



FÉDÉRATION
INTERPROFESSIONNELLE
DE LA SANTÉ DU QUÉBEC



Tentative agreement: a major step forward for the application of system-wide seniority and the protection of workers' rights

The Intersyndicale (an inter-union group consisting of the APTS, FIQ, FSQ-CSQ, FP-CSN, FSSS-CSN, CUPE-FTQ and SQEES-FTQ) and the CPNSSS (the management bargaining committee for the health and social services sector) have achieved significant progress by reaching an important tentative agreement outside of the bargaining period.

The agreement deals with:

- applying system-wide seniority,
- rules for transfers between institutions within Santé Québec,
- settling grievances related to the one-time process for recognizing seniority (PURA).

This agreement, designed to make rules fairer, more consistent and more uniform throughout the system, is a major victory for workers.

Better recognition of your seniority when you change institutions: no more arbitrary decisions on the part of the employer

The goal is clear: genuine, systematic recognition of your seniority, even when you change institutions or employers within the system.

Specifically, the agreement provides for:

- recognition of seniority between institutions if the interval between two jobs is not more than 14 days (or not more than 30 days for a move towards a Northern institution);
- maintaining continuous service for eligibility for insurance plans;
- rules governing the transfer of time banks (vacation leave, other kinds of leave, accumulated hours);
- rules allowing for combined recognition of seniority in cases of dual employment, up to a maximum of one year of seniority per fiscal year.

In short, there are now clear rules to put limits on arbitrary decisions on the part of employers, and to make your rights secure.

Moving to a different institution within Santé Québec – in complete safety

In a system that is undergoing transformation – particularly since the advent of Santé Québec – rules about mobility between institutions are a major issue. This agreement provides a framework for voluntary transfers between institutions, with concrete measures to protect employees.

Key gains include:

- a period of evaluation (rather than probation) in the new institution,
- the right to return to the original workplace,
- accumulation of seniority starting on the first day in the new job.

In short, you can now move to a different institution in complete safety – you won't have to start over from scratch.

An overall settlement of PURA grievances

We're finally turning the page on a process that has created multiple problems.

Under the agreement, there will be an overall settlement of PURA-related grievances in order to correct seniority errors that are still in place.

This is a key step to restore fairness.

What's next? Time to make your voice heard!

You'll receive a detailed presentation of the tentative agreement by early fall.

Stay tuned for communications from your local executive.