

**A great victory for the FIQ union members who are victims of an employment injury**

The Court of Appeals has just agreed with the *Syndicat des professionnelles en soins du Suroît*, affiliated with the FIQ, concluding that the employer has to pay an employee an indemnity based on her net salary in the case of an employment injury. In fact, the employer paid the maximum annual insurable earnings determined by the AIAOD (\$67,500 in 2013) in order that the employee receives an amount equal to the income replacement indemnity. As a result, an employee with a salary higher than the insurable amount is then penalized. This decision now forces the employer to make up the difference between the insurable earnings and the worker's regular salary. A salary that will be determined by an arbitrator because it is not defined in the collective agreement. A file to follow...



**The licensed practical nurse: a key professional on the care team**

Don't miss the latest FIQ publication, *Special Report - Licensed Practical Nurse - A key professional on the care*

*team*. In it, you will find the information linked to the recent evolution of the profession as well as several accounts from licensed practical nurses committed to their profession. A file that highlights this profession somewhat little known and that emphasizes the importance of every person on the care team.

Get a copy of the publication in your local union office or online at:

<http://www.fiqsante.qc.ca/fr/contents/documents/fiq-dossier-special-infirmiere-auxiliaire.html>

**Welcome to the healthcare professionals from the Haute-Côte-Nord-Manicouagan!**

The *Syndicat des professionnelles en soins infirmiers cardio-respiratoires du CSSS de Baie-Comeau* (SPSICR-BC), affiliated with the FIQ, has gained the trust of the licensed practical nurses, nurses and respiratory therapists to represent them following the merger of the *CSSS de la Haute-Côte-Nord et du CSSS de Manicouagan*. With 80% of the votes cast, the Federation is happy to welcome the new members who did not hesitate to express their new membership in the FIQ with much enthusiasm.

**Mental health**

On November 27, 2013, Daniel Gilbert, 2nd Vice-President of the FIQ, Denis Cloutier, President of *AIM-FIQ de l'Institut universitaire en santé mentale de Montréal*, Bruce Ward, President of *SIHHD-FIQ* at the Douglas Mental Health University Institute (DMHUI), Daniel Latulipe, Director of *RACOR en santé mentale* and Josée Côté, Director of the *Regroupement des aidantes et aidants naturels de Montréal* (RAANM) united their voices in a press conference to denounce the major consequences of the administrative and financial reorganization of mental health services in Montréal on the services and on the population.

The press release:  
<http://www.fiqsante.qc.ca/fr/contents/communiqués/services-en-santé-mentale-a-montreal-rien-ne-va-plus.html>

**Towards renewed feminism!**

Held between November 14 and 17 at the *Université du Québec à Montréal* (UQAM), the Estates General on Feminism were an opportunity to adopt the broad orientations that will characterize the actions and the reflections of the feminist movement over the coming years. The debates were focused on the thematic specific to the reality of women in 2013: well-being and global health; the economic system and the work of women, democracy, the role of the state and political and media arenas. The members of the FIQ Status of Women Committee, Michèle Boisclair, 1st Vice-President and Political Officer for the sector, as well as other union reps from the FIQ actively took part in this significant event for feminism in Québec.

The FIQ Express is taking a break for the holiday period.

The next issue will be on January 15, 2014.

Best wishes for this holiday season and until next year!

