

UNITED DETERMINED MOBILIZED

FOR OUR NEGOTIATIONS

NURSES

LICENSED PRACTICAL NURSES

RESPIRATORY THERAPISTS

CLINICAL PERFUSIONISTS



FÉDÉRATION
INTERPROFESSIONNELLE
DE LA SANTÉ DU QUÉBEC

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Presented to the employer party

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FOREWORD

The Fédération interprofessionnelle de la santé du Québec-FIQ, with the Fédération interprofessionnelle de la santé du Québec | Secteur privé-FIQP, represent the nurses, licensed practical nurses, respiratory therapists and clinical perfusionists in Québec. For 35 years, the Fédération has continued its mission of improving the healthcare professionals' working and practice conditions, including through the collective bargaining process.

Over the years, the Federation has repeatedly denounced the various administrative reforms, the haphazard management of the health network and the lack of a genuine workforce planning exercise, factors which have significantly weakened the Québec public health network. This weakened state was revealed even more by the COVID-19 pandemic. The successive crises experienced by the network demonstrate the importance of improving the working conditions in order to ensure both the retention of healthcare professionals and the attraction of new resources to these professions. The working conditions need to be improved in the short term, failing which many are likely to leave the network, thus aggravating the haemorrhage that has been going on for several months.

In addition to the difficult internal context of the network, it should be remembered that Québec is currently experiencing inflation not seen in the last 40 years, while the job market remains strong and competitive. The combination of these two elements argues for an improvement in the healthcare professionals' working conditions, maintaining their purchasing power and a monetary recognition of their expertise. To this must be added the unfair competition between the private employment agencies, financed by huge government contracts, and the health network institutions, plagued by mandatory overtime.

All these upheavals are taking place against a background of an ageing population, a backlog of surgeries and a decline in service provision. However, the population's healthcare needs are growing and more complicated: the health and social services network (RSSS) needs its healthcare professionals more than ever.

When he speaks to the media, the premier of Québec, François Legault, regularly reminds us that the employers need to recognize that the labour situation in Québec gives the upper hand to the workers and unions when it comes time to negotiate. The Minister of Health, Christian Dubé, repeats that to face the challenges in the coming years, the RSSS must become an employer of choice.

The FIQ believes that by meeting the needs of the health workers the network will succeed with the desired turnaround. Moreover, it was with this idea in mind that the FIQ and FIQP conducted a vast consultation this fall to identify the members and union representatives' real needs.

More than 43,500 healthcare professionals from all the institutions across Québec, all care units and job titles responded to this consultation. This strong participation confirmed that the healthcare professional members of the FIQ and FIQP want tangible gains that are quickly applicable, on the issues both widely shared by Class 1 personnel and deeply felt by every respondent, while showing solidarity and cohesion.

As such, the efforts in the provincial negotiations will be on the three targeted issues:

- Remuneration;
- Personal life-work balance;
- Workload.

It is in this perspective that the FIQ is presenting a simple but bold draft collective agreement, which includes strong union demands that bring hope to healthcare professionals.

DEMANDS

Remuneration

Salary

Demand 1

The FIQ demands, for its healthcare professional members, a salary upgrade of 6% of each salary rate and scale in effect on March 31, 2023, be applied on April 1, 2023.

Demand 2

The FIQ demands, for its healthcare professional members, an annual salary adjustment mechanism be integrated into the collective agreement to ensure the protection of their purchasing power without any decrease in salary. Moreover, they demand that each salary rate and each salary scale, in effect on March 31, 2023, be increased by 4% on April 1, 2023. Then, that these rates be increased by 4% on April 1, 2024, and another 4% on April 1, 2025.

Demand 3

The FIQ demands, for its healthcare professional members, that it be a priority to first reduce the inequity caused by the salary increases obtained by the beneficiary attendants during the last provincial negotiations for both the licensed practical nurse and respiratory therapist job titles.

Demand 4

The FIQ demands, for its healthcare professional members, that the regular salary between 4 pm on Friday and 8 am on Monday be the salary set out in the salary scale, increased by 50%.

Demand 5

The FIQ demands, for its healthcare professional members, that the regular salary for the employee who works a statutory holiday during the week be the salary provided in her salary scale increased by 50%.

Demand 6

The FIQ demands, for its healthcare professional members, that the amounts granted outside the collective agreement since March 2020 be included in the salary for all job titles in Class 1, without the conditions for their application.

