

# EN ACTION

Special Federal Council  
September 29-30 and October 1, 2009

## NEXT NEGOTIATIONS FINAL ADOPTION OF THE DRAFT COLLECTIVE AGREEMENT

The FIQ delegates, meeting at a Special Federal Council dedicated to the negotiations, held two important votes. They adopted the sectorial and intersectorial draft collective agreements to file with the management party.



### SECTORIAL DRAFT COLLECTIVE AGREEMENT

The filing is scheduled for this October 29. This is a bold and innovative proposal, an invitation to negotiate a major change of direction, which will allow nursing and cardiorespiratory care professionals to practice their profession under the working conditions they have deserved for a very long time. P.3

### INTERSECTORIAL DRAFT COLLECTIVE AGREEMENT

The filing by the Common Front is scheduled on October 30 and will be accompanied by a major rally in Quebec City. The Common Front negotiating proposal contains the demands concerning salaries, retirement, parental rights and regional disparities. P.6



## INFLUENZA A (H1N1) IS RAISING CONCERNS

The media are putting out an enormous amount of information on the 2<sup>nd</sup> apprehended wave of Influenza A (H1N1). The often contradictory information and the unanswered questions are raising concerns among the public and care professionals. Éleine Trottier, Executive Officer in charge of the Occupational Health and Safety Sector, accompanied by Hélène Caron and Roxanne Michaud, Union Consultants, as well as Sylvie Savard, Executive Officer in charge of the Negotiations Sector, accompanied by Gino Pouliot, Union Consultant reported to the delegates on the latest developments on this subject.

### FIQ POSITION ON VACCINATION AGAINST INFLUENZA A (H1N1)

The FIQ's mission is to defend its members' interests and ensure that their working conditions are safe. If a second wave of pandemic Influenza A (H1N1) occurs in the months ahead and a vaccination campaign this fall, the Federation, after reviewing the information available on vaccination in Canada and the United States, is taking the following position:

Considering that:

- the FIQ has always advocated that its member care professionals have freedom of choice regarding vaccination;
- the vast majority of the 2009 Influenza A (H1N1) cases to date have been benign, with a mortality rate similar to seasonal flu;
- a portion of the population however, exhibits higher risks of serious complications;
- the clinical trials concerning the anti-Influenza A (H1N1) vaccine are not completed or conclusive;
- use of an adjuvant in the development of the vaccine has raised some controversy;
- there are uncertainties related to the risks and side effects that may result from the anti-Influenza A (H1N1) vaccine;
- serious concerns persist regarding the possible mutation of the virus and, in such a case, the efficacy of the vaccine would not be assured.

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## A solution to consolidate the health-care network

Régine Laurent  
President

According to a survey conducted last spring by Nanos Research, 88% of Quebecers want the health care system to be strengthened in the public sector instead of the private sector. Yet the Quebec health-care system is facing a major labour shortage and it is the care professionals – nurses, licensed practical nurses, respiratory therapists and perfusionists – who have been keeping the network going for years. This can't last any longer. It's time to provide lasting solutions to the care professionals' execrable conditions of practice to attract the next generation and keep the most experienced care professionals to ensure the continuity of services.

A few days ago, in the wake of his party's General Council meeting, Jean Charest declared that it will not be enough to increase user fees to clean up public finances. It will also be necessary to attack government spending. According to him, all Quebecers will have to make a contribution to return to a "zero deficit". These statements come just as negotiations are beginning with government employees. What message is he sending care professionals? Yet Mr. Charest cannot continue to:

- disregard the current labour shortage in the health-care network;
- risk endangering the services and care provided to the public and weakening the network;

- ignore the disastrous effects of the shortage and the conditions of practice on care professionals: burnout, exhaustion, general dissatisfaction, seeking better working conditions elsewhere, etc.;
- close his eyes any longer to the massive use of agency personnel, which accentuates the effects of the labour shortage and wastes public funds.

We offer the government a comprehensive solution to consolidate the public health-care network. The labour scarcity problem is very real. The health-care network can no longer afford to have nearly half of its care professionals hold part-time positions. By greatly increasing the number of full-time positions, 8 days every two weeks,

the two days freed up from the current full-time positions will be completed by employees currently on part-time status who will become full-time.

