



CHSLD and SBD premiums end on September 30

Healthcare professionals will never agree to work as much for a lower salary

Premiums for healthcare professionals working in CHSLDs or with patients with severe behaviour disorders (SBD) were set to end on March 30, 2020 and were extended until September 30, 2020. Now, two days before the end date, we are still in the dark about the government's intentions. Will the premiums be cancelled, renewed or enhanced?

By refusing to commit to providing the necessary incentives to recognize healthcare professionals' work, the government is once again abandoning those who are on the front lines fighting against COVID-19 as the second wave hits Quebec.

The FIQ is proposing a solution that would actually retain healthcare professionals who work in CHSLDs and with SBD patients: **an 8% premium included in the collective agreement.**

The employer party has known about these premium demands for months now, they were discussed at the bargaining table. **It's time to settle the matter without blackmail.**

In mid-September, the government proposed to renew the current premiums until March 30, 2023: \$180 per 750 hours worked in a CHSLD and \$195 to \$360, based on the job title, per 500 hours worked with patients with SBD. In exchange, the FIQ had to withdraw all demands related to the two premiums within a global settlement.

The offer is clearly insufficient and it is unacceptable to consider renewing it for the next three years. The premiums need to be increased significantly!

Additional earnings with the current premiums:

- CHSLD: \$0.24 per hour
- SBD: \$0.39 to \$0.72 per hour

Additional earnings based on the 8% premium the FIQ is proposing:

- \$1.60 per hour for a \$20 hourly rate
- \$2 per hour for a \$25 hourly rate
- \$2.40 per hour for a \$30 hourly rate
- \$2.80 for a \$35 hourly rate

Until the current negotiations are concluded, the FIQ believes that the government should maintain the current CHSLD and SBD premiums. Why is it taking the government so long to recognize that the situation in CHSLDs is critical? What will it take for it to recognize that healthcare professionals who work with patients with SBD deserve better?