

PAY EQUITY

Win now or lose later?



The FIQ obtained a change in salary ranking for the majority of its members. In most cases, this results in an average salary increase of **5%**, as of April 2, 2018 and will be added to the increases of **5.25%** obtained.

To get this, the FIQ agreed to withdraw the complaints filed in connection with the pay equity audit. There was no guarantee that a settlement of these complaints would be reached before another 10 or 15 years.

The FIQ chose to win now instead of taking the risk of losing later.

Most of the labour organizations accepted the agreement negotiated by the FIQ and withdrew their complaints. The unions of the CSN refused to withdraw them. Their members will be deprived of the changes in ranking and the accompanying increases.

Thanks to this major gain by the FIQ, the salary increases for many healthcare professionals will reach more than **14.5%** by 2020.



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