

**We're done
working ourselves
sick!**



APTS
Sectoral
demands

FIQ-APTS
Intersectoral
demands

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Key APTS sectoral demands

IMPROVE SALARY CONDITIONS

Duly recognize the work of psychologists, lawyers and other job classes that are offered far more advantageous pay conditions outside the public health and social services system

Improve the definition of relevant experience to help credit experience acquired in another job title and determine ranking on the salary scale

Enhance premiums and lump-sum amounts

Extend the premium in psychiatry and floating days off in psychiatry

Extend the critical care/enhanced critical care premium

Extend the youth centre premium and apply it to residential resources with continued assistance (RRAC)

Add a professional co-ordination premium for technicians

Add a premium for providing trainee support and guidance

Demand other premiums such as for work in the following settings: palliative care, penal institutions, university institutions or specialized institutions, and CHSLDs

Improve meal allowances and the amounts covering parking expenses incurred in the course of work

IMPROVE CONDITIONS IN YOUTH CENTRES

Enhance clinical support and further the development of professional practice for employees

Recognize youth workers' expertise and professional judgment

Set caseloads according to the complexity of the cases, using a weighting system

Set up an induction plan for new personnel

TACKLE WORK OVERLOAD

Modernize the collective agreement so that the prevention measures stipulated in the *Act respecting occupational health and safety* apply to the health and social services sector; demand that provisions to protect employees' physical and psychological well-being be included in that law.

Improve workforce planning

Create positions so that all employees have at least a part-time position

Retain a sufficient number of positions or hours per position for each of the job titles and activity centres

Set up concrete measures to encourage family-work-study balance

Create higher job titles for all technical-level job classes

Improve the organization of work

Set up joint committees on the organization of work specifically for the APTS

Improve mechanisms for discussing and exchanging views, to ensure that specific projects (like OPTILAB and the OCCI) are set up more efficiently and effectively.

Improve the time it takes to handle complaints over situations involving work overload and problems related to conditions of practice

Recognize and credit overtime for professional and technical personnel

Introduce measures aimed at reducing the use of performance indicators and tools that disregard professional autonomy and clinical judgment

Introduce measures aimed at supporting employees' expertise and professional practice and at "weighting" caseloads (according to the complexity of cases)

ENHANCE VACATIONS AND LEAVE

Vacations

Add a 5th week after 20 years of service

Add a 6th week after 25 years of service

Credit all years of service in the health and social services system

Increase the number of days of bereavement leave and adjust the terms to reflect today's realities

IMPROVE PROFESSIONAL DEVELOPMENT

Reimburse the cost of a permit to practise (professional order)

Increase training budgets

Improve the rules to help personnel obtain training suited to their work realities

APTS-FIQ Intersectoral demands

The APTS-FIQ alliance has 131,000 reasons to stand together on the work front.

For our members, who are predominantly women (over 85%), we demand a 12.4% salary increase over 3 years, of which 7.4% is a catch-up increase to:

- overcome longstanding pay lags suffered by employees in the health and social services system
- protect our members' purchasing power.

Work that involves helping others and providing care and services is considered to be "natural" for women and is systematically undervalued. This has a major impact on the value of such work in our economy. Lagging wages and pay gaps – up to 20% lower than salaries earned by other employees in public services – are a persistent problem that is getting worse from year to year.

It's high time that the government recognize the value of your work in the economy, and put an end to pay discrimination.

Retirement

The Government and Public Employees Retirement Plan (RREGOP) is in sound financial shape. Some changes are needed to help keep employees in the workforce longer, such as by:

- reducing the cost of early retirement
- making the phased retirement plan more flexible

Parental rights

Knowing how important the issue of family-work-study balance is for our members, the APTS-FIQ alliance is the only one with specific demands for parents:

- to double the days off for pregnancy-related appointments
- to offer more flexible leaves or vacation in conjunction with maternity leave or parental leave
- to compensate pregnant or breastfeeding employees fairly

Regional disparities

We can't just ignore Quebecers and members of First Nations who live far from major urban centres or in isolated communities. They are entitled to the same services as everyone else. This is why the APTS-FIQ alliance wants to:

- extend the scope of the retention premium and the isolation and remoteness premium, and access to trips out
- add localities in certain sectors requiring an isolation and remoteness premium
- require the employer to fully mitigate tax losses linked to benefits.

**131,000 REASONS
TO STAND TOGETHER**

