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# ENACTION

FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC | [www.fiqsante.qc.ca](http://www.fiqsante.qc.ca)



## SUPPORT FROM ALL SIDES

During a demonstration at the Parliament Buildings, the FIQ invited the members of Parliament in the National Assembly to a dinner with the care professionals from the public health network. They still hope to make the Charest government see reason and to sensitize all the members of Parliament to the wretched working conditions that they endure day after day.

All means must be taken to put an end to the management party's procrastination and make the Liberal government understand, once and for all, since the care professionals throughout the province are hoarse from repeating this over the past many months. Thus, hundreds of delegates meeting at a special federal council went to the Parliament buildings, which are supposed to be a symbol of democracy, to demand a negotiated settlement as quickly as possible.

Far from being a lone soldier, the FIQ delegation received considerable support at this demonstration, starting with that of Linda Silas, President of the Canadian Federation of Nurses Unions (CFNU). The latter delivered a message of solidarity in the name of the 158,000 members that the CFNU represents across Canada. Ms Silas encouraged the FIQ care professionals to fight with determination until they get the recognition they deserve for their dignified work. She urged them not to accept any *status quo* after five long years of a decree which demeaned Quebec and put it far behind the other Canadian provinces in terms of working conditions for care professionals.

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Percussionists from the group LE BLOCO

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**WORD FROM THE PRESIDENT**

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**THE PUBLIC OUTINGS OF THE FIQ ARE BOTHERSOME**

*Régine Daurout*



The increase in the public outings of the Federation in the four corners of Quebec is starting to bear fruit. The tenacity of the care professionals is far from being weakened.

Mobilization has become the trademark of the FIQ members. This mobilization contributes to putting the identity, pride, activism and especially the determination of the care professionals in the public eye.

Reinforcement of the public health network, is the issue of the present negotiations. The 2010 negotiations have also become an ideological battle on the future of care professionals and on the public health system that Quebec society has given itself. The care professionals are the main characters in this struggle which puts values in play rather than just the provisions of a collective agreement.

I have faith in this cause. I have faith in the determination of the FIQ members. I have faith in their capacity to force the government's hand so that it makes the needed change: that of reinforcing the public health system, that of the recognition of the work of care professionals.

The complete text is available at <[www.fiqsante.qc.ca/blogue](http://www.fiqsante.qc.ca/blogue)>. ■

## THE FIQ DEMANDS: CLOSE TO A SOCIAL CONSENSUS

At the beginning of April, the day after the Bachand budget, a survey was carried out with the population of Quebec in order to measure its perception of care professionals and their demands.

The results concluded, in particular, that the public holds care professionals in high regard and they support their demands. Here are the main features:

- 87% of the population considers that, within the framework of the present negotiations, the FIQ is not only defending its members interests, but also the public interest;
- 83% of Quebecers believe that the improvement of working conditions is likely to improve the healthcare system;
- More than three out of four people believe that the Charest government does not give sufficient importance to the solutions put forward by the FIQ;
- Only 30% of respondents support public institutions using private healthcare employment agencies.

The complete report of the survey carried out by Léger Marketing is available at <[www.fiqsante.qc.ca/sondage-perception-du-public-quebecois](http://www.fiqsante.qc.ca/sondage-perception-du-public-quebecois)>. ■



Mathieu Gagné, Director of Public Affairs at Léger Marketing

NEGOTIATIONS



# NOTHING IS MOVING FIQ ASKS FOR MEDIATION



The work at the negotiating tables, whether sectorial or intersectorial, has not progressed an inch. So, on April 21, the Federation set off the mediation process in order to break this impasse. However, this request for mediation does not mean the end of discussions at the negotiating table: the FIQ is still hoping to quickly reach a negotiated agreement.



Thus, in spite of the request for mediation, the FIQ members must maintain the pressure on the government. Indeed, the numerous interventions over the last few weeks have made the management party back down on certain points:

- No automatic recognition of the Bachelor's degree for the nurse in community health, the assistant head nurse and the assistant to the immediate superior;
- The concept of full-time or part-time positions spread out over several months;

- The modification of the parameters for the workweek;
- The modification of the parameters of the workday;
- The non-recognition of the 16 hour delay between shifts for the payment of overtime hours;
- Overtime hours only being considered after the workweek (36.25 hours).

