



en

Conseil fédéral  
2-3-5 juin 2003

# Action

VOLUME 16 NUMBER 3 JULY 2003

POSTE-PUBLICATION  
Convention 40007983

(adresse de retour)  
FIIQ-QUÉBEC 1260 boul. Lebourgneuf  
Bureau 300, Québec, QC G2K 2G2

## NECESSARY VIGILANCE

### in a new political context



At this last Federal Council before the summer, FIIQ President Jennie Skene warmly welcomed the delegates and took the opportunity to note the concerns raised by the arrival of a new Liberal government in Quebec.

*"Why should we ask questions? Why should we have concerns? Since their election, the Premier and several Ministers have made public statements announcing important changes and major transformations. How will the objectives pursued by the Liberal Party translate into government policies? We are worried about the health-care network.*

*"Budget announcements had been made at the end of 2002 by the former government. These investments of around \$1.8 billion are now being called into question. Will the CLSCs have the money they need to assure front-line services, home care, and so on? We also have questions about the pay equity issue. We are told that there is no money. So what amounts will be allocated to correct the salary injustice experienced by women in the public and parapublic sectors. We strongly hope that the waffling we are sensing on this issue will fade away and that the new government will sit down quickly to complete the work.*

*"We can't keep silent on the possible reconsideration of \$5 daycare, no-fault auto insurance and the reforms in educa-*

*tion. This is a new government that has decided to do things its own way according to its own model. In this context, several elements that have not yet been announced will be made public in the weeks and months ahead. We should pay close attention to the political news, because the decisions made by this new government will certainly set the conditions for issue affecting nurses and the next negotiations."*

The President continued her message with a brief presentation of the main agenda items discussed at this Federal Council. She emphasized the importance of the elections of the info-support team at the regional and Quebec levels, based on the new structural model adopted by the delegates. This team will make it possible, throughout the next negotiations, to inform all nurses quickly of actions and developments and gather their comments rapidly.

The President noted that the delegates would also be studying the follow-up on the violence issue, specifically including an action plan to act against discrimination against nurses from different cultural communities. Racial discrimination is synonymous with violence and the FIIQ has made a steadfast commitment to act against all forms of violence of which nurses are victims.

In concluding her speech, the President emphasized the need for solidarity among all nurses, solidarity that must guide our actions in the defence of working conditions and the conditions of professional practice, solidarity as the next negotiations approach, and solidarity in a new Quebec political context.

Note: The President delivered this message before the publication of the new budget.

## The effects of neoliberalism in Argentina: TESTIMONY OF DORA MARTINEZ

Dora Martinez, while visiting Canada, had the generosity to speak to the delegates on June 3 about her struggles against globalization and neoliberalism. A union activist and elected leader of the Government Employees Union, affiliated with the Argentina Central Labour Organization (CTA), she has worked for twenty years at the Carolina Tobar García Children's Hospital in Buenos Aires.



The speaker painted an eloquent picture of the situation in Argentina, rich in examples, presenting a brief history of the oppressive and neoliberal policies that have destroyed the country .

From 1976 to 1982, the military dictatorship did not only make more than 30,000 Argentinian opponents of the regime disappear, but weakened the country economically by accumulating debts with transnational economic groups. In 1982, the Falklands War against England put an end to the dictatorship, which left a devastated and wounded country.

Starting in 1983, in conjunction with the World Bank and the International Monetary Fund (IMF), the new government applied neoliberal policies to the letter: dismantling of the State by laying off 48% of the workers and imposing a hiring freeze in some sectors; and privatization of public services such as the post office, railways, gas, water and electricity. This dismantling, which did not spare the health-care sector, led to many hospital closures and the privatization of auxiliary services, as well as specialties such as oncology, HIV treatment and long-term care.

