

# EXPERIENCE it's not all **RE**lative

2<sup>ND</sup> EDITION

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Collective agreements recognize the experience of those who are newly hired



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## FULL RECOGNITION OF EXPERIENCE THE BATTLE CONTINUES

On April 23, the CSN, along with other labour organizations, met with the Secrétariat du Conseil du trésor to discuss solutions to issues related to the new salary structure implemented April 2, 2019. While representatives of the Conseil du trésor claimed they were open to hearing our proposed solutions to the issues related to non-recognition of experience, we were instead stonewalled.

### STABILIZING PUBLIC NETWORKS

Although the new scales were integrated with no loss of wages, employers and the Conseil du trésor need to understand that there are potential consequences related to the non-recognition of experience, including high staff turnover. It is important to note that **collective agreements recognize the experience of those who are newly hired**. It could therefore be more profitable for public-sector workers who are now at a lower step to apply to a new position so that their experience is fully recognized.

### MOBILIZATION EFFORTS

CSN public-sector unions have been mobilizing for over a month to assert the value of and need for true recognition of experience. The campaign began with sending letters, signed by the unions, to management bargaining committees. Protests with several hundred workers were held in Québec, Drummondville, and Victoriaville. Posters and stickers bearing the slogan of the campaign have also been circulating in workplaces. In addition, as of now, **nearly 1500 emails have been sent to the Conseil du trésor and the appropriate ministers by members across Quebec**. If you have not already done so, we invite you to participate in this mass mailing by going to [www.secteurpublic.quebec](http://www.secteurpublic.quebec)

The CSN invites unions to denounce all situations that lead to non-recognition of the experience of workers. Member mobilization remains critical to convince the Conseil du trésor to act. New mobilization actions are being developed, some of which may be carried out with other labour organizations, as their members are experiencing the same issues. Stay tuned!