



Syndicat des Professionnelles en Soins de l'Outaouais

La Réplique

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Featured :

Tentative agreement 1

Tentative agreement follow up 2

Summer premiums 3

In short 4

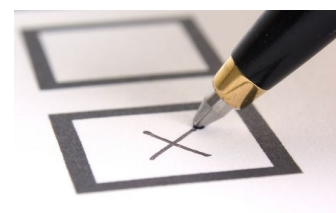
Interim president message 5

Tentative agreement:

Over 25 assemblies were held on a dozen sites in the Outaouais region in June. The purpose of the assemblies was to familiarize you with and let you vote on the tentative agreement between your SPSO-FIQ union and the CISSS de l'Outaouais. In addition to making it possible to vote by anticipation at the assemblies, we organized a voting day on June 28, 2019 at over 17 sites.

Vote result:

85% accepted the tentative agreement



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syndicat des professionnelles en soins de l'Outaouais

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Local negotiations follow up:



Since June 28, when SPSO-FIQ member nurses, licensed practical nurses and respiratory therapists ratified, by referendum, the tentative agreement on the 26 locally negotiated matters, the Negotiating Committee met with the employer a few times in the first two weeks of July to reread and finalize the texts of the new local collective agreement.

We had also planned to finalize the texts on the transitional measures, i.e., when and how all the existing collective agreements will transition to the new singular collective agreement for everyone. Unfortunately, there wasn't enough time and we had to postpone discussions on the transitional measure texts until September. After finalizing the texts in September, we will inform you of the various transitional measures that apply to you, based on your original collective agreement. Moreover, in September we will discuss the date that the new collective agreement will come into effect. We think that nothing will come into force before late fall, but everything has yet to be confirmed.

Remember that in the meantime, every local collective agreement applies individually in each of your territories, as before, and that there will be no merging or integration before the new collective agreement comes into effect.



Summer premiums

Please contact your union representatives if you have any questions.

Context:

At the last Provincial Council, the FIQ agreed to make representations to the government to create incentive measures for all healthcare professionals in Quebec during summer 2019.

The measures were meant to limit the proliferation of mandatory overtime during the summer until the work from the provisions in Letter of Understanding No. 6 take effect.

In the days to follow, a proposal inspired by the 2003 and 2009 summer premiums was submitted to the government.

However, to our great disappointment and indignation, we learned that the government decided to unilaterally offer select healthcare professionals, without negotiating with the FIQ, a measure that isn't very incentivizing.

Not only is the 2019 premium lower than the 2009 premium, it isn't available to respiratory therapists and is only offered after a second consecutive weekend of work.

Better understanding the 2019 summer premium:

It will be available from July 13 to September 15, 2019. A lump sum of \$75 will be given for each full shift worked, at an overtime rate, after a second consecutive weekend. One must meet the following conditions, among others, to be eligible to receive the lump sum:

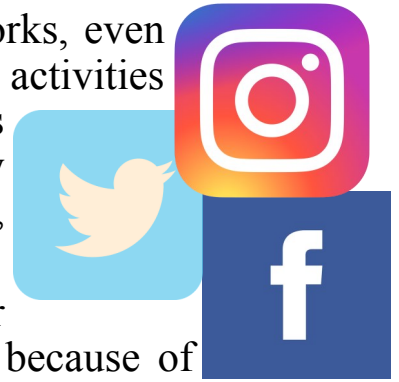
- You must work at least 8 days per 15 days;
- You must work one or several full shifts on additional and consecutive weekends;
- You must adhere to your work schedule, i.e., not be absent during the 14 days preceding and following the additional weekend shift, except for justified reasons for an absence: personal leaves stipulated in the collective agreement, statutory holidays, yearly scheduled vacation, paid parent leaves as per the collective agreement.

The following job titles are eligible for the summer measure:

2459 Nurse team leader	2490 Candidate for admission to the practice of the nursing profession	1914 Specialty nurse practitioner candidate	3445 Licensed practical nurse team leader
2471 Nurse	1911 Nurse clinician	1915 Specialty nurse practitioner	3455 Licensed practical nurse
2489 Assistant-head-nurse (AHN/AIS)	1912 Nurse clinician assistant-head-nurse	1916 Nurse first surgical assistant	3456 Candidate for admission to the practice of the licensed practical nursing profession

Be safe on social media!

Facebook, Twitter, Instagram: Everyone uses these social networks, even your employer. These apps are regularly used to share thoughts, activities and photos, but remember that sharing things on social networks comes with risks. Everyone is responsible for the confidentiality parameters of their online profile, whether it's public or private, visible to just close friends or acquaintances and the public.



We want to remind you of these risks because some of our members have been warned or received disciplinary measures because of information they shared on social networks. Furthermore, if you have any work-related frustrations, the Internet is not the appropriate place to talk about them.

We recommend that you make your online information private, select your friends, and only use social media during non-work hours. Go talk to your union representatives about work problems or frustrations, and, above all, use self-control.

2020 Provincial Negotiations: Online consultation

The FIQ would like to know the means and solutions you would like to prioritize for taking fast action to resolve your daily practice problems. This consultation will be used for negotiating your next provincial collective agreement.

It is very important that you fill out the online consultation. Make your voice heard.

Go to: www.fiqsante.qc.ca/outaouais, and click on the image under the tab **Dossiers en cours**:



Word from the interim president

Hello everyone,

I would like to introduce myself. My name is Patrick Guay, interim president of the SPSO-FIQ and RLT-Négo for the Papineau territory. I have been a nurse by profession for 20 years and I have a position in the Papineau operating room.

As you know, a union's strength comes from its members' mobilization and as we head into provincial negotiations, it's absolutely crucial that we keep our mobilization strong in order to face a government that can't seem to grasp what healthcare professionals are dealing with on a daily basis.

We recently went through a troubling period in terms of finances and a referendum vote. Democracy has spoken. On behalf of your union team, I would like to say that we heard you and that we have already started working to improve methods for communicating the information and other subjects brought up.

In the next few weeks, we will present a new budget regarding the new union dues that you adopted. A committee has been formed to sell the building and relocate your elected representatives to different facilities. Then, next September there will be an election to elect a new president.

In closing, I would like to say that transparency, respect and defending your rights will guide my mandate as interim president and I hope that you will join us in denouncing the unacceptable situations that we all face on a daily basis, in demanding major change, in particular with regard to the excessive workload and organization of work, to ultimately ensure safe, quality care. Have a great summer.

In solidarity,

Patrick Guay
Interim president

