



On March 11th, the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS) announced its decision not to renew the following in the collective agreement, ending on March 30, 2020.

Letters of understanding ending on March 30, 2020	Those that are scheduled to end
Letter of Understanding No. 14 Regarding professional guidance of newly-hired personnel	The employer allocates 0.19% of the previous year's wage bill to the professional guidance of newly-hired personnel.
Letter of Understanding No. 23 Regarding the employee working with clientele in a residential and long-term care centre	For every segment of 750 hours worked with clientele in a CHSLD, the employee concerned receives a lump sum of \$180.
Letter of Understanding No. 24 Regarding the employee working with clientele presenting severe behaviour disorders	For every segment of 500 hours worked with clientele presenting serious behaviour disorders, the employee concerned receives a lump sum of \$195 to \$360, based on her job title.

Additional remuneration

Clause 7.27 B) in the agreement on the additional remuneration ends on March 31st. Since it is a clause linked to remuneration, it is up to the Treasury Board to decide on the renewal.

<p>7.27 Additional remuneration</p> <p>B) Period from April 1, 2019 to March 31, 2020</p> <p>The employee is entitled to an additional remuneration corresponding to \$0.16 for each remunerated hour from April 1, 2019 to March 31, 2020</p>
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The Treasury Board's position is not known at this time.

FIQ's reaction

The FIQ is disappointed with this CPNSSS decision and hoped that these clauses would have applied until the end of the current negotiations.

"it's clear that this decision will have negative impacts in the network which is already suffering from an alarming labour shortage and the professional guidance of newly-hired personnel is a major challenge" stated the political officers for the FIQ provincial negotiations, Roberto Bomba and Cynthia Pothier.