Since our proposal will improve the conditions of practice, we bet that this will attract more young people to the caring professions, retain the more experienced employees and bring professionals who work for private agencies back to the public network. The combined effects of our proposal will counter the shortage in the medium term and improve working conditions. The government will have to see reason! Mr. Charest says he has both hands on the wheel, so he needs to take advantage and give a real shot in the arm to the public health-care network! ■



## CSSS CŒUR-DE-L'ÎLE: MILLIONS OF DOLLARS TO THE PRIVATE SECTOR

The FIQ delegates meeting at the Federal Council in Laval demonstrated on September 30 in front of Hôpital Jean-Talon to denounce the management of CSSS Cœur-de-L'Île, which prefers to institutionalize the use of private agency personnel instead of doing its own planning. In the midst of a labour shortage, this employer is moving the care personnel from one department to another, is only posting part-time positions, and is covering needs through massive use of private agency services.

Union President Ginette Bédard and FIQ President, Régine Laurent used the demonstration as an opportunity to denounce the management of CSSS Cœur-de-l'Île, which has no overview of the organization of work at a time when labour is becoming scarce.

"On the one hand, it doles out work in dribbles to the institution's professionals who are available full-time, forces them to work 16 hours three times in the same week on overtime or otherwise, and uses

independent personnel. This shows a total lack of respect for these health-care workers." "Minister Bolduc must show his real intention to put an end to the use of private agency personnel and to intervene in calling the employers to order. At the same time that the government is launching a debate on public finances so bizarrely, hundreds of millions of dollars in public funds are being wasted on private agencies." ■

# SECTORIAL DRAFT COLLECTIVE AGREEMENT



## REQUESTS CONCRETIZE THE FIQ'S PRIORITIES

“By adopting this collective agreement proposal, the FIQ Federal Council delegates are taking the initiative to put into play a new, concrete and sustainable means of consolidating the service offered in the public health-care network by team stabilization, improvement of the quality of life at work, reconciliation of family and professional life, recognition of care professionals - these are all factors that will ensure maintenance, and even improvement in the quality of care for the public.”

*Sylvie Savard,  
FIQ Vice-President  
in charge of the negotiations*

### 1- Recognition of inconveniences related to work in the health-care field

The purpose of this priority is to recognize the inconveniences inherent in the health-care field - 24/7 operation - which requires great availability from care professionals.

“Respiratory therapists practice an emerging profession. They are often obliged to be on call even during mealtime. For a long time we have fought to obtain compensation for this availability. It is time for the government to recognize this additional availability.”

*Élaine Trottier,  
FIQ Vice-President  
representing the respiratory therapists*

The main demands to offset these inconveniences are:

- double the evening, weekend and on call premiums and increase the night premium by 50%;
- add one statutory holiday and pay double time for Christmas, New Year's Day, the Quebec National Holiday and Canada Day;
- pay the hours worked over the regular workday or regular workweek at the overtime rate for employees holding a university degree;
- pay overtime at double time;
- pay the meal period at time and one-half if the employee must be available in the institution;
- introduce a scarcity premium of \$5,000 for all care professionals;
- introduce a Quebec-Ontario border premium;
- introduce a 10% premium to accompany patients during a medical air evacuation in Quebec-ÉVAC.

“If these measures were applied, this would attract more young people to the nursing profession and encourage more experienced nurses to stay in the network longer. The inconveniences related to the health-care field require many sacrifices in the nurses' personal and family life, so it is totally legitimate to offer them fair compensation.”

*Daniel Gilbert,  
FIQ Vice-President  
representing the nurses*

### 2- Recognition of responsibilities

The evolution and transformation of health services and the needs of the clientele require changes in the notions of more specialized care.

The main demands in this regard concern:

- the definition of critical care and the increase of the intensive care premium (double);
- the definition of mental health services or dependency and the payment of the psychiatric premium and the 5 mobile holidays to mental health workers in the CLSC's;
- the recognition of prosthetic units and the addition of 5 mobile holidays for employees working in these units;
- the payment of the instructor premium to licensed practical nurses and respiratory therapists who provide orientation.

### 3- Recognition of additional training

The purpose of this priority is to recognize any postgraduate training in care or relating to the profession to benefit from additional compensation, regardless of whether it is required for the position held. The aim is also to recognize postgraduate training and the classification of the nurse clinician job title for any nurse holding a Bachelor's degree.

### 4- Arrangement of work time

The most important change in direction for the future working conditions of the professionals represented by the FIQ concerns one of the four priorities adopted last May - arrangement of work time. The FIQ mainly demands that a full-time position be four days a week, either 32 or 33 hours worked and paid at 35 or 36.25 hours for each professional. This demand is associated with the transition mechanism gradually leading to all positions being full-time. The employer and the local union may agree, if this is their wish, to maintain a maximum of 10% of



2009 Négo  2009 Négo 

October 29, 2009

Filing of the FIQ sectorial draft. Members are asked to wear a wrist band to mark the event.

employees with part-time status and replace them with full-time positions as these positions become vacant.

