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## **Things have to change now: our members have the floor**

An extensive consultation with CSQ members to renew collective agreements is underway. The submitted proposal focuses on improving both salary and working conditions. The consultation workbook on the issues, which has been submitted to you, proposes promising strategies to effect necessary changes.

At this time, we consider it premature to publicize the details of our proposal for the upcoming negotiations as the consultation process has just begun.

Laying our cards on the table now would be tantamount to bypassing the democratic exercise of our consultation and we do not believe in this type of approach. The floor is yours and our centrale intends to give you the space to express yourself.

In our opinion, the consultation phase is fundamental since your responses and comments will help define and confirm our priorities. These will translate into a clear mandate to define a unifying and mobilizing demand for all, implement our strategy, and carry out our negotiations.



## **Getting to the heart of the problem**

While public and parapublic sector employers complain of a labour shortage, we believe that poor working conditions are responsible for not attracting the necessary staff: low wages, difficult conditions, work overload, non-recognition, and loss of professional autonomy.

As surpluses accumulate in government coffers, the government's promise to create good paying jobs is a unique opportunity to promote our approach in the upcoming negotiations. It has two objectives:

1. **To increase the incomes of all employment groups** in the education and higher education sectors and in health and social services.
2. **To improve the working and practice conditions** of workers in the public and parapublic sectors.

On average, the overall salary of Québec public service employees is 6.6% lower than other sectors of the economy. Increasing incomes and protecting our purchasing power are therefore essential. However, we must avoid focusing on this alone.

We must also act on our conditions of work and practice. Our goal is to force the government to release the funds required to improve these conditions. Investments in our networks and in our collective agreements are required to increase the value of our professions and counter precariousness, involuntary part-time work and overwork, and thus restore the ability to offer the best public services possible. This is how we can tangibly improve the attraction and retention of all staff on the one hand, and our working conditions on the other.

In education, higher education and health, the situation cannot continue. Together, we have the power to act. It's time for change now!

To learn more about issues pertaining to public and parapublic sectors negotiations, visit the [CSQ website](#).

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