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# ENACTION

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



Coordination team for the negotiations

## UNANIMOUS REJECTION OF THE MANAGEMENT OFFERS

Even if the delegates of the Federation are hoping for a settlement before the summer, they will never accept offers that make light of their glaring needs in matters of organization of work. This is why they unanimously rejected the most recent management offers.

Several reasons were invoked to justify this rejection, notably:

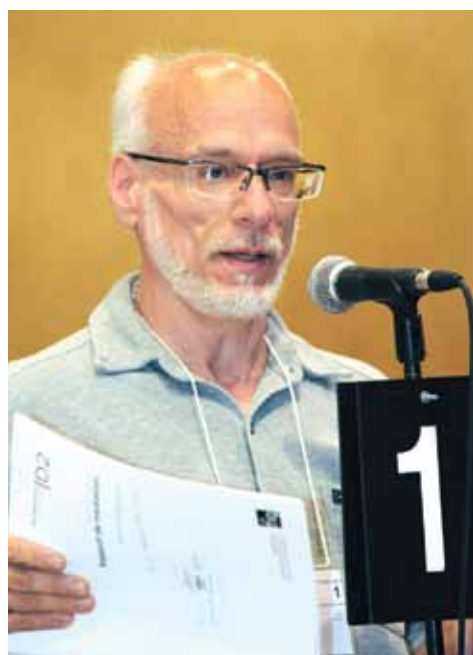
- The right to decent living conditions for the care professionals;
- The right of the population to health and the right to provide care with respect and dignity for the respiratory therapists, licensed practical nurses, perfusionists and nurses;
- The urgency to act to put in place permanent measures for attracting and retaining care professionals in the public health network.

The June 14, 2010 management offers are almost identical to those described in the last issue of *FIQ en Action*. The employer position is uncompromising and the government flatly refuses to consider the arrangement of work time proposed by the FIQ. Nevertheless, the care professionals working in the field are more than convinced that, failing these concrete changes to their working conditions, there will be a break in service in store for the public health network in the medium or long term.

The nurses, licensed practical nurses, perfusionists and respiratory therapists can no longer continue to practice in the current conditions. While waiting for

the government to get it, the Federation has decided to undertake an exercise in certain institutions in order to show that the proposed solutions are realistic and feasible. Faced with this fact, the government will no longer be able to claim that they are utopic.

The mediator's report is due in mid July. Until then, the FIQ members must continue implementing the mobilization and action plan that has been voted on. That the government face facts, the care professionals will take the time required to reach a satisfactory settlement: the survival of the public health network and their own survival are at stake. ■



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**WORD FROM THE PRESIDENT**

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**GREAT SOLIDARITY AND STEADFAST DETERMINATION OF THE ACTIVISTS**

The 78 hours that the activists from the Federation spent in front of the National Assembly reminded the MNAs that it is essential that a settlement be reached in the current negotiations. During those days, the activists were constantly present at the site where crucial decisions are made, in order to be heard until the end of the parliamentary session. The materialization of this historic action and its fine execution are mainly attributable to the active participation and commitment of several members.

It goes without saying that, the hundred or so people who took turns throughout the week demonstrated great solidarity and steadfast determination. Because the camping took place 24 out of 24 hours, they braved the wind and cold of the night with the goal of reaching a negotiated settlement. This solidarity and determination must continue to energize each one of the care professionals.

The licensed practical nurses, respiratory therapists, perfusionists and nurses occupied the National Assembly grounds. They must continue their fight by occupying the grounds at the local level. Negotiations are not over and, unfortunately, nothing leads us to believe that there will be a positive outcome in the short term: the nature of the last management offer attests to this. As a follow-up, it is crucial to remain mobilized and to take all the time needed in order that true structured measures be implemented. These solutions must go through a rearrangement of work time for the care professionals in the public health network! ■



**ADVANCES IN RETIREMENT**

Two meetings were held at the intersectorial negotiating table on June 3 and 10; these led to progress in the retirement file.

First, the parties agreed on the complete funding method for the plan. Thus, the issue of the levels for reaching the real contribution rate has been settled. Conditional to a global settlement, the government has accepted to withdraw its demands for the addition of a minimum age for retiring (age 55) and on the increase of the actuarial reduction. However, they have maintained their demand to abolish the bank of 90 days. Within this context, the union party stated that they could concede this abolishment, except for its application to parental leaves.

There are still disagreements regarding indexation of pensions and the modification of the contribution formula. The government justifies its refusal by invoking the complexity of the legislation that would be needed for these two demands. For the union party, even if this written legislation may be complex to write, it is not a valid reason for refusal. ■



Pierre Beaulne, Economist for the *Secrétariat intersyndical des services publics (SISP)*, described the progress of the work on salaries at the intersectorial negotiating table.



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