Demand 7

The FIQ demands, for its healthcare professional members, that the remuneration for annual vacation be calculated on the total salary for both full-time employees and part-time employees.

Demand 8

The FIQ demands, for its healthcare professional members, that all Class 1 job titles start at echelon 7 of their respective salary scale.

Overtime**Demand 9**

The FIQ demands, for its healthcare professional members, that the employee who works overtime be paid at double time of her regular salary, except for all inconvenience premiums. Moreover, they demand that, for every 7 hours accumulated as overtime, the employee concerned receives 3.75 hours of compensatory leave.

Demand 10

The FIQ demands, for its healthcare professional members, that all employees with a university degree be paid for overtime worked after the regular workday or regular workweek at the overtime rate set out in Article 19 of the provincial provisions of the collective agreement.

Demand 11

The FIQ demands, for its healthcare professional members, that meals be paid when working overtime.

On-call duty

Demand 12

The FIQ demands, for its healthcare professional members, that the concept of on-call duty be better defined and regulated, to identify the locations where the Employer is entitled to use on-call duty and improve all the conditions associated with on-call duty.

Premiums

Demand 13

The FIQ demands, for its healthcare professional members, that all premiums and supplements with an expiration date be renewed until the next collective agreement goes into effect.

Demand 14

The FIQ demands, for its healthcare professional members, that the premiums set out in clauses 9.05 and 9.06 of the provincial provisions of the collective agreement be paid for a full shift, regardless of the time spent on the unit, that these premiums cannot be divided up based on the sub services of the same centre of activities and that the employee incumbents of a position on the centre of activities covered by these premiums receive them at all times, even when they work outside the physical locations.

Demand 15

The FIQ demands, for its healthcare professional members, that penal settings be added to Section 1 of Article 34 of the provincial provisions of the collective agreement.

Demand 16

The FIQ demands, for its healthcare professional members, that the wording of clause 9.09 of the provincial provisions of the collective agreement be amended to read “orientation or training” instead of “orientation and training” and that every healthcare professional receive a 5% premium whenever they assume the responsibilities linked to any form of clinical orientation or training of one or more people.

Demand 17

The FIQ demands, for its healthcare professional members, that the CHSLD premium and all other benefits covering the CHSLDs be added for healthcare professionals who work in Senior Homes and alternatives (MDAA).

Job-related expenses

Demand 18

The FIQ demands, for its healthcare professional members, that the Employer reimburse the annual fees and the professional liability insurance part that every healthcare professional must pay to the professional order or association to which she must belong to practice her professional activities.

Demand 19

The FIQ demands, for its healthcare professional members, that travel allowances be increased and improved and that employees do not pay to park at work. It is also demanded that 50% of public transportation costs be reimbursed.

Insurance

Demand 20

The FIQ demands, for its healthcare professional members, that the Employer's contribution to the health insurance plan be expressed as a percentage, and that this contribution is 50%.

Retirement

Demand 21

The FIQ demands, for its healthcare professional members, that the value of years worked after age 65 be increased for the purposes of pension calculations.

Demand 22

The FIQ demands, for its healthcare professional members, that the maximum age for participating in RREGOP be increased to 71.

Demand 23

The FIQ demands, for its healthcare professional members, to allow an employee to retire without actuarial penalty (reduction) after 30 years of service with a factor of 80.

Demand 24

The FIQ demands, for its healthcare professional members, that the RREGOP rules of governance be studied and propose a review, if necessary, with the aim of stabilizing the contribution and improving pension indexation.

Regional disparities

Demand 25

The FIQ demands, for its healthcare professional members, to improve the working conditions of the healthcare professionals covered by regional disparities. More specifically, they demand:

- That the agreement reached between the CPNSSS and the FIQ in 1999 be updated and indexed based on the various salary increases and the increase in the consumer price index (IPC);
- That the municipalities of Témiscamingue and Ville-Marie be moved to Sector II and that the Senneterre municipality and the MRC d’Abitibi-Ouest also be added to it;
- That the whole administrative region of Abitibi-Témiscamingue, the MRC d’Antoine-Labelle and the municipality of La Tuque be put in Sector I;
- That the communities of Inukjuak, Puvirnituq and Kuujjuarapik be reclassified in Sector V;
- That a security guard always be present 24 hours a day and 7 days a week in all northern clinics where an on-call service is provided;
- That one trip out a year be added;
- That food transportation be added to Sector III;
- That clause 29.07 b) of the provincial provisions of the collective agreement be amended so full-time employees have an additional 150 kg annually;
- That cohabitation be voluntary for incumbents of positions;
- That lodging be provided when a full-time position is granted in Nunavik;
- That all references to “after agreement with her Employer” for obtaining a leave without pay to work in a northern institution be deleted from clause 17.05 of the provincial provisions of the collective agreement;

