

DECISION  
RFIQ-A19-CNE-IV-D2

| D2

NEGOTIATION SECTOR

**2020 intersectoral  
negotiation draft: APTS-FIQ  
intersectoral demands**

presented at the Special Provincial Council - Negotiations  
on October 24, 2019



FIQ | SECTEUR PRIVÉ

REGROUPEMENT  
DES FIQ



**We're done  
working  
ourselves  
sick!**

**Intersectoral demands**

**2020 NEGOTIATIONS**

**131,000 REASONS  
TO STAND TOGETHER**



### **Political Officers**

Roberto Bomba, Treasurer and joint officer for negotiations, FIQ

Robert Comeau, 2<sup>nd</sup> Vice-President and political officer for negotiations, APTS

Cynthia Pothier, Vice-President and joint officer for negotiations, FIQ

### **Document prepared by the APTS-FIQ Coordination Committee**

Isabelle Bourret, National Bargaining Co-ordinator, APTS

Guillaume Desrochers, National Bargaining Co-ordinator, APTS

Maude Pelletier, Union Consultant – Intersectoral matters, Negotiation Sector, FIQ

### **With contributions from**

Raynald Banville, Public Relations Consultant, APTS

Guylaine Bossé, National Bargaining Secretary, APTS

Jodie Freeman, Translator, APTS

Sara Lapointe, Union Consultant, Communications, FIQ

Susan Millroy, Union Consultant, Translation, FIQ

Serge Prévost, Union Consultant, Negotiation Sector, FIQ

Lucie Proulx, Communications Consultant, APTS

Marie-Hélène Verge, Union Consultant, Negotiation Sector, FIQ

### **Graphic Design**

Cover design: Upperkut

Layout: Marie-José Chagnon, Graphic Designer, APTS (English version: Josée Roy, Graphic Designer)

# Introduction

**T**he consultation period on the draft demands on intersectoral matters for the provincial provisions of the collective agreement ended in early October.

In the consultation process, the 23 proposals on salaries, retirement, parental rights and regional disparities, which were adopted on September 10 by the APTS and FIQ decision-making bodies, were submitted to APTS and FIQ (FIQP) members.

The results of the consultations indicate widespread member support for these proposals and recognition of the problems they aim to rectify.

Nine other proposals were added, adopted earlier by the abovementioned decision-making bodies, in order to be directly integrated in our draft intersectoral demands. These demands are included in the appendix.

The process ends today with the adoption of a final set of intersectoral demands by delegates from the two organizations, which will enable the APTS and FIQ to submit their joint-demands to representatives of the Secretariat of the Treasury Board.

This is an important step in the process of renewing our provincial provisions. The employer side will then give a response to our positions and the actual negotiations will begin.

# 1. Salaries



Our demands are focusing on a 2% annual increase in the consumer price index (CPI) for the next few years. However, we have to ensure that our participation in the collective enrichment is recognized, along with other employees in Québec. To do so, we have to add 1.2% to that CPI.

On its own, that demand for an increase can't make up the pay deficits of the last few years. We are also calling for a 4% catch-up increase per year.

ISSUES	DEMANDS										
Economic parameters	<p><b>Demand 1</b></p> <table border="1" data-bbox="913 812 1722 933"> <thead> <tr> <th></th> <th>2020-2021</th> <th>2021-2022</th> <th>2022-2023</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>Economic parameters</td> <td>3.2%</td> <td>3.2%</td> <td>3.2%</td> <td>9.6%</td> </tr> </tbody> </table> <p>That the salary demand comprise a parameter tied to the economy, involving a 3.2% annual increase.</p>		2020-2021	2021-2022	2022-2023	TOTAL	Economic parameters	3.2%	3.2%	3.2%	9.6%
	2020-2021	2021-2022	2022-2023	TOTAL							
Economic parameters	3.2%	3.2%	3.2%	9.6%							
Catch-up salary increase	<p><b>Demand 2</b></p> <table border="1" data-bbox="913 1218 1722 1339"> <thead> <tr> <th></th> <th>2020-2021</th> <th>2021-2022</th> <th>2022-2023</th> <th>TOTAL</th> </tr> </thead> <tbody> <tr> <td>Catch-up salary increase</td> <td>4%</td> <td>4%</td> <td>4%</td> <td>12%</td> </tr> </tbody> </table> <p>That the salary demand include a parameter linked to a 4% catch-up per year.</p>		2020-2021	2021-2022	2022-2023	TOTAL	Catch-up salary increase	4%	4%	4%	12%
	2020-2021	2021-2022	2022-2023	TOTAL							
Catch-up salary increase	4%	4%	4%	12%							

