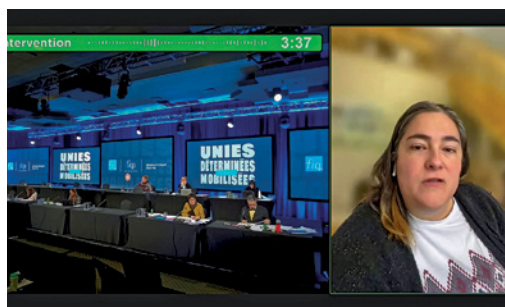


ENACTION

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Special Provincial Council - Negotiations
on February 21

REGROUPEMENT DES FIQ | fiqsante.qc.ca | fiqp.org



Julie Bisson, Syndicat des Professionnelles et Professionnels en soins de santé du CHUM

WORK BEGINS ON THE NEXT PROVINCIAL NEGOTIATIONS

On February 21, at a virtual special provincial negotiation council, FIQ and FIQP delegates adopted a whole new negotiation decision-making structure. Since the last collective agreement, signed in October 2021 after a long negotiation process, will expire on March 31, 2023, it is already time to begin the work for the next round of negotiations.



Caroline Gravel, Syndicat des professionnelles en soins de la Capitale-Nationale

The Federations must prepare several months in advance for the collective bargaining process to ensure that all of the consultations and work have been completed. The union negotiation project must be submitted to the government by next fall.

Negotiating healthcare professionals' working conditions is the reason why the FIQ and FIQP exist. To successfully accomplish this priority, we need a decision-making structure that enables efficient decision-making, fair representation of all members and broad participation of union reps. This negotiation structure is a reflection of our union democracy.

The transparency of the provincial negotiations review submitted last fall helped identify several problems at different levels of the organization. To correct these, recommendations were

made to clarify the roles, mandates and tasks of each component of the negotiation structure and to ensure more fluid information sharing.

As such, in keeping with the notions of accountability and transparency, a three-tiered decision-making structure was adopted.

The Provincial Negotiation Council (PNC) is the largest decision-making body during the negotiation period. Bringing together all delegates from FIQ and FIQP affiliated unions, as well as the elected members of the

Provincial Executive Committee and the Negotiating Committee, the PNC will decide on the negotiation priorities, draft collective agreement, methods of action and recommendation on the tentative agreement.

The Negotiating Committee will be composed of seven members elected among the delegates, the two Provincial Executive Committee members jointly responsible for collective bargaining (vice-presidents Nathalie Levesque and Jérôme Rousseau), and union consultants who will provide technical and strategic support, without the right to vote. The Negotiating Committee gets more powers so that it can exert more influence over the whole process. It determines the negotiation strategy based on the main orientations adopted by the Provincial Negotiation Council.

Elections for the seven members of the Negotiating Committee will be held on April 12, 2022. They will take on their roles quickly. At the next councils, the Negotiating Committee will present its perspectives on the next negotiations of the provincial collective agreement and the timeline of its work to the FIQ and FIQP delegates. ■

DECISION-MAKING STRUCTURE



WORD FROM PRESIDENT

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MAKING THINGS HAPPEN!



A month has already gone by since our previous council. During this time, several actions were conducted, including your major mobilization to denounce the delays in payment of various amounts owed to you (premiums, lump sums, salary retroactivity).

Over the last few weeks, you have expressed your frustration with this government which doesn't keep its promises. Your collective action, built around the #mobilizedtobepaid movement, promptly put the government on the defensive and forced it to make firm commitments so you are paid quickly.

This is the whole point of "united, determined, mobilized", our new FIQ and FIQP identity. You, me, the presidents of the affiliated unions, the union representatives, we have the power to not let others treat us like a doormat. I want to point out just how proud we should be of the energy we put into this. And it's not over! We will remain vigilant to be sure that you are fully paid for your work!

Improving your working conditions is at the heart of our union commitment. That's why we recently

took the battle against mandatory overtime (MOT) to the international stage. Statements from healthcare professionals and union representatives were formally filed on February 10, 2022, with the Committee of Experts on the Application of Conventions against Forced Labour of the International Labour Organization (ILO). It is obvious for the FIQ that in tolerating the abusive use of MOT in the province to compensate for the staffing shortage, the Government of Québec is violating international standards. This organizational violence makes women in the health network captives of their work and prevents them from balancing their work with their personal and family life. The days without MOT in recent months have shown this: the employers have all the means to better plan schedules and ensure relief at the end of shifts.

BE BETTER STRUCTURED FOR THE NEXT PROVINCIAL NEGOTIATIONS

Since I became President of the FIQ, I have made transparency one of my priorities. The review of the last provincial negotiations was conducted with a lot of frankness and openness. One of the main findings: the negotiation project no longer corresponded to our expectations when the tentative agreement was signed. This honest insight has allowed us to lay the groundwork for a new bargaining structure that is more transparent and democratic, with mechanisms to better inform and consult you.

We are living in an era of change, and this is reflected at all levels. We are more combative and more determined than ever to defend the interests of healthcare professionals in all forums. ■

