



## Priority #2 : Value personnel and increase their sense of belonging

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**We are in a staff shortage crisis. The government needs to act. Employees are leaving the health and social services system because they feel their efforts are not recognized. That has to change !**

### For a recognition premium

Experience needs to be better recognized. We are calling for a recognition premium that would increase with years of service in the public system.

### More vacation time to let us catch our breath

Employees are exhausted. Increasing vacation time is one solution. We want employees to get the 5<sup>th</sup> week of annual leave sooner and eventually a 6<sup>th</sup> week.

### Do something about overtime

Given the staff shortage, measures for employees who work overtime and on-call need to be improved. Mandatory overtime and on-call must be eliminated quickly by implementing long-term solutions.

### Revise the list of job titles

The work of many job titles has changed over time and the government has been slow to recognize the changes and address inequities in order to facilitate access to positions. Corrections to salary inconsistencies for some job titles are also long overdue.

### Set guidelines for telework

Telework has expanded dramatically in recent years. We need to make sure it remains voluntary and that the necessary conditions are in place for it to work well.

### Recognize onboarding, orientation, training and mentoring duties

We need to make time and tools available to properly integrate new employees into our teams and give monetary compensation to the employees who do that work.



## Recognize work in more challenging environments and less attractive shifts

The health and social services system operates 24/7. Some shifts are less attractive and some environments are more challenging. Employees need to be compensated for working under those conditions. Measures are also needed to attract and retain staff in communities with particularly severe staff shortages.

## Reimburse professional membership dues

We shouldn't have to pay to work. That's why we're asking that the employer reimburse professional membership dues and other fees that must be paid to practice the profession, such as licence fees.

## Increase professional development budgets

Professional development is a concrete way to improve services and recognize our efforts. The budget must be increased.



## Bargaining updates

To stay abreast of developments in the bargaining talks, use this QR code to visit the FSSS-CSN public sector bargaining website.

