

Equity for our Midwives!

- Puvirnituq, Inukjuak, Salluit, and Kuujuaq are the four communities with maternity wards where midwives practice across the Nunavik.
- Midwives who practice for Inuulitsivik Health Centre (IHC) do not receive a \$20,000 annual attraction and retention premium given to the midwives from Tulattavik Health Centre (THC).
- FSSS-CSN midwives pay dues to the *Regroupement Les Sages-femmes du Québec (RSFQ)* even if they are not represented by the them.
- The midwife job title, job description and salary scale does not legally exist in the list of job titles for Health Care and Social Services workers.
- There are not enough full time positions.
- The Northern midwife program is essential to preserve Inuits culture and tradition.
- In 2009, the *Ordre des sages-femmes du Québec* recognized the Inuit midwife training by granting them full licenses to practice.

Here is how the FSSS-CSN will address these inequities and meet the demands of the midwives :

1. Request to create the “midwife” job title (February 2016): The FSSS-CSN and your local union will submit a request to

2. Submit a Pay Equity Complaint (before May 18th 2016): The FSSS-CSN, your local union, and midwives will submit a pay equity complaint to the Quebec Pay Equity Commission. The objective of the pay equity complaint is to obtain a pay scale that respects and reflects the work accomplished by midwives;
3. Permanent National Negotiating Committee (As soon as possible): The FSSS-CSN will communicate with the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS) to schedule a meeting with the Permanent National Negotiating Com-

mittee. The committee meets several times a year to address problems related to working conditions. The FSSS-CSN will present the key issues in this privileged forum to advocate for the midwives’ demands and ultimately reach an agreement with the Ministry of Health and Social Services.

The FSSS-CSN is firmly committed to obtaining the respect and full recognition of Quebec midwives from Nunavik by the Government. The FSSS-CSN will be at the forefront of their cause and will lead the charge to better working conditions and their rightful recognition as health care professionals.

