

# TOGETHER AS ONE

## CENTRAL TABLE DEMANDS

2023 public sector  
bargaining  
round

FRONT  
COMMUN



# FRONT COMMUN



Published by the Front commun (Common Front) (Confédération des syndicats nationaux (CSN), Centrale des syndicats du Québec (CSQ), Fédération des travailleurs et travailleuses du Québec (FTQ), Alliance du personnel professionnel et technique de la santé et des services sociaux (APTS))

Written and produced by: **Front commun**

Logo (Front commun): **Molotov communications**

Graphic design and layout: **Pier-Luc St-Germain, Jean Grégoire**

October 2022



# NOTICE REMINDER

Front commun documents are translated for comprehension purposes only. In the event of a discrepancy between the French and English versions, the French version will prevail.

## 1. WAGES

That the Front commun demand:

- The introduction of a permanent mechanism whereby, annually on April 1, each rate of pay and pay scale will be adjusted<sup>1</sup> based on the consumer price index (CPI)<sup>1</sup> for the period of January 1 to December 31 of the previous year.

For the duration of the three-year collective agreement:

- In year 1, an increase for each rate of pay and pay scale of \$100 per week<sup>2</sup>, **or** application of the permanent annual cost-of-living adjustment mechanism plus 2%, whichever is greater;
- In year 2, application of the permanent annual cost-of-living adjustment plus a 3% pay increase;
- In year 3, application of the permanent annual cost-of-living adjustment plus a 4% pay increase.

1. THE ADJUSTMENT CANNOT BE NEGATIVE

2. WHICH IS THE EQUIVALENT OF \$2.86 PER HOUR BASED ON A 35-HOUR WORK WEEK

## NOTES

## 2. WORKING CONDITIONS AND CONDITIONS OF PRACTICE

## NOTES

2

That the Front commun demand that Treasury Board make significant funds available and give mandates to negotiate solutions at the sectoral tables in order to substantially improve the working conditions and conditions of practice of public sector workers.

### 3. PENSION PLAN

### 3.1

That the Front commun demand the following enhancements to retirement terms and conditions, with no impact on the contribution rate:

- Improve phased retirement, in particular:
  - Increase from 5 to 7 years the maximum duration of phased retirement set out in the Act respecting the RREGOP;
  - Provide that workers who opt for phased retirement can extend it beyond the initially agreed-upon period, without exceeding the maximum period provided for in the program;
  - Ease access to progressive retirement.
- Implement a process for adjusting pension amounts for retirement after age 65;
- Increase the maximum age of participation in the RREGOP to 71 years;
- Adjust the interest rate assumption for the actuarial reduction offset;
- Introduce an early benefit.

## 3.2

That the Front commun demand structural measures to stabilize RREGOP contribution rates in view of the plan's increasing maturity, based on an assessment of the union side's recommendations at the CSN-CSQ-FTQ working committee.

### 3.3

That the Front commun demand that the Caisse de dépôt et placement du Québec (CDPQ) significantly improve its responsible investment policy by taking greater account of environmental and social criteria in the financial management of its contributors' deposits, notably by setting more ambitious targets.

## 4. PARENTAL RIGHTS

4.1

That in order to facilitate work-life balance and encourage better parenting balance, the Front commun demand:

- Increase the number of weeks of paternity leave and adoption leave with supplementary allowance, to the same degree;
- Improve terms and conditions for taking leave without pay or part-time leave without pay, among other things to qualify parents for additional benefits under the Québec Parental Insurance Plan (QPIP);
- Broaden eligibility requirements for special leave during pregnancy, and increase the bank of special paid leave.

4.2

That the Front commun demand that periods of cyclical layoff and vacation time be taken into account in calculating allowances paid by the employer under parental rights.

4.3

That the Front commun demand an end to the requirement for Cégep teachers to time their return from unpaid leave under the parental rights plan to coincide with the start of a session.

## 5. REGIONAL DISPARITIES

5.1

That the Front commun demand that Fermont and the Îles-de-la-Madeleine be added to Sector III, and Chisasibi and Radisson be added to Sector IV.

5.2

That the Front commun demand that payment of food shipping costs be extended to certain other localities in Sector III.

5.3

That the Front commun demand the improvement of provisions on trips out from the already targeted localities, in particular the number of reimbursed trips out for locally recruited personnel.

5.4

That the Front commun demand the creation of a premium or the integration to a sector for certain regions or localities not currently entitled to premiums which face regional disparities and are grappling with serious attraction and retention problems due to remoteness and isolation.

## 6. SKILLED WORKERS

6

That the Front commun demand that improvements be made to the Letter of Agreement for Skilled Workers, including an increase in the premium, extension of the premium to more skilled worker job titles, and other recommendations from the working committee.

## NOTES

---

---

---

---

---

---

---

---

---

---

## 7. GROUP INSURANCE

7.1

That the Front commun demand that the collective agreements include substantial increases in employer contributions to health insurance plans, and provide for the full employer contribution to health insurance for all public service workers, regardless of job status or number of hours worked.

7.2

That the Front commun demand that the government commit to implementing a universal public drug insurance plan.

## 8. WHISTLEBLOWERS AND MATTERS OF PUBLIC CONCERN

8

That the Front commun demand that the collective agreements include clauses guaranteeing all workers whistleblower protections and the right to make comments and express themselves in good faith on matters of public concern without fear of reprisal from their employer, in accordance with the rights enshrined in the *Charter of human rights and freedoms*.

## 9. ANNUAL INCREASE IN RESPONSIBILITY PREMIUMS, OTHER PREMIUMS, SUPPLEMENTS, LUMP SUMS, INDEMNITIES OR ALLOWANCES EXPRESSED AS A FIXED AMOUNT

9

That the Front commun demand, subject to any other adjustment agreed to at the various tables, that the responsibility premiums, other premiums, supplements, lump sums, and fixed-amount indemnities or allowances in force on March 31, 2023, 2024 and 2025 be increased, respectively, effective April 1, 2023, 2024 and 2025, at the same rate as pay, with all necessary adjustments.

## 10. UNRANKED MIXED JOB TITLES

10

Agree on the ranking for Institution Counsellor (3-1106), Administrative Processes Specialist (3-1109) and Education Consultant (2-2104), and on the aggregated and disaggregated valuation scores for these job titles.

## 11. CONTINUING EDUCATION TEACHERS

11

That the Front commun follow up on the recommendations made by the union side at the Working Committee on College Continuing Education Teachers.

## 12. PSYCHOLOGISTS IN THE CEGEP NETWORK

12

Provide psychologists in the CEGEP network with salary conditions equivalent to those in other public institutions.

## MAINTENANCE OF PREMIUMS, ALLOWANCES, INCREASES AND ALL OTHER TEMPORARY AMOUNTS AND BUDGETS

The Front commun wants to make sure that no temporary measure is interrupted during the bargaining talks. We want to ensure that they are all kept in place until the next collective agreement comes into force.

# TOGETHER

**AS ONE**

**FRONT  
COMMUN**

