

December 23, 2014

CENTRAL TABLE OFFERS: BAH HUMBUG!

On December 15, Conseil du trésor Minister Martin Coiteux submitted the government's offer in view of the renewal of the public sector collective agreement. In a nutshell, he's suggesting that the upcoming five-year agreement include a two-year salary freeze followed by an annual 1% increase over three years.

What does that mean for us? Simply that instead of an 7.6% lag in 2014, our overall compensation will lag by 15% in 2020. By overall compensation, we mean wages, pension, insurance and job security.

Furthermore, the government wants to fiddle with our pension plan even though it is in good shape as a result of the 50/50 level of contribution (employees and employer). Beginning on January 1, 2017, the government is pushing to increase the age of retirement without penalty from 60 to 62. Also, for retirements, the government wants to:

- Increase the applicable reduction for early retirement from 4% to 7.2%;
- Increase the calculation period for our average pensionable salaries from five to eight years (which automatically reduces benefits);
- Automatically adjust retirement age with no pension reduction based on changes in life expectancy.

The government's other gifts include further cuts in parental rights; premiums, including regional disparities; leaves and partial leaves without pay; and leaves with deferred pay.

Let's not forget that the success of these negotiations will hinge on public opinion, a fact that's not lost on the other party. It's therefore up to us to condemn its offers if we want our conditions to improve. We need to raise our voices against these proposals because our employers will stop at nothing to manipulate public opinion against us.

**TELL EVERYONE THAT WE WON'T LET THEM TOUCH OUR WORK
CONDITIONS!**

**LET'S HAVE HUGE TURNOUTS AT UPCOMING MOBILIZATION
ACTIVITIES!**

WE SUPPORT YOU ALL THE WAY!

Your Bargaining Committee

This newsletter must be copied and distributed.