



**Health
and education**

**Above
average
agreements**

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nouvelles



**Special
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CSN agreement in the public sector :

BEST BY FAR !

Martine is a nursing assistant in Trois-Rivières. Pierre, a CEGEP teacher, works in Québec City. Bernard is a psychologist in the Outaouais region. Marie is a school secretary working in Sorel. Josee is a Montreal lab technician. What do these people have in common? They are all members of the CSN, the most important union organization in the Québec public sector.

Fact: more unionized government employees are represented by the CSN than by any other union. CSN members are given the opportunity to express their feelings on the issues at hand and to vote on the agreements reached. CSN members have the advantage. Put differently, in the public sector, when an agreement is reached with Government, the CSN is at the negotiating table.

What about the other unions? They can either ratify their lesser agreement or agree to sign

the deal reached by the CSN.

The opportunity for public sector members to identify the demands they consider the most important is significant. By casting their vote on the subjects they want to see tabled during negotiations, CSN members have the ability to speak clearly on their day-to-day preoccupations, denounce workplace absurdities, keep employer abuse at bay, and improve on working conditions, wages and pensions.

Fact: when negotiat-

ing with the CSN, Government negotiators cannot ignore the issues put in writing by the membership. When talks begin, the Government knows that no deal can be reached with the public sector until one is reached with the CSN, and this, for one obvious reason: the CSN is the key player among unions. Having the largest number of members in the public sector gives the CSN the weight to secure the deals.

Being a member of the CSN means being part of an organization that stands up to a Government geared on cutting services and working conditions and

slashing wages. Because of the strength of its membership, the CSN can easily mobilize in all parts of Québec to denounce cutbacks in health and social services and promote our hard-won rights.

The power we have to organize and to intervene has led to the present public awareness that Government health reform is just another name for service cutbacks.

**CSN,
always
a plus**



CEGEPS: Leadership held by the FNEEQ

During the last round of negotiations, the FNEEQ upheld the goal of quality education while maintaining jobs and avoiding an increase in the workload. This is no mean feat. The Bouchard Government was determined in its efforts to impose cutbacks on CEGEPs even though it bolstered its attacks with a decree whose objective was to weaken our hard-earned rights, rights that guarantee quality education.

It has been a long-known fact that in CEGEPs, union leadership is assumed by FNEEQ. In 1995, witness to the fact that the FNEEQ negotiates better deals, the CEQ asked the Education department to keep... "a hard-line attitude towards the CSN so as not to put us in delicate position."

Like all other CSN federations, the FNEEQ steadfastly refuses to be a party to talks on budget cutbacks in the of public sector. In 1993, the CSN was the only union that refused to take part in talks imposing cutbacks. For us, this is a travesty of

the negotiating process.

A Heavy Price to Pay

Four years after ratification of the agreements outlining the cutbacks, the FTQ and the CEQ are still footing the bill. Because of the procedural dud they agreed to and having joined in the objectives sought by the Department, the FEC-CEQ had no other choice, during the talks held in 1995, but to agree to further concessions. Even more cuts are on the way as the time-period they agreed to exceeds the duration of the collective agreement. On the other hand, the FNEEQ has strived to alleviate deterioration of

working conditions by doing the promotion of measures that lead to better student grades, thus saving money and, simultaneously, allowing us pursue the social goals we believe in.

For the record, the FEC-CEQ has shifted to its unions, the responsibility of finding ways to cut in the collective agreement on the local level in compliance with government goals.

Recently, the FEC-CEQ has, once again, allowed acquired rights to be weakened. They gave in on the number of ETCs. They accepted postponement of scheduled wage increases. These wage increases will be doled out at termination of the collective agreement. They accepted that the moneys allocated for preparation of classes be reduced (one of the major gains of 1989 negotiations).

The FAC, all too silent during the negotiations

(like all the other independent unions), is generally handed the agreement containing clauses negotiated with the other unions, noticeably the FNEEQ.

