



We're done working ourselves sick!



Annual vacation and leaves

Sectoral demands

Context

The national provisions on annual vacation and leaves have not been modified in years. Changes should be made to the relevant articles in order to make working conditions more attractive to professionals and technicians in the health and social services system, and to better reflect the needs of today's families.

APTS demands

Modify clause 23.03 to increase the number of annual vacation days sooner – as of 16 years of service – so that employees can obtain a 5th week of vacation after 20 years of service, and to add a 6th week after 25 years of service.

Health and social services employees have multiple responsibilities and face a high degree of stress. The number of weeks of annual vacation must be increased to give them time to rest and recuperate. This would help avoid many illness-related absences, and would make jobs in the health and social services system more attractive to professionals and technicians.

Modify special leaves for bereavement

Special leaves for bereavement need major revision to reflect changes to the Labour Standards Act.

Employer's demands

Allow for the possibility of cashing in some types of leave at the straight-time rate, with the employer's permission.

Stipulate that employees will become eligible for leave with deferred pay only after 36 months of service with the employer.

Allow the employer to demand that employees provide supporting documents to justify an absence related to family or parental reasons.

Stipulate that an employee who is still disabled after 36 months, and who is benefitting from the leave with deferred pay plan, may not be relieved of his or her debt.

Abolish the clause allowing an employee to maintain participation in the pension plan while on leave without pay for more than 30 days, or while on a part-time leave without pay representing more than 20% of a full-time position.

Article modified: 23.03