



Why split up our days off? Days of rest go better together

When an employer reaches the point of trying to break up its employees' days off to solve its labour availability problems, there's a problem.

And when an employer doesn't realize that the desperate solutions it wants to implement will only exacerbate the situation, it's an even bigger problem.

Stabilize the job structure

STTRC—CSN members—regular employees, temps and contract employees—agreed on a list of demands in which a key point is consolidating jobs in order to strengthen the work teams. We want to:

- **Convert “fake temps” into regular positions.** At present, too many ongoing requirements are being met on a permanent basis by temporary or contract employees. The employees who perform these recurring tasks should be granted regular status.
- **Recognize competence for a job title.** After successfully completing their probation, an employee is deemed competent to do the job. They shouldn't have to go before a hiring committee every time there is an opening for the job title in question.
- **Award positions by seniority.** When a job is posted, it should go to the employee with the most seniority who meets the requirements of the position (see previous point). Seniority is an objective criterion that demonstrates both experience and loyalty. It lets all employees work towards stable employment, protected from arbitrary decisions that keep employees in a permanent state of insecurity.
- **Award assignments and schedules by seniority.** Temporary employees aren't the only ones whose jobs are unstable. There are many regular employees with more than 20 years of seniority who have never had a stable schedule. Too often, the awarding of schedules and assignments alike is tainted by favouritism and arbitrary decisions. Here too, seniority should be taken into consideration.



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