



Federal Council
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OUR BATTLE

was productive

In September, we set down to work on the priorities identified and we defended them vigorously. In the tentative agreement, additional and significant steps were made with regard to pay as well as working conditions. We made gains to reduce casual employment by the conversion of hours of replacement into positions and the effects of these are already felt. On the issue of work load, we are the only group to have obtained the appointment of a resource person who intervenes to settle a work load problem and already several cases have been settled. An increasing number of nurses are on sick leave on account of the heavy work load and the stress they experience. These nurses will be better protected with the gains we made on the notion of disability. As for access to positions, a demand that the FIIQ was alone to make, we made a breakthrough that will make 4000 Assistant Head Nurse positions once again accessible to nurses with CEGEP-level training as well as to nurses with university training.

On the issue of salaries, 77 million dollars were added to the 9% hike over 4 years that was negotiated in December. These 77-million-dollar catch up will cover a lump sum of 3% for all nurses, the repositioning of baccalaureate nurses in the social workers salary scale and the readjustment of salary scales for nurses with CEGEP-training. Moreover, the work on the issue of pay relativity continues and the results will be integrated as of 2001. We also obtained significant improvements in the pension plan.

Several gains were made, some even opened the way for a settlement in the public sector. As in the past, each bargaining round has enabled us to make headway and we will continue to do so.

It is good to remember that it is because we are all nurses together that we can push on issues that are specific to us. If we chose to be together, it was because we realized that, in the 1985-1986 bargain-



After a detailed presentation of the agreement between the government and our negotiating committee, Federal Council delegates decided to recommend it to members by a 95% majority. If you, in turn, accept this agreement by voting "yes" in the referendum, this will bring to a close two years of intensive work: an attempt at mutual gains bargaining, overtime ban, essential services council, work load measures, strike, special legislation, etc. Throughout all these events, we experienced intense moments of solidarity and, fortunately, there were many such moments, which will probably help to tone down and forget those that were more painful.

ing round, even before uniting under the FIIQ banner, we won an additional 17 million dollar amount and made gains with regard to night work only when the three Federations came together at the same bargaining table. In 1989, we were the only group to obtain more than 9% in pay readjustment and obtained that night nurses work nine nights instead of ten per two weeks. In 2000, we won among other things, new salary scales, a lump sum of 3% and the social workers' salary scale for Baccalaureate nurses. How could we have succeeded in obtaining this, if it is not because together we are stronger.

We are proud of this agreement and we defend it for what it is and for what it brings to nurses. Let us be proud of the organization we set up for ourselves and let us continue together to improve, modify and model it according to our dreams, so that it may become an instrument all the more representative of the needs, expectations and hopes of nurses.

Thus, we will succeed in the coming years to continue to improve the situation of nurses and to defend our priorities not only in negotiations but in all forums which can have an influence on our quality of life, our quality of life at work, our quality of life as women. We hope that this tentative agreement will be our new collective agreement and that it will enable us to live through the coming years with greater serenity.

On behalf of the Executive Committee, I wish to extend special thanks to the entire negotiating team: the members of the Negotiating Committee, the Executive Committee members, the consultants on the Co-ordinating Committee, and the member of the Info-Support team. I laud the enormous quantity of work they did and their determination in defending nurses' interests.

Jennie Skene,
President

agreement in principle

NEGOTIATING

Towards a new collective agreement

It is with a lot of pride that the members of the Negotiating Committee and the Co-ordinating Committee presented the agreement concluded with the government to the delegates of the Federation at the Federal Council meeting. This is the first time since 1989 that the Federation renegotiated the entire collective agreement.

It was a long bargaining round. During more than 23 months, we tried to obtain a collective agreement that would meet the priorities set by nurses. In January 1999, the only offers on the table were a 5% pay raise over three years and the decentralized negotiation of several points of the collective agreement. We had a long way to go.

After nurses rejected a first agreement in July, new priorities were set at the end of the summer and we returned to the bargaining table in order to improve the offers that had been made to nurses. Since the Federation asked for mediation in order to comply with the Labour Code and to obtain the right to legal strike, negotiations continued in the presence of a mediator. After the failure of the mediation, the Negotiating Committee demanded other meetings with the management party in order to continue talks on the non-monetary clauses. In December, we negotiated the general pay raises and the pension plan. At the same time, it was agreed with the government to meet again in January to complete negotiations on specific nursing issues. In January, we resumed negotiations with the firm intention of completing the process before the end of the month.

