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Federal Council
of May 31, June, 1 and 2, 2010

EN ACTION

FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC | www.fiqsante.qc.ca

MOBILIZATION ACTIONS ARE MOVING UP A NOTCH



At the Federal Council, the delegation adopted the mobilization and action plan for the next four months, and this, a few days after having been made aware of the unacceptable management offers of May 26. The mobilization actions put forth truly reflect the determination of the FIQ care professionals in the current negotiations.

1ST ACTION: CAMPING OUT AT THE PARLIAMENT BUILDINGS

The first action of the mobilization plan is aimed at the MNAs. Thus, at the time of writing this FIQ en Action, a vigil will be held in front of Parliament. A camp site has been secretly set up in the middle of night at the National Assembly, where the FIQ members must take turns camping out 24 hours out of 24 hours over several days.

Through this action, the care professionals are delivering a clear message to the MNAs who are in the last week of sitting of the National Assembly before vacation. They are hoping for a negotiated settlement before the summer, which will improve their working conditions and will insure the quality of care and safeguard the public health system.

OTHER MOBILIZATION ACTIONS

Until a settlement:

- Boycott employer/union meetings in all institutions;

- All care professionals blacklist the dress code, continue with black Wednesdays and use imagination for the other days of the week;
 - Wear a numbered patch indicating a care professional working overtime;
 - Application of the measures proposed by the Federation when an employer asks a care professional to work overtime;
 - Hide the employee ID badge with a card saying "I am only a number in the eyes of the Charest government";
 - Wear a distinctive sign during the accreditation visit.
 - Send a letter to each member of the boards of directors soliciting their commitment in the defence of a quality public health system.
- July:**
- Mediatization of the mediator's report with a "punch" action
- September:**
- Request for support from the public for the care professionals' demands.
- At a time deemed appropriate:**
- Publicity campaign;
 - Operation "Penal complaint";
 - Caravan of the members of the FIQ Executive Committee. ■
- June:**
- Operation "Great disturbance" where the boards of directors of the institutions will be solicited in order to take a position on the May 26 management offers;

Sylvie Savard, Mélanie Parent,
Brigitte Fauteux, Chantal Martin,
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WORD FROM THE PRESIDENT

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ADVERSITY BRINGS OUT THE BEST IN TEAMS

Régine Daurand



An old sports cliché says that adversity brings out the best in teams. The last few months certainly attest to this for the care professionals, particularly since the management offers of May 26.

The nurses, licensed practical nurses, respiratory therapists and perfusionists without a doubt, make up the best team, because adversity is part of their daily lot. They achieve the impossible on each shift by always doing more with less. With each negotiation, they must convince a government that shows bad faith, of the need to make changes in the public health network. However, faced with adversity, they remain strong and united in spite of their realities that are sometimes different and in spite of their disagreements.

Democracy is rooted in the discussions, in the debates and the actions; it is moreover through these that the Federation gets its meaning. The values of solidarity, equity and justice are at the basis of the actions of the FIQ members. The fight they are constantly waging for these values, is also recognized by the whole population who no doubt supports them, particularly in their arrangement of work time project.

However, the care professionals' battle doesn't stop at the doors of a

health institution and that is where the strength of the FIQ lies: its credibility and notoriety comes from the fact that it has the health and well-being of the whole population at heart.

It would be in the government's best interest to deal with the care professionals as allies, rather than leading them onto the battlefield. It needs to understand that they are not adversaries, but dogged workers who are simply looking to be recognized. ■

REFLECTION ON THE RECONSTRUCTION OF HAÏTI

Following the implementation of its New Practices in Solidarity Programme, the FIQ participated in an important gathering of Haitian labour and community organizations in order to hear their point of view on the reconstruction and social development of Haïti.

Thus, two meetings were held between April 8 and 12 of this year: a first union summit organized by the International Trade Union Confederation (ITCU), an international labour organization representing 175 million workers in 155 countries, and a forum for reflection jointly organized by the FTQ and Oxfam-Québec.

