

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



**Sectoral demands**

**2020 negotiations**



# 1 BETTER MONETARY CONDITIONS

Improving monetary conditions continues to be a key objective for the APTS, as professional and technical personnel deserve to be remunerated fairly, with due recognition of the value of their work.

## MATTERS

### PREMIUMS

**Comprehensive review of articles, appendices and letters of agreement related to premiums**

## DEMANDS

Adapt the critical care and enhanced critical care premiums to the realities of Class 4 personnel by adding floating days off and removing the requirement of having to work for a continuous period of three hours, so that any employee working with critical care clients can receive the premium according to the number of hours worked with such clients.

Pay a new premium equal to 5% of their salary to any employees entrusted with the responsibility of providing support and clinical supervision to employees receiving orientation or to student trainees, and free up work time for this purpose.

Improve conditions for all employees working with clients who have severe behaviour disorders, whatever their job title:

- by replacing the lump-sum payment with a premium equal to 5% of their salary,
- by applying this premium to all employees working with clients who have severe behaviour disorders,
- by eliminating the list of activity centres (without penalizing those who are already receiving the premium),
- by adding floating days off.

Improve conditions for all employees working with clients in CHSLDs:

- by replacing the lump-sum payment with a premium equal to 2% of their salary,
- by reassessing the concept of activity centre to adapt it to the realities of Class 4 personnel.

Add a tertiary care premium for work in university-affiliated hospitals and specialized institutions owing to the complex nature of these institutions' clientele and their tertiary and quaternary care mandates, since the realities of such hospitals are given little consideration, the clientele is more demanding, and greater knowledge and training are required to provide quality work; stays are shorter and resources are more complex and limited.

Modify Appendix 8, which establishes special provisions for closed custody, intensive supervision and evaluation of incident reports, as follows:

- eliminate the weekly premium and replace it with a premium of 5% of the employee's salary, and
- extend the premium and the right to floating days off to all employees working in living units in youth centres, residences with continuous assistance (RACs), and ID-PDD rehabilitation centres (CRDIs).

Ensure that employees working with clients in youth centres, residences with continuous assistance (RACs), or ID-PDD rehabilitation centres (CRDIs) receive a retention premium modeled on Letter of Agreement No. 4 (retention premium for lawyers). For example:

- level 1: 5% after 1 year at the top echelon
- level 2: 7.5% after 2 years at the top echelon,
- level 3: 10% after 3 years at the top echelon.

Retroactively grant the 8% premium to medical imaging technologists and medical technologists who have worked on COVID analyses.

Grant the escalating premium to all professionals and technicians who are entitled to it.

## 2 IMPROVED LEAVE

The current national provisions provide for various kinds of paid leave. In our view, a number of them need to be improved to make them more accessible or ensure they are adapted to current realities.

### MATTERS

#### ANNUAL VACATION LEAVE

### DEMANDS

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Increase the number of annual vacation days as of sixteen years of service, so employees can obtain a fifth week of vacation after twenty years of service, and add a sixth week of vacation as of twenty-five years of service.

### 3 BETTER CONDITIONS OF PRACTICE

Deteriorating working conditions are denounced by APTS members on a daily basis. Work overload created by a lack of personnel equipped to provide services, and by the implementation of organization-of-work projects (including those aimed at optimizing work processes), is a major source of complications and stress. Lack of flexibility in work-time scheduling and lack of autonomy are also major irritants for professionals and technicians. The APTS believes that we need to work on a number of fronts in these provincial contract talks to improve conditions of practice, reduce the risk of professional misconduct, prevent burnout, and increase job satisfaction. APTS members want to provide the population with quality services, and we are convinced that the proposed changes will have a positive impact.

