



ENACTION

Vol 29 | No 1 | January 2016

Special Federal Council
of January 13

FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC | fiqsante.qc.ca



AN AGREEMENT
NEGOTIATED
BY US,
FOR US.

Tentative Agreement



INTERSECTORAL TABLE

A POSITIVE AGREEMENT FOR THE HEALTHCARE PROFESSIONALS

This Special Federal Council was an opportunity for the delegates to discuss the second part of the tentative agreement on the intersectoral matters concluded on December 22 last between the Government and the Federation. They ratified the agreement by a very large majority, considering it generally satisfactory given the political and economic context in which these negotiations unfolded.

Undertaken in a very stringent financial context, the negotiation of the intersectoral matters, including salary, retirement, parental rights as well as the regional disparities, appeared to be an insurmountable challenge. The Treasury Board presented the 3% salary increase over five years as an acceptable offer and brandished it in public, thus giving the impression of an impenetrable wall. At the end of it

all, it is a 5.25% increase which will be guaranteed in the salary scales for the duration of the collective agreement.

And, the settlement of the complaints arising from the 2010 pay equity audit will substantially upgrade the remuneration of several nurses, licensed practical nurses and respiratory therapists by attributing a new value to several job classes.

The Government's exaggerated demands of rollbacks regarding the pension plan, which is in excellent financial health remember, were withdrawn by the employer party. Despite the eligible age of retirement going from age 60 to age 61, the new conditions will just the same allow certain employees to retire at age 60 and others to accumulate the benefits longer if they so want.

CONT'D P. 3



1. Rita Lamothe, CSSS de la Vieille-Capitale - SPSQ

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WORD FROM THE PRESIDENT

FIQ en Action, Vol. 29, No 1, January 2016 | Published by the Communication-Information Service after each FIQ Federal Council and Convention meeting | **Distribution:** 66,000 copies | **Translation:** Susan Millroy | **Graphic layout:** Josée Roy | **Photography:** Jacques Lavallée | **Cover photo:** Sabrina Tremblay, CSSS de Charlevoix – SPSQ | **Printing:** Solisco | Reprint of any article or excerpt must indicate “reprint from the publication *FIQ en Action*” | 100% recycled paper | To only subscribe to the electronic version of FIQ publications, send a request to info@fiqsante.qc.ca | ISSN 1913-1755 (Print) | ISSN 1913-1763 (Online) fiqsante.qc.ca | info@fiqsante.qc.ca



BREAK THE CYCLE OF IMPOVERISHMENT OF THE HEALTHCARE PROFESSIONALS

Régine Daurout

We have relentlessly negotiated for more than a year and yes, we have succeeded at last. On December 22 last, we concluded a tentative agreement on the intersectoral matters with the Government of Québec. This agreement, combined with the one that we concluded at the sectoral table, will enable the healthcare professionals to adequately increase their income.

We have broken the cycle of impoverishment which the Government wanted to force on us. It is not a cure-all, but we can now build on it and turn towards the future, in particular by working on pilot projects which will be set up on installing healthcare professional-to-patient ratios. These ratios will help reduce the workload and to ensure care that is safer and of better quality.

With the salary increases, the changes in ranking and the salary relativity, many of you will see your remuneration increase by nearly 14% by the end of the collective agreement. That is without counting the different new premiums that we have obtained in new centres of activities, the shift overlap for the licensed practical nurses working in a CHSLD and the lump sum amounts that you will receive in 2016 and 2019.

This agreement that we are presenting must be judged in its entirety by including the historical gains obtained at the sectoral table and the proposed settlement on the intersectoral matters. We succeeded in getting the most that we could in the current context with the Government that is in power.

You can be very proud of this agreement. Thanks to your mobilization and the game plan that we came up with, the healthcare professionals can be proud of having played their hand very well. And it is especially the case if we compare it to the other sectors in the public apparatus.

