



# La Réplique

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## This edition:

So, So, So  
Solidarity! 1

200%  
Withdrawn:  
What you  
need to  
know 2

Agreement:  
Special  
project 3

In short 4

## Your union is here for you!

The state of the Outaouais health network is alarming and we are here with you to propose short, medium and long-term solutions to the CISSSO to reduce mandatory overtime, the work overload and exhaustion. Patients should receive quality care from healthcare professionals who work in optimal working conditions.

We need to mobilize to improve things.

The SPSO would like to thank those who came out to demonstrate at the Gatineau hospital on September 16 as well as the Papineau members who demonstrated in solidarity at the Papineau hospital because things aren't much rosier in their sector.

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## Agreement: Special project

As you know, after the members and union used pressure tactics on the CISSSO management and the minister responsible for this region, we reached an agreement on September 18, 2019, in the presence of two mediators from the Administrative Labour Tribunal. The agreement applies to all of the Outaouais CISSS's centres of activity and includes several positive elements.

- Thoroughly analyze mandatory overtime and overtime by centre of activity and by job title in order to target those that are the most problematic.
- Increase positions in centres of activity, especially for the most problematic job titles.
- Increase job structures in these centres of activity.
- Develop a framework agreement for 12 hours.
- Implement the principle of self-managed schedules in centres of activity where it would be doable.
- If the employer manages to reach an agreement with the various partners: implement a training program that enables licensed practical nurses to finish their education in order to meet the requirements of the nurse job title.
- Subject to the Health Ministry's agreement: put a SNP in the emergency departments in the Outaouais CISSSs.

We hope these measures will bring real change over the next few months for all SPSO members. We would also like to thank you for your mobilization and support throughout this battle and those to come!

**Please contact your union representatives if you have any questions.**

## Overtime at 200% withdrawn: What you need to know

At a meeting between the SPSO and the CISSSO, management decided to pay overtime at 200% from August 29 to September 3 at 8 a.m. for the evening shift, for nurses and licensed practical nurses. Despite our requests and the pressure we put on the employer to include all healthcare professional job titles, the employer decided to exclude respiratory therapists.

In the afternoon on Friday, August 30, the CISSSO withdrew its decision, deciding not to pay overtime at 200% retroactively for the period.

Your union filed a group grievance for everyone who did overtime during this period. Please go see your union representatives to sign the grievance.

Lastly, your union also filed a grievance of iniquity for respiratory therapists who agreed to do overtime during that period. Please go to the union offices to sign this grievance as well.



## Election result for the presidency

Following the nomination period from September 9 to 23, 2019, a member was elected president by acclamation: Patrick Guay.

## Members' comments

### Great job!

In future editions of the newsletter we will be publishing a few member comments about the SPSO.

*"I would like to thank the whole FIQ team for their dedication, expertise and support. Over the last three years, the FIQ has worked extremely hard with experts to help me gain recognition in one of my work cases. Today, everything was finalized with a decision in my favour. Thank you to the whole team."*

- Collines sector

*"I would like to applaud the excellent work of my sector union representative who, this Friday when I was supposed to have a 200% premium, took the time to listen and begin the process to help while she was on vacation. I applaud her excellent work."*

- Nancy Renaud, Collines sector

*"I wanted to say how grateful I am to the FIQ people who worked relentlessly on the grievance I filed in 2015. You are an amazing team and thanks to you I won my grievance. Despite the long waiting period, you were there for me. People like you make all the difference. Thanks again for your dedication and wonderful work in winning this grievance. Keep up the good work!"*

- Mélanie Poirier-Lagacé, Papineau sector

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