

2015 collective agreement
for RI-RTFs and relatives
providing care

OUR BARGAINING PRIORITIES



Intermediate and
family-type resources

OUR 2015 PRIORITIES

PRIORITY

No. 1

COMPENSATION

Through the 2012-2015 negotiation of our collective agreement, we obtained the same increases as those accorded to 540,000 government employees. For 2015 to 2018, our goal is to coordinate our demands with Common Front and have a say in the outcome of the negotiations. This was the subject of a resolution passed by all RI-RTFs during a round of general assemblies in September 2014.

Our demands amount to a 13.5% increase over three years, distributed as follows:

- April 1, 2015: 4.5%
- April 1, 2016: 4.5%
- April 1, 2017: 4.5%

Watch a three minute video from Common Front here:
<https://vimeo.com/132754427>

PRIORITY

No. 2

LOCAL COORDINATING COMMITTEES

Modifying the current mandate of coordinating committees as outlined in our agreement will be important in helping resolve certain issues. In light of this, we're asking for better oversight on the subjects being discussed before the committees. This includes special circumstances affecting some users, health and safety prevention, and any relevant information the institutions may have about managing placement.

PRIORITY

No. 3

RESOURCE STABILITY

Resource stability is an important aspect of our collective agreement that needs to be reinforced. There are too many uncertainties holding back development, including the duration of our contracts with institutions, which vary greatly between different institutions and regions. That's why we must secure better guarantees that benefit RI-RTFs regardless of the type of clientele being hosted.

PRIORITY

No. 4

REPLACEMENT

Our current collective agreement provides for paid vacation time and holidays. Despite this, in reality it's very hard to afford time off. The reason being that it's near impossible to find available replacements that can maintain the quality services we offer our clients. In our bargaining proposal, we ask that there be means put in place to make taking time off and finding the replacements needed to support clients easier.

PRIORITY

No. 5

THE FAMILY NATURE OF RESOURCES

The beauty of our resources is their family nature, which allows clients to live in environments that resemble their home environments. We must preserve this distinctive quality of our resources because it's our strength. Resources must be able to agree with the institutions on visiting hours that don't disrupt day to day activities. This also means resources should be allowed to host members of their own families and other people who are important to them.



NEW GAINS THANKS TO THE CSN

An overview of gains made by RI-RTFs in 2012-2015:

- An overall increase in compensation of 10.2% retroactive to January 1, 2012;
- Gains of 16.95% dedicated in part to vacation time and holidays;
- Now eligible for Québec Pension Plan (QPP), Québec Parental Insurance Plan (QPIP), and workplace health and safety commission (CSST) benefits;
- A daily allowance of \$25.72 per user to help cover operating costs;
- The right to go before an arbitrator in the event of a dispute with an institution;
- A budget allocated for skills training;

In 2015, we can and must win more ground to help RI-RTFs and relatives providing care improve their quality of life.

CONTACT

[fsss.qc.ca/membres/
ressources-intermediaires-
ressources-type-familial](http://fsss.qc.ca/membres/ressources-intermediaires-ressources-type-familial)



[facebook.com/
RIRTFFSSSCSN](https://facebook.com/RIRTFFSSSCSN)