These two meetings led to the adoption of union road maps indicating a consensus on the pertinence of developing common agendas. The participants focused their priorities in particular on the development of decent work, the reinforcement of a legal status and the implementation of a social dialogue, the basis on which the next Haitian labour and community group movement will rely. ■

A WELL-DESERVED RETIREMENT

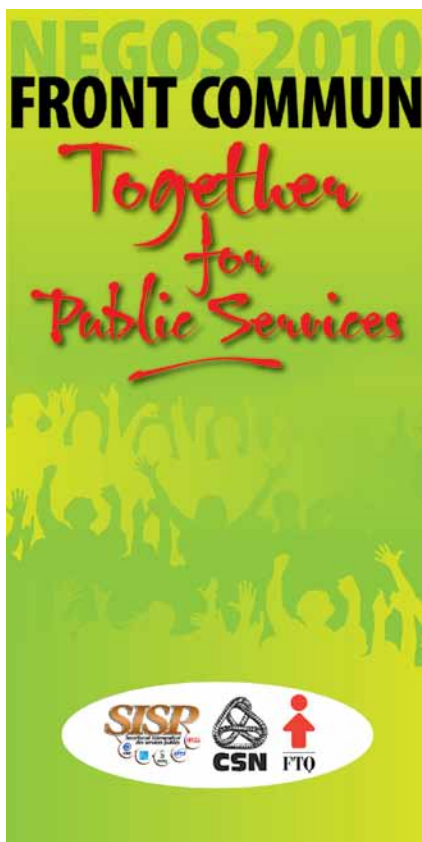
The Federation informed the delegation of the retirement of Lorraine Fortin and Micheline Poulin and took advantage of the opportunity to stress their exceptional contribution to the organization. The energy deployed by these two union consultants over the years is worthy of mention and it is with recognition that the FIQ wishes them a long and happy retirement.



1. Micheline Poulin 2. Lorraine Fortin

NEGOTIATIONS

**AN EXPLORATORY OFFER FROM THE COMMON FRONT
BILL 100 - INJUSTICE AND WRONGS ON THE MENU**



**UPDATE ON THE SALARY DEMANDS
AN EXPLORATORY OFFER
FROM THE COMMON FRONT**

On October 30, 2009, the Common Front filed a demand for a salary increase of 11.25% over three years, for all the employees in the public sector. This increase included a protection of purchasing power, a salary catch-up for government employees and participation in the collective growth in comparison with the evolution of the wealth of Quebec.

On January 14, 2010, the management party responded with an offer of a salary increase of 5% over five years, with participation in collective growth during the last two years.

In answer to this last offer, the Common Front filed an exploratory offer regarding salaries being spread over five years this time. While maintaining the principles contained in its first demand, the latter, however, suggested a different distribution over time. This new formula would allow maintaining the demand for protection of purchasing power, in particular.

The Common Front is waiting for an answer from the government at the time the FIQ en Action was written. ■



Sylvie Savard, Michèle Boisclair, Lucie Mercier and Ginette Raymond

**BILL 100
INJUSTICE AND WRONGS ON THE MENU**

On May 12, The Jean Charest government tabled Bill 100, a bill implementing certain provisions of the Quebec budget. The FIQ is vehemently opposed to this law which evidently will not be subject to public consultation.

Through this law, the government is sanctioning, by legislation, injustice, wrongs and the transfer of wealth from the poorest to the richest. Moreover, it is endangering the accessibility of health services by basing the funding allocated to health institutions on performance criteria, rather than on regional and socioeconomic considerations. Anywhere where it has been applied, this form of funding has contributed to creating numerous imbalances, notably for institutions located in under-privileged areas or in regions. And, performance criteria can constitute a strong alibi for transferring services to the private sector.

For the Federation, it is obvious that the Liberal government does not have the legitimacy needed to thus modify the mode of funding and the allocation of resources in the health and social services network, without public consultation. It must also abandon the health franchise and the application of the policy of non-replacement of managers and administrative personnel, because this measure would inevitably generate a work overload for the care professionals whose arms are already full. Furthermore, although the government plans salary increases for the management and supervisory personnel in the law, the FIQ hopes that it is not the same for the salary of care professionals. The Federation therefore, demands that the sections of the law that deal with these elements be amended and repealed. ■

**AND THE
WINNERS
ARE...**

The results from the mobilization for the major Common Front demonstration on March 20 were revealed during the Federal Council. Here are the regions that distinguished themselves by the number of FIQ members who attended this event. It must be remembered that more than 75,000 people were in the streets of Montreal for this historical demonstration.

