

DETAILS OF THE TENTATIVE DEAL TO BE SUBMITTED TO 420,000 FRONT COMMUN WORKERS

After weeks of intensive bargaining talks, and having consulted its intermediate decision-making bodies, the Front commun can now present more details of the tentative agreement that will be submitted to members in general assemblies from mid-January to the third week of February 2024.

The gains in this tentative deal relate to intersectoral matters and were achieved at the central table. Other gains were obtained at almost all sectoral tables¹. You will need to assess all of these gains together, as a whole, to determine if they should be the basis for the renewal of your collective agreement. Information about your sectoral agreement will be provided in separate communications.

Wage parameters

A wage increase of 17.4% over 5 years has been negotiated for all workers in all sectors, as well as a clause protecting purchasing power for the last three years of the agreement. The clause provides a possible increase of up to 1% for each of these years, for a total of 3%.

The government's offers, which always covered a 5-year period, stood at 9% in December 2022, 10.3% in October 2023, and 12.7% on December 6, 2023. During our final negotiating blitz, we were able to get an increase of more than 4%, pushing the final offer up to 17.4%.

Period covered by the collective agreement

The collective agreement covers a period of 5 years, from April 1, 2023, to March 31, 2028.



	1 st offer December 15, 2022	2 nd offer October 29, 2023	3 rd offer December 6, 2023	Tentative deal
April 1, 2023	3%	4.3	4.3%	6.0 %
April 1, 2024	1.5%	1.5%	2.3	2.8 %
April 1, 2025	1.5%	1.5%	2.1%	2.6 % PLUS up to 1% to protect purchasing power on March 31, 2026, if inflation exceeds 2.6%.
April 1, 2026	1.5%	1.5%	2%	2.5 % PLUS up to 1% to protect purchasing power on March 31, 2027, if inflation exceeds 2.5%.
April 1, 2027	1.5%	1.5%	2%	3.5 % PLUS up to 1% to protect purchasing power on March 31, 2028, if inflation exceeds 3.5%.
Total	9.0 %	10.3 %	12.7 %	17.4 % PLUS up to 3% to protect purchasing power over the last three years of the agreement

1. Sectoral bargaining talks continue in 2024 with the Cree and Kativik school boards.

Wage parameters (continued)

This is the largest increase over the period of a collective agreement since 1979. As for the clause to protect purchasing power, nothing like that has been seen for decades.

Importantly, a 6% increase will be given for the first year of the collective agreement - the largest annual increase achieved for decades. If the tentative deal is accepted, this 6% increase will be retroactive to April 1, 2023, which means that by April 1, 2024, all workers' wages will have gone up by 8.8% (6% + 2.8%).

Examples of retroactive payments due on April 1, 2024 (6%)

	35 hours/ week	37.5 hours/ week
\$25 / h	\$2 739.45	\$2 935.13
\$35 / h	\$3 836.23	\$4 109.18
\$45 / h	\$4 931.01	\$5 283.23
\$50 / h	\$5 478.90	\$5 870.25

The possibility of taking 2022 inflation into account was repeatedly brought up throughout the bargaining talks, with the government categorically refusing to consider it. The government's view was that a \$1,000 lump-sum payment would take care of the problem.

The Front commun, however, had made it clear from the start that a lump sum was much less valuable than a genuine pay increase, and for this reason, there are no such payments in the tentative deal. The proposed lump sum has been incorporated into the wage parameters.

Vacation leave, retirement, insurance, parental rights and other gains

The tentative deal provides both wage increases and other improvements to your collective agreement. Here are some of these other gains.

- The right to a fifth week of vacation leave will be achieved after 15 years' seniority, instead of 17 years as it is today, and the full fifth week of vacation leave will be obtained at 19 years' seniority rather than 25 years - six years earlier than today. The new rules will come into play as soon as the next period of annual vacation leave.
- Several gains have been achieved in terms of retirement. A phased retirement plan will now be possible over a period of 7 years (instead of a maximum of 5 years as is currently the case), and workers will be allowed to contribute to the RREGOP until age 71.
- Improvements to the parental rights plan include adding an extra day to the bank of special leave days for pregnancy and breastfeeding.
- The employer's contribution to health insurance under the collective agreement will increase starting April 1, 2024, with an extra \$150 for individual coverage and an extra \$300 for family or single-parent coverage. For teachers in schools and CEGEPs, this will constitute the employer party's basic contribution.
- The 10% attraction and retention premium to counteract the shortage of skilled workers will go up to 15%, and the premium will be extended to 2 additional job titles (cabinetmaker/carpenter-cabinetmaker and refrigeration machinery mechanic).

Vacation leave, retirement, insurance, parental rights and other gains (continued)

- Psychologists in all public systems will receive a 10% pay increase that will be taken into account by the RREGOP, and to this will be added a 6.5% premium for those who work the full number of hours associated with their job title.
- Other significant improvements, including those set out in sectoral agreements relating to the conditions of work and practice that are specific to your sector, will be presented to you alongside the tentative deal reached at the central table.



YOUR TURN TO SPEAK

A series of general assemblies will be starting soon for over 300 unions, at which further explanations will be provided both during and alongside the presentations. The 420,000 workers who make up the Front commun will then have the last word when they make their decision on the tentative agreement.

It's your move.

Now is the time for solidarity and a meaningful debate.