Ms. Martinez pointed out that the policy of "conversion of the public system", as the adherents of neoliberalism liked to call it, caused very great resentment among the workers. It led to a major deterioration of Argentine living conditions (with over 20% unemployed without social benefits and thus no means to look after themselves) and forced 14 million people out of a total population of 37 million into extreme poverty. The popular uprising of December 19, 2001 that overthrew the Fernando de la Rúa government expressed the distress of people who refused to go hungry and not have access to health-care, while the affluent, the government and certain unions, the IMF and the World Bank greedily looked on. In this context, Ms. Martinez recalled the importance of watching and confronting the Nestor Kirchner government, elected last May, and of rejecting ratification of the Free

Trade Area of the Americas (FTAA) agreements, which would infringe on the political, economic and cultural sovereignty of peoples.

After the speaker was introduced, there was a very stimulating discussion between the delegates and Ms. Martinez. The people who spoke expressed their deep appreciation of the speaker, but also showed a keen interest in the impacts of neoliberalism, NAFTA and the FTAA agreements that are supposed to be signed in 2005.

Several statements were made regarding the international solidarity and political commitment of the delegates and the FIIQ. In the meantime, the delegates were asked to remember the testimony of Ms. Martinez and others, which bring to mind some of the situations experienced by workers in North America and especially in Quebec. The necessity of union leadership that speaks for its members was also emphasized: *"Public positions must be taken! It's our responsibility to turn on the lights (...) The Americans wage preventive wars; it's up to us to fight preventive struggles."*

Others pointed out the urgency of defending *"our greatest wealth: the sovereignty of peoples, the education of children, our economic development models, how to provide care, environmental legislation, our individual, collective, national and international solidarity."*

After this warm exchange, Ms. Martinez exhorted the delegates to show international solidarity: *"We are confronted with the same enemy (neoliberalism). I am convinced that solidarity among workers has no borders. We must say NO to the superpower's policies! We are building our own policies, affirming our resistance. We must say NO to the FTAA!"*

*For those interested in finding out more, read: « En Argentine, une économie à genoux » by Jorge Beinsein and « Crise politique totale » by Carlos Gabetta, in Manière de voir 69, l'Amérique Latine en effervescence, June-July 2003.*



## Violence

## Follow-up of the action plan

Within the context of follow-up on the action plan against violence, information on upcoming actions was presented to the delegates by Sylvie Boulanger, the Executive member responsible for the Status of Women Sector, Sylvie Savard, the Executive member responsible by for the Occupational Health and Safety sector, and Lucie Girard and Hélène Caron, consultants in each of these sectors.

First of all, concerning the theme of cultural diversity, a draft action plan, *Créer un milieu de travail solidaire* (Creating a work environment in solidarity) was submitted to the delegates. A working committee representing the Status of Women and Labour Relations sector and the Communication-Information and Education-Animation services was mandated to study the issues related to cultural diversity and define the main lines of an action plan for the future. The three phases of the plan – awareness, education and action – will be carried out from fall 2003 to winter 2004 and will include awareness activities, special training offered by specialists on the issue, information tools (pamphlet, brochure, articles, etc.) and the establishment of pilot projects in the institutions promoting concrete experiences of reconciliation and new methods of working together.

Then, in pursuit of the operation *Workplace Safety: taking action*, the delegates were informed of the evaluation grid for the workplace safety audit. This collective action, in which nurses are invited to participate, involves a critical inspection of the workplace. The purpose of this exercise is to note assault risk factors that may be present so that they can be eliminated by the necessary corrective action. The Occupational Health and Safety Sector, in collaboration with the Status of Women Sector, has produced a tool

in the form of a grid, serving to note the different factors in the work environment that can contribute or be detrimental to nurses' feeling of safety and actual safety. This grid was explained to all of the delegates, describing the main steps of a safety audit. This is a crucial stage that is part of an approach for mobilizing all nurses against violence in the workplace and to improve the safety of individuals, both as women and as workers in the health-care environment. The safety audits will be conducted in the institutions in fall 2003.