Institutions can be excluded from the arrangement of work time process if all of the following conditions are met:

- the obligation to review organization of work and the updating of Bill 90 in a Committee on Care;
- the existence of a job structure that includes 70% full-time positions;
- work on 12-hour shifts at a proportion of 70%;
- no use of private agency nurses.

**“This demand will contribute towards ending the casualization of the 60% of licensed practical nurses who have a guaranteed minimum number of workdays every week, who complete the workweek as the employer sees fit, and yet who see their private agency colleagues have preplanned schedules, without any obligation to work overtime shifts.”**

*Carole Grant,  
FIQ Vice-President  
representing the licensed  
practical nurses*

**OTHER DEMANDS**

- The addition of 4 holidays upon the death of a grandchild.
- The addition of a leave without pay of undetermined length for an employee acting as an informal caregiver.
- The addition of 5 days with pay for family leave for the employee holding a full-time position and pro-rated for the employee holding a part-time position.
- The days of leave for a death are calculated in workdays and not calendar days.
- All Class 1 employees are eligible for the retention holidays provided for the employee eligible for retirement (Letter of Understanding N° 6). ■



**TRIBUTE TO LINA BONAMIE**

The delegates and several guests participated in an evening of “Tribute to the 18 years of activism of Lina Bonamie”, who left the presidency of the FIQ last June. Here’s an excerpt from the song composed by FIQ employees, summing up the state of mind of the evening’s participants.

*C’est toute une carrière, qu’a fait notre Lina  
Au début comme infirmière, et puis au syndicat  
Elle s’est vite impliquée, partout où elle pouvait parler  
et les échelons, elle les a tous montés,  
C’t à Maisonneuve-Rosemont, que tout a commencé,  
Au local syndical, et puis à la Fédé,  
Comme femme d’action elle a fait grèves et manifestations, il n’y avait rien,  
vraiment pour l’arrêter,*

*Pour l’arrêter.  
C’est toute une personne, que fut notre présidente  
Fusions et nouvelle FIQ, les lois 25 et 30,  
On a pu se regrouper, toutes les professionnelles en soins,  
On peut maintenant marcher main dans la main,  
Toutes vers demain,  
Tu peux partir tranquille, et vivre ta liberté,  
Nous, on va continuer, d’aller manifester,  
Merci pour l’héritage, que tu as laissé derrière toi,  
tu peux compter sur nous, on lâchera pas.*

AU REVOIR LINA

And here’s an English translation:

Our Lina had quite a career  
First as a nurse, then with the union.  
She quickly got involved wherever  
she could speak  
And she climbed every rung of the ladder.  
Maisonneuve-Rosemont is where it all began,  
At the local union, and then at the Fed.  
As a woman of action, she did strikes  
and demonstrations  
And nothing but nothing could stop her.  
She was quite a woman, our president,  
Mergers, new FIQ, Bill 25, Bill 30,  
She brought together all the care professionals  
And now we can march hand in hand,  
Together towards tomorrow.  
You can go in peace and enjoy your freedom  
And we’ll continue to demonstrate.  
Thanks for the legacy you leave behind,  
You can count on us, we won’t give up.  
AU REVOIR LINA

**FOR A NATIONAL PUBLIC SERVICES DAY**

The delegates adopted a recommendation proposed by the Executive Committee of the *Secrétariat intersyndical des services publics (SISP)*, with a view to supporting the proposal for official recognition by the National Assembly of a National Public Services Day. Several considerations favoured such a recommendation: the importance of public services in the lives of Quebec citizens, their guarantee of fairness and solidarity for all, the important social bulwark public services provide against impoverishment and, finally, the unconditional commitment shown by the employees who work in public services every day.

