



EMPLOYER OFFERS: THE GOVERNMENT IS FANNING THE FLAMES!

“Insufficient” and “unacceptable” is how the CSQ President, Sonia Ethier, described the Conseil du trésor’s offers toward the renewal of the public sector workers’ collective agreements.

“We are extremely disappointed by the lack of consideration for the workers! Things were already heating up but now, the government has increased the pressure across all services to the population,” stated Sonia Ethier.

Unworthy of a responsible government

During the election campaign, François Legault had promised real change. “After reading their offer, we can safely say that the CAQ is completely disconnected! Let us not forget that the government is awash in surpluses. Considering the many years of sacrifice we have experienced, the government is playing with fire by offering so little,” added Sonia Ethier.

“Is the Premier deaf to the realities that the personnel in education, higher education, and health and social services have been reporting since he took office? Doesn’t he realize the challenges we face when trying to attract and keep our personnel in our various networks?” said the CSQ President.

DETERMINED AND ENGAGED MEMBERS!

More than 200 CSQ General Council delegates have given notice to the government that negotiations have only just begun. During a great demonstration held on December 12, 2019, they, as one, showed that they stand in solidarity, more committed and determined than ever.

“Never mind the cold, CSQ members are on fire, and our message is clear: there is an urgent need to act for those who provide quality public services, day in and day out! Things need to change—now!” said Sonia Ethier.



WHAT THE GOVERNMENT IS OFFERING

Basically:

- Salary increases that are far less than what we need to protect ourselves, at the very least, against inflation. This offer will see the wage gap affecting the public sector's personnel increase even more, and worsen labour shortages issues;
- ill-defined and worrisome proposals regarding our pension plan, which raise some questions;
- a review of the calculation of parental right benefits;
- not a single thing with regards to regional disparities.

	Demandes de la CSQ	Offres gouvernementales
Salary	2020: \$2 per hour	2020: 1.75%
	2021: 3%	2021: 1.75%
	2022: 3%	2022: 1.5%
		2023: 1%
		2024: 1%
		A lump sum of \$1,000 for employees who have reached the top of their salary scale as of March 31, 2020.
Retirement	Early benefits	The government's proposals are ambiguous. Does it want to review the salary on which pension calculations are based?
	Extension of phased retirement	
	Change to the compensation assumption for the actuarial penalty	
	Deferral of the maximal participation age	
	Revaluation of the annuity after age 65	
Parental rights	Improved parental and adoption leave	Revision of the calculation method for benefits with respect to parental rights
		Alignment of parental rights with the various other plans (QPIP, ALS, etc.)
Regional disparities	Consistency across all collective agreements	X
	Full compensation of the fiscal prejudice suffered during payment or repayment of an expense, an allowance or a benefit connected to work in remote or isolated areas	

Creation of three forums

The government proposes to create three forums to discuss its priorities: overall health of workers, educational success at the school level, and access to care in CHSLDs and at home. Representatives from the Conseil du Trésor, ministries and all union organizations dealing by these issues would take part in these forums. The forums' work to inform the negotiation process is expected to take place until April 30, 2020.

To consult the French version of this newsletter, [consult the Info-Négo section of our website.](#)

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