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# ENACTION

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



## 2011 PRIORITIES

# FIGHT AGAINST PRIVATIZATION, ACTIVISM AND MOBILIZATION

Because the negotiations kept the Federation very busy in 2010, it has been decided to pursue the same priority actions for 2011. These actions are grouped around two major priorities, the fight against privatization in health care and the renewal of activism and the capacity for mobilization within the organization.



*Happy  
Holidays!*

### FIGHT AGAINST PRIVATIZATION OF HEALTH CARE

Through numerous treacherous interventions, the government is still opening the door further for the commercialization of the public health network. Faced with this persistent inescapable fact, the delegates once again adopted certain actions, in particular:

- Pursue the action plan to counter the presence of private healthcare placement agencies in the public health network.

- Maintain the actions aimed at informing and sensitizing the members and the population on five themes: private healthcare placement agencies, specialized medical centres, intermediate resources, public-private partnerships and de-insurance of health services.

### RENEWAL OF ACTIVISM AND THE CAPACITY FOR MOBILIZATION

The advances that the Federation intends to make over the next year

depend on the vitality of the collective strength of the 58,000 healthcare professionals that it represents. The delegates reiterated their desire to:

- Pursue the implementation of the tools to provoke the involvement of the members in union life, for example: welcoming policies, delegate structures, local newsletter, creation of a mobilization toolbox.
- Repeat the experience of a tour by the members of the Executive Committee. ■



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**WORD FROM THE PRESIDENT**

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**THE HIGH POINT OF HARD WORK**

*Régine Laurent*

If the energy from the last year has been invested in the negotiations, it will be the holding of local assemblies that will consume the Federation, its delegates and its members over the next few weeks. On January 19 and 20 the referendum vote will be the high point of these months of hard work.

Assuming the members accept the agreement in principle concluded between the government of Quebec and the FIQ, this will put an end to the negotiation file and the collective agreement will be in effect until 2015. However, we can already predict that the after-negotiation period will not be all restful. Important files must be dealt with and tough battles will be waged!

At the heart of these files is the fight against privatization, in all its forms. The situation has grown to alarming proportions when we see private medical clinics mushrooming or we hear about physicians accepting envelopes of money from patients wanting to be treated more quickly.

If we can say mission accomplished for 2010, I hope that the battles that

we will wage during 2011 are tinged with as much energy and solidarity. To all the healthcare professionals: a very happy holiday and a new year filled with all sorts of changes and progress. ■

**ELECTIONS**

Three positions were up for election during this Federal Council. Thus, elected to the Status of Women committee were, Véronique Foisy, Nurse Clinician at the *CSSS de la Haute-Yamaska*, and Line Mercier, Nurse Clinician at the *CSSS de Beauce*. Martine Caron, Nurse at the *CHA universitaire de Québec*, was elected to the Youth Committee. Congratulations and good luck!

**INDEPENDENT LABOUR THE ACTION PLAN MAKES PERFECT SENSE**

The fight against the employers in the public health network relying on private healthcare placement agencies must continue beyond the gains obtained through the negotiations. In this context, carrying out the action plan to counter the presence of these private agencies makes perfect sense.

The actions taken to date have definitely put this file in the public eye, sensitized the population and obtained significant tools in the next collective agreement to stop the growth and use of this workforce.

Thus, in addition to the actions already in progress or carried out, the delegates meeting at the Federal Council adopted the following actions:

- The publication of a special file on the subject.
- The realization of interventions with the boards of directors and the complaints committee in the institutions concerning the confidentiality of patients' clinical information, with the Syndics of the OIIQ and the OPIQ concerning the role of the DON's and that of the DPS's.

Following a recommendation from the UDF Committee, the budgets needed to pursue the fight to counter the private healthcare agencies were also granted by the delegation. ■



At this Federal Council, the President of the FIQ, Régine Laurent, marked the retirement of four union consultants who have worked in the FIQ Labour Relations Sector with lots of zeal and conviction. From left to right: Claudine Kurtzman, Marielle Prince, Céline Gagnon and Line Gagnon. Happy retirement to all!