Relentlessly, we demanded that the government respond to nurses' demands. We had to fight for everything we obtained in the agreement in principle. As you will be able to see for yourself in the following articles, we made significant gains with regard to pay as well as working conditions, which meet several of nurses' priorities.

You set priorities and you mandated us to uphold them. We sincerely believe that we obtained the maximum possible. Now, it is your turn to take a stand on this agreement in principle which, if you accept it, will become the next collective agreement of the nurses of the FIIQ.



Lina Bonamie
4th Vice President

Significant *and tangible gains*

This bargaining round, which was one of the longest in the history of public sector negotiations, began for nurses in February 1998. Indeed, in February 1998, the Federation launched a vast consultation among members to identify the issues that should be priorities for the bargaining round about to begin.

In the following pages, we present the major gains obtained in the agreement in principle in relation to the priorities identified with regard to non-monetary issues. In addition, you will also find a presentation of the pay offers and offers concerning the pension plan in this issue of FIIQ En Action.

An explanatory document presenting all of the agreement in principle will be distributed at a general assembly which your local union will undoubtedly call before February 24, date of the provincial referendum on the agreement in principle.

WORKLOAD PROBLEMS *a quicker process for a solution*

The process for the settlement of workload complaints submitted to the Committee on Nursing was revised and its shortcomings were corrected.

Thus, in June 1999, following the two days of "recuperation", employers agreed that, when the Committee on Nursing does not find a satisfactory solution to the problem, a resource person be called upon to try to bring the parties to agree within 5 days. Besides meeting with the parties, this resource person conducts an inquiry and collects pertinent evidence.

If his intervention does not lead to a settlement, an arbitrator rules on the dispute, according to a summary procedure. On the basis of the evidence collected by the resource person and the report presented, the arbitrator delivers a decision within three weeks following his appointment.

This procedure is very similar to the one decreed by the Essential Services Council in June 1998 and which has been tested since. We can be proud of this simplified procedure for the settlement of workload problems, which has been freed of the formal evidence rules and pettifoggery which had made the arbitration of workload problems completely inefficient. It is a unique procedure for FIIQ nurses which is not found in any other collective agreement of the health and social services network.

To this day, this procedure has proven to be very efficient and has made it possible to find solutions to several work load problems.

agreement in principle



CASUAL EMPLOYMENT

a measure to put an end to it

● Last June, we also obtained that employers submit to the process for the conversion of hours of replacement into positions with the obligation to post all positions resulting from this exercise. Since Bill 72 stipulated that this measure should apply immediately, the exercise for the conversion of hours into positions began in the fall.

From September 1999 until now, over 500 positions have been posted. Estimations indicate that one thousand more positions will be posted in the course of the coming weeks. This exercise will therefore have led to the posting of approximately 1500 positions in a short lapse of time. Finally, this process of conversion will be repeated every two years, thus avoiding the multiplication of casual jobs by employers.

Nurses are already benefiting from the effects of this conversion. Indeed, new postings will make it possible to stabilize regular work teams and to help reduce work loads.

In addition another provision agreed to last June obliges employers to post any vacant or newly-created position within 90 days following the day the position becomes vacant or is created. This is an interesting gain in the context of the struggle to counter casual employment.

MENTAL AND PHYSICAL HEALTH

increased protection

● In this area, the most important modification is the new definition of disability. This new definition had been agreed to with employers in July during the 48-hour negotiation blitz when nurses had suspended the strike.

By virtue of this new definition, in order to be considered on disability, the employee will simply need to have medical follow-up and not medical treatments. This requirement for medical treatments led to problems of interpretation. A growing number of employers used the pretext that an employee no longer received treatments to stop payment of salary insurance benefits. The recognition of a stationary health status with medical follow-up therefore represents an important gain for all employees. The new definition also covers disability resulting from organ donation.

We also won that, in the case of a part-time employee, the minimum number of days for the purpose of the calculation of salary insurance benefits be the number of work days of the position she holds. Thus, this gain makes it possible to put an end to a good number of situations where employees received benefits equal to zero, because they had been absent during the twelve week period that had preceded the beginning of their disability.