Do not be distracted by those who might try to tell you that it is not a good agreement. Some have already tried to say that we shouldn't have abandoned the complaints related to the 2010 pay equity audit to

get the changes in ranking in 2018. To listen to them, we should have disregarded increases of 5% for the majority of our members for a more uncertain outcome from a legal process and an outcome in 10 or 20 years... We do not play the lottery with your money. We worked so that you can have quick access to the increases that you fully deserve.

In ending, I invite you to learn about all the details of the agreement from your local union team or on the FIQ website. Above all, I invite you to participate in great numbers in the referendum vote to be held this February 4.

This agreement, it is yours. It has been negotiated by healthcare professionals, for healthcare professionals. ■

ERRATUM

Two errors appeared in the last two issues of the December 2015 *FIQ en Action*. In the article “A second free accredited training”, in No. 10, instead of writing that the professional orders (OIIQ, OIIAQ and OPIQ) and the Canadian Society of Clinical Perfusion certify the training, we should have written that the healthcare professionals can have this certified training recognized as complying with the continuing education standards of these organizations. In the article “Pay equity audit” – Settlement of the 2010 complaints and the results for 2015”, in No. 11, we should have written 7,000 complaints instead of 17,000.

MARCH 8, 2016

This year, the *Collectif 8 mars*, which the FIQ is part of, has decided to launch a “Call on all to be heard” in order to celebrate International Women’s Day 2016.

It is not only essential that women rally together and join their forces, but they must also yell a little louder so that their voices are heard by the politicians and the decision-makers who, too often, turn a deaf ear to their demands.

Even if gender equality in Québec seems to be achieved in law, the inequalities in fact and the injustices continue to persist. Whether it is the stereotypes and the prejudices conveyed about them, by the violence and by the economic inequalities that they endure, by

their limited participation in the decision-making places or even by taking on family responsibilities, too many women, whatever their setting, are confronted with obstacles when they want to break out of this pattern. Therefore, it is time for resilience and expressing that we have had a bellyful both individually and collectively.

The poster graphics reflect well this willingness of women to express their anger, to be heard. The raised fist is the word which is raised to reach all of society. This word which

transforms into action for everyone to reach equality. All will join the movement by also raising a fist.

Posters, leaflets, stickers and pins, sporting the image of March 8, will be sent to all the institutions as of February. Check with your local union team for more information. ■



TENTATIVE AGREEMENT

Intersectoral table – A positive agreement for the healthcare professionals (cont'd)



Nathalie Nolet, CHUS



Carole Guillette, CSSS La Pommeraié - SPSE

INTERSECTORAL TABLE

A POSITIVE AGREEMENT FOR THE HEALTHCARE PROFESSIONALS

(CONT'D)

The introduction of the new salary structure is also a significant element of the tentative agreement. When it is applied in 2019, the employees will see the tops of the salary scales increased by an average of 2.3%. This structure, combined with the agreement on the changes in ranking will give certain jobs nearly 13.5% in salary increase when the collective agreement comes to an end.

After more than a year of tough negotiations, the delegates feel that, overall, this agreement, combined with the one concluded at the sectoral table, is positive for all the healthcare professionals of class 1. It is an agreement which meets several of the objectives and priorities set for these negotiations in order to act on the improvement of the working conditions and the conditions of practice of the healthcare professionals.

The *FIQ en Action* is hereafter presenting the main elements of this agreement. To learn about the entire agreement, attend the local general assemblies or talk to your local union team.

SALARY

The agreement concluded between the Government and the FIQ features lump sum amounts (non-pensionable for the pension plan) and increases in the salary rates and scales spread out over the five years of the collective agreement.

