

We're done working ourselves sick!



131,000 REASONS
TO STAND TOGETHER



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

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

- **Overcome long-standing pay lags suffered by health and social services employees**
- **Protect our members' purchasing power**

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

It is time for the government to recognize the economic value of your work 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

- Reducing the cost of early retirement

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 others. This is why the APTS-FIQ alliance wants to:

- Extend the scope of the retention premium and the isolation and remoteness premium
- Add localities in certain sectors requiring an isolation and remoteness premium
- Require the employer to fully mitigate tax losses linked to benefits