

NEGO UPDATE

Tentative Sectoral Agreement

On December 24, 2023, after more than fifty (50) negotiation meetings, an agreement in principle was reached at the sectoral table.

Driven by a remarkable mobilization of our members, the FTQ health care negotiating teams (CUPE and SQEES) put all their energy into reaching the best possible agreement before the end of the year.

We are providing you with a brief overview of the gains and changes to working conditions that will be put in place **if you, the members, accept this tentative agreement.**

Main gains

Overtime

Increase of the rate of pay to 200% for overtime during the weekend, after the regular work week for all employees working in a department whose services are provided 24/7.

- Full shifts
- Respect of schedule 7 days before and 7 days after

Self-management of schedules

The employee will be able to be involved in the self-management plan for their schedule in order to achieve a better work-family-study balance.

The employee with self-management schedules in a 24/7 service will be entitled to a financial incentive in the form of a staircase premium in an amount equal to \$300/month until March 30, 2028.

Working arrangement

Offer an employee the opportunity to adjust their work schedule following an agreement with their manager. Allow certain employees to set up a weekend working time arrangement with a premium increased to 16% for hours worked on weekends. This premium applies in addition to the other inconvenience premiums provided.

Voluntary relocation

Financial compensation to the employee who voluntarily agrees to temporarily move to another facility of their current employer or to a facility of another employer.

Information Technology Sector

A 10% premium on hours worked for coordination and special mandates to certain employees in the following job title:

- IT Analyst
- IT Analyst with expertise
- Computer Technician
- Computer Technician with expertise

A Committee for the above-noted sector will be created.

Professional Association (Cat. 3 & 4)

Upon presentation of supporting documents, the employer will pay 50% of the contribution, up to a maximum amount of \$400/year, for the employee working full-time to belong to a professional order, including the number of hours provided for in the job title, when membership in this professional order is a requirement of this employee's position.

Payment of the psychotherapy license when required by the employer.

Nomenclature and Job titles

CREATION OF JOB TITLES

1. ISPS & ISPS Team Leaders:

Merge the six (6) job titles (Response and Intervention Agents) into 2 job titles (**excluding ISPS Pinel**)

- ISPS to Rank 10 (from 8 to 10)
- ISPS Team Leader to Rank 11 (from 9 to 11)

A premium of 4% is applicable to the Job Title ISPS Pinel until an arbitration decision on the rank is received.

2. ASSS Team Leader:

The rank granted to this job title is 10, flat rate.

Modification of the Nomenclature for certain job titles of Category 3 technicians

Add academic requirements to the Nomenclature to facilitate access to several job titles.

Premiums

Work environment Premiums

This premium is paid for hours worked (70 hrs and more, 42 hrs but less than 70, and less than 42 hrs)

Creation of a RAC premium which is between 1% for 42 hrs and less, and 5% for 70 hrs and more.

Increase of the premium for critical care - between 10% and 15%.

TGC, psychiatry and Pinel 2 premium paid in % instead of a fixed amount - between 1% and 3.5%,

Premium for Cat 3 in the emergency paid in % instead of a lump sum - between 0.5% and 2.5%.

Youth Centre, Pinel 1 and specific critical care premium - between 6% and 10%.

A premium is added for brachy-therapy (radio-onco) that could reach 10%.

Extend the LE No. 1 on the lump sum amount in CHSLDs for Category 4 and increase the rate.

Maintain CHSLD/MDA/MA premium to which is added the job title Unit or Pavilion Attendant.

Allow a greater accessibility to the premium for soiled linen.

Grant five (5) flexible leaves to detention centre employees.

Premiums are paid for hours worked in specific environments, including overtime hours and hours of authorized paid leaves.

Inconvenience Premiums

For evening, night and weekend premiums, all employees will be entitled to a minimum rate.

The evening premium is increased to 10% for employees whose paid hours are 70 hours or more.

The night premium is increased to 18% for employees whose paid hours are 70 hours or more.

The basic premium for the weekend is increased to 5%.

The weekend premium for employees whose paid hours are 70 hours or more and working in areas providing 24/7 services is increased to 9%. The inconvenience premium is paid for the hours worked in question. It is only considered or paid when the inconvenience does occur.

Additional amendments

Six (6) days for personal reasons with a 24-hour notice.

Provide an annual budget dedicated to training and professional supervision for Cat. 1, 2, and 4.

Increase the training and skills development budget for Category 3.

Creation of an inter-union committee on the LMRSTT.

Creation of a committee for the introduction of a special status for employees who are students.

Letter of intent relating to employer's obligations involving domestic violence.

Improvement of letter of understanding no. 3 relating to the provisions of the plan for family-work-study and salary averaging.

Voluntary increase of certain job titles dealing with mental health with an inter-union working committee.

Continue to improve the letter of understanding relating to the forum aimed at the overall health of employees.

Explore the possibility of implementing OHS training in prevention when hiring.

Recognition of the network seniority of our members in return for limited recognition of the seniority of agency staff who will be hired by an employer in the network.

Agreement to reconcile complaints to maintain pay equity for Category 3 regarding the abolition of the job title of administrative agent class 4 and integration of employees with the job title of administrative agent class 3 upon entry in force of the collective agreement thus moving them from rank 5 to rank 7.

Now the floor is yours!

In the coming weeks, you will be invited to vote on the agreement in principle for the Central Table parameters, namely salary, retirement, group insurance, specialized workers and psychologist premiums, and the Sectoral Table's, including in particular those listed in this *Nego Update* document. For Category 3 personnel, the agreement on pay equity maintenance complaints will also be presented to you.

During your general meetings, you will have the opportunity to ask questions in order to fully understand your next collective agreement and thus be prepared to vote for or against the agreement in principle.

Remember that you are the UNION, and you have the power to decide!!