- 1st place: Saguenay-Lac-St-Jean / Côte-Nord / Nord-du-Québec
- 2nd place: Abitibi-Témiscamingue
- 3rd place: Mauricie / Centre-du-Québec



THE FIQ IS IN GOOD FINANCIAL HEALTH

As the audited financial statements for 2009 indicate, the Federation is in good financial health.

Because 2009 was a year of preparation for the Quebec negotiations, certain budgetary items were affected. Also, it was during this period that the deployment of certain models developed in the Information Technology Master Plan was carried out, resulting in additional costs. Despite all, the 2009 fiscal year for the FIQ resulted in a budget surplus of \$431,414 while allotting \$580,000 to the Negotiation Reserve to avoid a larger deficit. In agreement with the statement presented, the delegates then adopted the 2009 financial statements.

Pascal Beaulieu and Jérôme Rousseau, members of the Internal Audit Committee, presented the delegates with their report for the year. They stated they were satisfied with the management of the FIQ assets and see that there is good monitoring of expenses. ■

SOLIDARITY RESERVE		
	2009 (12 months)	2008 (12 months)
REVENUE		
Administration Fund Contribution	164,037	107,022
EXPENSES		
Solidarity	118,757	106,795
EXCESS OF REVENUE/EXPENSES	<u>45,280</u>	<u>227</u>

RESERVE FOR CONVENTION & F.C.		
	2009 (12 months)	2008 (12 months)
REVENUE		
Contribution from administration fund	2,143,256	2,323,316
EXPENSES		
Meetings (including Equalization)	1,779,842	2,508,604
EXCESS OF REVENUE/EXPENSES	<u>363,414</u>	<u>(185,288)</u>

RESERVE FOR HEAD OFFICE		
	2009 (12 months)	2008 (12 months)
REVENUE		
Contribution from administration fund	0	0
EXPENSES		
Head office	0	0
EXCESS OF REVENUE/EXPENSES	<u>0</u>	<u>0</u>

ADMINISTRATION FUND		
	2009 (12 months)	2008 (12 months)
REVENUE		
Regular Dues	26,052,093	26,038,709
Interest	154,120	339,894
Grants	47,368	47,082
Other revenue	56,669	57,586
Total revenue	26,310,250	26,483,271
EXPENSES		
Meetings and elected union officers	1,901,565	1,700,921
Sectors		
Labour Relations	11,844,077	11,641,279
Sectors and Services	985,227	773,707
Sociopolitical	425,524	288,737
Status of Women	313,413	154,050
Occupational health and safety	223,040	252,437
Task and Organization of Work	373,677	268,958
Social Security	226,734	194,376
Total for the sectors	14,391,692	13,573,544
Services		
Education-Animation	622,480	502,528
Union Organizing	555,148	548,689
Communication-Information	587,414	595,191
Translation	114,005	92,865
Total for the services	1,879,047	1,739,273
Equalization (see convention)	0	0
General Administration (including computer)	6,637,915	5,021,840
Human Resources	1,068,617	928,979
Total expenses	25,878,836	22,964,557
EXCESS OF REVENUE OVER EXPENSES	<u>431,414</u>	<u>3,518,714</u>

RESERVE FOR NEGOTIATIONS		
	2009 (12 months)	2008 (12 months)
ADMINISTRATION FUND CONTRIBUTION		
Regular dues	2,180,000	1,600,000
Additional dues	0	0
Other revenue	0	0
Total contribution	2,180,000	1,600,000
NEGOTIATIONS		
Salaries and fringe benefits	771,929	1,080,338
Travelling expenses	181,853	111,117
Rental expenses	42,319	6,626
Printing expenses	30,869	238,258
Courier and communications	12,633	294
Professional fees	108,181	191,020
Publications	110,554	33,996
Admission and membership fees	199,518	342
Federal Council meetings	909,609	179,360
Other expenses	152,707	0
Private sector negotiations	0	0
Total for negotiation expenses	2,520,172	1,841,351
EXCESS OF REVENUE OVER EXPENSES	<u>(340,172)</u>	<u>(241,351)</u>

