



Stable teams to reduce the work overload

All healthcare professionals can **VOLUNTARILY** upgrade their positions to full time, **on their centre of activities and shift**, with no limits in 24/7 centres of activities, CHSLDs and private subsidized institutions (EPC), obstetrical care (mother-child) units and Emergency.

There will be three upgrading exercises during the timeframe the collective agreement applies. The government agrees to maintain the stability of work teams for the long term.

The minimum incumbency of 7/14 part-time positions will reduce job insecurity



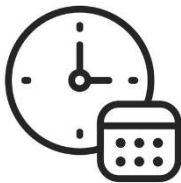
A full-time position is the end of job insecurity, especially for licensed practical nurses!

Significant staff additions:

- 1,000 full-time equivalents will be added in CHSLDs and EPCs;
- 500 full-time equivalents will be added in 24/7 centres, with a priority for medicine and surgery units.

The government also agrees to reduce the use of independent labour.

More attractive evening and night shift thanks to a premium for incumbents of full-time positions:



- Up to **4%** on evenings;
 - Up to **2.5%** on nights;
- The possibility of working a 9/14 on evenings (paid as 10/14) for the year, by converting 6% of the evening premium (12 days red), 9 stat holidays and 3 sick-leave days.

Improving the attractiveness of evening positions will significantly reduce OT and MOT, especially for healthcare professionals who work the day shift.