



## June 24th

The National Holiday is coming up! As a reminder, here are the specifics:

If you are scheduled to work on Friday, June 24, you can request a compensatory leave of one day which must be taken on the working day preceding or following the 24<sup>th</sup> (as per the *National Holiday Act*). Alternatively, you can receive an indemnity in addition to your salary, instead of taking a compensatory leave.

**If you are a full-time employee**, you will be paid triple time (i.e. payment of the Holiday at single rate plus payment at double rate for the shift worked during the Holiday as per the collective agreement).

**If you are a part-time employee**, the indemnity corresponds to 1/20 of the wages earned during the four complete weeks of pay preceding the week of June 24, excluding overtime, less the equivalent of 1/13 of the amounts paid as statutory holidays in the year. **Please note that if you work part-time and are off on the 24<sup>th</sup>, you will not receive pay for that day, since the employer already pays you in fringe benefits for statutory holidays.**

## Negotiation update

### Local Negotiation

The last counter proposals from the employer do not meet our expectations. For the employer, life family balance seems to be the equivalent of flexibility. For the union, stability should be put forward. As a reminder, we are negotiating terms and conditions for partial leaves of absence without pay, Appendix 8 (full time 4 days/week), Appendix 6 (12 hour schedule) as well as terms and conditions related to the new provisions of the national agreement, including 9/14 day and evening and 9/14 or 8/14 night schedules. Why is the negotiation still ongoing after 6 months? Because the employer refuses to share pertinent information related to your working conditions. The Union will not negotiate working conditions that will undermine union principles. Period.

Also, as you may have noticed, the upgrades for full-time positions in accordance with the new targets to be reached (either 70% or 80% depending on the mission of the institution) are continuing. You therefore have the opportunity to apply for a full-time position. Postings began on June 1<sup>st</sup>.

### National Negotiation

The consultation of members on provincial negotiations will begin in September. We strongly encourage all members to participate in these consultations as your input will contribute greatly to the FIQ's negotiation project.

Here are important dates to remember:

- **September 10 to 22, 2022:** Electronic consultation of members
- **October 11 to 20, 2022:** Local general assemblies to vote on and/or modify the preliminary negotiation project

The Negotiation Committee will adopt and deposit the negotiation project in the first week of November.

## Virtual center of activities

Did you know that CIUSSS-CODIM is the first institution in Quebec to offer hospital care virtually? Did you know that the health care professionals who have obtained positions at this center of activities are working from home? You may have seen the job postings on Espresso. You should know that the FIQ SPS-CODIM questions the working conditions in which the health care professionals are performing their respective tasks. For example, what about the professional structure, what resources are provided by the employer (desk, chair, internet service)? Are we entitled to demand additional resources? In any case, the FIQ SPS-CODIM intends to raise these questions to the employer.