



More gains for the healthcare professionals

As soon as the FIQ and FIQP members adopted the global tentative agreement in the referendum vote on August 4 and 5, 2021, the FIQ negotiating team quickly began drafting the texts of the new collective agreement with the employer party. This process has moved at a faster pace than usual so the members can benefit from the gains therein as soon as possible.

This step of writing the texts being almost completed, the agreement will be signed by the union and employer parties and will go into effect this fall.

Over the last few weeks, some improvements or clarifications have been added to the collective agreement, after other labour organizations concluded tentative agreements ratified by their respective decision-making bodies. These are called **trailer clauses**, clauses that apply to several classes of employees in the health and social services network and which are therefore included in several collective agreements.

Hence, these are additional gains for the FIQ and FIQP healthcare professionals.

- **Employer's contribution to the health insurance plan tripled**

The employer's contribution to the basic health insurance plan in the collective agreement will be tripled. For an employee with dependents, the employer's contribution goes from \$5.97 to \$17.91 for every pay period of 14 days. It goes from \$2.39 to \$7.17 for the employee with no dependents.

- **Experience counted for the calculation of vacation days**

An employee who changed institutions or left the health and social services network over the course of her career before returning to it will have all her accumulated years of service recognized for determining the number of days of annual vacation that she is entitled to, regardless of her hiring date and period that she left the network.

- **Monetary recognition for healthcare professionals working with clientele in mental health**

Healthcare professionals working in the centres of activities below, whether working part time or full time, will now receive the weekly psychiatry premium and monetary compensation of 2% of her salary paid on every pay.

- 5940 Support in the community for people suffering from a serious mental disorder
- 5941 Intensive follow-up in the community
- 5942 Intensive variable support in the community
- 6280 Day hospital - Mental health
- 6281 Day hospital - Child psychiatry
- 6282 Day hospital - Adult mental health
- 6330 Assessment and treatment services for 2nd and 3rd lines in mental health
- 6331 Assessment and treatment services for 2nd and 3rd lines in mental health - Youth

- 6332 Assessment and treatment services for 2nd and 3rd lines in mental health – Adults
- 7043 Residential resources - continuous residential assistance (mental health)

This is an addition to Article 34 of the collective agreement and no rights are taken away from employees who already enjoy the benefits of this article.

- **A new CHSLD premium**

The new CHSLD premium will replace Letter of Understanding No. 23 in the next collective agreement. The employees and centres of activities affected remain the same.

Hence, a healthcare professional working part time will receive an hourly premium of \$1.49 for every hour worked. The premium will be \$1.99 for every hour worked for a full-time employee. This premium will also be paid during authorized paid absences like annual vacation and when working overtime.

Retroactivity will be paid because the premium goes into effect as of May 29, 2021.

Suivez-nous    