- For the period from April 1, 2015 to March 31, 2016, a lump sum amount corresponding to 30 cents an hour will be paid to the employees based on the regular work hours performed during this period.
- On April 1, 2016, each salary rate and salary scale will be increased by 1.5%.
- On April 1, 2017, each salary rate and salary scale will be increased by 1.75%.
- On April 1, 2018, each salary rate and salary scale will be increased by 2%.
- For the period from April 1, 2019 to March 31, 2020, a lump sum amount corresponding to 16 cents

an hour will be paid to the employees for the regular work hours worked.

RETIREMENT

As for the pension plan, the agreement stipulates that the reduction applicable when an early retirement is taken will increase from 4% per year (0.33% per month) to 6% per year (0.5% per month) as of July 1, 2020. The increase in the percentage of the penalty represents a cost closer to the real cost of the penalty. Therefore, the plan will no longer assume the costs of an employee who leaves for early retirement.

As of July 1, 2019, the eligibility age for a pension without reduction will rise from age 60 to age 61 and a new eligibility criteria for a pension without reduction will be added, age and the years of service which must total 90, if the participant is at least 60 years of age. However, transitional measures have been set up. Therefore, the employees who have begun a progressive retirement before December 16, 2014 will continue to benefit from the conditions of their initial contract. The employees who have signed a progressive retirement contract after December 15, 2014 can, on the other hand, decide to put an end to their agreement or continue based on the new criteria provided.

The maximum number of credited years of service that can serve for the purposes of calculating the pension will gradually increase to reach 40 by December 31, 2018. These years guarantee the same benefits as those which preceded them. An employee who accumulates 35 years of service can still retire without any penalty.

PARENTAL RIGHTS

The agreement features changes to the maternity, paternity and adoption leaves. The supplemental benefit paid during a maternity leave will be adjusted. The formula of 93% will be replaced by the following which will determine the percentage received by the employee:

- 100% of the first \$225 of her basic gross weekly salary and 88% of this salary on the excess of the first \$225 gross, less the amount of the maternity

or parental benefits that she receives, or that she would receive if she had applied to the Québec Parental Insurance Plan or Employment Insurance.

For an employee not eligible for the Québec Parental Insurance Plan and the Employment Insurance benefits who has completed 20 weeks of service:

- 100% on the first \$225 of the basic gross weekly salary and 88% on the excess of the \$225 of the basic gross weekly salary.

A period of mandatory service of 20 weeks will be introduced for the paternity and adoption leaves in order to receive the benefits paid by the employer during the paternity and adoption leaves of five weeks.

At the time the collective agreement is signed, the employees already benefitting from the supplemental benefit paid during a maternity leave or during a paternity and adoption leaves of five weeks will not be affected by these changes.

SALARY RELATIVITY

The provisions for the settlement concluded between the FIQ and the Treasury Board on the salary relativity will go into force on April 2, 2019. Remember that the work on salary relativity covered achieving the following objectives:

- Ensure internal equity between the job classes;
- Eliminate the inconsistencies in the salary structures;
- Carry out the pay equity audit to December 31, 2015, through a pay equity audit committee.

Each premium and each allowance, except for the fixed premiums and the premiums expressed in a percentage, will be increased as of the same date and by the same percentages as the salary scales.

TENTATIVE AGREEMENT

I AM VOTING!
ententefiq2015.org

**THE FIQ,
A STRONG VOICE,
ACTIONS THAT COUNT**

**INTERSECTORAL TABLE
A POSITIVE AGREEMENT
FOR THE HEALTHCARE
PROFESSIONALS (CONT'D)**

Therefore, as of April 2, 2019, there will be only one salary scale per ranking. The employees working in jobs of equivalent value will receive the same salary.

The nurse will be positioned in ranking 19, the licensed practical nurse in 14, the respiratory therapist in 18, the nurse clinician in 22, the clinical perfusionist in 23, the specialty nurse practitioner in 26, the nurse first surgical assistant in 24 and the care counsellor nurse in 23.

