

# EXPERIENCE it's not all **RELATIVE**

ISSUE 1

April 2, 2019

## RECOGNIZING EXPERIENCE

**Implemented April 2, 2019, the new salary structure will lead to issues with regard to non-recognition of experience for some employees in the health and social services and education networks.**

The mechanics that provide for integrating the new compensation scales only take into account hourly rate earned and not experience or step in the previous scale. On April 2, all employees are being integrated into the new scale at an hourly rate equal to or immediately higher than that which they were earning on April 1. **However, although wage rates are not being reduced, some people are being placed one or more steps lower on the scale than where they were on April 1, regardless of the number of years of experience they have.**

Lack of recognition of experience is a major issue. Not only does it cause dissatisfaction among workers, but establishments may also find themselves with additional issues with regard to stabilizing their workforces. In fact, provisions in our collective agreements on recognition of experience ensure that new hires, for whom years of experience are recognized, may begin their jobs at a higher step—and salary—for the same number of years of experience as those who have already been employed for some time.

It should be noted that what is being referred to here **is recognition of years of service and not rules related to seniority, which were not affected by the restructuring.**

### WHAT HAS BEEN DONE

As soon as the 2016–2020 collective agreement was signed, a province-wide committee bringing together central labour bodies, including the CSN, and Quebec's treasury board was established. One of the main goals of the committee is to examine issues related to the transition to the new salary structure, in order to find solutions. The committee meets regularly, and the CSN has made it clear in committee meetings that it is necessary to find solutions related to the issue of recognizing experience.

While their wage rates have not decreased, some people may find themselves at a lower step than that which corresponds to their experience.



Seniority has not been affected by the restructuring.



## ACTION PLAN

**We are currently rolling out an action plan in the field, so as to support these representations, raise awareness among government officials and facility managers, and quickly find concrete solutions.**

First, the vast majority of CSN unions sent a letter by registered mail to the chairs of their management negotiating committees, asking them to intervene with government bodies to allow management to get involved in discussions with us to find solutions.

Moreover, affiliated unions are currently trying to rally their local management to jointly sign a letter with them, to be sent directly to the responsible minister. For establishments in which management refuses this step, means of action shall be implemented to make it very clear that we want to obtain satisfactory solutions.

In addition, we are asking all members to participate in a visibility campaign being launched today. Go to <https://secteurpublic.quebec> to access and print out a mini-poster. **Write your number of years of service on the line and have your picture taken with it, individually or in groups, then share the photo on social media.**

All members are invited to participate in mobilization actions.



Stickers and other actions are to come. Stay informed!



**Your unions will soon have stickers and posters available to display your dissatisfaction.** Various actions are also planned in a number of regions.