

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



**APTS
sectoral
demands**

**APTS-FIQ
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 to determine ranking on the salary scale

Enhance premiums and lump-sum amounts

Extend the premium in psychiatry and floating days off in psychiatry

Extend and enhance the youth centre premium and apply it to residences with continued assistance (RACs) and living units in ID-PDD rehabilitation centres (CRDIs)

Add a multi-level retention premium to maintain expertise in youth centres

Add a premium for providing trainee support and guidance

Demand other premiums for work in various settings, including university institutions, specialized institutions, and CHSLDs

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, and establish ratios in living units

Set up an induction plan for new personnel

TACKLE WORK OVERLOAD

Include a method in the national provisions to define an acceptable workload, using a weighting system for workloads that could be applied to all sectors

Include 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)

Procedure for modifying the *List of job titles, job descriptions and salary rates and scales*

Improve the procedure set out in Article 36 with regard to 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

Improve the organization of work

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

Add a 5th week after 20 years of service

Add a 6th week after 25 years of service

IMPROVE PROFESSIONAL DEVELOPMENT

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

Increase training budgets related to Letter of Agreement No. 5

MODERNIZE THE NATIONAL PROVISIONS

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

Key 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 – salaries are up to 20% lower than those earned by other employees in public services – are a persistent problem that is 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 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**