A FEW EXAMPLES OF SALARIES

The adjacent tables present some examples of salary scales including for the employees affected by the changes in ranking which are effective as of April 2, 2018 and the integration into the salary relativity scales as of April 2, 2019. ■

NURSE – 36.25 HOURS/WEEK

Echelon	Current annual salary	April 1, 2015*	April 1, 2016	April 1, 2017	April 1, 2018	April 2, 2018	April 2, 2019*
		0% + lump sum	1.50%	1.75%	2.00%	Change to ranking 19** (goes from 12 to 18 echelons)	Relativity scale + 0% + lump sum
6	\$52,281.75	\$52,281.75	\$53,065.98	\$53,994.63	\$55,074.52	\$51,562.97	\$52,849.51
12	\$65,011.71	\$65,011.71	\$65,986.89	\$67,141.66	\$68,484.49	\$61,720.46	\$63,214.77
18						\$71,972.53	\$73,769.48

NURSE CLINICIAN – 36.25 HOURS/WEEK

Echelon	Current annual salary	April 1, 2015*	April 1, 2016	April 1, 2017	April 1, 2018	April 2, 2019*
		0% + lump sum	1.50%	1.75%	2.00%	Relativity scale + 0% + lump sum
9	\$57,521.28	\$57,521.28	\$58,384.09	\$59,405.82	\$60,593.93	\$63,536.32
18	\$79,217.07	\$79,217.07	\$80,405.32	\$81,812.42	\$83,448.66	\$85,534.76

LICENSED PRACTICAL NURSE – 36.25 HOURS/WEEK

Echelon	Current annual salary	April 1, 2015*	April 1, 2016	April 1, 2017	April 1, 2018	April 2, 2018	April 2, 2019*
		0% + lump sum	1.50%	1.75%	2.00%	Change to ranking 14 (goes from 10 to 12 echelons)	Relativity scale + 0% + lump sum
5	\$43,807.72	\$43,807.72	\$44,464.83	\$45,242.97	\$46,147.83	\$46,909.82	\$48,082.57
10	\$50,882.02	\$50,882.02	\$51,645.25	\$52,549.04	\$53,600.02	\$53,681.48	\$55,024.46
12						\$56,216.12	\$57,615.85

RESPIRATORY THERAPIST – 36.25 HOURS/WEEK

Echelon	Current annual salary	April 1, 2015*	April 1, 2016	April 1, 2017	April 1, 2018	April 2, 2018	April 2, 2019*
		0% + lump sum	1.50%	1.75%	2.00%	Change to ranking 18	Relativity scale + 0% + lump sum
6	\$50,371.31	\$50,371.31	\$51,126.88	\$52,021.60	\$53,062.03	\$54,211.11	\$55,573.00
12	\$61,947.44	\$61,947.44	\$62,876.66	\$63,977.00	\$65,256.54	\$68,511.04	\$70,232.32

CLINICAL PERFUSIONIST – 36.25 HOURS/WEEK

Echelon	Current annual salary	April 1, 2015*	April 1, 2016	April 1, 2017	April 1, 2018	April 2, 2019*
		0% + lump sum	1.50%	1.75%	2.00%	Relativity scale + 0% + lump sum
9	\$61,001.68	\$61,001.68	\$61,916.71	\$63,000.25	\$64,260.25	\$65,503.51
18	\$83,170.35	\$83,170.35	\$84,417.91	\$85,895.22	\$87,613.13	\$89,809.61

* The lump sum amounts are not included in the above salaries for 2015 and 2019.
**Echelons 1 to 8 are semi-annual and echelons 9 to 18 are annual as of ranking 19.



**FEBRUARY 4, 2016
REFERENDUM ON
THE AGREEMENT**

This coming February 4, the healthcare professionals in all the institutions of the FIQ will be asked to decide on the tentative agreement. Until then, check your bulletin boards, a general assembly will be called in your institution. At this assembly, a more detailed document will be given to you.

Participate in great numbers, your local union team will be able to answer all your questions!