## 2. Retirement

**T**he Government and Public Employees Retirement Plan (RREGOP) is in good financial health. It nonetheless has to contend with the various challenges facing all pension plans, such as an aging population and the vagaries of the financial markets. Certain modifications to improve our working conditions and retain active members of the workforce are necessary.

ISSUES	DEMANDS
Actuarial reduction for early retirement	<p><b>Demand 3</b> That when early retirement is taken, the actuarial reduction be 5% per year of early retirement.</p>
Gradual retirement plan	<p><b>Demand 4</b> That the gradual retirement program may extend over a maximum of 7 years.</p> <p><b>Demand 5</b> To allow an employee on a gradual retirement program to continue the program agreed upon with the employer beyond the initial duration, for a period determined by the employee that cannot exceed the 7-year maximum set out in the gradual retirement program.</p> <p><b>Demand 6</b> That employees covered by the gradual retirement program no longer be obliged to retire at the end of the agreement; that they may maintain their work hours as they were before the start of their gradual retirement program.</p>

## 2. Retirement (cont.)

ISSUES	DEMANDS
Pensionable earnings for RREGOP	<p><b>Demand 7</b></p> <p>That the APTS-FIQ alliance study and propose, if applicable, a broader concept of pensionable income for RREGOP, to include pay supplements and certain premiums.</p>
Retention measures for those eligible for retirement	<p><b>Demand 8</b></p> <p>That the APTS-FIQ alliance study and propose, if applicable, the introduction of a pension enhancement measure for those who continue to work despite being eligible for a pension without actuarial reduction.</p> <p><b>Demand 9</b></p> <p>That the APTS-FIQ alliance assess and propose, if applicable, the possibility of employees receiving RREGOP pension benefits without severing their employment relationship, thereby keeping their job and, if they wish, their participation in the plan, providing them with an enhanced pension.</p>
Governance of the RREGOP pension plan	<p><b>Demand 10</b></p> <p>That the APTS-FIQ alliance study and propose, if applicable, a review of the RREGOP rules of governance in the aim of stabilizing contributions and improving the pension indexation.</p>

# 3. Parental rights

**P**arental rights are very important for our members. Improvements to the parental rights plan are recommended, to make it even more equitable and in tune with families' needs.

ISSUES	DEMANDS
Supporting young children and families with specific needs	<p><b>Demand 11</b> To allow any parents or legal guardians of a child under 9 years of age to reduce their work time to up to 40% of full-time, with the possibility of maintaining their full participation in RREGOP.</p> <p><b>Demand 12</b> To allow any parent or legal guardian of a child aged 9 or over who has social and emotional problems, a disability or a prolonged illness and whose condition requires the presence of the employee concerned, to reduce their working time to up to 40% of full-time and maintain their full participation in RREGOP.</p> <p><b>Demand 13</b> To allow any parent or legal guardian of a child with social and emotional problems, a disability or a prolonged illness who requires the presence of the employee concerned, to have leave without pay or part-time leave without pay, with no limits placed on its duration, and regardless of the child's age.</p>



