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Martine Côté, *CSSS de Chicoutimi*

PROVINCIAL NEGOTIATIONS THE FIQ CONTINUES ITS WORK INDEPENDENTLY

Meeting in a Special Federal Council in Laval, the delegates made the decision not to join the Common Front formed by other labour organizations for the upcoming negotiations in the public and parapublic sectors.

This Common Front, recently composed of the FTQ, the CSN and the SISP (CSQ-APTS-SFPQ), emerged on March 16 and intends to put the demands of the member labour organizations together and to defend these demands during the next round of negotiations. Remember that at the December 2013 Federal Council, the union representatives of the FIQ, in accordance with the analysis of the situation that was presented to them, gave the coordination of the negotiations the mandate to “negotiate the parameters of decision-making and the terms of representation of the FIQ within an inclusive Common Front”.

A majority of the delegates believed, at that time, that in a difficult economic context where the political parties are preaching austerity and where the attacks on the unions are increasingly insistent, it was necessary to assess the possibility of creating alliances for improving the bargaining power of the Federation, and this, particularly during the next round of negotiations.

The coordination of the negotiations therefore requested a meeting with all the labour organizations that would make up an eventual Common Front.

LITTLE PLACE FOR THE FIQ

The Federation thus hoped to discuss the issues regarding the creation of a Common Front with everyone involved in this alliance and asked to hold a reasonable place at the bargaining table, an essential element for it to be able to properly represent its members. But these requests did not receive the necessary response. Should it be concluded that the CSN, the FTQ and the SISP are leaving little place for the independent unions?

Considering the operating rules that the Common Front organizations gave themselves, the delegates

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At the microphone:

1. Renée Coulombe, *CSSS Champlain-Charles-Le Moyne - AIM*
2. Pascal Beaulieu, *CHU de Québec*

WORD FROM THE PRESIDENT

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TOGETHER, LET'S BE THE MASTERS OF OUR NEGOTIATIONS

Régine Daurand

This Special Federal Council was an opportunity for the delegation to decide on the issue of the FIQ joining or not the Common Front formed by other labour organizations for the next round of negotiations.

The path that led to the taking of this decision was taken with the seriousness and the meticulousness given to all the files that the Federation deals with. Thus, for several months, we have taken the time to analyze the issue from all the possible angles and to evaluate the potential impacts on the healthcare professionals that we represent.

Above all, we have addressed this situation from the viewpoint of our members, from what they experience every day in the field. We asked ourselves in which way the Federation would have more of a chance of promoting their

interests and thus concretely and really advance their working conditions. Faced with such a choice, we counted on the DNA of our organization, that is, our values and our principles.

STRONG FROM ITS 62,000 MEMBERS

It must be said however, that when we act in the interest of our members, this willingness that motivates us can be de-stabilizing for some. But this also makes up our strength, because we know we are acting with respect for our convictions and we are not afraid to go for it!

On April 3, the delegates of the Federation made a clear choice regarding the position of the FIQ on the Common Front. Thus, as of now, we are becoming masters of our negotiations and taking back the power on this fundamental issue for our members and our organization.

We have to take back the leadership in this process! Mobilize all our energy and our efforts to achieve this goal. Let's go! I know we are capable of doing it. ■

THE FIQ CONTINUES ITS WORK INDEPENDENTLY

(CONT'D)

consequently decided that they would be in a better position to represent the interests of the members of the FIQ and thus improve their working conditions. The delegates therefore voted unanimously for the recommendations proposed by the Executive. Notably, to continue the work for the next round of negotiations outside of the Common Front and to assess

the possibility of forming strategic alliances with organizations or groups of interest in the framework of the negotiations, while respecting the identity and the autonomy of the FIQ.

THE WORK HAS STARTED

The Federation has chosen to take charge of its own approach to the next round of negotiations. Already, the background work has started,

notably through a consultative process of the members in order to properly identify their needs and work to negotiate the improvement of their working conditions. To this effect, the union reps will have to adopt, at the beginning of May, the negotiation priorities of the nursing and cardio-respiratory healthcare professionals for the negotiation of their next collective agreement. ■

The delegates made a unanimous choice to continue the work for the next round of negotiations outside of the Common Front, considering that it is in the interest of the healthcare professionals that it represents.



At the microphone:
1. Joëlle Thiébaud, *CHU de Québec*
2. Chantale Tancrede, *CSSS Pierre-Boucher - AIM*