

An illustration of a black megaphone with a white handle, emitting white sound waves. The background is a teal gradient with a white circular glow behind the megaphone.

Front commun central table tentative agreement

Tour of General Assemblies

January 15 to February 20, 2024

CSN's Public Sector



TOGETHER AS ONE

- On December 28, 2023, after more than 42 bargaining sessions over nearly 6 weeks of intensive negotiations, the Front commun reached this tentative agreement at the central table
- In addition, proposed agreements have been or are about to be reached at the sectoral tables, where working conditions and conditions of practice specific to each sector are generally negotiated
- The workers will have the last word at the general assemblies to be held between mid-January and the 3rd week of February 2024



DURATION OF THE COLLECTIVE AGREEMENT

- The duration of the new collective agreement is **5 years**, from April 1, 2023 to March 31, 2028.



Working conditions and conditions of practice



WORKING CONDITIONS AND CONDITIONS OF PRACTICE

- **Throughout the negotiations the Front commun has maintained**
 - that **equal emphasis** must be placed on improving working conditions / conditions of practice and increasing salaries. **They form a whole.**
 - that the agreements reached at the sectoral bargaining tables should provide for improvements in the conditions of work and practice for all public service workers.
- Between December 22 and 27, 2023, draft sectoral agreements in principle on working conditions were reached at virtually all¹ negotiating tables (Front commun).

¹ Sectoral tables negotiating with employer negotiating committees (CPN) in Nord-du-Québec (Cree and Kativik) continue negotiations

Wages, premiums and increases





WAGES: PARAMETERS

	1 st offer December 15 2022	2 nd offer October 29 2023	3 rd offer December 6 2023	Tentative agreement
April 1, 2023	3 %	4.3%	4.3%	6%
April 1, 2024	1.5%	1.5%	2.3%	2.8%
April 1, 2025	1.5%	1.5%	2.1%	2,6 % Up to an ADDITIONAL 1.0% to protect purchasing power (based on CPI)
April 1, 2026	1.5%	1.5%	2.0%	2,5 % Up to an ADDITIONAL 1.0% based on CPI
April 1, 2027	1.5%	1.5%	2.0%	3,5 % Up to an ADDITIONAL 1.0% based on CPI
Total	9%	10.3 %	12.7%	17,4 % Up to an ADDITIONAL 3.0% based on CPI over the last three years of the agreement



ACTUAL AND FORECAST INFLATION

Throughout this round of negotiations, the Front commun and the government disagreed sharply on inflation, in particular on whether or not to take account of actual inflation for 2022.

Fiscal year	Actual or forecasted inflation	Pay increase
April 1, 2022 to March 31, 2023	6.6% actual	
April 1, 2023 to March 31, 2024	4,3 %	6 %
April 1, 2024 to March 31, 2025	2,3 %	2,8 %
April 1, 2025 to March 31, 2026	2,1 %	2,6 %
April 1, 2026 to March 31, 2027	2,0 %	2,5 %
April 1, 2027 to March 31, 2028	2,0 %	3,5 %

*Inflation forecasts are those of Government of Quebec in its most recent economic update of November 2023



WAGES: PROTECTING PURCHASING POWER

In addition to the wage parameters, an annual mechanism of integrated adjustments to the wage scales allowing a protection of the purchasing power of workers has been set up for the last three (3) years of the collective agreement.

WHEN	March 31, 2026, 2027, and 2028
HOW	If inflation for the fiscal year (April to March) was higher than the percentage increase on the previous April 1, pay will be increased retroactive to March 31.
ANNUAL adjustment Years 3, 4 and 5	Up to a maximum of 1.0% each year



WAGES: PROTECTING PURCHASING POWER (cont'd)

How it works in practice:

March 31, 2026	If inflation was higher than 2.6%	A pay adjustment of up to 1% applies ¹	For example, if the inflation rate was 3%, a 0.4% adjustment would apply. If it was 2.1%, no adjustment is made and the increase remains 2.6%.
March 31, 2027	If inflation was higher than 2.5%	A pay adjustment of up to 1% applies ¹	For example, if the inflation rate was 4%, a 1% adjustment would apply (the maximum)
March 31, 2028	If inflation was higher than 3.5%	A pay adjustment of up to 1% applies ¹	For example, if the inflation rate was 4%, a 0.5% adjustment would apply

¹ The adjustment cannot be negative.

