



OUR DEMANDS ARE SERIOUS! THINGS HAVE TO CHANGE NOW!

Summer and the holidays started with the appointment of a new president at the head of the Treasury Board. While we were hoping for progress in the discussions, we must recognize that this change of president has yet to have an effect on the negotiations' progress. We wish to remind the government that our demands are legitimate. Things need to change now!

Intersectoral negotiations

Changes in government teams

On June 22, 2020, the François Legault government announced a cabinet shuffle which led to the appointment of Sonia Lebel as president of the Treasury Board. On July 13, during her first conversation with the new Treasury Board president, the Centrale des syndicats du Québec president, Sonia Ethier, took the opportunity to remind the government of the importance to improve the different networks employees' working conditions for quality public services.

The employer's team at the central table was also modified during the week of June 22. Two members of the team were replaced and a fifth was added. However, the table's spokesperson remains the same.

Continuing discussions

In the last few weeks, the intersectoral table met twice, on June 22 and July 9, 2020. The CSQ negotiation team continued to present some of its proposals and the employer answered its demand for feedback on these.

Thus, in the July 9 meeting, the government representatives submitted a series of questions related to the national job evaluation committee, among other things. The discussions on this issue will continue in the next meeting, scheduled for July 17.

Sectoral negotiations

Start of the mediation process

The intersectoral negotiations council adopted a proposal to start the mediation process. It was launched on June 26 and the first contacts were made with the spokespersons. This standard process, provided for in the *Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors* (commonly called Bill 37), leads to acquiring the right to strike.

It is of note that this process isn't about seeking a strike mandate. To obtain such a mandate, the Centrale and its affiliates must first hold discussions in a general negotiations council, consult their members and hold votes in due form in each union.

Mediation is only one mandatory step of the process leading to acquiring the right to strike.

Talks in slow motion

In June, the work carried out at the different sectoral tables allowed the negotiations to advance in a more normal context.

Since the beginning of July, however, talks have progressively slowed down. Many issues brought forward at the sectoral tables are redirected to the central table or to the inter-round committees, which prevents the discussion and negotiation of many important demands backed by the federations. Solutions must be found in this regard.

Let's not forget that the phase the teams are going through right now is necessary to any negotiation. It allows to establish their priorities and those of the employer, and to better evaluate the issues with the authorities. Its importance should not be neglected. Right now, all the tables are going through this phase, but at different rhythms.

A pause for the holidays

Many negotiation tables planned a pause for the holidays to recharge the batteries. Considering that no settlement is on the horizon at the tables and that, all things considered, we are still very far from one, there's a high risk that the fall will be very busy. We will need to come back ready and strong.

Ready to mobilize

The COVID-19 crisis and lockdown period didn't improve the practice and working conditions of the public sector's workers. On the contrary. While negotiations continue, a mobilization plan is being prepared for the fall to support the negotiation teams and emphasize to the various employer's negotiation committees, as well as to the new Treasury Board president, that our demands are legitimate!

"To ensure better services to our students, young and adults, as well as to our patients, things have to change now!" states

Sonia Ethier. "After recharging our batteries and making the most of summer, we will be totally pumped for the services to the population and the improvement of our working conditions! We will see you there!"



MINISTERIAL DECREES AND RULINGS: FOR DETAILED INFORMATION

Members who wish to know more about the ministerial decrees and rulings, and about the chronology of events related to the pandemic, can consult the document [A1920-CGN-023](#) (only available in French) on the CSQ extranet. This document is regularly updated.

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

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