On April 23, Régine Laurent and the Negotiating Coordination team met with Minister Bolduc. He committed to giving a mandate to his representatives at the table to

consider a management scenario that takes into account the arrangement of work time proposed by the Federation as well as its other demands. The FIQ president and the minister also agreed to talk every two days in order to follow the progress of the work at the table. At the time this went to press, the Coordinating Team will return to the table on Monday, May 3.

Consult the leaflet-poster "The FIQ asks for mediation" at [www.fiqsante.qc.ca](http://www.fiqsante.qc.ca), in the Negotiation Section. ■

*Thank you to everyone!*

**10,000 MEMBERS Facebook**

Next goal: 15,000 members! Spread the word!



- **BECOME A FAN OF FIQ-SANTÉ ON FACEBOOK AT <[WWW.FACEBOOK.COM/FIQSANTE](http://WWW.FACEBOOK.COM/FIQSANTE)>**
- **FOLLOW THE NEWS ABOUT THE FIQ AND THE NEGOTIATIONS AT <[WWW.TWITTER.COM/FIQSANTE](http://WWW.TWITTER.COM/FIQSANTE)>**

**MOBILIZATION**



# FRANK SUCCESS OF THE MOBILIZATION ACTIONS

## MOBILIZATION ACTIONS

- Wear jeans
- Wear a black t-shirt on Wednesdays
- Wear a bracelet and armband
- Concealment of the ID badge
- Send a letter
- Send a bereavement card
- Meet the employers to find out how much they agree with the April 5 management offer

The mobilization of the FIQ members and the visibility actions that they have undertaken over the last few weeks have been a great success. The holding of general assemblies in many institutions resulted in the unanimous or very large majority adoption of the essential services policy, with a high rate of participation of the membership.

So that the care professionals can mark black Wednesdays, symbolizing their mourning for decent working conditions and the quality care offered to the population, 20,000 T-shirts are presently in circulation in the health institutions. During the most recent Special Federal Council, a majority of the delegates agreed to send a bereavement card to the directors of the institutions, the boards of directors, the ministers, the members of Parliament, etc. They also agreed to meet their own employers in order to evaluate how strongly they believe in the April 5 management offers.

The delegation was also pleased with the results from the recent regional vigils organized in front of the offices of the members of Parliament and the *agences de santé et de services sociaux*. Numerous photographs from these vigils have moreover been published on the Federation's Facebook page <[www.fiqsante.qc.ca/FIQSante](http://www.fiqsante.qc.ca/FIQSante)>. ■

## SUPPORT FROM ALL SIDES

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Pauline Marois, the leader of the *Parti Québécois*, followed by members of Parliament from her party, and the leader of the *Québec solidaire* party, Amir Khadir, then expressed their support for the care professionals demands. Ms Marois reiterated her party's profound disagreement with the user fee measure imposed by the Bachand budget. She also stated that the Charest government is going down the wrong road by allowing the private sector into the public health network. She hopes for a quick negotiation of an agreement, stating that imposing once again the working conditions would be a monumental error.

For his part, Amir Khadir admitted that he felt less alone in his fight for a lasting accessible and free health network, thanks to the voice of the nursing and cardio-respiratory care professionals. He reminded everyone that the battle that is presently being waged by these care professionals is one for all the people. He added that their anger is completely justified, because the survival of a public network inevitably goes through adequate financing and recognition of the work of its personnel. Mr. Khadir promised his unflinching support of the care professionals until the settlement of their dispute with the management party.

As for the few liberal members of Parliament who joined the delegates, they only had brief conversations with them, without, however, addressing the group as a whole.

In a very animated atmosphere and to the sounds of the rolling drums of the percussionists from the group, *LE BLOCO*, the delegates gave a black FIQ T-shirt to all the members of Parliament present. They invited them to wear this uniform and to come spend a day in a Quebec health institution to see for themselves the horrible conditions in which the nurses, licensed practical nurses, respiratory therapists and perfusionists patiently practice their duties daily. ■



Régine Laurent, President of the FIQ, Linda Silas, President of the CFNU and Sylvie Savard, 4<sup>th</sup> Vice-President of the FIQ.



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