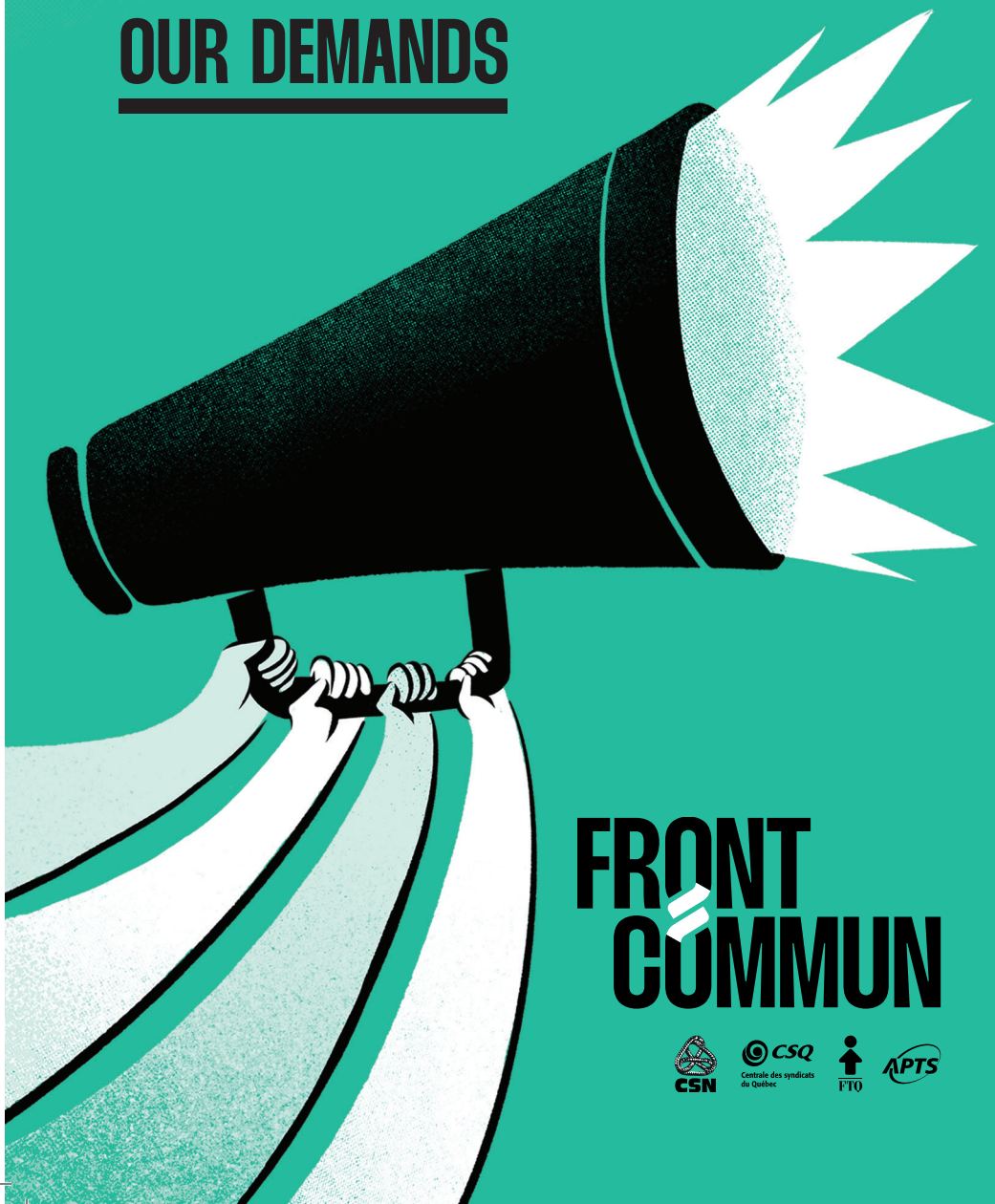


420,000 WORKERS IN THE FRONT COMMUN:

