

Follow-up to the Extraordinary General Meeting (EGM)

FFARIQ held a Special General Meeting on August 19 and 20 to present a brief report on negotiations and the next steps to be taken. As usual, these meetings proved to be extremely interesting. Despite some technical problems that delayed the start of the first meeting and, for some, the difficulty of making yourself available for one or other of these meetings, a good number of you joined us. For the benefit of all our members, here is a summary of our presentation. We hope that this will encourage many foster families to join us in future actions.

Summary of negotiations

- May 15, 2023: notice to bargain.
- June 14, 2023: start of negotiations. To date, 28 meetings have been held.
- August 3, 2023: submission of associative priorities.
- End of September 2023: submission of the Ministry's negotiation orientations and issues.
- October 11, 2023: pooling of our orientations with those of the Ministry.
- November 30, 2023: proposal of associative texts.
- Early December 2023: CPNSSS proposes global texts on standards.

From the outset, FFARIQ wanted negotiations to be based on interests, in order to gain recognition for the particularities of childhood. The CPNSSS, on the other hand, seems more interested in negotiations that would standardize collective agreements for all clienteles.

December 2023 negotiations accelerate, with the CPNSSS showing a certain openness and willingness to listen to the reality of child foster families.

January 2024 blitz leading to progress on the normative front, but certain fundamental issues for members are still under discussion. Subsequently, an attempt is made to reach an agreement in principle, with the possibility of trailer clauses.



January 2024 CPNSSS closes on reasonable expenses and transportation compensation.

February 2024 general meeting of members reporting on negotiations and the impossibility of reaching agreement in the short term, given the CPNSSS's lack of a monetary mandate.

April 2024 start of discussions on the monetary plan, preceded by a presentation by FFARIQ and an actuary.

May 2024 requests concerning the duration of the specific agreement and its renewal, the reasons for transportation, the safety of foster families, requests for user movement and monetary elements are still under discussion. For more details: https://ffariq.org/application/files/9217/1534/8951/ffariq_Info-NegoMai2024-FR.pdf

July 2024 CPNSSS presents a global counter-proposal (normative and monetary) including a reminder of the issues and orientations.

July 12, 2024 associative feedback in the form of a table linking our issues with those of the CPNSSS. Note that this is the same exercise as that of October 11, 2023.

! August 28 and 29, 2024: next negotiation dates.

Comments and suggestions from participants

The comments and suggestions received at the EGM once again demonstrate the interest of foster families in not only improving their working conditions, but also in continuing to offer quality services that meet the needs of the children they care for.

Lobbying and voting

First of all, we'd like to mention that our decision to join you at this point in the negotiations stems from our desire not only to keep you informed, but also to feel that you're on our side. Indeed, during our last meetings with the Ministry, we felt a slowdown that led us to reflect on actions that could become essential to get things moving.

We hope that the negotiations will move forward, that your outstanding normative demands will be settled, and that the monetary demands will not only be heard, but understood by CPNSSS and Treasury Board. Let's get moving!

At the EGMs on August 19 and 20, 2024, the vote on concerted pressure tactics rose to **96%**.

Please note that means of ensuring greater visibility will be communicated to you in due course. We will keep you informed as and when actions need to be taken. FFARIQ is responsible for identifying, planning and coordinating all means of visibility or pressure tactics that will be used if necessary.

Your negotiating committee ❤️

Here

for you and
your children