The employer has 180 days following the publication of Statistics Canada's CPI data for Québec to make the adjustment.

No adjustment applies if the difference is less than 0.05%



PREMIUM FOR SKILLED WORKERS

- **15% increase** in the attraction and retention premium to combat the shortage of skilled workers as of the date the new collective agreement comes into force
- As of the same date, it is extended to the following 2 job titles:

Cabinetmaker/carpenter-cabinetmaker

Refrigeration machinery mechanic

- The premium remains in effect **until the new collective agreement following the 2023-2028 collective agreement comes into force**
- A joint working committee (CSN-CSQ-FTQ) was created, modelled on the one in the previous collective agreement.



PREMIUM FOR SKILLED WORKERS (cont'd)

- Electromechanics have been added to the list of job titles covered by the letter of agreement. The attraction / retention level for this job title will be analyzed.
- The problems with granting the premium to employees who hold the job title of general handyman or certified general handyman have been resolved:
 - From now on, the collective agreement will clearly state that the premium will be paid when the employer certifies that the employee performs the duties of one of the job titles covered by the premium, **regardless of graduation or its equivalence**¹
 - **Each union affiliated mandates its organisation to act on its behalf to ensure the settlement of grievances relating to this application problem**

¹ However, for job titles in the electrical, stationary engineering and piping fields, employees must hold a certificate of qualification