TOGETHER

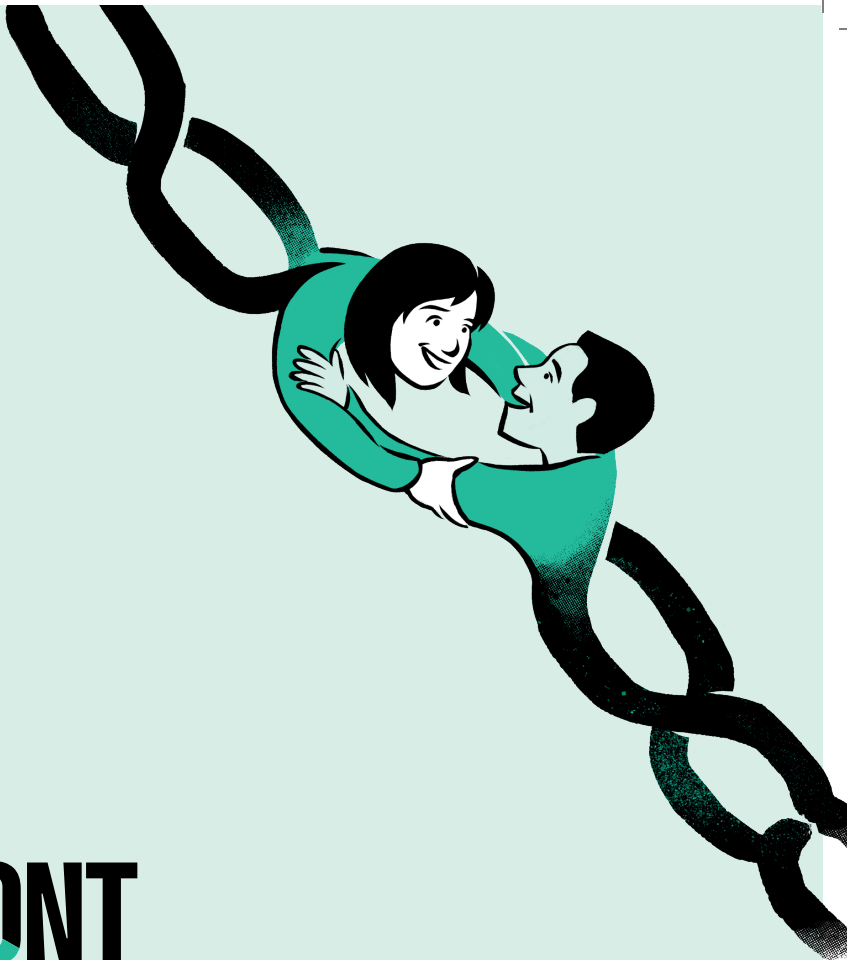
AS ONE

OUR DEMANDS



**FRONT
COMMUN**





FRONT COMMUN



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FALTERING INSTITUTIONS

If the pandemic has shown anything, it is the importance of the education, health and social services and higher education systems in Quebecers' daily lives. It also clearly showed how fragile those public systems have become. The situation has only worsened over the last three years.

The state of our public institutions is the result of decades of austerity and under-investment. While the government has recently boosted its spending, it still falls far short of what is needed to address the many problems across all our institutions and all job categories:

Understaffing and overwork;

Worker exhaustion and burnout;

Bureaucracy;

Recruitment difficulties;

Disorganization of public services;

Obsolete facilities;

Lack of access to services.

Given these conditions, we are making a series of demands based on the core principles that underpin our vision:

Improved working conditions, conditions of practice and wages;

General catch-up with wages in other industries that gives all employees an increase in real salary;

Permanent protection against inflation.

WAGES: HIGHER REAL SALARIES FOR ALL

SUMMARY

APRIL 1, 2023	\$100 PER WEEK OR CPI + 2 % <small>ACCORDING TO THE MOST ADVANTAGEOUS FORMULA, FOR EACH RATE IN EACH SCALE</small>
APRIL 1, 2024	CPI + 3 %
APRIL 1, 2025	CPI + 4 %

At a time when inflation is at record levels and our pay is grossly inadequate, we demand:

- A** A permanent annual cost-of-living adjustment mechanism in the collective agreement that indexes wages to the Consumer Price Index (CPI).
- B** Additional wage increases over and above the cost-of-living adjustment.

2023-2024 : We are demanding an immediate \$100 per week increase for all employees² (which echoes the 1972 Front Commun demand for a minimum wage of \$100 per week for all public sector employees).

A \$100 per week hike means a proportionately larger increase for the lowest-paid employees, who are hardest hit by inflation.

4 ² THIS REPRESENTS \$2.86 PER HOUR FOR HOURLY RATES (WITH SOME EXCEPTIONS) AND \$5223 FOR ANNUAL RATES.



However, since inflation is difficult to predict and we want everyone to get a real raise, in addition to protection against the rising cost of living, we are demanding that the first salary increase at least cover inflation plus 2%.