**THE FIQ WEBSITE WWW.FIQSANTE.QC.CA GETS A MAKEOVER**

Since last October 5, the FIQ has posted the new version of its website. User-friendly, quick and useful were the adjectives guiding this transformation. The FIQ invites all its members to consult the site. If you have any comments, feel free to contact our webmaster at the following email address: [info@fiqsante.qc.ca](mailto:info@fiqsante.qc.ca). ■



## INFLUENZA A (H1N1)

(cont'd from cover page)

In the circumstances, the FIQ therefore considers that it is appropriate to:

- maintain its position of freedom of choice regarding vaccination of its member care professionals in the present context of pandemic Influenza A (H1N1). Thus, each of its members may evaluate and decide whether to receive the vaccine proposed by the Canadian public health authorities based on the information available and her personal medical situation;
- continue to promote the use of universal precautions, such as those described in the *Infection Control Handbook* recently revised by the OHS Sector and soon to be available, so that its members are adequately protected and avoid contracting and spreading Influenza A (H1N1);
- reiterate to the persons visiting health-care institutions the importance of following the usual instructions on infection prevention to protect the health of the patients and care professionals.

The FIQ will continue to monitor the information in order to follow the situation closely and will keep the members informed if it is opportune to issue a new position.

### MEETING WITH THE MINISTER OF HEALTH AND SOCIAL SERVICES

Knowing that the members are very concerned about the situation and the measures that will be applied in case a second pandemic wave

is more virulent than the first, Sylvie Savard, Executive Officer in charge of the Negotiation Sector, requested a meeting with the MSSS to discuss the working conditions that would be applicable. This meeting took place on September 29. Representatives of the CSN and the APTS were also present at this meeting. Here is a summary of the discussions.

### TRAINING

According to the MSSS, training is provided in every institution and addressed to all staff. There is no special budget for this training - it is supposed to be integrated into the Human Resources Development Program (HRDP). Consequently, it should be offered during working hours, uniformly throughout the territory.

### PROTECTIVE REASSIGNMENT OF PREGNANT WORKERS (RPTE)

Regarding protective reassignment, the MSSS specified again, in accordance with the directive found on the MSSS pandemic extranet site, the usual process applies. [www.msss.gouv.qc.ca/extranet/pandemie/download.php?f=70981c7ed389bf0a474ae6e0f47fd7e5&mkt=fr-FR&form=MIMWA2](http://www.msss.gouv.qc.ca/extranet/pandemie/download.php?f=70981c7ed389bf0a474ae6e0f47fd7e5&mkt=fr-FR&form=MIMWA2)

Each pregnant employee must consult her physician if she believes she is exposed to the virus. The physician will evaluate the relevance of making a request for reassignment, depending on the employee's situation and health status. To date, 45 cases have been submitted to the CSST, and 22 of them have been accepted.

### RECOMMENDATION ADOPTED BY THE DELEGATES

Following this information and these discussions, the delegates adopted a resolution mandating the FIQ to engage in political lobbying so that pregnant care professionals are removed from the work environment without loss of salary.

### WORKING CONDITIONS

If there were a 2<sup>nd</sup> pandemic wave of Influenza A (H1N1) more virulent than the first, the collective agreements would apply. The MSSS will issue directives to the employers in this sense. If an employer sends an employee home for a reason related to Influenza A (H1N1), she would be compensated. This measure is applicable as of September 29 and is not retroactive.

Moreover, freedom of choice will be respected regarding vaccination of health-care staff and the professionals will be treated the same way, regardless of whether they are vaccinated. For the time being, the MSSS is operating as if it were initiating a usual vaccination campaign. If it proves necessary to go into emergency mode due to the virulence of the second pandemic wave, the MSSS would disseminate information on the measures that would be taken to ensure care.

In conclusion, the Executive Officers reiterated the role of the FIQ and its unions to ensure that the rights of care professionals are protected, that there is no loss of compensation, that the working conditions applied are decent and that all measures are taken to protect their health. ■

## Bulletin OUTPOST/NORTHERN CLINIC NURSE: DOES THIS SETTLEMENT CONCERN YOU ?

After the settlement of the grievance on outpost/northern clinic nurse job title #2491, any nurse with the job title #2471, who worked between November 21, 2001 and November 21, 2008, is entitled to a retroactive payment. Please contact your SNIBH union at 819-988-2150 or 819-988-2957, ext 322 (leave a message) to find out the procedure for claiming a retroactive payment. ■

## INTERSECTORIAL DRAFT COLLECTIVE AGREEMENT



The Common Front's member organizations, the SISP (of which the FIQ is a member), the CSN and the FTQ, have consulted their members on the intersectorial proposal that will be filed with the employer party. The members of the FIQ have adopted this project by a very large majority. Following consultations with all the organizations, a proposal was presented to the Federal Council and was adopted by the FIQ delegates.

