



REVIEW, ISSUES AND FUTURE ACTIONS

On February 4, we met with the Comité patronal de négociation de la santé et des services sociaux (CPNSSS) to review the progress of negotiations. The last of our 37 meetings showed no serious signs that the CPNSSS was willing to join the RTFs' position on normative priorities. In this context, FFARIQ informed the CPNSSS that it would request the appointment of a mediator.

The issues at stake

Since the start of 2025, we have met with new resources in the Montreal region to present our association, as well as the situation regarding current demands and pressure tactics.

We also held a members' meeting on January 13 and 14, 2025. The concerns mentioned by our members mainly concern two aspects:

- Problems of recognition by institutions and consideration of priority requests. Our foster families feel that their role is misunderstood and that a relationship of subordination is gradually being established by establishments in their dealings with foster families.
- Financial and retention issues which, although FFARIQ is aware of Quebec's financial situation, remain major. Our foster families refuse any potential setbacks in their working conditions, and major advances must be made to reach an agreement.

Pressure tactics and mediation

At the meeting, members :

- Maintained and, if necessary, stepped up pressure tactics to ensure greater visibility and get their message heard by the Quebec government;
- Mandated the committee to request the intervention of a mediator to assist the parties should the February 4, 2025 meeting prove disappointing. Through his neutral position, a mediator facilitates the search for a satisfactory and equitable solution for all parties, creating a climate conducive to dialogue by allowing each of them to express their point of view. He or she supports the parties and ensures that they are satisfied with the terms of the agreement.

RRA (Resource Representation Act): Court of Appeal ruling

On February 25, the Court of Appeal ruled in favor of the Quebec government, overturning the decision of the Superior Court. A quick reminder of the key points:

For several years, FFARIQ has been trying to have certain points of the PBA recognized as infringing on the negotiating rights of Quebec foster families. The Superior Court finally ruled in FFARIQ's favor, declaring that the following points of the PBA were unconstitutional:

- The impossibility of negotiating all facets of remuneration;
- The impossibility of collectively negotiating the duration of specific agreements;
- The absence of a valid alternative to the right to strike, such as the right to binding arbitration.

Since the Court of Appeal invalidated this decision, there will be impacts on bargaining. FFARIQ will continue to argue the relevance of its arguments concerning the RRA. In the coming weeks, it will make its intentions known and produce an explanatory summary in connection with this decision.

In spite of everything, this ruling seems to allow the parties to negotiate not only the scale of remuneration, but also its terms and conditions. A more refined form of remuneration, making distinctions within the same classification level to take account of certain specificities, would be possible.

These elements will be communicated to the actuary assisting the negotiating committee in order to validate the coherence of your demands submitted to the CPNSSS in light

of this Court of Appeal decision. These requests concerning the classification of services had been drawn up on the basis of your comments gathered in plenary session at the AGM in October 2023.

Next steps

Since the February 4 meeting did not live up to our expectations, here's what's coming up in the next few weeks:

- Continued mobilization and pressure tactics;
- Formal request to the Minister of Labour for the appointment of a mediator.

We will be following up with you in the coming weeks regarding the request for mediation and the start of the process with the mediator.

Your bargaining committee