So we are demanding **either a \$100 per week increase or inflation plus a 2% increase**, whichever is greater, for each employee.

2024-2025 : The annual cost-of-living adjustment **PLUS** a 3% increase.

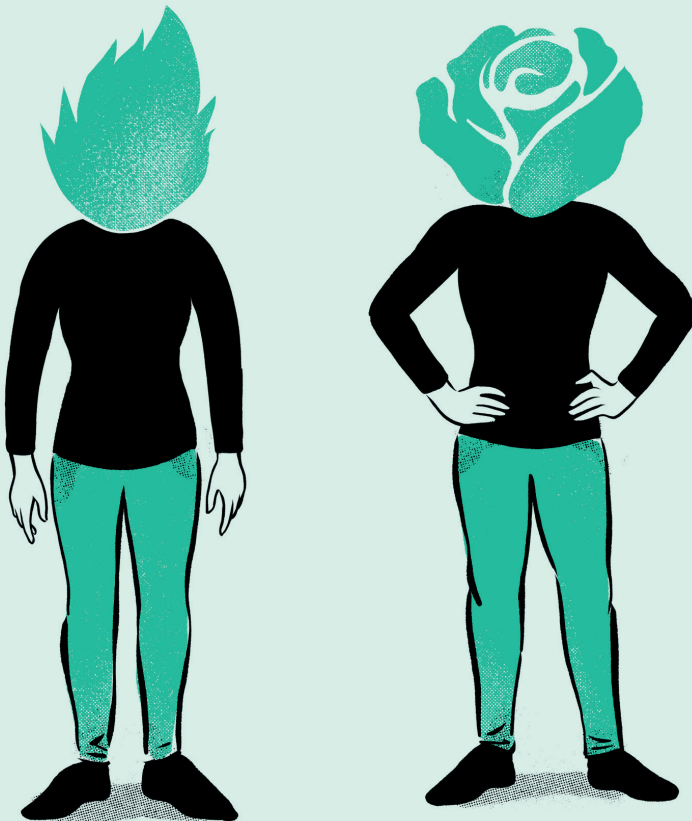
2025-2026 : The annual cost-of-living adjustment **PLUS** a 4% increase.

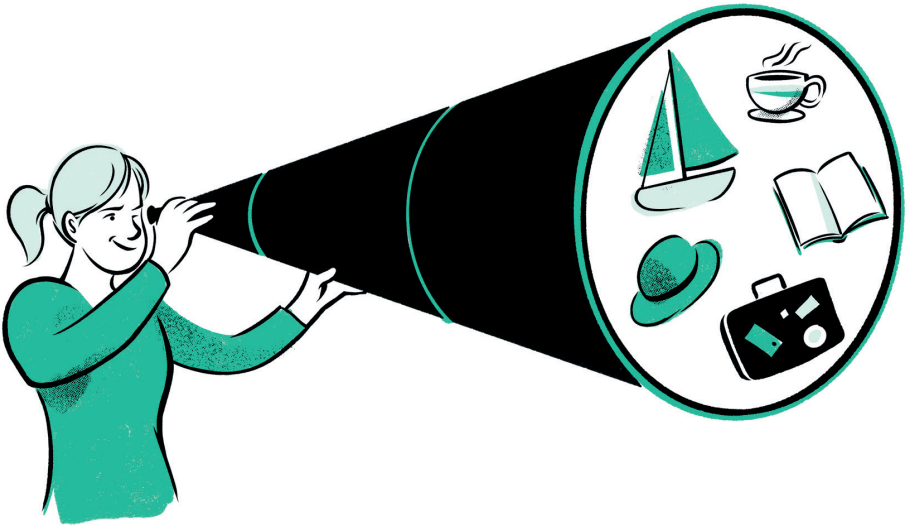
WORKING CONDITIONS AND CONDITIONS OF PRACTICE

Workers are at the end of their rope. Staff shortages are widespread across our institutions and the public system is shakier than ever. Employees are tempted to go work elsewhere, where the pay and working conditions are more attractive.

Therefore, we are demanding:

Significant investments to significantly improve the working conditions and practices of public service workers.





PENSIONS

At a time when the government and public employees pension plan (RREGOP) is in a strong financial position, we are calling for a series of enhancements to improve the plan and encourage experienced employees to stay on the job voluntarily.

