



## NEGOTIATION UPDATE



Unique à vous,  
unis pour vous



## Good news: an agreement in principle has been reached!

Dear members,

After months of sustained effort, determination, and mobilization, an **agreement in principle was reached** late last night between representatives of the CSD, ADREQ (CSD), ADRAQ (CSD), and the Ministry of Health and Social Services.

The agreement is the result of a tremendous amount of work, which required over **40 months of negotiation** on several fronts. Faced with a persistent deadlock on monetary issues, **legal action** was also filed to assert the rights of resources and maintain pressure on the government.

Concurrently, we **increased our media appearances** and raised awareness of your realities and demands. This to highlight the importance of the indispensable role you play in supporting the most vulnerable members of our society.

Our **demonstration**, held in the streets of Montreal also clearly demonstrated the determination of our members to obtain a fair agreement, that recognizes their essential contribution to society and the health and social services network.

# A Negotiation Conducted with Conviction

**The agreement in principle that will be presented to you includes significant, exclusive gains and normative advancements that make it a unique agreement for ADREQ (CSD) and ADRAQ (CSD) members. Under this agreement you will be better protected against institutions.**

Accepting cut-rate solutions has never been part of our approach. In this negotiation the CSD has once again demonstrated they will never give up when it comes to defending their members. When the stakes are high, we do not hesitate to fight, using all the means at our disposal, to maintain the pressure, as long as necessary. Accepting cut-rate solutions has never been part of our repertoire!

## General Meetings to present details of the agreement



The details of the agreement will be presented to members at general meetings to be convened soon. These meetings will help members to understand the content of the agreement, ask any necessary questions and ultimately vote on it. In the meantime, we ask you to monitor to your communications to learn the dates and locations of the meetings.

**Dear members, we want to thank you for your trust, your patience, and your commitment throughout this negotiation. Your solidarity, determination, and unwavering support have been at the heart of this process and the reason for reaching this agreement in principle. The road has not always been easy, but the collective efforts deployed over the past few months have allowed us to reach this important milestone.**

This agreement is above all the result of your mobilization. Thank you for standing firm with us until the very end. We look forward to seeing you at the general meetings soon!