



THE APTS IS A MAJOR LEAGUE PLAYER!

Grievance arbitration in 2024



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If you didn't already know it, you will after reading this document: the APTS truly stands out among Québec labour unions for the effectiveness of its labour relations department.

Why it's important to take legal action

The APTS is deeply convinced that legal action is needed to ensure that your rights are respected in a system where dialogue between employer and union is too often laborious, partly because administrative structures are so heavy.

That is why your union does not hesitate to allocate significant human and financial resources to grievance arbitration. It's the heart of our mission: defending your rights and making sure they're respected.

The APTS isn't just the health and social services union that brings the most grievances to arbitration. It's also the union that gets the highest success rate before the arbitrators.

Figures that speak for themselves

According to statistics from the Ministry of Labour, across all activity sectors, the proportion of grievances upheld or partly upheld in arbitration is approximately 35% every year. In other words, 65% of grievances are rejected, and this figure is almost constant over the years.

But the APTS actually reverses these proportions. In 2024, it won 40 of the 60 cases it brought to arbitration. That means that 67% of its grievances were upheld, either totally or in part — a clear demonstration of how effective it is. Only 33% of decisions did not bring it any advantage.

What's more, in 2024, the APTS can claim 10.3% of the 582 rulings handed down by grievance arbitrators in Québec across all activity sectors, even though its 65,000 members account for only 4.2% of Québec's unionized labour force.

That means that in relative terms, the APTS helps shape the development of Québec's labour law jurisprudence to a far greater extent than other unions.

Here's the evidence for that. Of the 582 rulings we just mentioned, 105 involved the health and social services system. The APTS is responsible for bringing 57% of those grievances, while the other labour organizations (CSN, CSQ, FIQ and FTQ) are each responsible for an approximately equal share of the remaining cases.



67%

In 2024, the APTS achieved total or partial victory in **67% of the cases it took to arbitration.** The general average is 35%!

57%

The APTS brought 57% of the cases submitted to arbitration in health and social services. That shows how effective it is, and how its influence is shaping labour law.

Doing the job well —and taking it further

When we look at the nature of the arbitrators' rulings, we see that other unions are chiefly concerned with disciplinary grievances. The APTS goes much further, because we believe it is important to make labour law move forward on all of the issues that matter to you.

The figures for 2024 confirm what was already the case in previous years: the APTS generates the highest number of arbitration rulings in the health and social services system, and has a significantly higher success rate.

There's more. In addition to representing members before grievance arbitrators, the APTS also defends your rights before other divisions of the TAT (administrative labour tribunal) — labour relations, occupational health and safety — and before the disciplinary councils of professional orders.

In short, your union's track record is not just enviable. It's worthy of the major leagues — and you have the figures to prove it!





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