We are demanding:

Better access to progressive retirement;

Improved pensions for employees who retire after age 65;

Introduction of a living benefit;

As well as other improvements to the plan;

Long-term measures to stabilize RREGOP contribution rates in view of the plan's increasing maturity;

Improvements to the Caisse de dépôt et placement du Québec's responsible investment policies to take greater account of environmental and social criteria in the Caisse's investment strategies.

PARENTAL RIGHTS

To protect the financial security of new parents while on leave following the arrival of a child and to make sure they are not penalized in their employment, we are demanding:

An increase in the number of weeks of paternity leave and adoption leave, and a commensurate increase in the supplementary allowance;

Enhancements to leave without pay and part-time leave without pay so that parents can qualify for additional benefits under the Québec Parental Insurance Plan (QPIP), i.e. the four weeks of additional parental leave benefits added in 2021 when both parents take at least eight weeks of parental leave each;

Broader eligibility for special leave in order to include assisted reproduction and an increase in the bank of special paid leave days, including for cases where long trips must be made to access necessary medical services;





That cyclical layoffs and vacations be counted in calculating the benefits paid by the employer under the parental rights plan (currently, when a pregnant woman gives birth during a vacation that cannot be rescheduled or a cyclical layoff, she loses weeks of leave paid by the employer);

Elimination of the requirement for CEGEP teachers to time their return from unpaid parental leave to coincide with the start of a session if they want to change their date of return.

REGIONAL DISPARITIES

As staff shortages are particularly acute in regions far from the major centres, we are demanding:

That the municipality of Fermont and the Îles-de-la-Madeleine be added to Sector III, and Chisasibi and Radisson to Sector IV;

That payment of food shipping costs be extended to other localities in the sector, including the Lower North Shore east of Kegaska and Oujé-Bougoumou, for employees in all networks;

Improvements to the provisions on trips out from the above localities and reimbursed trips out for locally recruited personnel;

A premium or inclusion in a different sector for the followings regions, or some of their localities, not covered by regional disparity premiums and are facing severe attraction and retention problems related to remoteness and isolation:

- Abitibi-Témiscamingue;
- Côte-Nord;
- Gaspésie et Îles-de-la-Madeleine;
- Outaouais;
- Nord-du-Québec;
- Nunavik.



GROUP INSURANCE



Employees are paying ever higher health insurance premiums while the employer's contribution has not kept up. The increase in premiums is partly related to the difficult working conditions in the public sector, which are resulting in increased use of prescription drugs and health care services by employees. The employer's contribution was increased for some groups in the last round of bargaining but is still insufficient.

Therefore, we are demanding:

Substantial increases in the employer contribution to the health insurance plans and the full employer contribution to health insurance for all public service workers, regardless of job status or number of hours worked;

A government commitment to implementing a universal public drug insurance plan.

OTHER DEMANDS

We also demand:

Improvements to the Letter of Agreement for Skilled Workers, including bonusing the premium and expanding the job titles of skilled laborers with access to the premium;

Whistleblower protection for all employees and the right to make comments and express themselves in good faith on matters of public or general concern, for the common good, without fear of reprisal;

Increases in responsibility premiums, other premiums, supplements, lump sums, and fixed-amount allowances in the same proportion as the increase in pay;

To agree on the ranking applicable to unranked mixed job titles;

To follow up on the union's recommendations from of the Comité de travail relative aux enseignantes et aux enseignants de la formation continue des collèges ;

To ensure that psychologists in the college network have the right conditions compensation equivalent to that of other public networks;

Continuation of premiums, allowances, surcharges or any other temporary amount or budget.





FRONT COMMUN

Fifty years after the first Front Common in 1972 and its slogan *Nous le monde ordinaire*, the Confédération des syndicats nationaux (CSN), the Centrale des syndicats du Québec (CSQ), the Fédération des travailleurs et travailleuses du Québec (FTQ) and the Alliance du personnel professionnel et technique de la santé et des services sociaux (APTS) are joining forces to bargain together as one on behalf of the 420,000 workers they represent.

THE FIGHT AHEAD

Our demands are ambitious but justified. To win them, we will have to mobilize as a group. We will have to stand together as one.

Every worker who has a stake in the outcome must pitch in.

Solidarity among all of us will be the key to winning the battle ahead. Today more than ever, our working conditions are directly linked to the public system's ability to retain staff and expertise, and to attract the next generation of workers. Our schools, our health and social services network and our institutions of higher education are all on the line to some extent. We are bargaining for the future of public services.





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MONTREAL FORUM

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