3 : Address wrongs and injustices**
- **Orientation #4 : Take care of workers**
- **Orientation #5 : Protect and decentralize public services**

Orientation #1

Humanize
care and services



Proposal #1

That we include measures to promote knowledge transfer and professional support in the collective agreement.

Orientation #1 : Humanize care and services

Proposal #2

That we enhance
and encourage
professional autonomy.

Proposal #3

That methods be introduced to reduce the administrative work for employees who work with users so they can spend more time providing care and services.

Orientation #1 :

Humanize care and services

Proposal #4

That we introduce ratios for certain job titles or services.

Orientation #2

Value personnel
and increase their
sense of belonging



Proposal #5

That we modify and improve the list of job titles, job descriptions and salary rates and scales to adapt it to the new realities in the health and social services network, correct salary inconsistencies, facilitate access to positions and improve recognition of additional education.

Proposal #6

That fair monetary compensation be given to employees who are required to perform initiation, orientation, training and mentoring duties and that they be given the necessary time to perform those duties.

Proposal #7

That we improve and enhance measures relating to work in challenging workplaces and situations for which there are attraction and retention issues.

Proposal #8

That the seniority premium be transformed into a recognition premium, that it be significantly increased and made applicable to all employees, and that other measures be put into place to recognize experience.

Proposal #9

That we move up the 5th week of annual vacation leave and add a 6th week of annual vacation leave.

Proposal #10

That we improve and enhance the rules and remuneration for overtime and standby duty, and measures for employees called upon to work in reduced-staff situations.

Proposal #11

That the employer reimburse professional membership dues and other fees that must be paid to practice the profession.

Proposal #12

That we improve and render permanent, if necessary, the amounts and the terms and conditions of human resources and professional development budgets.

Proposal #13

That we agree on guidelines
for telework.

Orientation #3

Address wrongs
and injustices



Proposal #14

That we improve access to justice in order to facilitate and expedite the processing and resolution of disputes and grievances.

Orientation #3 :
Address wrongs and injustices

Proposal #15

That we enhance
and improve travel allowances.

Orientation #4

Take care of workers



Proposal #16

That we enhance and improve family-work-studies balance measures.

Proposal #17

That we improve certain provisions of Article 23 (life, health and disability insurance plans) to better support employees who are on disability.

Proposal #18

That we improve the health and safety provisions in the collective agreement to better protect workers and address problems of physical and psychological violence.

Proposal #19

That the local parties set up a joint working committee on the environment and sustainable development.

Orientation #5

Protect
and decentralize
public services



Orientation #5 :

Protect and decentralize public services

Proposal #20

That we demand measures to eliminate all forms of privatization of care and services, to eliminate public-private partnerships, and that we force the return of our expertise and of already privatized services to the public system.

Proposal #21

That a moratorium be put in place on local, regional and provincial centralization projects until the analysis and impact assessment of these projects has been completed.

Proposal #22

That we agree on specific measures to stem the exodus to the private sector in the most-affected job titles.

Proposal #23

That a provincial joint union-management committee be set up on workforce planning in the health and social services network.

Other demands



Proposal #24

That when formulating its demands, the FSSS-CSN should consider the recommendations made by the unions at the working committees and other inter-round processes set up after the 2020 bargaining round.

Other demands

Proposal #25

That the following items be agreed upon in the new collective agreement:

- Make all the monetary measures provided for in or outside the collective agreement permanent;
- Automatically include any gains and higher monetary benefits that have been or may be agreed to in other collective agreements in the health and social services sector;
- Renew all sums and measures currently provided for in or outside the collective agreement, with the exception of those which the parties agree to modify.

Proposal #26

That we demand that all premiums, allowances, increases and other amounts or budgets ending on March 30 or September 30, 2023 be extended until the new collective agreement comes into effect.

**Here's
to a fruitful
discussion!**

