

**GOVERNMENT PROPOSAL FOR A GLOBAL SETTLEMENT WITH THE FÉDÉRATION  
INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC (FIQ)**

**August 29, 2024**

This proposal is aimed at renewing the 2021–2023 collective agreement. It must be considered as an indivisible whole and is subject to a global settlement.

The subjects that do not appear in this proposition are the status quo of the tentative agreement reached on March 19, 2024 and the provincial provisions of the 2021–2023 collective agreements, subject to the necessary adaptations.

The March 2024 agreement specifies, more precisely:

- Keeping nurses' salaries at the top end of the scale compared to their counterparts in other provinces;
- Considerable rise in premiums for less desirable shifts and for employees working in different settings;
- Increase in the employer's contribution to group insurance;
- \$40 million to help reduce surgery wait lists;
- Renewal of the agreement on Outaouais's special status and a \$4 million annual budget for the regions of Outaouais and Abitibi-Témiscamingue for the duration of the collective agreement;
- Substantial rise in premiums related to the working conditions in the region of Nunavik and the James Bay Cree Lands region;
- Partial payment of the permit to practise;
- A commitment to integrating ratios in order to better support employees, based on the conclusions of joint work.
- Measures to improve work-family-personal life balance, including self-scheduling.

Following the rejection of the tentative agreement in April 2024, the employer party was careful to consider the different elements related to mobility which had created fear and discontent among employees represented by the FIQ. An analysis was carried out to explore different avenues that would take into account what had been expressed by employees, particularly in relation to respecting their expertise to ensure safe, quality care and services for the population.

Achieving objectives related to flexibility remains a priority for the government. The employer party is submitting new alternate proposals that strike a balance between the clinic-service needs of the RSSS and the stability members are seeking.

The government's goal is also to reach an interim agreement on the provincial float team.

Subject	New employer proposals
<p><b>1. Flexibility</b></p>	<ul style="list-style-type: none"> <li>• Review the definition of “centre of activities” set out in the March 19, 2024 tentative agreement so that the merger or creation of centres of activities be limited to within a single institution.</li> <li>• Remove terms and conditions related to the concept of “home base” and to the modification of the home base set out in the March 19, 2024 tentative agreement.</li> </ul> <p><b>Ensure use of the flexibility of flexible jobs</b> Not to restrict or modify the assignment of employees who hold a “flexible” position, while respecting the essential elements of their job.</p> <p><b>Create flexible positions based on the institution’s needs</b> Not to limit the creation of “flexible” positions, while respecting the characteristics of a “flexible” position negotiated locally.</p>
<p><b>2. Replacement team and float team</b></p>	<p>To maintain our goal of reducing the use of IL and creating stable teams:</p> <ul style="list-style-type: none"> <li>• At the provincial level, as a priority once a tentative agreement has been reached, to implement a public float team.</li> <li>• Allow for replacement teams and regional float teams to be set up.</li> </ul>
<p><b>3. Overtime paid at double time</b></p>	<p>Review the terms and conditions related to overtime paid at double time set out in the March 19, 2024 tentative agreement by adding eligibility for hours worked during a minimum of four (4) hours overtime, for an employee whose regular work shift is twelve (12) hours long, when these overtime hours are worked continuously with said twelve (12)-hour shift.</p>
<p><b>4. Monetary measure</b></p>	<p>Allow for paying out of vacation days accumulated that exceed those provided for in the <i>Act respecting labour standards</i>.</p>

## Conclusion

The government is once again extending its hand to the FIQ:

- By its positive response to members’ concerns regarding the definition of “centre of activities”;
- By proposing alternatives in regard to flexibility, with an impact that takes into account concerns expressed by employees;
- By integrating the principles of the replacement team proposed by the FIQ;
- By enhancing certain monetary measures.

The government now invites the union party to respond to the whole in order to finalize the tentative agreement.