FINANCIAL STATEMENTS

THE FIG IS IN GOOD FINANCIAL HEALTH

UNION DEFENCE FUND		2009	2008	BALANCE SHEET AS OF DEC. 31, 2009		
	(12 months)	(12 months)		Union	Administration	Total
				Defence Fund	Fund*	
REVENUE						
Administration Fund Contribution						
Benefits						
Regular dues	314,839	309,704				
Donations	0	0				
Interest	15,112	0				
	<u>329,951</u>	<u>309,704</u>				
Union Organizing						
Regular dues	629,678	619,407				
Interest	3,253	0				
Other revenue	0	66				
	<u>632,931</u>	<u>619,473</u>				
Total income	962,882	929,177				
EXPENSES						
Benefits						
Union Defence Fund Committee	1,050	1,241				
Salaries and fringe benefits	0	0				
Fines and legal expenses	54,150	0				
Professional fees	28,525	50,255				
Interest and bank charges	0	14				
Other expenses	34,931	41,266				
Financial aid	653	979				
	<u>119,309</u>	<u>93,755</u>				
Union Organizing						
Salaries, union leaves & fringe benefits	124,013	0				
Travelling expenses	7,231	0				
Rental expenses	0	0				
Printing expenses	110	2,547				
Courier and communications	0	0				
Professional fees	9,993	9,406				
Other expenses	0	794				
	<u>141,347</u>	<u>12,747</u>				
Total expenses	260,656	106,502				
EXCESS OF REVENUE OVER EXPENSES	<u>702,226</u>	<u>822,675</u>				
			CURRENT ASSETS			
			Cash	1,069,395	283,459	1,352,854
			Temporary investments	1,518,365	5,595,258	7,113,623
			Advances to Administration Fund	133,569	0	133,569
			Advance to Parity Ins.Comm.Fund	0	17,123	17,123
			Advance to Union Defence Fund	0	0	0
			Debtors	0	589,538	589,538
			Expenses computable on next period	0	152,073	152,073
			Deferred expenses	0	8,641,093	8,641,093
			FIXED ASSETS	0	5,826,207	5,826,207
			TOTAL ASSETS	2,721,329	21,104,751	23,826,080
			CURRENT LIABILITIES			
			Suppliers and accrued liabilities	320	1,371,083	1,371,403
			Deferred income	0	0	0
			Dev't of human resources	0	344,956	344,956
			Debt coming to term within a year	0	0	0
			Accounts payable	0	5,351,163	5,351,163
				<u>320</u>	<u>7,067,202</u>	<u>7,067,522</u>
			Advance from Administration Fund	0	133,569	133,569
			LONG-TERM DEBT	0	0	0
			TOTAL LIABILITIES	320	7,200,771	7,201,091
			MEMBER'S EQUITY			
			Accumulated surplus not assigned	2,721,009	(748,047)	1,972,962
			Assigned surplus movables/equipment		1,807,312	1,807,312
			Assigned surplus computer		4,018,895	4,018,895
			Assigned surplus-head office		8,641,093	8,641,093
			Surplus reserved for negotiations	0	(168,707)	(168,707)
			Surplus reserved for solidarity	0	45,128	45,128
			Surplus reserved for Fc and Conv meetings	0	308,306	308,306
				<u>2,721,009</u>	<u>13,903,980</u>	<u>16,624,989</u>
			LIABILITIES AND EQUITY	<u>2,721,329</u>	<u>21,104,751</u>	<u>23,826,080</u>

* Negotiations, solidarity, head office and Conv. & F.C. meetings.

REVENUE AND EXPENSES FOR THE PERIOD AND BALANCE OF ALL FUNDS AS OF DECEMBER 31, 2009	Union	Administration	Negotiation	Solidarity	F.C. and Convention	Total
	defence Fund	Fund	Reserve	Reserve	Reserve	
BALANCE AS OF 31-12-2008	2,018,783	13,287,839	171,466	(152)	(55,107)	15,422,829
Adjustment	0	0	0	0	0	0
Balance after correction as of 31-12-2008	<u>2,018,783</u>	<u>13,287,839</u>	<u>171,466</u>	<u>(152)</u>	<u>(55,107)</u>	<u>15,422,829</u>
Income for the 2009 period	962,882	26,310,250	2,180,000	164,037	2,143,256	31,760,425
Expenses for the 2009 period	<u>260,656</u>	<u>25,878,836</u>	<u>2,520,72</u>	<u>118,757</u>	<u>1,779,842</u>	<u>30,558,263</u>
Excess for the 2009 period	702,226	431,414	(340,172)	45,280	363,414	1,202,162
BALANCE AS OF DECEMBER 31, 2009	<u>2,721,009</u>	<u>13,719,253</u>	<u>(168,706)</u>	<u>45,128</u>	<u>308,307</u>	<u>16,624,991</u>
Assigned surplus-movables/equipment		1,807,312				
Assigned surplus-head office		8,641,093				
Assigned surplus-computer		4,018,895				
Accumulated surplus-not assigned		(748,047)				

