



MEDIATION INITIATED AND MOBILIZATION SUSTAINED

At the beginning of the year, following a request made by our members at a special general meeting, FFARIQ asked for the appointment of a mediator to break the deadlock in negotiations with the Comité patronal de négociation de la santé et des services sociaux (CPNSSS) which, after 37 meetings, were still unable to reach a consensus.

Mediation officially launched

A preparatory meeting was held on April 14 at the offices of the Ministry of Labour's conciliation-mediation service. Members of the Negotiating Committee and the entire FFARIQ Board of Directors met with the mediator appointed to the case.

This first meeting made it possible to:

- Present our concerns and lay the foundations for future dialogue. We explained the many persistent stumbling blocks in exchanges with the CPNSSS;
- Set 3 dates for mediation meetings. The first will be held on April 30.

FFARIQ's demands remain the same:

- The maintenance of current gains, their rigorous respect by establishments, and the need for a clear framework to this effect;
- Improved support measures for travel requests, including :
 - Improved processing of requests and approval times, particularly in emergency situations;
 - Increased recognition of the seriousness and legitimacy of requests made by resources.

- Expansion of compensated transportation opportunities, to go beyond currently recognized common services and reduce the number of uncompensated situations;
- Enhanced transportation safety, including :
 - Concrete support measures when the resource is asked to provide emergency transportation for a user in difficulty or with special needs;
 - Respect for the schedule and family organization of resources, avoiding the imposition of emergency transport without adequate support measures;
 - Ensuring that the safety of the resource and other users is never compromised.
- Strengthen the provisions of the specific agreement concerning its duration;
- General improvement of financial and monetary compensation in line with the value of the work performed by the resources;
- A significant increase in remuneration, both to reflect the essential role of resources in the public network and to ensure real recognition of their daily commitment;
- An upward revision of reasonable operating expenses, to adequately reflect the current reality of resources.

All these demands are based on rigorously established data. A professional actuary worked closely with the negotiating committee.

The proposals put forward are representative of current realities and take into account increases in the cost of living. These analyses were presented to the CPNSSS by the actuary and the negotiating committee at a formal negotiation meeting held in April 2024, confirming the seriousness and legitimacy of the demands made.

YOUR NEGOTIATING COMMITTEE

The next steps

The mediation process is a lever we intend to use to the full. We will keep you informed of the outcome of the current mediation process. We will also pursue the mobilization actions and pressure tactics decided at the meeting.

We will also be announcing new pressure tactics in the coming weeks. Your commitment and solidarity enable us to speak with a strong voice to the various authorities for the recognition of all child foster families in Quebec.