



CSQ'S DETAILED COUNTER-OFFER TO THE TREASURY BOARD

The Centrale des syndicats du Québec (CSQ) negotiation team met with the Treasury Board representatives on the evening of March 25 to present the Centrale's counter-offer, in response to the negotiation framework the government wishes to impose regarding the renewal of the public sector's collective agreements.

Considering the current crisis and uncertainty context, and to ensure the defence of the workers, the CSQ refuses to renew the entirety of the collective agreements for a three-year period in such a short time frame, as the government wishes.

The Centrale's proposal aims instead for the extension of the current collective agreements for a 24-month period to resume negotiation after the crisis. This proposal also calls for guarantees to be put in place to protect the purchasing power of its members and ensure a real capacity to quickly improve some working conditions.

We will share with you the evolution of the public sector's negotiations as soon as we have more information at our disposal.



Here are the counter-offer details:

1 Salary parameters:

- ✓ Salary adjustments corresponding to:
 - 2.2% (April 1, 2020),
 - 2.2% (April 1, 2021),
 - 2% (March 31, 2022);
- ✓ A purchasing power protection clause if the inflation is higher than 2.2% for each year;
- ✓ An adjustment mechanism for the 2021 and 2022 salary increases, if the economy recovers quickly (with economic indicators);
- ✓ The continuation of all premiums (specialized workers, psychologists, staff working with clients with severe behavioural disorders, residential and extended care centre personnel, etc.) and of allowances after March 30, 2020.

2 A negotiation space for priority sectoral issues with a dedicated budget allowance, to be negotiated up to June 30, 2020, or later, depending on the situation. The allowances are guaranteed.

3 Temporary measures for employees working in essential services (health network, early childhood educational services, childcare and related services).

- ✓ A 10% “guardian angel” or “COVID-19” premium (of at least 3 dollars an hour) for all those who need to commute to work in connection with essential services or in accordance with emergency measures. Additional premiums of up to 2 dollars an hour (or 8%, depending on the situation), for workers involved in direct services in contact with infected people or with increased availability.
- ✓ Continuation of wages and premiums usually given for displacement or change of position, sector, unit, etc.
- ✓ The increase to double time for overtime.
- ✓ The implementation of a joint occupational health and safety committee that has real ability to modify working and practice conditions so they are safe at all times, and to determine priority interventions.

All of these temporary measures are applicable for 12 months or for the whole duration of the health emergency situation.

NEXT STEPS

The CSQ negotiation team meets with the Treasury Board again at the end of the day today, March 26, to provide details and clarifications about the counter-offer. Like many other trade unions, we expect to receive from our counterparts the negotiation framework wished by the government. The Centrale will put forward and defend the direction adopted by the General Negotiation Council with the goal to protect its members' interests in this health crisis and economic uncertainty situation.

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

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Centrale des syndicats
du Québec