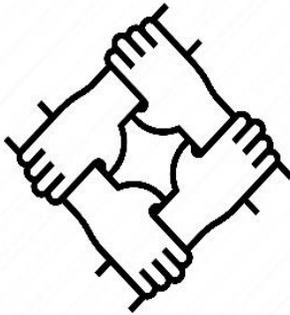




All unique, all important

Gain for all healthcare professionals



- Various measures for significantly reducing the work overload and ensuring stability of the care teams;
- Doubled weekend premium (from 4% to 8%) for incumbents of full-time positions who work in 24/7 centres of activities;
- Greater flexibility in taking a leave for a death;
- Employer's contribution doubled for the basic drug insurance plan;
- Voluntary staggering of work hours to foster work-family-study balance;
- Access to organization of work time after 3 years of seniority for employees on the day shift, no restriction for employees on the evening and night shift.

Gains affecting more specifically the

Nurses

- A 37.5-hour workweek paid and eligible for RREGOP for all healthcare professionals working in a CLSC and northern clinic.
This represents an increase in compensation up to 7.14%
- Automatic reclassification of nurses with bachelor's degrees to the nurse clinician job title.

Specialty nurse practitioners

- A 40-hour workweek paid and eligible for RREGOP;
This represents an increase in compensation of about 14%
- Salary retroactivity for the SNPC to the date of her exam;
- Provincial budget dedicated to the training and development of skills.

Licensed practical nurses

- End of job insecurity with the voluntary upgrading of all healthcare professionals to full time in CHSLDs and 24/7 centres.

Respiratory therapists

- A 37.5-hour workweek paid and eligible for RREGOP for respiratory therapists in 24/7 centres.

Clinical perfusionists

- A 37.5-hour workweek paid and eligible for RREGOP;
- Addition of a 10% supervision and training premium for those who supervise at least 4 clinical perfusionists.