



The FIQ delegates unanimously reject the latest government offers

While the government says they are ready to negotiate, the FIQ has only had six hours of negotiations in 50 days on the form that the negotiations will have. On May 21, the Conseil du Trésor tabled [une offre aux représentantes de l'alliance APTS-FIQ](#). (offer to the APTS-FIQ Alliance representatives)

This offer was unanimously rejected by the FIQ and FIQP delegates meeting in a Special Provincial Council – Negotiations on May 26th.

The other labour organizations received [propositions légèrement différentes](#) (slightly different proposals). Furthermore, some of them agreed to abide, for the time being, to the negotiation framework imposed by the Conseil du trésor for salaries and working conditions.

However, for the FIQ, one thing is clear: it is essential to address the solutions to the healthcare professionals' real and alarming problems now. We have been killing ourselves denouncing *ad nauseam* these problems on all platforms at our disposal and we have had the solutions for a long time.

The government has everything in hand; they have to **stop turning a deaf ear now.**

What to retain from the government's offer:

The government is proposing a collective agreement of three years, like the APTS-FIQ Alliance demands. However, you will notice when reading the following, that it is unfortunately **our only common point**.

SALARIES

Year 1: 1.75% increase + \$1,000 for employees who have spent more than a year in the last echelon, prorated to hours worked.

Year 2: 1.75% increase + \$600 for all healthcare professionals, prorated to hours worked.

Year 3: 1.5% increase for the jobs covered by rankings 12 to 28, which are the ones of FIQ members.

Therefore, it is a **salary increase of 5% over three years**, with lump sums for some employees, with conditions: an offer that **doesn't even keep up with inflation**.

While they indulge in talk about the healthcare professional shortage and need to attract new employees, the government is still proposing to FIQ and FIQP members, and they aren't joking, to **lower their purchasing power** while being more generous towards other groups of employees, such as teachers and beneficiary attendants.

The FIQ and FIQP members have much higher expectations for their salary.

OVERTIME

The government is proposing to pay overtime only after the regular hours in a regular workweek set out for the job title. The government also wants to consider the workweek **over two weeks** from now on for purposes of calculation.

This means that the hours worked in addition to the regular workday **would no longer be paid as overtime** except if these hours are worked over the workweek itself. This rule would apply even for **mandatory overtime**.

This proposal is a slap in the face for the 76,000 healthcare professionals.

RETIREMENT

The government wants to engage in a discussion on modifying the current pension plan in order to introduce the **notion of “career salary”** for calculating the pension, instead of basing it on the five best years of salary, as it is right now.

Therefore, the Conseil du trésor is proposing an outright **reduction of several thousand dollars** a year of pension for new retirees.

REGIONAL DISPARITIES

There is no proposal from the government.

For the employer party, everything not dealt with in this offer remains the status quo. This means that there **is nothing planned** for regional disparities, despite the many demands of the FIQ on this subject.

The government **is therefore abandoning** Quebecers and First Nations people who live far from major centres. However, they are entitled to the same services as others.

PARENTAL RIGHTS

The government is proposing to **postpone** the discussions by inter-union joint committees on this to **a later date**.

Obviously, in putting the official negotiation of these issues into the hands of a committee we **lose all the bargaining power** that the legal framework of negotiations gives us.

Outside of this framework, **there is nothing forcing the government to negotiate with us**.

SALARY INSURANCE

By proposing another inter-union joint committee, this time on a review of the salary insurance plan, the government **is using roundabout means** to recuperate advantages gained over the years by the labour organizations for their members.

FORUM ON OVERALL HEALTH

Unfortunately, the government refuses to understand the message and comes back with their idea of a forum that the labour organizations **unanimously refused to participate in** last winter. Moreover, the one-time budget allotted for the FIQ of \$5.2M for two years is **clearly inadequate**.

ONE NEW FEATURE IN RELATION TO THE APRIL OFFER

TWO TABLES FOR SECTORAL NEGOTIATIONS

The government says they have heard the request from the FIQ to negotiate the working conditions now. Therefore, they are proposing to **set up two tables for the sectoral negotiations**. The first on the stabilization of teams and the other on working conditions.

These tables have a limited mandate and paltry sums are allotted. There is **no guarantee** that it will be possible to negotiate healthcare professional-to-patient ratios.

The FIQ responds

The COVID-19 crisis has shown that the FIQ demands are relevant and essential. The Negotiating Committee and Negotiation Council will be working on a counter-offer from the FIQ over the next few days.

The FIQ wants to negotiate, for real, in good faith, and NOW.