



The delegates ratify the global tentative agreement reached with the government

After over 18 months of negotiations, conducted while the Quebec health network was going through the biggest health crisis in its history, on June 15 the FIQ and FIQP delegates ratified a global tentative agreement reached with the Quebec government.

The offer contains structural measures and unprecedented global remuneration gains for all nurses, licensed practical nurses, respiratory therapists and clinical perfusionists. It is laying the groundwork for broader recognition for care professions. Ultimately, the proposed agreement will provide greater stability, bring us one step closer to better salary recognition, and serve as direct leverage over the serious healthcare professional shortage in the health network.

After learning about what's in the agreement in local general assemblies in the coming weeks, members will have their say on the agreement in an electronic referendum vote on August 4 and 5, 2021. Stay tuned and contact your local team if you have any questions!

Salaries

Gains for global remuneration include salary increases, as well as additional compensation called a "FIQ premium," and greater recognition for hours worked, which amounts to between **11.5% and 12.5% for all healthcare professionals.**

The increase includes:

- The **2% annual** salary increase given to all government employees.
- **An additional 1% increase** for healthcare professionals in the nine first salary echelons for 2022-2023.
- **A specific 3.5% premium** given to all FIQ healthcare professional members, not subject to any conditions.
- **Two lump sums of \$0.33 per hour paid** for the periods from April 1, 2019 to March 31, 2020 and from April 1, 2020 to March 31, 2021. This amounts to a little over \$1,200 for a full-time salary, or a 2% gain.

Also, specialty nurse practitioners and specialty nurse practitioner candidates move from ranking 26 to ranking 28, i.e., the highest ranking for category 1 employees. This ranking change is retroactive to January 25, 2021, the date that Bill 6 came into force, which broadens SNPs' powers.

Clinical perfusionists will obtain a lump sum of either \$4,000 or \$6,000 related to full-time work completed during the time period ministerial orders were applied.

Regional disparities

For the first time in years, the government is taking action to attract and retain healthcare professionals in remote and northern regions through a broadening of the attraction and retention premium for all healthcare professionals who work in the Far North, as well as compensation for tax damages associated with 3rd and 4th trips out.

Staffing of two nurses at all times in northern clinics will also be guaranteed, which is a big win for health and safety.

A joint provincial committee with a 5.29 million dollar budget will also be set up to discuss the specificities of certain locations, as well as to resolve problems that stem from the creation of huge CISSSs and CIUSSSs within a single region.

A 3 million dollar budget will be set aside to address the specific issues related to the workforce shortage in Abitibi-Témiscamingue within the next 18 months. Local parties will see to allocating the amounts available to resolve problems.

Two joint inter-union committees will also be set up to analyze retirement and parental rights issues and make recommendations to the employer and union parties before the start of the next round of negotiations.

Improved working conditions

These intersectoral matter gains are in addition to those obtained for healthcare professionals in the sectoral agreement reached with the government in December 2020.

The sectoral agreement clearly brings stability to the core of the network's management: stable work teams, on one single shift at one centre of activity, work schedules known in advance, access to days off, better work-family balance, patient care continuity—these changes will be felt everywhere.

Over the last few weeks, this agreement was also enhanced to include recognition for the hours that are already worked but not compensated. The workweek has been increased to 37.5 hours **for all healthcare professionals**—with the exception of SNPs whose workweek is increased to 40 hours—regardless of the centre of activities. **This guarantees a substantial increase in remuneration for all healthcare professionals.** These additional paid hours per week will be eligible for RREGOP and represent more care hours for patients.

Reminder of the main gains in the sectoral agreement:

- A safe healthcare professional-to-patient ratios target in public and private subsidized CHSLDs. For example, a nurse–licensed practical nurse dyad would have 24 or 25 patients in their care during the day;
- The addition of 1,500 full-time equivalents in CHSLDs/EPCs and medicine-surgery;
- Healthcare professionals' option to voluntarily upgrade a part-time position to a full-time position on their shift and in their centre of activities;
- An attraction-retention premium for employees with a full-time position on the evening, night or rotation shift, which can amount to a 4% increase. The evening premium will also be paid starting at 2 pm. This gain was obtained in the last days;
- Access to the specific critical care premium, which can go up to 7% for healthcare professionals working in an obstetric care unit (mother-child) in a 24/7 centre of activities;
- A weekend premium, doubled to 8%, for full-time employees.

To consult all documents and watch videos about the tentative agreement and voting process, visit fqsante.qc.ca/nego2020 and follow the FIQ and affiliated unions on social media.