



## Letter to Members - Psychologists

Hello everyone,

Just like all of you, the FPPE (CSQ) is concerned about the current public service offer in psychology. The academic field fails to attract and retain psychologists, yet their expertise is essential in the school environment and cannot be replaced by any other position.

Upon the request of the labour union representing psychologists, the government implemented a bonus two negotiation rounds ago to attract and retain psychologists. This measure is not sufficient to reach the desired target. Especially since, at each round of negotiations, we have had to constantly press the government to renew this bonus. The issue is undoubtedly still present.

### **Forums duplicating representation: a concerning government strategy**

The government introduced the idea of forums to discuss their priorities, notably the salaries of psychologists. The labour unions have refused to take part in these forums proposed by the government, especially since they lack the legal framework necessary to provide appropriate protection for their members.

However, improving the salaries of psychologists is an important part of the demands of the FPPE (CSQ). To this day, the government remains unresponsive and has not made any concrete, costed proposals. It is unclear what they are willing to put on the table and how they plan to do it.

Our representatives are ready to negotiate. Negotiation tables are the legally designated places to address this issue. The current schedule suggested by the government is one meeting per month. This is where government offers, including salaries and working conditions for psychologists, will be presented.

### **Taking action to retain and attract psychologists to the public school system**

We obviously wish for an agreement that will attract and retain psychologists in the school system. They are essential to supporting the needs of students and the best services are obviously the ones provided in the students' environment, within the school. We await the government's proposal to significantly improve their financial situation and seek a sustainable compensation solution, once and for all.

Maintaining the pressure to improve the salary and working conditions of psychologists is consistent with our union's position to improve the work conditions of other professionals in the school system.

While we readily agree that the situation of psychologists is a serious issue that needs to be addressed, the school system also faces attraction and retention problems on several other levels.

Our goal is to ensure that professional staff can make progress in the next round of negotiations. The future of public services depends on it.

Solidarity among all our employment bodies remains essential!



Handwritten signature of Jacques Landry in blue ink. The signature is cursive and reads "Jacques Landry".

Jacques Landry, FPPE president