### 3. Parental rights (cont.)

ISSUES	DEMANDS
<p>Discrimination related to job status, family situation, gender, sexual orientation and pregnancy</p>	<p><b>Demand 14</b> To extend the right to obtain an assignment (replacement) during parental leave and clearly stipulate the right to such an assignment during the maternity/paternity portion.</p> <p><b>Demand 15</b> To make part-time parental leave without pay accessible to employees without positions, under the same conditions as those for other employees.</p> <p><b>Demand 16</b> That the accumulation of experience during parental leave be recognized for the purposes not only of determining salary, but also of obtaining a position.</p>
<p>Modernizing and enhancing parental leaves</p>	<p><b>Demand 17</b> That the reasons for absence allowed under the 4-day bank of leave for pregnancy-related visits be expanded and the number of days of leave be increased to 8 days.</p> <p><b>Demand 18</b> To increase the number of weeks of paternity and adoption leave to 10 weeks.</p>

## 4. Regional disparities

**R**egions that are far from major urban centres encounter a variety of specific issues related to the cost of living and attracting and retaining personnel. It is imperative that the government improve the working conditions of employees affected by regional disparities.

ISSUES	DEMANDS
<p>Revising the sectors, localities and institutions subject to various premiums</p>	<p><b>Demand 19</b> That the APTS-FIQ alliance study and propose, if applicable, expanding the scope of Section X, Retention Premium, to include certain regions or new localities affected by labour issues.</p> <p><b>Demand 20</b> That the APTS-FIQ alliance study and propose, if applicable, adding localities in certain sectors requiring the isolation and remote premium.</p>
<p>Improving benefits, allowances and working conditions</p>	<p><b>Demand 21</b> To extend access to trips out to all employees in the locality concerned, regardless of where they were recruited.</p> <p><b>Demand 22</b> To review the leave without pay to work in a northern institution to make it more accessible, extend its duration and revise its terms and conditions, so that it covers more institutions and takes into account the institutions' organizational changes.</p> <p><b>Demand 23</b> To add additional trips out for employees in the event of a death stipulated in the provincial provisions of the collective agreement.</p>

# APPENDED DEMANDS

Adopted on September 10, 2019

## PARENTAL RIGHTS

ISSUES	DEMANDS
Standardizing and improving parental rights to eliminate any discrimination	<p><b>Demand 24</b> To review the leaves for adoption so that an employee who adopts "her spouse's child" has the same benefits as an employee who adopts a "child other than her spouse's child."</p> <p><b>Demand 25</b> To review the compensation rules for pregnant or breast-feeding workers on protective reassignment, so they receive the same indemnities as workers with an employment injury.</p>
Modernizing and enhancing parental leaves	<p><b>Demand 26</b> That in the context of maternity leave and parental leave, employees may postpone all their vacation to a time of their choosing.</p> <p><b>Demand 27</b> That maternity leave (when a child is born), paternity leave and adoption leave may be split up or postponed with relation to other leaves taken.</p>
Maternity leave allowance	<p><b>Demand 28</b> That the additional allowance paid ensures the replacement of net income during maternity leave.</p>

# APPENDED DEMANDS (cont.)

Adopted on September 10, 2019

## REGIONAL DISPARITIES

ISSUES	DEMANDS
Taxable aspect of trips out	<b>Demand 29</b> To require the employer to fully mitigate tax losses linked to any benefits, allowances or expense reimbursements paid to employees for trips out and the provision of housing.
Harmonizing working conditions	<b>Demand 30</b> To harmonize upwards all premiums in any form that are paid to employees who work in the sectors, localities and points of service covered by the provisions on regional disparities.
Extending the timeframe for benefiting from the transportation of goods	<b>Demand 31</b> To review Section III, Other Benefits, to enhance the timeframe and conditions under which the employer defrays the costs inherent in transporting employees' personal belongings and those of their dependants, and their furniture, furnishings and motor vehicle.
Health and safety issues specific to northern regions	<b>Demand 32</b> To remove paragraph 2 of clause 29.28 in the FIQ (FIQP) provincial provisions of the collective agreement and take action on front-line occupational health and safety issues that are specific to remote regions, to prevent accidents, ensure employees' safety and promote employees' health, particularly in regard to antiquated work facilities and housing offered to employees.