Finally, employers will no longer be able to temporarily give an assignment to an employee on salary insurance unless the employee's attending physician authorizes the assignment. In the past few years, employers had developed a practice which consisted in assigning nurses on disability to an analogous position. If the employee refused invoking her health, the employer ceased the payment of salary insurance benefits. This practice will no longer be possible, if the attending physician has not given his approval and declared that the employee is capable of performing the work which her employer wants to give her.

VIOLENCE

One step towards its elimination

● Employers have finally acknowledged the problem of violence in the workplace. They agreed last summer to take the necessary measures, together with the union, in order to put a halt to violence, regardless of who perpetrates it (co-workers, supervisor, physician, beneficiary, etc.).

JOB SECURITY

an improved plan

● Negotiations on these questions went on during the summer. The outcome of these talks will mean that the employee on job security:

- will receive a job security indemnity calculated at minimum on the number of days of the position she held at the time of her lay-off, if she held a part-time positions;
- will continue, when relocated, to receive the same salary as the one provided for in her job title;
- will be entitled to a period of adaptation when relocated;
- will be able to accept to be relocated in a comparable position with less work days than the one she held before her lay-off;
- will be relocated, under the procedure for relocation within the same locality, in a position with a number of days equal or superior to the one of the position she held.

UNION RIGHTS

increasingly acknowledged

● Following an arbitration decision delivered in 1993 and upheld by the Court of Appeal in 1998, an increasing number of employers seriously hindered the work of unions by refusing all union leaves to discuss grievances or conduct inquiries on working conditions. This summer, employers agreed to put an end to this practice.

For part-time nurses, they also agreed to consider the days of union leaves for the purpose of the calculation of salary insurance, maternity leave and job security benefits.

Finally, an employee suspended by the OIIQ will be able to benefit from a leave of absence without pay for the period during which she is suspended.

OTHER POINTS

substantial gains

● Other issues were also discussed during this bargaining round. Here is an overview of the modifications:

- recognition of spouses after one year of cohabitation and recognition of same-sex spouses;
- non-recognition of seniority in the case of the integration of a management nurse into the certification unit;
- non-recognition of seniority in the case of the transfer of an employee from one certification unit to the other. Two exceptions to this general rule: employees relocated in the context of the job security plan and retrained nursing assistants, but only after they have obtained a position covered by the certification.
- CEGEP-trained nurses in CLSCs will be paid at the rate of time-and-a-half for overtime. Until now, these nurses did not benefit from the provisions for overtime that applied to nurses working in CHPs, CHSLDs, EPCs and CRs.
- Two-week marriage leave, of which one week with pay will now be accessible to all employees regardless of whether or not they hold a position.

IN THE FALL

Following the rejection of the tentative agreement by members this summer, a certain number of issues were brought back to the bargaining table. Let us look at the results of negotiations on these issues.

ANNUAL VACATIONS *measures to shorten the period*

● The summer vacation period now extends from June 1 to September 30. However, in order for this period to apply, part-time nurses must have offered sufficient availability to meet replacement needs.

It is the employer's responsibility to ask part-time employees to give their days of availability. If the employer cannot grant annual vacations within this period, he will have to discuss this with the union in order to find a solution. If there is no agreement, the employer can extend the period but only within the period from May 15 to October 15.

PART-TIME LEAVE *a right retrieved*

● Finally, employers agreed to extend the provisions for the part-time leave without pay, provided for in the collective agreement in effect from January 1996 until June 1998. In order for the employee to continue contributing to the RREGOP plan on a full-time basis, there must be a local agreement. Failing such an agreement, the employee can nevertheless contribute to the RREGOP plan on a full-time basis providing she pay her part and that of the employer herself.

PARENTAL RIGHTS *additional benefits*

● One of the priorities in this area was the fact that some employees were excluded from the benefits of employment insurance benefits. More and more employees found themselves in this situation since the recent employment insurance reform. While excluded employees were previously entitled to 10 weeks of paid leave, they will henceforth be entitled to 12 weeks of paid leave.

Moreover, there will no longer be situations where part-time employees receive from their employer an indemnity equal to zero on account of a leave without pay during the reference period used for the calculation of benefits: weeks of leave without pay will now be excluded from the calculations.

Finally, the employee who avails herself of the leave without pay or part-time leave without pay of a maximum of two years will now be able to modify her leave a second time. Before, only one modification was authorized.



