

Rallies in the four corners of Quebec

Care professionals from several regions in Quebec demonstrated their discontent with the general deterioration of the conditions in which they practice during the week of April 12. Worn out from the mushrooming of overtime hours and annoyed with the disdain shown by some employers towards them, the demonstrators were out in force to demand that the administrators of the institutions put a permanent halt to some of the arbitrary and unproductive management methods.



On Tuesday, April 13, the FIQ and the *Syndicat des professionnelles de la santé de Sorel-Tracy* started the ball rolling by organizing a rally in front of the *Hôpital Hôtel-Dieu* to denounce the inertia of management towards the alarming deterioration of the working conditions of care professionals at the hospital. The next day, it was their colleagues at the *CSSS Richelieu-Yamaska* who demonstrated in front of the *Hôpital Honoré-Mercier* to notify their employer that they do not intend to continue to suffer the repercussions from

short-term management much longer, a management that exacerbates the problem of attraction and retention of care professionals rather than solving the problem. They also denounced the human resources management for the abusive use of personnel from private healthcare employment agencies, a method aimed at disguising, rather than solving, the fundamental problem of a labour shortage.

On April 15, it was the turn of the professionals from the

Resumption of negotiations with the management party

At the end of the April 15 meeting with Ministers Bolduc and Gagnon-Tremblay, the labour organizations representing all the employees in the health and social services network agreed to resume negotiations in an intensive manner and on new bases to resolve the dissatisfactions linked to the problems experienced by the different job classes. They did however, ask the Minister of Labour to appoint mediators at the sectorial tables in order to find solutions to arrive at an acceptable settlement for the two parties.

Read the press release (in French).

Institut de Réadaptation en Déficience Physique de Québec (IRDPQ), the *CSSS de Manicouagan* and the *CSSS de l'Énergie* to mobilize in their respective regions to denounce the considerable amounts of money paid by their employer to the private healthcare employment agencies. The union members from the *IRDPQ* and the *CSSS de l'Énergie* asked their employers to quickly change to an exercise of planning and consolidation of positions, failing which, the number of resignations by professionals will continue to grow, with the unfortunate consequences that this causes. The United Healthcare Professionals (UHCP) denounced the flagrant lack of willingness of the management of *Hôpital Maisonneuve-Rosemont* to develop viable solutions for preserving the quality of care given to the population by offering acceptable working conditions.



Massive support from the public for the arrangement of work time solution



The results from a Léger Marketing survey revealed on April 13 at a press conference held by the president, Régine Laurent, shows that the Quebec public solidly supports (80%) the arrangement of work time solution recommended by the FIQ to resolve the nursing shortage and the problems in the healthcare system which are prevalent in

numerous Quebec institutions. This solution involves transforming part-time positions into full-time positions, and the schedule would be spread out over a 4-day week which includes workdays that are slightly longer.

The survey revealed that 83% of Quebecers surveyed see a means likely to improve the functioning of the healthcare system in this FIQ demand, and which would have positive repercussions on the working conditions of care professionals, on the labour shortage and on the retention and attraction of healthcare professionals. The FIQ welcomed these results with much enthusiasm which, Ms Laurent states, confirm the social consensus in Quebec today for the solutions needed for the working conditions of care professionals in the public healthcare system.

Calendar - Mobilization

April

Members wear the armband, the bracelet and jeans

Members wear a tattoo-style temporary transfer

Black Wednesdays
Wear a black T-shirt