Employment first

During recent talks, the FNEEQ came to an agreement whereas there will be no increase in the workload and no reduction in the number of jobs. FNEEQ had opted for a reduced work schedule. With this temporary solution, pay scales remain untouched. Actions like these, decided on within the framework of the joint committee on the organisation of work, have led the employer to understand that older workers who retire make way for a younger workforce giving the Government the opportunity to save money and, notably, to ease cutbacks by a third.

Entente avec les profs des cégeps

L'entente de principe intervenue entre les 12 000 professeurs de cégeps membres de la FNEEQ-CSN et le gouvernement concernant leur exclusion de la loi spéciale 104 ne comporte aucune diminution de personnel ni augmentation de la tâche.

GILLES CREVIER

L'entente a été soumise, hier, qui aurait représenté la perte

Le Journal de Montréal, le 9 avril 1997

NEGOCIATIONS DANS LE SECTEUR COLLEGIAT

«Soyez têtu», avec Larose

Lorraine Pagé, la présidente de la CEQ, invite le ministre Garon à être tenace

FRANÇOIS POULIOT
Le Soleil

■ QUÉBEC— Dans une situation pour le moins inhabituelle, la présidente de la CEQ, Lorraine Pagé, a demandé hier au ministre de l'Éducation, Jean Garon, de «devenir têtu», dans la négociation des conventions du réseau collégial qu'il mène notamment avec Gérard Larose, président de la CSN. Constatant que sa conversa-

Le Soleil, le 14 avril 1997

Above average deal negotiated by the CSN

A decree wielding threat by the Government. Huge budgetary cutbacks looming in the background. Negotiations with the government are never easy, but the difficulties born out of talks with an authoritarian government grew even larger when other unions came to an agreement that left some of our demands up in the air.

In health and social services, several problems cropped up in the course of negotiating the contents of the voluntary departure plan. Bouchard Government threats and huge cutbacks in the sector, notwithstanding an agreement taking into ac-

count our objectives was reached. This deal is above average, much better than the deal agreed upon a few days earlier by the FTQ, the FIIQ and CEQ-Health Sector. These organisations, in their rush to heed to the call of government, signed an

agreement in principle on March 19th, 1997. We would not and did not sign a settlement which left a number of our demands unsatisfied. The FAS, the FPPSCQ and the SPTM, three CSN organisations active in the health network, quickened the pace of negotiations, and reached an agreement protecting our acquired rights and laying to waste the Government cutback agenda. After in-

Louis Roy précise que le gouvernement rencontrera son Waterloo s'il maintient son entêtement à ignorer la FAS. « Si la stratégie du gouvernement est d'aller régler à la baisse avec d'autres et de tenter de nous imposer des reculs sur nos conventions collectives, ça ne marchera pas! » s'impatiente M. Roy qui garde toutefois bon espoir « que les autres organisations syndicales ne feront pas le jeu du gouvernement et n'iront pas négocier des choses qui nous seraient éventuellement décrétées ».

La présidente de la CEQ, Lorraine Pagé, a juré la main sur le cœur que les autres syndicats qui représentent des travailleurs de la santé ne trahiraient rien dans le dos de la FAS.

« On ne joue dans le dos de personne... »
— Lorraine Pagé

Le Soleil, le mardi 18 mars 1997

SPECIAL BROADCAST ON RADIO-CANADA NEWS CHANNEL (RDI) ON MARCH 21st, 1997

GÉRALD LAROSE: - " *This agreement takes in full consideration the rights of employees and respects the integrity of the body of instruments agreed to during the last negotiations and is in accord with our long-held objectives.*"

REPORTER: - " *Monsieur Larose, in the course of these middle-of-the-night health negotiations, do you think you made improvements on the deal announced yesterday with the FTQ, FIIQ and CEQ-Health Sector? If so, are there clauses giving these unions a chance to share in your gains?*"

GÉRALD LAROSE: - " *The answer is yes, on both counts. There were improvements made last night, but there were also improvements done during the last three days. In addition, these improvements were made available to the other unions as the negotiations went on.*"

REPORTER: - " *In simple terms, you enhanced the deal already agreed to yesterday by the other unions, and improved it?*"

GÉRALD LAROSE: - " *Yes, and since the beginning of these talks as a matter of fact.*"

tensive talks, agreement was reached on March 21st, 1997.