ACCESS TO POSITIONS *an important breach*

● On the issue of access to positions, the proposed tentative agreement includes a system by which nurses with CEGEP-training and nurses with a baccalaureate degree can obtain positions as Assistant Head Nurse or Assistant to the Immediate Superior. By virtue of this new procedure, all nurses will be able to apply, regardless of their training. Each candidacy will be assessed according to the following grid:

Training: maximum 30 points

- 15 points for a CEGEP degree
- 20 points for a CEGEP degree and a certificate (30 credits)
- 25 points for a CEGEP degree and two certificates (60 credits)
- 30 points for a baccalaureate

Experience: maximum 30 points

- 15 points for one year of pertinent experience
- 20 points for 3 years of pertinent experience
- 25 points for 5 years of pertinent experience
- 30 points for 6 years of pertinent experience

Personal skills: maximum 25 points

The passing mark is 60 over a possibility of 85. The position will be granted to the candidate who has the most seniority among those who obtained the passing mark. For purposes of salary, the baccalaureate degree will be automatically recognized.

With the introduction of this new procedure for the granting of Assistant Head Nurse positions, employers finally acknowledge that pertinent experience can be equivalent to training and that a degree is not an absolute criteria for the granting of positions.

PENSION PLAN

major improvements

When we began negotiations on the pension plan, the government's objective was to lower the rate of contribution, without improving the plan in any way. Not only did we win improvements to the plan, but these improvements respond in large part to our initial demands. We succeeded in obtaining improvements to the RREGOP plan which are in the interest of nurses. Here are the main gains we obtained:

Eligibility criteria

As of January 1, 2000, there will be new permanent criteria for a pension without actuarial reduction:

- 60 years regardless of the number of years of service;
- 35 years of service regardless of age.

Years of recognized service for purposes of eligibility

Any active participant who does not work full-time (employee on the availability list or part-time employee) will be entitled to the same recognized service for purposes of admissibility as the active full-time participant, subject to a minimum of time worked during the year and the tax laws. This measure applies to the years of service acquired since January 1, 1987.

Adjustment to the cost of living

New rules for adjustment to the cost of living will be in effect as of January 1, 2000. The pension will be indexed according to the most beneficial of the following two formulas:

- CPI - 3%
- 50% of the CPI

This new indexation formula guarantees that pensions will always be indexed regardless of the CPI, which was not the case with the former indexation formula (CPI - 3%).

Revaluation of pension credits

Years of service giving right to a pension credit (years of credited service for purposes of admissibility before 1973 or 1975, depending on the case) are re-valued as follows:

- Granting of a life annuity of 1.1% of the average admissible salary (5 best years) per year of service giving right to a pension credit
- *example:*
 $(1.1\% \times 30,000\$) \times 8 \text{ years} = 2\ 640\$/\text{yr.}$

- In addition to this pension, an amount of 230\$ paid until the age of 65 years for each of the years giving right to a pension credit.

- *example :*
 $230\$ \times 8 \text{ years} = 1840\$/\text{year}$

This amount is added to the basic SPP annuity which is paid without actuarial reduction at the age of 65. However, the re-valued portion described above (1,1% + 230\$) is payable on the date of retirement.

This revaluation of the years before 1973 or 1975 represents an important gain. Thus, many nurses will see their pension increase since the years of participation before 1973 or 1975 (excluding those for which contributions were reimbursed) will give right to a pension credit whose value will be sensibly the same as during the years of participation in RREGOP.

Redemption of service

The deadline provide for by law for the redemption of service prior to participation in RREGOP will be repealed.

Contribution rate

The contribution rate to RREGOP will be 5.35% for the years 2000 and 2001, and 6.2% for the year 2002.

These improvements to the pension plan represent a better balance between easier access to retirement and improved financial conditions during retirement. In the context of the negotiation of our pension plan, it is not enough to obtain conditions enabling us to go on early retirement; we must ensure that nurses who retire have a reasonable income. The indexation of pensions as well as the revaluation of pension credits help to reach this objective.



Significant PAY RAISE



The agreement in principle adopted by the Federal Council includes statutory pay raises of 1,5%, 2,5%, 2,5% and 2,5% for the 4 years of the collective agreement. Moreover, the salary scales for nurses and baccalaureate nurses will be repositioned as of April 1, 2000. Finally, a lump sum equal to 3% of the salary earned will be paid to each nurse for the period between April 1, 1999 and March 31, 2000. These two last measures represent an additional amount of over 77 million dollars.