**GROUP INSURANCE**

**A HIGHER BUDGET FOR 2011  
RATES EFFECTIVE AS  
OF JANUARY 1, 2011**



This was a special moment for the treasurer of the FIQ, Lise Martel, as these are her last financial forecasts before her retirement in June.

## FINANCIAL FORECASTS A HIGHER BUDGET FOR 2011

The financial forecasts voted on by the delegation will once again allow the quality services given by the FIQ to be maintained and to meet the needs of the healthcare professionals, the affiliated unions and the organization. They will also permit the necessary expansion in the Communication-Information Service in the context of the 2.0 Web change started a few months ago.

The budget takes into account the transformation of temporary positions into permanent positions, the creation of two new positions in the Communication-Information Service as well as the addition of a supernumerary position in the Sociopolitical Sector. A general increase in fees of \$122,500 was also granted and concerns the requests for medical expert opinions in occupational health and safety in particular. A slight increase in the number of dues-paying members is also seen in this budget.

The FIQ also hopes to make the green change by reducing the production and mailing of documents and publications in paper form and thus maximize the new computer technologies that it developed over the last few years. A path that will lead not only to substantial savings, but also to positive effects on the environment. ■

## GROUP INSURANCE RATES EFFECTIVE AS OF JANUARY 1, 2011

The Federation analyzed the important cyclical factors creating pressure, year after year, on premium rates for the insurance plans. This analysis also included the trend factors (use and inflation) used by the insurer in the establishment of its demands for rate adjustments.

After having learned the results of the negotiations with the insurer, the delegates evaluated that it was a good renewal because they unanimously adopted all the renewal conditions for the group insurance contract of the Federation. They also accepted that an amount equivalent to the premium adjustment for the basic drug plan, the extended plan III and extended plan I be taken from the amounts on deposit in order to offer the participants an equivalent partial premium holiday for 2011. ■



Michèle Asselin, President of the *Centre international de solidarité ouvrière (CISO)*, came to present the organization and its different education and cooperation activities to the delegates. The CISO, in which the FIQ is a member, brings together Quebec labour organizations, community groups and individual members. Education in international solidarity is the central focus of its work.

### RATES IN EFFECT AS OF JANUARY 1, 2011<sup>1</sup>

PROTECTION	Contract Rates as of 01-01-2011	Rate including a premium holiday as of 01-01-2011
<b>BASIC PLAN</b>		
<b>Basic drug<sup>2</sup></b>		
Individual	\$30.74	\$30.14
Single-parent	\$39.66	\$38.88
Family	\$72.25	\$70.83
<b>Basic extended III</b>		
Individual	\$5.43	\$5.03
Single-parent	\$5.43	\$5.03
Family	\$10.80	\$10.01
<b>Extended I (dental care)</b>		
Individual	\$11.92	\$11.72
Single-parent	\$22.65	\$22.27
Family	\$33.38	\$32.82
<b>Extended II</b>		
Basic life and ADD <sup>3</sup> (rate for \$5,000 of ins.)	\$0.32/\$5,000	\$0.32/\$5,000
Additional life and ADD (rate for \$1,000 of ins.)	\$0.0863/\$1,000	\$0.0863/\$1,000
Life for dependent children (rate per family)	\$0.06	\$0.06
Long-term disability (rate in % of gross salary)	0.863% of gross salary	0.863% of gross salary

1. Rate per 14 days excluding the provincial tax of 9%.  
 2. Rate including the following employer contribution:  
 1- Employee with a job title for which the maximum salary scale on December 13, 2005 is equal to or higher than \$40,000: \$1.59 for individual coverage and \$3.98 for single-parent or family coverage;  
 2- For an employee with a job title for which the maximum salary scale on December 13, 2005 is less than \$40,000: \$2.78 for individual coverage and \$6.97 for single-parent and family coverage;  
 3- For a part-time employee working less than 70% of fulltime, the employer's contribution is reduced by 50%.  
 3. ADD: Accidental death and dismemberment.