Preserving jobs and services

In order to better protect jobs and services, the CSN had substantial changes made on four major issues contained in the agreement reached by the FTQ, FIIQ and CEQ-Health Sector.

1- Wage protection for those holding job-security status (full- and part-time).

2- No obligation to accept posting in different sector following a layoff.

3- Maintaining of grievances filed before May 31st, 1997 concerning un-posted vacancies.

4- A provincial committee will be set up to insure proper protocol procedure concerning disputes.

RREGOP - RRE - RRCE

Major improvements negotiated for pension plans

Last November, the Bouchard Government in its drive to trim the deficit decided to take what's ours by dipping into the Government employee's pension fund. There was even talk by the Government of "future serious action" if no deal was to be reached by December 6th. However, CSN members, by the impressive show of the strength they hold, forced the Government to retreat. Even still, room was found for improvements in our pension plans. An agreement, respecting our objectives and benefiting our members -RRGOP, RRE or RRCE adherents- in the amount to be paid out in pensions, was reached.

When the Government wanted in on our pension fund surplus, we sent it packing.

Seeking ways to settle

for our pension plans are targeted for the benefit of retirees!

CSN members massively demonstrated as the PQ was holding a

La CSN croit toujours également que la proposition gouvernementale de bonifications des retraites devrait être prolongée d'un an afin de permettre le remplacement et le remplacement des effectifs dans les réseaux de la santé et de l'éducation. «Si 15 000 personnes quittent en même temps le 1^{er} juillet, ça va être le bordel le 2 juillet», indique-t-on de ce côté.

the debt problem, it wanted to re-open our collective agreement. We flatly refused.

Throughout Québec, the membership was mobilized and strike votes were held. The way we see things, a pension fund surplus is for retirees, certainly not for the trimming of the deficit. The improvements we seek

convention last November 23rd. Mobilization was organized in just three days. Over 5,000 CSN members voiced their concerns along with the other 15,000 people already gathered for the demonstration. Two weeks later, on December 7th, over 8,000 CSN members pounded the pave-

ment in Québec City, this time to warn the government against passage of a special law.

No to cutbacks!

The Government is well aware of what the CSN thinks about its deficit reduction policies and, it has been for a long time.

We warned them about what would happen to the quality of services if 15,000 workers were suddenly to retire without being promptly replaced. The CSN has also asked for an extension of the July 1st, 1997 deadline. This extension allows to better plan reorganization and gives a breather for employees who are seriously thinking about their future. As is usual with this deficit-obsessed-don't care about the consequences on quality services-government, our request hit a brick wall.

Mais contrairement à ce que plusieurs pensaient, c'est la CSN, et non la CEQ, qui émet une réserve sur la proposition du front commun syndical. La CSN voudrait inclure le RRE (Régime de retraite des enseignants) dans l'offre, alors que le CEQ et les autres syndicats ne le veulent pas. Selon des chiffres non officiels, la mesure coûterait 100 millions et ne provoquerait le départ que de 1200 à 1300 syndiqués.

Le Devoir, 28 février 1997

On February 27th, the CSN made proposals to the Treasury Board in order to improve our pension funds. The CSN acted alone, the other unions having made it known that there were not interested in obtaining improvements in the RRE and RRCE. The CSN's stand is that all the existing pension plans, and this for the sake of equity, had to be improved.

We succeeded! We came to an understanding with the Government, gaining substantial improvements in all the pension plans.

FEESP: INCREASED PRESENCE IN SUPPORT

During the rounds of negotiations, the FEESP was not asked to take part in negotiations concerning sectorial issues.

FEESP is a federation representing mostly CEGEP and School Board support personnel. As is the case with other CSN federations operating in the public sector, it played an active role during negotiations concerning the contents to be included in the voluntary departure program. The program held vast improvements.