Remember that for purposes of remuneration, baccalaureate nurses had temporarily been placed in rank 19, until their job was evaluated and ranked. In 1998, the last year for which they obtained a salary raise, their hourly rate was 28,45\$.

SALARY SCALE FOR NURSES WITH CEGEP TRAINING

Current salary scale

Echelon	Hourly rate / \$	Weekly salary	
		35 hours / \$	36.25 hours / \$
1	16.04	561.40	581.45
2	16.58	580.30	601.03
3	17.09	598.15	619.51
4	17.60	616.00	638.00
5	18.16	635.60	658.30
6	18.71	654.85	678.24
7	19.31	675.85	699.99
8	19.91	696.85	721.74
9	20.63	722.05	747.84
10	21.38	748.30	775.03
11	22.25	778.75	806.56
12	23.30	815.50	844.63

April 2000

Echelon	Hourly rate / \$	Weekly salary	
		35 hours / \$	36.25 hours / \$
1	16.69	584.15	605.01
2	17.30	605.05	627.13
3	17.95	628.25	650.69
4	18.60	651.00	674.25
5	19.28	674.80	698.90
6	20.00	700.00	725.00
7	20.74	725.90	751.83
8	21.51	752.85	779.74
9	22.30	780.50	808.38
10	23.13	809.55	838.46
11	23.97	838.95	868.91
12	24.87	870.45	901.54

January 2001

Echelon	Hourly rate / \$	Weekly salary	
		35 hours / \$	36.25 hours / \$
1	17.11	598.85	620.24
2	17.73	620.55	642.71
3	18.40	664.00	667.00
4	19.07	667.45	691.29
5	19.76	691.60	716.30
6	20.50	717.50	743.13
7	21.26	744.10	770.68
8	22.05	771.75	799.31
9	22.86	800.10	828.68
10	23.71	829.85	859.49
11	24.57	859.95	890.66
12	25.49	892.15	924.01

January 2002

Echelon	Hourly rate / \$	Weekly salary	
		35 hours / \$	36.25 hours / \$
1	17.54	613.90	635.83
2	18.17	635.95	658.66
3	18.86	660.10	683.68
4	19.55	684.25	708.69
5	20.25	708.75	734.06
6	21.01	735.35	761.61
7	21.79	762.65	789.89
8	22.60	791.00	819.25
9	23.43	820.05	849.34
10	24.30	850.50	880.88
11	25.18	881.30	912.78
12	26.13	914.55	947.21

SALARY SCALE FOR NURSES WITH UNIVERSITY TRAINING

As of April 1, 2000, the pay of baccalaureate nurses will be based on a new salary scale, as we had demanded, that is that of social workers in the network (rank 20). With the introduction of this new salary scale on April 1, 2000, at the top of the scale, they will see their hourly salary increase from 28,45\$ to 31,92\$ and, finally, to 33,54\$ on January 1, 2002.

Nurses with CEGEP training, placed in rank 15, will have an average adjustment of 2,7% of their salary scale. In 1998, the last time they had a raise of their salary scale, their hourly rate, at the 12th echelon was 23,30\$. Thus, nurses in this salary scale will have their salary rise from 23,30\$ to 24,86\$ with the introduction of the new salary scale on April 1, 2000 and finally to 26,12\$ on January 1, 2002. The introduction of this new salary scale will also make it possible to equalize the difference between echelons to approximately 3,7%.

The readjustment of the salary scale for nurses with a CEGEP training is not the end result but a first step in the work on pay relativity and equity undertaken by the FIIQ and the Treasury Board. Set up following the adoption of Bill 72 last summer, the task force composed of representatives of the FIIQ, and representatives of the Treasury Board and employer associations must complete the evaluation and ranking of the Nurse and Baccalaureate Nurse job categories by September 2000. The Treasury Board made a commitment to pay possible salary readjustments, resulting from the evaluation of these jobs, beginning in January 2001, even though it is only compelled to do so, according to the Pay Equity Act, as of November 21, 2001.