**STATUS OF WOMEN**

**THE FIQ, A STRONG VOICE, ACTIONS THAT COUNT**

**MARCH 8, 2011**

The theme retained for International Women's Day 2011 by the *Collectif 8 mars*, which includes the FIQ, is "Continuing to demand respect for our rights". Pins, posters and stickers will be available in the institutions to mark this special day. A pedagogical tool will also deal with the budget cuts and increases in government rates. Get a copy from your local union team in March! ■

**THE FIQ IS ACTIVE IN THE FIGHT AGAINST THE PPP'S**

The Federation, with its affiliated unions and the members, are waging a ferocious battle against the privatization of public services. Here are a few of the recent activities that it has undertaken on the regional and international level.

**IN THE MONTÉRÉGIE**

Through the *Coalition Montérégie sans PPP*, in which it takes part beside several organizations from the labour and community fields, the FIQ denounces loud and clear the construction of CHSLD's in public-private partnerships. Profit is the priority for the investors in the PPP CHSLD's. Two options are possible for maximizing the profit margin: decrease the quality of the service offered and reduce the working conditions of the professionals who work in these institutions.

the boards of directors of the institutions concerned and the *Agence de la santé et des services sociaux de la Montérégie*, file a petition at the National Assembly, produce and distribute a pamphlet, etc. The Coalition fully intends to pursue these activities in order that the CHSLD's be built in the traditional public fashion.

human and union rights in Columbia, the issues concerning the healthcare systems in America, the action plan for the status of women and international solidarity.

**ON THE INTERNATIONAL SCENE**

Last September, the Federation attended the 10<sup>th</sup> Inter-Americas Regional Conference of the Public Services International (PSI) which was held in Cartagena, Colombia. The PSI, to which the FIQ has been affiliated since 2003, is an international labour federation intended for public sector unions. At the PSI Inter-Americas Conference, different questions on social and union rights were debated, including

Last October, and in the follow-up of the FIQ's involvement with the PSI, the president of the FIQ, Régine Laurent, attended an important meeting of all the international federations in the world from the public and private sectors, called the Global Unions. This important meeting sought to bring together the players in the global labour movement to discuss the future of public services. She also wanted to take the opportunity to start the "Quality public services: Action now!" global campaign whose activities will start in January, 2011. ■

Given this very disturbing situation, it is more than ever crucial to act and to be mobilized. The *Coalition Montérégie sans PPP* can turn to different means to prevent the fulfillment of these PPP projects: hold demonstrations and press briefings, interventions with



**L'ESSENTIEL**

It is with great pride that the members of the FIQ OHS Committee presented their brand new web page called "L'eSSenTiel". This page is intended to be an exchange and information tool to answer the different concerns of the healthcare professionals in occupational health and safety matters.

Several items of useful information are found in sections "Editorials from the Committee" and "OHS in the know?" The section, "OHS Echo", turns out to be a place of choice for the members to share their success stories, their local activities and their initiatives in occupational health and safety matters.

To access the committee's page: <http://www.fiqsante.qc.ca/lessentiel-sst/>

**"BREAK THE SILENCE, DENOUNCE THE INTOLERABLE BECAUSE VIOLENCE KILLS!"**

To commemorate the December 6, 1989 events at the *École Polytechnique*, the Status of Women Sector and the members of the Status of Women Committee and the Women's Network this year, put the accent, not on the victims' grief, but rather, on the determination to put an end to daily violence. The words of the dynamic chorus "*Les 8marskoutaines*" highlighted two phenomenons that contribute to perpetrating violence against women: commercialization of women's bodies and the militarization of society. Ways of fighting violence against women were proposed. Following a moving account from an activist from the *CSSS du Sud de Lanaudière* whose colleague's daughter, Anne-Marie, age 21 was killed by her spouse, the delegates also observed a minute of silence in her memory. ■



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