



NEGOTIATION UPDATE



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After 40 months of negotiations, members approve the agreement in principle

Dear members,

After more than 40 months of negotiations, following the general meeting held today the members of ADREQ (CSD) ratified the agreement in principle reached with the government on June 5th, by 95,1 %.

This communication contains a summary of the principal gains achieved, including the **additional benefits that members of ADREQ (CSD) will receive**. To allow you to review all the details of the agreement, we have attached the PowerPoint presentation used at the general meeting to this email.

Voting Results

- Chaudière-Appalaches : 93,9 %
- Estrie : 94,3 %
- Montérégie: 95,7 %
- Saguenay – Lac-St-Jean : 96,6 %

**Agreement
accepted by
95,1 %!**



This agreement is the culmination of a long negotiation during which the CSD and your representatives from ADREQ (CSD) used all means at their disposal to defend your interests: numerous representations to the government, media interventions, mobilization on the ground, large-scale demonstrations and legal action against the government.

Despite the government remaining inflexible on several monetary issues, the negotiating committee's determination resulted in an **agreement that stands out for its significant regulatory advancements. The result is clearly the best-protected agreement for resources. Several of these gains, unattainable by other groups, tangibly improve your working conditions and strengthen your protections against institutions.**

An agreement that gives you more



The monetary gains of the agreement

- Increase in the compensation scale related to support and assistance of **17.4% over 5 years**, retroactive for all resources that provided support and assistance services during the years covered by the collective agreement;
- Adjustment clause of up to a maximum of **1% per year**, to protect you against inflation;
- **Bonus of 3% for reasonable operating expenses**, indexable for future years according to the rate of increase in the Quebec pension index.

Monetary: Additional benefits exclusive to ADREQ (CSD) members

- **A lump sum payment equivalent to one day's compensation** for support and assistance services, calculated with a prospective method;
- **Reimbursement of training costs** for qualified substitutes related to the services provided in the FTR (including CPR renewal).



Regulatory benefits of the agreement

New obligations of institutions towards FTR's

- Consider the resource's opinion when developing the schedule for a user's admissions and discharges;
- Consult with the resource and agree on the measures to be implemented when a user requests a transfer;
- Inform the resource and agree on a repayment plan in case of an overpayment of compensation;
- Make corrections to the next monthly payment when a payment error results in a loss for the resource;
- New deadline for classifications review requests, increased from 15 to 21 days;
- The addition of a second automatic contract renewal of a term to be negotiated with the institution.

Regulatory: Additional protections that members of ADREQ (CSD) receive

New obligations of institutions exclusive to our members

- Appoint a person responsible for transmitting the summary of users upon their arrival at the facility;
- Respect the fundamental rights of the resource during an administrative investigation, including:
 - The right to be heard and to present their version of events;
 - The right to be accompanied by one or two representatives of the association;
 - The right to be informed of any new grounds for investigation;
 - Non-compliance with the above would disqualify the conclusions of the investigation from being held against the resource.

Exclusive: New section in the collective agreement to protect ADREQ (CSD) members

- Obligation of the institution to adopt an approach that allows for the resource to take corrective measures in the event of a breach;
- Right for the resource to be accompanied by one or two representatives of the association when summoned by the institution (**even concerning clinical care**);
- Obligation of the institution to confirm the topics to be addressed at the meeting, upon request from the resource;
- Obligation of the institution to notify the resource in writing of a breach, particularly concerning the care provided to users, within 60 days of its discovery;
 - If this deadline is not met, the breach cannot be held against the resource;
- The facts, allegations, or breaches related to services provided to users are removed from the resource's file 36 months after the corrective action is taken;
- The institution is required to provide 10 days' notice to allow the resource to submit its observations before any decision concerning:
 - Modification of the specific agreement;
 - Non-renewal of the specific agreement;
 - Termination of the specific agreement;
 - Termination for non-compliance with the Minister's general criteria.

These gains are the result of hard work at the negotiating table and demonstrate the importance of holding firm to secure an agreement that better reflects the realities of the resources.

The official signing of the agreement is scheduled for the fall. Until then, we will continue our work to ensure the implementation of the new provisions.

A battle that will continue in the next negotiation

The issues that could not be resolved in this round of negotiations will remain at the heart of the priorities for the next negotiation, which will begin in approximately 18 months. Work is already underway to be ready for what comes next.

Thank you to each one of you for your trust, your patience, and your solidarity throughout these 40 months. Your mobilization has made it possible to obtain an agreement that includes significant gains exclusive to members of ADREQ (CSD) that will make a concrete difference in your daily lives.



Your negotiating committee thanks you!

Not pictured : Patrick Rioux, Christiane Joncas and Salomé Franche.