Current salary scale

Echelon	Weekly salary		
	Hourly rate / \$	35 hours / \$	36.25 hours / \$
1	16.47	576.45	597.04
2	17.02	595.70	616.98
3	17.59	615.65	637.64
4	18.17	635.95	658.66
5	18.78	657.30	680.78
6	19.41	679.35	703.61
7	20.06	702.10	727.18
8	21.08	737.80	764.15
9	21.75	761.25	788.44
10	22.47	786.45	814.54
11	23.19	811.65	840.64
12	23.93	837.55	867.46
13	24.72	865.20	896.10
14	25.52	893.20	925.10
15	26.37	922.95	955.91
16	27.02	945.70	979.48
17	27.68	968.80	1003.40
18	28.45	995.75	1031.31

April 2000

Echelon	Weekly salary		
	Hourly rate / \$	35 hours / \$	36.25 hours / \$
1	17.33	606.55	628.21
2	17.92	627.20	649.60
3	18.54	648.90	672.08
4	19.19	671.65	695.64
5	19.85	694.75	719.56
6	20.54	718.90	744.58
7	21.25	743.75	770.31
8	21.38	783.30	811.28
9	23.18	811.30	840.28
10	24.02	840.70	870.73
11	24.88	870.80	901.90
12	25.78	902.30	934.53
13	26.74	935.90	969.33
14	27.72	970.20	1004.85
15	28.73	1005.55	1041.46
16	29.44	1030.40	1067.20
17	30.16	1055.60	1093.30
18	31.92	1117.20	1157.10

January 2001

Echelon	Weekly salary		
	Hourly rate / \$	35 hours / \$	36.25 hours / \$
1	17.76	621.60	643.80
2	18.37	642.95	665.91
3	19.00	665.00	688.75
4	19.67	688.45	713.04
5	20.35	712.25	737.69
6	21.05	736.75	763.06
7	21.78	762.30	789.53
8	22.94	802.90	831.58
9	23.76	831.60	861.30
10	24.62	861.70	892.48
11	25.50	892.50	924.38
12	26.42	924.70	957.73
13	27.41	959.35	993.61
14	28.41	994.35	1029.86
15	29.45	1030.75	1067.56
16	30.18	1056.30	1094.03
17	30.91	1081.85	1120.49
18	32.72	1145.20	1186.10

cont'd p.8 →

February 24
A referendum
on the agreement

On February 24, nurses in all FIIQ institutions will be called upon to take a stand on the agreement in principle.

Until then, keep an eye on the union bulletin boards: a local general assembly will be convened in your institution.

At this meeting, a more extensive document explaining the agreement in principle will be distributed.

Attend the general assembly; your union representatives will be there to answer your questions.

SALARY SCALE FOR NURSES WITH UNIVERSITY TRAINING

(cont'd)

	Hourly rate / \$	Weekly salary	
		35 hours / \$	36.25 hours / \$
1	18.20	637.00	659.75
2	18.83	659.05	682.59
3	19.48	681.80	706.15
4	20.16	705.60	730.80
5	20.86	730.10	756.18
6	21.58	755.30	782.28
7	22.32	781.20	809.10
8	23.51	822.85	852.24
9	24.35	852.25	882.69
10	25.24	883.40	914.95
11	26.14	914.90	947.58
12	27.08	947.80	981.65
13	28.10	983.50	1018.63
14	29.12	1019.20	1055.60
15	30.19	1056.65	1094.39
16	30.93	1082.55	1121.21
17	31.68	1108.80	1148.40
18	33.54	1173.90	1215.83

Our determination
 was fruitful



If FIIQ nurses have in hand a proposed agreement in principle which responds in large part to the negotiation priorities that they had set, it is not only thanks to the relentless work of the negotiation team (the co-ordinating and negotiating committee), but also thanks to the determination, perseverance and mobilization of nurses in the workplace.

According to Chantal Boivin, Associate Secretary jointly responsible for negotiations, nurses demonstrated solidarity and exemplary determination throughout the negotiations. *“For more than a year, there was real guerrilla locally: overtime ban, right of refusal, days of recuperation, illegal work stoppage, not to mention all the spontaneous actions that were organized in many centres. It is true, July was difficult, but as always, nurses were able to turn around, re-organize and finally win from the government 77 million dollars more than other union organizations and find solutions to nursing problems. Strong and united, our action is productive, and our solidarity was and remains our strength. Once ratified by nurses, the agreement in principle will become the new collective agreement; it will then be the responsibility of each and everyone to ensure that it is respected”.*



FIIQ EN ACTION

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