

Public Sector Agreement in Principle

On December 18, 2015, CSQ General Negotiations Council delegates ratified the agreement in principle concluded the day before between the Common Front and the Conseil du trésor after over a year of talks.

Management had made many clawback demands undermining our working conditions and it took a historically unprecedented hardline attitude. The Chair of the Conseil du trésor “offered” a 3% salary increase over five years (a two-year salary freeze, then 1% for each of the three subsequent years). The CSQ negotiations team thwarted the onslaught of setbacks, protected significant existing gains and wrested gains from management that protect members’ purchasing power.

“Thanks to their exceptional mobilization, our members stood tall and refused to accept the setbacks that the government wanted to impose on them,” said Louise Chabot.

Salary proposals	
2015	\$500 lump sum (1% of average full-time equivalent salary)
2016	1.5%
2017	1.75%
2018	2%
2019	2.4% (average adjustment tied to integration into the salary structure on April 2, 2019) \$250 lump sum (0.5% of average full-time equivalent salary)

Initial offer	Agreement in principle
3% over 5 years	9.15% over 5 years (on average, including lump sums)

Retirement

We forced the Conseil du trésor to abandon its odious demands concerning retirement. Martin Coiteux wanted to change retirement age to 62 years, and increase the actuarial penalty to 7.2%.

Moreover, the agreement in principle stipulates that the age of retirement will be 61 years of age on July 1, 2019. However, the effects of this change are mitigated by the implementation of a new retirement eligibility criterion without penalty. This will enable all persons who began contributing at age 30, or younger (close to 75% of RREGOP contributors), to retire at age 60 without penalty.

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Retirement	
Management demands	Results
Calculation of pension income based on the best 8 years instead of the best 5 years	Setback reversed
Retirement age changed to 62 years without penalty and actuarial reduction of 7.2% in January 2017	Retirement age changed to 61 years without penalty in 2019 and actuarial reduction of 6% in 2020
Automatic increase of retirement age based on life expectancy	Setback reversed
Buyback of leaves at 200% instead of 100%	Setback reversed
Conditional indexation	Setback reversed

Pay equity and relativity

An important agreement was concluded for college network student employees. As such, the pay equity dispute, tabled in 2007, has been resolved.

As far as pay relativity is concerned, the evaluation of 31 mixed categories has been completed for the vast majority, including college teachers, who will attain ranking 23. However, the parties will continue talks concerning nine categories.

A satisfactory agreement

“This agreement in no way constitutes an approval of the Liberal government’s austerity policies. On the contrary, our objective was to prevent the impoverishment of public-sector workers, and that is what we have accomplished.”

The majority of General Negotiations Council (CGN) delegates voted to recommend the agreement to their members in general assemblies.



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