## Equity – the work goes on

Lina Bonamie, Executive member responsible for the Negotiation sector, presented a progress report on pay equity. The arrival of a new government has slowed the pace of the parity discussions. The new President of the Conseil du trésor, Monique Jérôme-Forget, took a few days to familiarize herself with this highly complex issue. But even though the work has slowed down with the Conseil du trésor, it is continuing at the interunion level, both on the rating arguments on the evaluation of predominantly female and male jobs. Now that the first job evaluation ratings have been tabled, a reevaluation is under way at the Intersyndicale.

Preparing the budget was the government's priority in June. This limited the leeway of the representatives present at the bargaining tables where the value of the jobs was discussed. The schedule, which projected that the work would be completed for the end of June, will be pushed back slightly, since the government is not planning any intensive work during the summer. The fall will be intensively devoted to the continuation and conclusion of the pay equity work. It is clear that it everyone will have to be mobilized to achieve this major objective – to eliminate gender-based pay discrimination, for all women and all nurses in Quebec.

### A demonstration

On June 3, taking advantage of the beginning of the work of the 37th Legislature of the Quebec National Assembly, over one thousand Intersyndicale activists rallied in front of the Parliament Buildings to remind the new Liberal government of its commitments on equity. The CSN, CSQ, FIIQ, FTQ and SFPQ activists used an obstacle course to emphasize the many pitfalls encountered during the joint work with the Conseil du trésor. FIIQ Vice-President Lina Bonamie was present at this event. The message given to the new Liberal government: Pay equity in the publicsector: WE'RE READY!

## Renewal of the collective agreement

Regarding the renewal of the collective agreement, the Negotiation Coordinating Team is currently busy writing collective agreement clauses based on the recommendations adopted by the Federal Council last March. Normally, the Negotiating Committee will table the first draft collective agreement this July 9.



## “Legal access”: undue police surveillance of our communications

FIIQ Treasurer Lise Martel gave a presentation to the delegates on the main lines of the Declaration against the federal Legal Access project, endorsed by the FIIQ, along with the Ligue des droits et libertés du Québec (LDL), the Association facultaire étudiante de sciences politiques et droit de l'UQAM (AFESPED-UQAM), the Centre de documentation sur l'éducation des adultes et la condition féminine (CDEACF), the Carrefour mondial de l'Internet citoyen (CMIC), the Centre de bioéthique de l'Institut de recherches cliniques de Montréal.

The federal government this fall launched a project on Legal Access, almost unknown to the public. Why should we be interested? Officially, the project is intended to fight cyber-crime. However, it goes far beyond this. The Legal Access project has implemented measures intended to increase the means of surveillance and investigation of all citizens who use new technology, in almost every field of their lives, even though no serious offence has necessarily been committed. This project would grant unprecedented powers that once again would infringe civil rights, at the risk of changing our societies in as yet unsuspected ways.

The government's consultation document is based on objectives that seem praiseworthy at first glance: protection of confidentiality, and fighting against child pornography, terrorism and computer viruses. However, the project has consequences that go far beyond the mere suppression of these specific crimes. It creates the risk of toppling us into a world where our emails, our Internet consultations and visits and even our slightest actions could be spied on.

For the FIIQ, a proposal like the one made by the federal government regarding Legal Access leads to a society in which the State exercises surveillance of every aspect of citizens' lives, including aspects related to health. In short, a police state. This situation must be denounced. The Executive Committee has asked each local team to inform the federal government of its disagreement with the project. Stay tuned...

# Everywhere in Québec

When the report on the last negotiations was adopted, the delegates had hoped to see changes in the information and support structure to ensure the most uniform and sustained involvement of all members in every region of Quebec. They therefore chose to broaden the information and support structure. In this sense, at the last Federal Council, the delegates elected the union reps who will be called upon to get involved in the information and support team.

The delegates were at their first experience with the election of such an extensive mobilization support structure. In all, 48 positions had to be filled, including 3 at the Quebec-wide level and 45 others at the regional level. Let's salute these union reps, newly elected to perform such important duties as supporting information and action in the next round of negotiations.

