



# ENACTION

Vol. 32 | No. 4 | October 2019

Special Provincial Council - Negotiations  
on October 8 and 9

REGROUPEMENT DES FIQ | [fiqsante.qc.ca](http://fiqsante.qc.ca) | [fiqp.org](http://fiqp.org)



## THE SECTORAL NEGOTIATION DRAFT WAS ADOPTED!

At the Special Provincial Council - Negotiations in Laval, delegates adopted the sectoral negotiation draft for renewing the provincial collective agreement. The collective agreement will expire on March 31, 2020

The draft deals with sectoral matters, i.e., healthcare professionals' specific working conditions. It contains two priorities and five objectives that were determined based on consultations held among members and affiliated unions.

Members discussed and shared their views on all of the priorities and objectives in their general assemblies this summer, where they were adopted by a strong majority.

### EAGERLY AWAITED NEGOTIATIONS

The FIQ is now equipped with a clear negotiation project to begin discussions at the sectoral bargaining table. It is absolutely essential that we quickly resolve problems for healthcare

professionals in the health network. They are overworked, exhausted, and considering leaving their profession or already on their way out. They want to see their working conditions improved in concrete ways.

Premier François Legault's recent statements about his intentions regarding the upcoming public sector negotiations did not weaken the union representatives' and members' determination. They will do everything possible to make their voices heard and gain recognition for their profession and expertise.

The delegates know that the 76,000 healthcare professionals are eagerly

awaiting the upcoming negotiations and want to be shown respect. The government cannot shirk its responsibilities, it must negotiate seriously. The longevity of the health network and the services it provides to Quebecers depends on it.

The FIQ will submit its sectoral draft to the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS) on October 29.

If you have any questions, please contact your local union team. Visit the FIQ's website to stay up to date on the progress of negotiations. ■



POSTE-PUBLICATION  
Convention 40007983

(adresse de retour)  
FIQ Québec | 1260, rue du Blizzard  
Québec (Qc) G2K 0J1

At the microphone: 1. Nagia Idel Mehdaoui, CCSSBJ 2. Judith Germain, Résidence Angelica 3. Francine Savoie, CISSS de la Montérégie-Ouest 4. Denis Joubert, CIUSSS du Centre-Sud-de-l'Île-de-Montréal

**WORD FROM THE PRESIDENT**

En Action, Vol. 32, No. 4, October 2019 | Published by the Communication Service | Distribution: 76,000 copies | Graphic layout: Josée Roy | Photography: Jacques Lavallée | Printing: Solisco | Reprint of any article or excerpt must indicate "reprint from the publication En Action" | FSC paper | If you wish to receive only the electronic version of FIQ publications, fill out the online form at [fiqsante.qc.ca](http://fiqsante.qc.ca) | ISSN 1913-1755 (Print) | ISSN 1913-1763 (Online) | [fiqsante.qc.ca](http://fiqsante.qc.ca) | [info@fiqsante.qc.ca](mailto:info@fiqsante.qc.ca)



**READY AND DETERMINED TO WAGE BATTLE!**

If the government thinks healthcare professionals will be satisfied with the bare minimum in the upcoming negotiations, it better think again. Premier François Legault's recent statements about possible salary increases aren't discouraging us, they're further fuelling our mobilization! Our troops are determined to assert their fair demands which are long overdue.

We are ready to go to battle. We will enter these negotiations with all the fight that the FIQ and FIQP and their 76,000 healthcare professionals are renowned for. And it's no secret that the working and salary conditions of nurses, licensed practical nurses, respiratory therapists and clinical perfusionists are closely tied to their ability to provide safe, quality patient care.

No one can deny that healthcare professionals are keeping the health network afloat. What's more, no one can deny that they're working in overwhelming conditions that are at times downright dangerous for

them and their patients. No one can deny that the work overload and mandatory overtime, which have become normalized, make it difficult to recruit and retain healthcare professionals in our health system.

We know it, the public knows it and the government definitely knows it! So, the government better implement solutions to resolve the many problems healthcare professionals face day after day. They are eagerly awaiting solutions so they can once again properly practice their professions and regain control of their personal and family lives.

These negotiations are very important to healthcare professionals and the future of the health system. The healthcare professionals' battle, our battle, is also a fight for safe, quality care. In gaining a collective agreement that we want and deserve, everyone wins: the FIQ and FIQP members, the Quebec government and the population! ■



**SEVERAL MEANS AND SOLUTIONS PROPOSED**

The FIQ negotiation team presented the results of the electronic consultation on the sectoral matters, which ran from mid-June to mid-August, to the delegation. The purpose of the consultation was to hear from healthcare professionals on the means and solutions that they thought should be used to achieve the priorities and objectives in the upcoming negotiations. The negotiation team will use the results throughout negotiations at the sectoral bargaining table.

The FIQ is very pleased with the rate of member participation in the consultation. Respondents included members from all institutions, centres of activities and from nurse, licensed practical nurse, respiratory therapist and clinical perfusionist job title categories. Over 87% of respondents were female.

They were asked to indicate the means they recommend for establishing a reasonable workload, implementing safe ratios, stabilizing work teams, eliminating mandatory overtime, exercising their full scope of practice, ensuring recognition and enhancement of their work and practice, balancing their professional and personal lives, etc.

The delegation learned what means were most appreciated by healthcare professionals based on age group, gender, job title and even full-time or part-time status. During committees of the whole, the delegates commented on the results, spoke about the situations in their institutions and asked the negotiation team questions.



**Take a simple step to protect the environment.**

Ask to receive our publications by email instead of by regular mail.

Fill out the online form at [fiqsante.qc.ca](http://fiqsante.qc.ca)

At the microphone:  
1. Emmanuel Marier-Tétrault, CHUM  
2. Isabelle Trépanier, CHU de Québec

