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# ENACTION

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Special Provincial Council - Negotiations on  
September 7 and 8

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



Amélie Mercier, Syndicat interprofessionnel du CHU de Québec

## NEGOTIATIONS AN IMPORTANT MEMBER CONSULTATION

The provincial negotiations are right on track with the plan set in the spring. The FIQ and FIQP member consultation was presented to the delegation by the elected union reps on the Negotiating Committee, political officers for Negotiations and union consultants.

This electronic consultation will run from September 9 to 22 and includes a little over 30 multiple choice questions. There is also an open-ended question where members can give their feedback about what they would like to see included in their renewed work contract. The presentation elicited several discussions on the consultation's content and form, bringing up interesting ideas on how to encourage members to participate.

The Negotiating Committee members also took time at the special provincial council - negotiations to find out the delegates' opinions on union rights. In workshops, grouped by union teams,

the union reps discussed union leaves, the grievance settlement process and medical arbitration with the goal of finding out what the main irritants were for unions.

The deeply felt and broadly shared issues—personal life/work balance, workload, and remuneration—were also touched on with the union reps who also shared their members' top demands. The discussions brought up the different realities in the institutions represented by the FIQ and FIQP. They also gave rise to solutions that could be submitted to the employer party with the union demands.

The next steps will be the presentation on the results of the member consultation and the preliminary negotiation project.

General assemblies will be held between October 11 and 20 in your institutions so that your union team can consult you. Be sure to attend!

Visit [fiqsante.qc.ca/nego](https://fiqsante.qc.ca/nego)



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**WORD FROM THE PRESIDENT**

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**A DATE AT THE POLLS ON OCTOBER 3**



The FIQ and FIQP member consultation will run from September 9 to 22. It's thanks to your answers that the Negotiating Committee will be able to formulate demands that represent the nurses, licensed practical nurses, respiratory therapists and clinical perfusionists who make up our organizations.

**A TOTALLY CRAZY SUMMER**

Even though we approached the government with the other healthcare unions in May to talk about summer measures, it chose to act late, very late...in July. And as usual, it did things alone. You noticed, as we did, that the overtime measure at double time, was way too restrictive to be effective.

This September, healthcare professionals are even more exhausted by MOT and an excessive workload and there's no real hope that their professional and personal lives will improve in the near future. Moreover, several of them have spoken out publicly to denounce the fact that they are being stretched far too thin. And it is clear, as evidenced by the many service interruptions across Quebec, that the stretching has reached a breaking point.

Action is needed and fast. We are confident that we can resolve certain problems with a new collective agreement, but we don't have the luxury of waiting. There needs to be a strong and fast political intervention.

**OCTOBER 3<sup>RD</sup> ELECTIONS**

With the elections fast approaching, we asked the political parties in the running to share their stance on a law on safe healthcare professional-to-patient ratios. We strongly believe that such a law would significantly reduce the use of agency staff and mandatory overtime.

While the FIQ and FIQP may be nonpartisan organizations, we still encourage our members to learn about the parties' election promises. Some political party orientations could have a big impact on your life

and workplaces. That's why we invite you to consult the tools we have made available for you on our website and social media networks.

We have organized a debate on September 19 with representatives from the five main parties. It will be live streamed on our Facebook page and available for viewing after.

So, see you at the polls on October 3 so that healthcare professionals' voices are heard!



**THE NEGOTIATION PROGRESS REPORT**

The Negotiating Committee presented its progress report to the delegation, which it will continue to do regularly throughout the negotiation process. Thanks to these reports, union reps can follow the steps of the negotiation process and see how the work is progressing. The work is going well so far and is on

track with the timeline presented in the spring.

During the summer, the union reps elected to the Negotiating Committee, as well as the Executive Committee members, did a big tour of the institutions and participated in various union activities. Meeting

with members during the summer most certainly helped to motivate members, encouraging them to participate in the electronic consultation. ■



1. Lucie Landry, Syndicat des professionnelles en soins des Cantons-de-l'Est  
 2. Jawad Lasri, Syndicat des professionnelles en soins de Montérégie-Est  
 3. Claudia Paquette, Syndicat des professionnelles en soins du Saguenay-Lac-Saint-Jean