#### MATTERS

##### WORK OVERLOAD

#### DEMANDS

Improve the rules on work overload that are found in Section II of Article 29 of the national provisions of the collective agreement:

- by amending the wording of clause 29.14 so that work overload (overwork), professional practices and conditions of practice are assessed in relation to the workload, professional practices or conditions of practice that can normally be required;
- by including a method in the national provisions to define an acceptable workload, using a weighting system for workloads that could be applied to all sectors;
- by including ratios in the national provisions that would apply, among others, to living units in youth centres, residences with continuous assistance (RACs), and ID-PDD rehabilitation centres (CRDIs).

##### DEVELOPMENT OF PROFESSIONAL PRACTICE

Incorporate the content of Letter of Agreement No. 5 in the articles of the national provisions:

- by increasing the budget to 1% of the total payroll,
- by adding examples of expenses to clarify and provide the parties with guidance about what expenses are eligible, including the reimbursement of professional dues/membership fees.

## 4 BETTER WORKING CONDITIONS

The APTS considers it important to enhance certain rules to ensure better compensation or protection.

MATTERS	DEMANDS
<b>GROUP INSURANCE</b>	<p>Renegotiate the amount contributed based on the number of members, and include in the national provisions the administrative letter regarding the employer's contribution to the group insurance plan.</p>
<b>OTHER MEASURES</b>	<p>Stipulate that meals be provided free of charge to employees who are required to take their meals with clients in the course of their duties.</p>

## 5 BETTER UNION REPRESENTATION

The megastructures created in 2015 have made labour relations more difficult than ever. To ensure better representation for APTS members, the national provisions of the collective agreement must be revised at several levels so that union representatives can be equipped with the right tools, play their role effectively, and help settle disputes.

MATTERS	DEMANDS
<b>UNION LEAVE</b>	<p>Increase the number of days of leave for union activities.</p> <p>Stipulate that employees benefitting from union leave can accumulate experience for the purpose of advancing echelons on the salary scale, and that members may take time off from work for union activities, at the union's expense and at a time chosen by the union, until the time banks described in clauses 10.03 and 10.09 of the national provisions are used up.</p>

## 6 IMPROVEMENTS TO THE *LIST OF JOB TITLES, JOB DESCRIPTIONS AND SALARY RATES AND SCALES*

Adjustments should be made to the procedure for modifying the *List of job titles, job descriptions and salary rates and scales*. In addition, as requested for a number of years, a number of job titles should be created or modified after work done with the Treasury Board.

### MATTERS

#### **PROCEDURE FOR MODIFYING THE *LIST OF JOB TITLES, JOB DESCRIPTIONS AND SALARY RATES AND SCALES***

#### **FOLLOW-UP ON THE WORK OF THE INTER-ROUND COMMITTEES: PSYCHOLOGISTS AND LAWYERS**

### DEMANDS

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Improve the procedure set out in Article 36 for modifying the *List of job titles, job descriptions and salary rates and scales*

- by reworking various elements, particularly with regard to job descriptions and the creation of job titles.

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To follow up on the work completed by the committee (Letter of Agreement No. 26), the APTS is demanding a salary scale specifically for the job title of lawyer, as well as a wage parity clause to obtain parity with legal aid lawyers, government lawyers, and lawyers working for the *Direction des poursuites criminelles et pénales*.

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To follow up on the work completed by the committee (Letter of Agreement No. 31), the APTS is demanding that the enhanced premium be incorporated into employees' salary, so that the job title of psychologist receives the salary associated with ranking 26, subject to negotiated pay increases.

## 7 UPDATING THE NATIONAL PROVISIONS

In successive rounds of contract talks, some clauses have been renewed without amendment but have now become outdated or are no longer appropriate. The national provisions of the collective agreement have to be modernized by eliminating the clauses that are no longer applicable and by adjusting those that need to be amended following legislative changes. Some clauses also need to be improved because of developments in labour relations.

### MATTERS

#### MODERNIZING THE NATIONAL PROVISIONS

### DEMANDS

Align provisions of the collective agreement – e.g., provisions regarding bereavement leave or the filing of complaints for psychological harassment – with applicable laws such as the Labour Standards Act.

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