



# LETTER TO MANAGERS

## Tasks required to maintain essential services during strike action

Dear manager,

You are no doubt aware of the fact that following the Legault government's insulting offers, **Front commun workers have voted for a strike mandate up to and including an unlimited general strike.** After more than 10 months of contract talks, the government's offers are still designed to make us poorer, ensuring nothing but setbacks. All this at a time when the public health and social services system is finding it more and more difficult to attract and retain staff and we've been experiencing work overload for far too long.

We've suggested many solutions that would improve our working conditions, but the government has not been willing to listen. **Better working conditions are essential if we want to provide Quebecers with better services.** Today, planning strike action is our ultimate pressure tactic to get the government to hear our heartfelt appeal.

Strike action in the health and social services system is governed by the Labour Code, and we, employees and managers, are required to ensure that essential services are maintained throughout the strike. **During strike action, it will not be possible for us to carry out all of our usual tasks. For this reason, we're asking you to clarify which non-essential tasks should not be performed during strike days in our department. Many employees are members of a professional order, and to ensure they can comply with their professional and ethical obligations, they should not be prevented from organizing their work and setting priorities among their tasks.**

We hope you understand why we are making this request and how important it is. It's time for the government to show us some respect and to acknowledge the value of the work carried out by all employees in the public health and social services system.

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