- That a joint request be sent to the Ministry of Health and Social Services (MSSS) to create a nurse clinician in a northern clinic job title, a nurse clinician assistant-head-nurse in a northern clinic job title, and an assistant-head-nurse in a northern clinic job title;
- That northern clinics be introduced into the centres of activities covered by the critical care and enhanced critical care premiums.

Additional education

Demand 26

The FIQ demands, for its healthcare professional members, that additional education be recognized for removing the salary cap by removing the notion “must be required by the Employer”. It is also demanded that a list of recognized post-graduate study training/certificates said to be required and that give access to additional remuneration for licensed practical nurses, respiratory therapists and clinical perfusionists be added to Appendix 11.

Personal life-work balance

Notion of position

Demand 27

The FIQ demands, for its healthcare professional members, that full-time positions be adjustable at eight, nine or ten days per two weeks, as the employee chooses, while continuing to work the same number of hours per two weeks or reducing the number of hours per two weeks and benefiting from the advantages of full-time status.

Demand 28

The FIQ demands, for its healthcare professional members, that the employee unable to work the minimum number of shifts stipulated per 28 days for personal life-work balance reasons may be exempt from the application of the incumbency process, as set out in Appendix 1 of the provincial provisions of the collective agreement.

Leaves

Demand 29

The FIQ demands, for its healthcare professional members, that the 5th week of annual vacation be obtained before 10 years of service and that a 6th week of annual vacation be added before 15 years of service.

Demand 30

The FIQ demands, for its healthcare professional members, that the 7/7 summer vacation program be integrated into the provincial provisions of the collective agreement and apply to all healthcare professionals in Quebec who request it.

Demand 31

The FIQ demands, for its healthcare professional members, to add September 30 as a statutory holiday for National Day of Truth and Reconciliation.

Demand 32

The FIQ demands, for its healthcare professional members, that employees who are victims of domestic violence be entitled to ten days off, consecutive or not, without a loss in salary.

Demand 33

The FIQ demands, for its healthcare professional members, that the term “after agreement with the Employer” be removed from the situations involving requests for leaves.

Demand 34

The FIQ demands, for its healthcare professional members, to add a leave without pay of two weeks, upon the employee’s request, on the death of a person referred to in clause 27.01 of the provincial provisions of the collective agreement.

Demand 35

The FIQ demands, for its healthcare professional members, to improve clause 17.03 of the provincial provisions of the collective agreement by allowing the employee with a dependent child, with specific needs or who acts as a caregiver to have a parental leave without pay for whatever time is required.

Demand 36

The FIQ demands, for its healthcare professional members, to add the option of taking a leave with deferred pay of three months to Article 18 of the provincial provisions of the collective agreement.

Demand 37

The FIQ demands, for its healthcare professional members, to revise the list set out in Article 3 of Appendix 9 of the provincial provisions of the collective agreement.

Schedule

Demand 38

The FIQ demands, for its healthcare professional members, to post the schedules for the centres of activities at least 14 days in advance and that they cover a minimum period of three months, or any other local arrangement agreed to by the two parties. Once the schedule is posted, it cannot be changed, except upon the employee's request.

Demand 39

The FIQ demands, for its healthcare professional members, that all premiums included in the collective agreement may be converted to time off for the purposes of organization of work.

Parental rights

Demand 40

The FIQ demands, for its healthcare professional members, that the part-time parental leave without pay be extended until the child enters the school system.

Demand 41

The FIQ demands, for its healthcare professional members, that clause 22.19A of the provincial provisions of the collective agreement be improved by including the whole assisted reproduction process, including the preparatory phase.

Demand 42

The FIQ demands, for its healthcare professional members, that the number of days for medical appointments stipulated in clause 22.20 of the provincial collective agreement be increased from a total of four days to as many days as the pregnant employee's condition requires.

