

# We're done working ourselves sick!



131,000 REASONS  
TO STAND TOGETHER



## The APTS-FIQ alliance is 131,000 reasons to stand together in the field.

For our members, who are more than 85% women, we are demanding a salary increase of 12.4% over 3 years, including a 7.4% salary catch-up to:

- Catch up on historical compensation gaps for employees in the network
- Protect the members' purchasing power

The helping relationship and delivery of care and services is work considered natural for women and systematically devalued, which has a significant impact on the economic value of the work. The negative differences in salaries persist – up to 20% difference with those of other public services - and they accumulate from year to year.

**It is high time the economic value of your work is recognized and salary discrimination ends.**



## Retirement

The Government and Public Employees Retirement Plan (RREGOP) is in good financial health. Some changes are necessary to keep people actively on the job market, including:

- Reducing the cost of early retirement
- Making the gradual retirement program more flexible

## Parental rights

Aware of the importance of family-work balance for its members, the APTS-FIQ alliance is the one with the largest number of specific demands for parents:

- Double the days off for pregnancy-related follow-up visits
- Make taking leaves or vacation more flexible during a maternity leave or parental leave
- Compensate a pregnant or breastfeeding employee fairly

## Regional disparities

Quebecers and members of First Nations living in remote areas or communities are entitled to the same services as others. The APTS-FIQ Alliance is the one presenting the largest number of demands on regional disparities because it is crucially important to provide better conditions for those working in remote areas.