Protection of public services inevitably depends on the improvement of the working conditions and salaries of the employees who provide them. Whether in health, education, public services or various parapublic agencies, the personnel attraction and retention problems are immense, due to the lack of recognition and valuing of this workforce. The intersectorial draft which will be promoted by the labour organizations, representing nearly 475,000 State employees, defines four matters to be negotiated as a Common Front, these being:

### 1- SALARY

Each rate and hourly salary scale in effect on March 31, 2010 will be increased, on April 1, 2010, by a percentage equal to 2%, to which is added 1.75% for each period. In addition, if the GNP exceeds 3.75% for each period, the parties must agree on an additional amount to add to the rate and salary scales for each period.

### 2- PREMIUMS AND ALLOWANCES

Liability premiums, premiums related to regional disparities and other premiums or allowances are increased by the same percentages as salaries, to which 1.75% is added in each period.

### 3- RETIREMENT

The continuation of the work regarding funding of the plan, the indexation applicable for the contribution years between 1982 and 1999, and the plan contribution and uncapping formula to arrive at solutions as soon as possible.

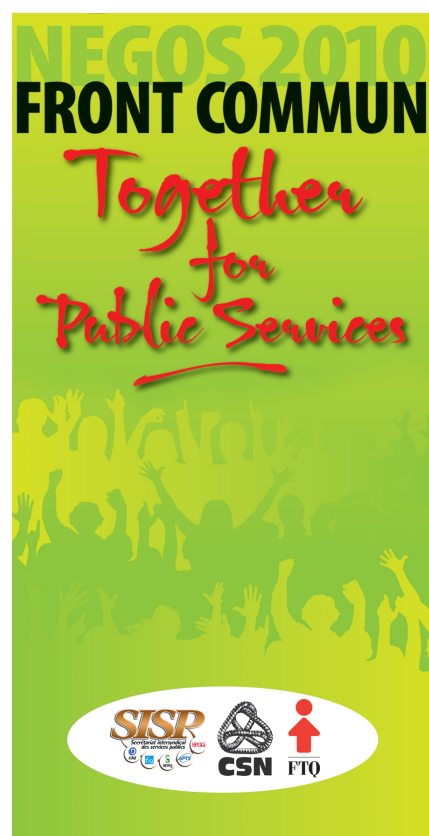
### 4- PARENTAL RIGHTS

To ensure that the parental rights provisions of the collective agreements in the public and parapublic sectors are in compliance with the different

regulations and laws in force, the parties agree to form a parity technical committee with the mandate to study more specifically the following legislation: the Act respecting labour standards, the Act respecting parental insurance, the Charter of Human Rights and Freedoms, and all other relevant laws and regulations, and to make recommendations to this effect to the negotiating parties by March 1, 2010.

- The Common Front's member labour organizations demand that the government make a commitment to propose a framework bill to promote and support the reconciliation of work, personal and family life inspired by the following principles: such a law must be universal in scope, it must apply to all workers and, finally, it must encourage each workplace, through a parity approach, to find concrete solutions to facilitate work, family, personal life reconciliation. ■

For more details, you can consult *FIQ en Action*, March 2009, p 9-10.



## NEGOTIATION OF THE COLLECTIVE AGREEMENT: THE MOBILIZATION BEGINS !

The entire labour movement must unite to regain its right to negotiate and confront an increasingly intransigent government. For this alliance to work and for the FIQ to achieve the ultimate goal of signing a collective agreement satisfactory to nursing and cardiorespiratory care professionals, all unionized State employees must mobilize.

During October, all the members will be invited, in their respective regions, to participate in the *Common Front tour* to prove the labour solidarity the government will have to face in the next round of negotiations, to recognize public services in the regions and to show the social and economic contribution of the people who offer these services throughout Quebec.

### ACTIONS IN OCTOBER 2009

- 13 A press conference will be held in Québec City to launch the Common Front Tour.
- 13 to 29 Common Front Tour - 12 regions will be visited. To find out the schedule, visit the FIQ website. For the time and place of the meeting in your region, consult your union bulletin board.
- 29 Big rally of Common Front members at 7 p.m. at CEPSUM de l'Université de Montréal. Music, sound and light show. Unique karaoke. With Chantal Lamarre, Les Zappartistes and Kumpa'nia.
- 30 Filing of the Common Front intersectorial draft. To mark this event, the members of all the labour organizations are invited to an activity at *Parc Georges V*, near the Conseil du trésor, at 11:45 a.m.
- 30 Filing in the workplaces. The unions must make an appointment with their employer for this filing. A common negotiating statement will be read and delivered to the employer.

**Let's ensure a big turnout to show our solidarity!**