Workload

Work overload

Demand 43

The FIQ demands, for its healthcare professional members, that a law on safe healthcare professional-to-patient ratios be passed.

Demand 44

The FIQ demands, for its healthcare professional members, that a mechanism be put in place to gradually eliminate the use of labour from private employment agencies.

Demand 45

The FIQ demands, for its healthcare professional members, that the terms set out in Article 13 of the provincial provisions of the collective agreement regarding the committee on care be improved to better defend the rights of healthcare professionals.

Demand 46

The FIQ demands, for its healthcare professional members, that the technical units for all respiratory therapist job titles be abolished.

Workforce planning

Demand 47

The FIQ demands, for its healthcare professional members, to be a stakeholder in carrying out the provincial workforce planning, which includes the following mandates:

- Determine the current workforce supply for healthcare professionals per institution, job title, age group and shift;
- Forecast the upcoming departures and estimate healthcare professionals' and recruitment needs per institution, job title, age group and shift;
- Evaluate the balance between the current workforce needs and the service offer per institution, job title, age group and shift.

Task and organization of work

Demand 48

The FIQ demands, for its healthcare professional members, that the provincial joint committee in Article 35 of the provincial provisions of the collective agreement study the specialized nurse practitioner's (SNP) task and organization of work and the impact of changing their roles and responsibilities. The FIQ will ensure a SNP is involved in this process.

Use of overtime

Demand 49

The FIQ demands, for its healthcare professional members, to specify in Article 19 of the provincial provisions of the collective agreement:

- That the use of overtime may not be a systematic practice for replacing absences;
- That overtime must be voluntary and not mandatory, except in urgent and exceptional situations. In this case the Employer has the burden of proof. Moreover, the employee may, upon her request, have her following shift reorganized so she can have a reasonable rest period or have an authorized leave.

Demand 50

The FIQ demands, for its healthcare professional members, that an agreement be negotiated to resolve all of the mandatory overtime (MOT) grievances filed by their unions to compensate for the damage incurred by the members.

Compensation for inconveniences

Demand 51

The FIQ demands, for its healthcare professional members, that a salary supplement be paid to every healthcare professional for the duration of a shift in a centre of activities where an absence has not been replaced.

Demand 52

The FIQ demands, for its healthcare professional members, that the regular salary of the reassigned employee, whether voluntarily or against her will, be equal to the salary set out in her salary scale increased by 100%.

Demand 53

The FIQ demands, for its healthcare professional members, that employees be able, on a voluntary basis, to go temporarily help at a remote facility or isolated site or with workforce challenges, in their institution or elsewhere in the health network. To do this, she must be given monetary incentives and retain all the rights and benefits of her position, as if she were at work.

Such reassignment is applicable only when the replacement of the voluntary employee is possible and no reassignment results.

The preceding terms also apply to clinical perfusionist activities.

Advocacy

Demand 54

The FIQ demands, for its healthcare professional members, that healthcare professionals be able to speak publicly about issues regarding the quality and safety of care and work climate without fear of reprisals from their Employer so as to put an end to the code of silence that reigns in the health and social services network.

Job titles

Demand 55

The FIQ demands, for its healthcare professional members, that the licensed practical nurse team leader job title be given to the licensed practical nurse working alone with one or more beneficiary attendants on a centre of activities.

Demand 56

The FIQ demands, for its healthcare professional members, that the clinical perfusionist assistant to the immediate superior job title be created.

General conditions

Demand 57

The FIQ demands, for its healthcare professional members, to review Article 6 of the provincial provisions of the collective agreement in order:

- That a minimum of 25 union leaves per year be stipulated for the institutions with less than 50 members;
- That the number of union leaves for the non-merged institutions be increased to the same number of leaves granted to the CISSSs and CIUSSSs;
- That the number of union leaves per bracket be increased and that three new brackets be added: less than 50 members, 4,500 to 5,000 members and 5,000 members and more.

Demand 58

The FIQ demands, for its healthcare professional members, that the parties agree on terms to improve the grievance settlement procedure.

Demand 59

The FIQ demands, for its healthcare professional members, that the higher gains and benefits that will be agreed on in the other collective agreements in the health and social services sector be integrated into the next provincial collective agreement.

Demand 60

The FIQ demands, for its healthcare professional members, that the conclusions and recommendations stemming from the union reports from the inter-round committees be evaluated in order to include them in these demands.



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