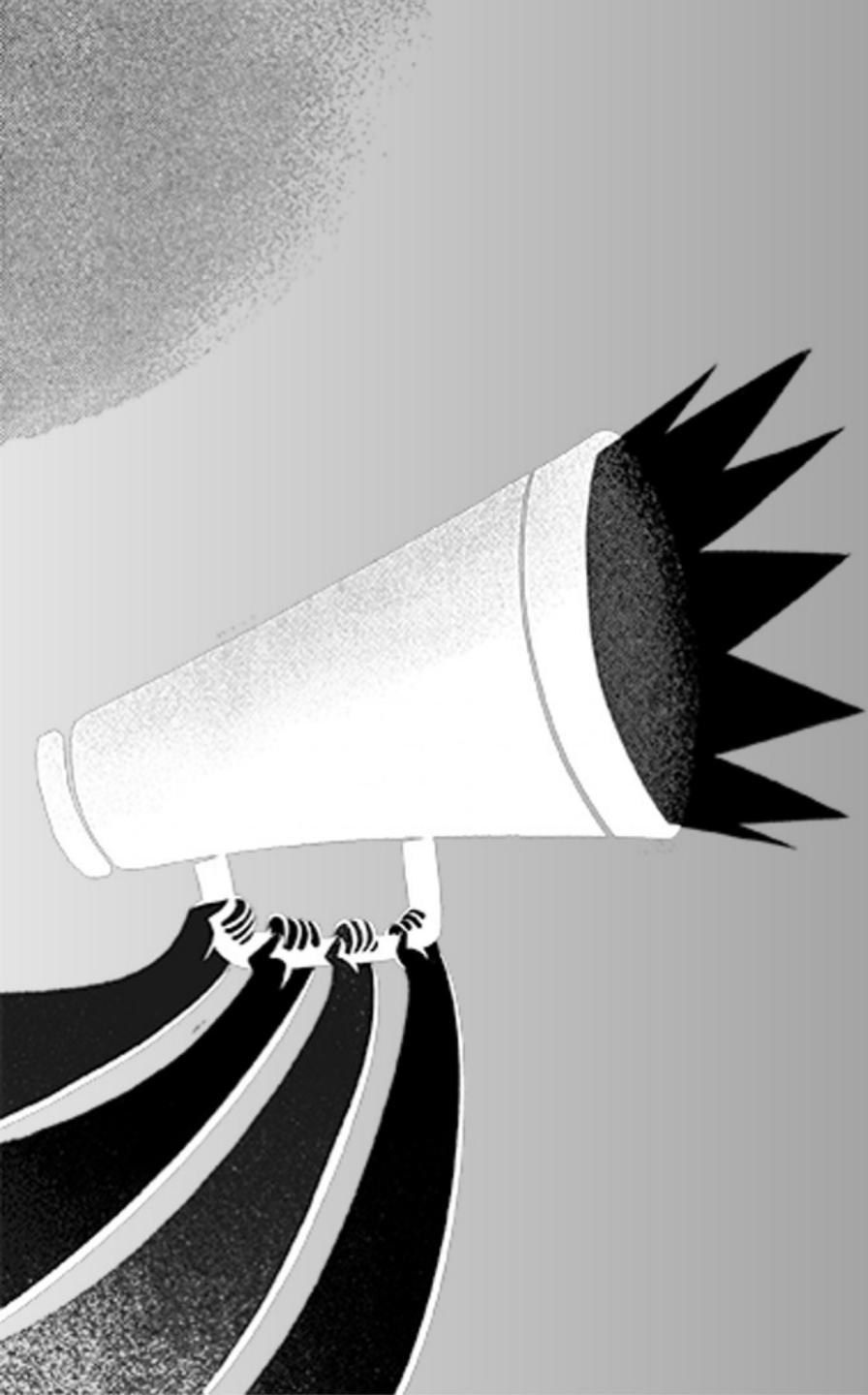


BETTER PAY FOR PSYCHOLOGISTS

- As of the date the new collective agreement comes into force, **10% pay increase** that counts towards pensionable earnings (for the RREGOP)¹ for all networks

¹ Minus any pay adjustment other than the general pay increase parameters provided for in the collective agreement.

- Plus a **6.5% premium**, in effect until March 30, 2028, for psychologists who work the total number of hours stipulated for their job title (70 or more hours per 2 weeks) for all networks
- The government has dropped its demand for a mandatory increase in their work week to 37.5 hours



Annual vacation leave



ANNUAL VACATION LEAVE

- Entitlement to a fifth week of vacation has been moved up significantly, beginning with the 2024-2025 annual vacation period:

Duration of annual leave	2020-2023 Collective agreement	NEW collective agreement (2023-2028)
21 days	17 and 18 years	15 years
22 days	19 and 20 years	16 years
23 days	21 and 22 years	17 years
24 days	23 and 24 years	18 years
25 days	25 years and over	19 years and over



Group insurance



EMPLOYER INSURANCE CONTRIBUTIONS

Employer annual health insurance contributions required under the collective agreement will increase by the following amounts as of April 1, 2024:¹

Individual employee	\$150
Individual employee and dependants (family or single-parent plan)	\$300

¹ In the case of some collective agreements (for elementary, high school and college teachers, among others) this amount represents an employer contribution for the first time.

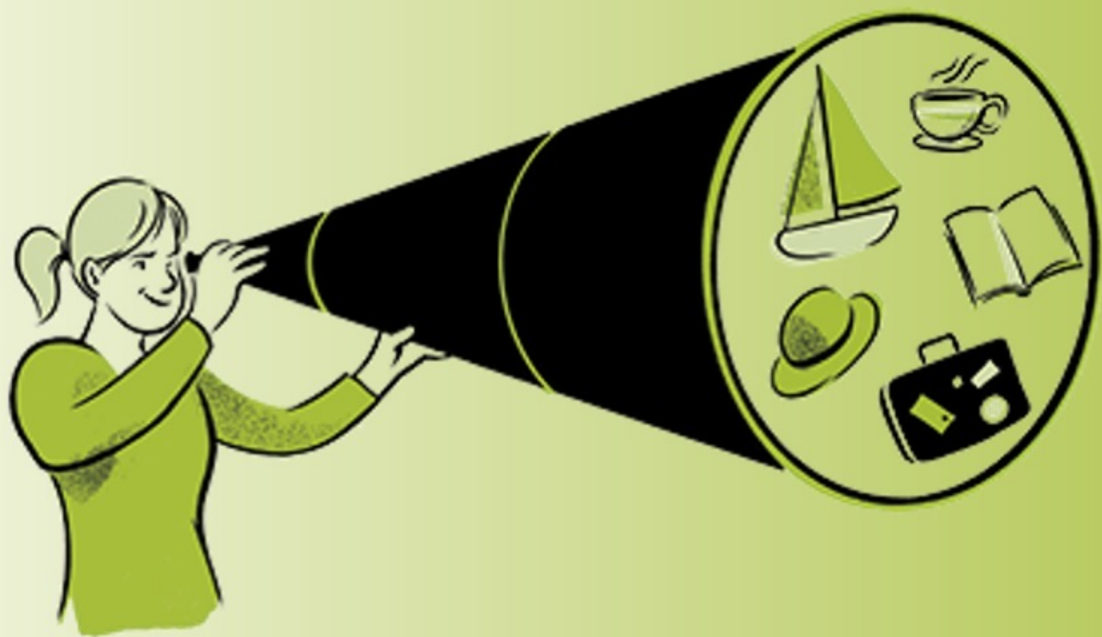


EMPLOYER INSURANCE CONTRIBUTIONS (cont'd)