Note: Difference is due to rounding off of decimals

PROFESSIONAL DIVERSITY AT THE FIQ



In December, the Federation announced the setting up of a process which, in the end, would allow the specific needs of the care professionals of different job titles that it represents to be identified as well as the problems they experience and their causes.

Considering the actual context of the negotiations, the work scheduled for the winter of 2010 was postponed to the fall. Thus, during the month of October, the representatives from the local teams will be invited to complete an individual questionnaire aimed at creating a portrait according to job title. Then, the results will be shared with the delegation which will have to reflect on the situation and decide on the measures to adopt.

The delegates are invited to actively participate in this process which will enable the full deployment of the collective wealth that represents the professional diversity of the FIQ. ■

HOUSE AND AUTOMOBILE INSURANCE

For several years, *La Personnelle* general insurance has offered the members of the Federation automobile and house insurance at attractive rates. The delegation at the fall 2003 Federal Council, gave the company permission to solicit members by telephone. However, it is understood that *La Personnelle* agrees not to divulge to anyone the list of FIQ members.

In this context, it is important to remember that, in accordance with the Act Respecting the Protection of Personal Information in the Private Sector, the members may refuse that their name and personal information (address, telephone number) be given to service providers. The name of the members would then be permanently removed from the lists to be sent for purposes of verification of membership or for solicitation by the service providers approved by the Federation. It seemed appropriate to republish this notice since it has been some time since the original notice was issued and new members have since joined the FIQ.

THE MEMBERS WHO REFUSE THAT THEIR PERSONAL INFORMATION BE GIVEN to a business who has concluded an agreement likely to be attractive and beneficial for all members of the Federation, MUST COMPLETE THE FORM BELOW and return it to:

FIQ Québec
ATTN Léona St-Louis
1260, boul. Lebourgneuf, bureau 300, Québec (Québec) G2K 2G2

ANNUAL OHS WEEK 2010

“For a violence-free workplace – Moving out of the shadow!” is the theme retained for the OHS week which will be held from October 17 to 23, 2010. For a second consecutive year, it has been decided to continue with the theme of physical and verbal aggressions that care professionals are regularly subjected to. Indeed, in spite of the advances made, this phenomenon truly remains a problem in the workplaces.

The members of the FIQ OHS Committee therefore presented the delegates the poster conceived this year and explained the interpretation on which it rests. This poster will soon be sent to the local teams. And, different tools will be developed in the fall and available under the tab “Occupational Health and Safety” on the web site of the Federation <www.fiqsante.qc.ca>. These tools will be added to those already in the Internet Antiviolence Kit. Keep an eye out!

HOUSE AND AUTOMOBILE INSURANCE

I, the undersigned, explicitly refuse that my personal information held by the FIQ be used for the purpose of commercial canvassing and solicitation regarding agreements that the FIQ has developed for the members.

Name: _____

Address: _____

Town: _____ Province: _____ Postal Code: _____

Telephone(residence): _____ Telephone(work): _____

Signature: _____ Date: _____

SPEAKERS

**FOR QUALITY CARE ACCESSIBLE TO ALL
STATE-CONTROLLED ONLINE GAMBLING**

FOR QUALITY CARE ACCESSIBLE TO ALL



D^{re} Marie-Claude Goulet

There are concrete and equitable public solutions that would assure the population quality healthcare. This is what Dr. Marie-Claude Goulet, *President of the Médecins québécois pour le régime public* came to demonstrate to the delegation.

The speaker's presentation was especially pertinent given the current context where privatization is happening more and more in the public network. Indeed, the use of private healthcare employment agencies, the creation of private clinics, or still, the establishment of public-private partnerships, have pretty much become common practice. Privatization has disastrous consequences in that it creates a parallel market which is based on the capacity to pay and not the

needs. It also generates an exodus in medical and professional resources from the public network towards the private field and contributes, by the same fact, to the deterioration of the public health system.