## The nurses of Les Jardins du Haut-St-Laurent

At this Federal Council, a question of privilege was raised by Suzanne Lavoie, President of the SPIIQ, concerning the unionized nurses of Les Jardins du Haut-St-Laurent (private CHSLD) who had called an unlimited general strike last May 26. Ms. Lavoie informed the delegates that the strike was over and that the nurses had obtained a satisfactory settlement. She also took the opportunity to thank the FIIQ on behalf of the CHSLD nurses for the support it provided during the conflict.



FIIQ EN ACTION

VOLUME 16, NUMBER 3  
JULY 2003

This newspaper is published by the Communication-Information Service.

Web site: [www.fiiq.qc.ca](http://www.fiiq.qc.ca)

Email: [info@fiiq.qc.ca](mailto:info@fiiq.qc.ca)

Published after each meeting of an FIIQ decision-making body, this newspaper has a circulation of 45,500 copies. Any reproduction of articles or excerpts must bear the mention "Reproduced from the publication *FIIQ en Action*".

ISSN 0838-4207

## UNION REPS INVOLVED

### NATIONAL

#### CANDIDATES ELECTED

Daniel Dubé, CLSC St-Laurent

Maude Lanctôt, Hôpital du Sacré-cœur de Montréal, Pavillon Albert-Prévost

Sylvain Lapalme, substitute, CHSLD Lucille-Teasdale

### REGIONAL

#### LOWER ST-LAWRENCE / GASPÉSIE-ÎLES-DE-LA-MADELEINE

Rachel Caron, CHR Grand-Portage

André Larouche, Centre Notre-Dame de Fatima

André Smith, CHR Rimouski

#### SAGUENAY / LAC ST-JEAN - NORTH SHORE - NORD-DU-QUÉBEC - NUNAVIK

Johanne Henry, Centre de santé Chibougamau

Martine Côté, Complexe hospitalier Sagamie

Guy Larouche, Centre le Jeannois, Pavillon HD d'Alma

### QUÉBEC

Denis Bédard, CLSC Portneuf

Christine Demers, CHSLD St-Augustin

Guy Marcoux-Filion, Résidence le Faubourg

Markus Brault, Hôpital de l'Enfant-Jésus du CHA

Danielle Matte, CHUQ, Pavillon St-François d'Assise

Josée Renaud, Hôpital de l'Enfant-Jésus du CHA

### MAURICIE / CENTRE DU QUÉBEC

Michel Doyon, CH du Centre Mauricie (Ste-Thérèse)

Mireille St-Arnaud, Carrefour SSS de la Mauricie

### ESTERN TOWNSHIPS / ESTRIE

Brigitte Fauteux, CLSC de Sherbrooke

Jacques Poulin, CHUS

### MONTRÉAL-CENTRE

Naomi Engelhardt Chemtob, Hôp. général juif Sir Mortimer B. Davis

Madeleine Dobranski, CLSC Pierrefonds

Marcèle Dufresne, CLSC-CHSLD Rosemont

Lorraine Elkin, CHSLD Bayview

Diane Langlois, CH Mont-Sinaï

Christian Samoïsette, CLSC Parc Extension

Steve Paul, CH Pierre-Janet

Edna Wong, CH des Vallées Outaouais

### ABITIBI-TÉMISCAMINGUE / JAMES BAY CREE TERRITORIES

Jocelyne Legault, CH Vallée de l'Or

Lyne Tanguay, CH Rouyn-Noranda

### CHAUDIÈRE-APPALACHES

Marlène Bourgelas, CLSC Beauce-Sartigan

Carl Picard, CH Assomption

Serge Roy, CH Beauce-Etchemin

### LAVAL / LANAUDIÈRE

Denyse Laurin, CHR de Lanaudière

### LAURENTIDES

Sylvie Cyr, HD de St-Jérôme

Josée Laboissière, CHSLD de la Rive et Mirabel

### MONTÉRÉGIE

Jerry Poulin, CH Anna Laberge