	FEESP Support staff ----- FNEEQ Francization	FNEEQ CEGEP teachers	FP Health	FP CEGEP Professionals	FSSS
Individual insured participant (Individual)	\$218.40 (current) \$368.40 (new)	N/A (current) \$150.00 (new)	\$187.08 (current) \$337.08 (new)	\$83,20 (current) \$233.20 (new)	Ranking 1 - 11 \$413.28 (current) \$563.28 (new) Ranking 12 - 28 \$187.08 (current) \$337.08 (new)
Insured participant and dependants (family or single-parent plan)	\$545.70 (current) \$845.70 (new)	N/A (current) \$300.00 (new)	\$467.28 (current) \$767.28 (new)	\$207.90 (current) \$507.90 (new)	Ranking 1 - 11 \$1,036,29 (current) \$1,336.29 (new) Ranking 12 - 28 \$476.28 (current) \$776.28 (new)

¹ Annual contribution

* This slide applies specifically to the CSN Public Sector



Retirement



BETTER RETIREMENT CONDITIONS

Agreement on voluntary retention measures for experienced personnel with no impact on contribution rates in force from January 1st, 2025:

- The initial agreement on progressive retirement may be extended up to a maximum of 7 years of progressive retirement. The current limit was 5 years with no possibility of extending the initial agreement
- The maximum age of participation in the RREGOP will increase from 69 to 71

On December 6, the government withdrew its proposal to set up a temporary 5-year voluntary retention program available only to full-time workers who remain on the job past the eligibility date for retirement with no reduction in pension



RREGOP FUNDING AND MATURITY

The Front commun is concerned that the RREGOP's steadily increasing maturity will affect the pension plan's funding.

Accordingly, it has been agreed to:

- Ask Retraite Québec to evaluate different financing approaches to stabilize the contribution rate of our RREGOP members' fund
- Establish an inter-union working committee within 90 days after the collective agreements come into force to make recommendations, including in particular changes to the funding method for our pension plan, taking into account the results of Retraite Québec's evaluation.



GOVERNMENT ATTACKS

The government mounted a two-pronged attack on our pension plan:

1. It wanted to keep workers with more than 35 years of service working until age 57, failing which their pensions would be reduced
2. It wanted to reduce the pensions of public-sector workers in view of recent improvements to the Québec Pension Plan (QPP)

On October 29, the government abandoned its first attack.

On December 6, 2023, it abandoned its second attack. Our mobilization yielded an important win for Québec's entire labour movement.



Parental rights



BETTER WORK-PARENTING BALANCE

Agreement was reached on the following changes to the parental rights plan

- Allow leave without pay or part-time leave without pay to be taken before paternity or adoption leave, but not before the child's arrival at home
- Add one more day to the maximum 4 days of special paid leave during pregnancy
- Eliminate the requirement for CEGEP teachers to time their return from unpaid leave to coincide with the start of a semester
- Modify the plan to incorporate the changes agreed upon by the parties following the revisions made to the Québec Parental Insurance Plan (QPIP)



INCLUSIVE LANGUAGE AND SURROGACY

It has been agreed to form an inter-union working committee within 30 days after the collective agreements come into force to ensure:

- That inclusive language is used in the section on parental rights
- That our collective agreements are consistent with legal provisions concerning surrogacy



Regional disparities



Strong government opposition to our proposals

The government remained staunchly opposed to our proposals regarding regional disparities throughout the bargaining round.

It sees the provisions for regional disparities as sufficient and balanced.

The only gain:

- A food shipping allowance has been added to the health and social services collective agreements for Oujé-Bougoumou. It was added to the education agreements during the previous bargaining round.

NOUS

D'UNE SEULE VOIX

**FRONT
COMMUN**