Dr. Goulet also informed the delegates of the repercussions of privatization on women, as women use healthcare services more frequently due to certain determining factors which put them more at risk. And, women working in the

public network must deal with very difficult working conditions every day as a result of the dismantling of the public health system.

Several public solutions are possible that would insure free, universal and quality healthcare for the population. Prevention of illness, a better management of waiting lists, targeted investments and a better control of medication costs are concrete examples that have already been demonstrated. ■

STATE-CONTROLLED ONLINE GAMBLING



D^{re} Jocelyne Sauvé

On February 18, the directors of public health for all regions of Quebec took a public position against "state-controlled online gambling". Jocelyne Sauvé, a community health physician and the director of public health for the region of Montérégie, spoke to the delegation in order to paint a picture of the situation and the resulting public health issues.

Gambling can become problematic and have serious consequences on the gambler's family and his entourage. Although Quebecers gamble less on the Internet, nationalization of online gambling increases the danger of making the client feel secure and standardizing the activity, as can be seen in Sweden, in particular. In these circumstances, gambling on line, for

many, becomes particularly attractive and even addictive through its simple and accessible formula.

The speaker also informed the delegates about the recommendations from the directors of public health. Essentially, these recommendations seek to postpone for at least a year the date for implementing Internet interactive gambling in order to

carry out the necessary studies, to form a social ethics committee on state-controlled gambling and to create a Quebec policy on interactive gambling.

Following the conference, the delegation expressed a desire to take a stand against the nationalization of online gambling, a motion which was then carried unanimously. ■

ELECTIONS

During the Federal Council, the delegation elected Roberto Bomba, from the Jewish Rehabilitation Hospital, to the Internal Audit Committee, and Patricia Lajoie, from the *CSSS de la Vieille-Capitale*, to the Status of Women Committee. France Gosselin, from the *Centre d'accueil Saint-Joseph de Lévis*, was elected by acclamation to the Election Committee.

In spite of two ballots the results did not determine the other member of the Status of Women Committee, so a new nomination period will be held during the next Federal Council.

A FILE IN THE PUBLIC EYE

The fight against the use of private healthcare employment agencies by the employers in the public network is difficult and should probably be continued over a long period. The steps undertaken by the FIQ are complex, but the care professionals in the public network are far from abandoning the game.

The action plan to counteract the private healthcare employment agencies was adopted by the delegation in December, 2009. Since then, several stages have been reached, but other actions have to be undertaken. Thus, it was agreed during the Federal Council, among others:

- To intervene with political and administrative bodies;
- To attend the annual general meetings of the professional orders: OIIQ, OIIAQ and OPIQ;
- To assess the pertinence of allegiances with the organizations having the same concerns as the FIQ for the protection of the public health network and the defence of the rights of workers who work in the network;
- To evaluate the possibility of a coalition against the presence of private healthcare employment agencies;
- To file union and collective grievances;
- To support the local teams during the filing of complaints in accordance with Article 39 of the Labour Code;
- To organize a seminar with the theme “Private healthcare employment agencies – The public’s health is for sale” (end of October 2010);
- To insure a regular presence of the FIQ representatives in the institutions;
- To continually inform the members of the organization, in particular through Facebook, the web site and the publications of the Federation.

The actions carried out to date have definitely enabled this file to be put in the public eye and to make the population aware of this fight not only in the interest of the care professionals, but also that of the patients. It is therefore of capital importance to continue with this momentum. ■

PROVIDING END OF LIFE CARE

The delegates had the opportunity to discuss a delicate, yet current, subject while sitting at round tables: dying with dignity.

In the fall, the Federation will table a brief at the special commission set up to discuss the issue. The FIQ wants to include the questions and concerns of nurses, licensed practical nurses, respiratory therapists and perfusionists who are regularly with patients in the terminal phase of an illness. Indeed, the members of the FIQ are all capable of deciding the ideal conditions to implement for the providing of end of life care. With their expertise and their experience, care professionals must absolutely be consulted, whether it is training, equipment, organization of work.

Thus, the delegation undertook a reflection from which several avenues of solutions emerged. A file to follow!



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