



Vol 27 | No 5 | MAY 2014

Special Federal Council  
of May 5 and 6, 2014

# EN ACTION

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



## RESPECT FOR THE HEALTHCARE PROFESSIONALS IS NOT NEGOTIABLE

Despite Québec's difficult economic and budget context that is being talked about publicly, the healthcare professionals who work so hard, 24 hours a day, 7 days a week, are entitled to want to have their working conditions improved during the next round of negotiations in order to combat the major labour shortage, the excessive workload and the job insecurity.

We have held open forums over the last few months, we have met with the union representatives and the employees and we have looked at "the mood" of the members at discussion groups in different regions. The priorities adopted at this Special Federal Council by our union reps therefore reflect the significant concerns of the healthcare professionals who hope to find satisfaction and a quality of working life again.

It is now your turn, as members, to tell us your opinions on the major orientations during the consultation local general assemblies, but also to let us know your expectations and concerns concerning the negotiation of

the next collective agreement, that is scheduled to expire in 2015.

### OUR HEALTH, OUR FUTURE

It is the first stage in the bargaining process. We have to be united and in solidarity in the defence of our interests, because the challenge is considerable. We are facing a new government which, I remind you, is the same Liberal government that imposed a decree on your working conditions and salaries in December 2005.

In any case, we have to mobilize around finding solutions and looking into ways to improve the quality of working life for the nursing and cardio-respiratory healthcare professionals. You are entitled to work in conditions where

the care is given in complete safety to the population and on a human scale.

The major priorities on which we are consulting you will first guide the Federation in the development of a preliminary draft of the collective agreement and will serve as a reference point for all the debates to come until a tentative agreement is reached. As for the "intersectoral" demands, such as salaries and retirement, they will be the subject of later demands and discussions in the fall.

Have a good consultation!



At the microphone: 1. Véronique Foisy, CSSS de la Haute-Yamaska 2. Alain Paquette, CSSS du Lac-des-Deux-Montagnes

POSTE-PUBLICATION  
Convention 40007983

(adresse de retour)  
FIQ Québec | 1260, rue du Blizzard,  
Québec (Qc) G2K 0J1

NEGOTIATIONS

FIQ en Action, Vol. 27, No. 5, May 2014 | Published by the Communication-Information Service after each FIQ Federal Council and Convention meeting | **Distribution:** 60,000 copies | **Translation:** Susan Millroy, Union Consultant, Translation Service | **Graphic layout:** Josée Roy, image p. 4 @iStockphoto.com/Kudryashka | **Photography:** Jacques Lavallée | **Cover photo:** Renée Coulombe, CSSS Champlain-Charles-Le Moyne - AIM | **Printing:** Solisco | Reprint of any article or excerpt must indicate "reprint from the publication FIQ en Action" | 100% recycled paper | To only subscribe to the electronic version of FIQ publications, send a request to info@fiqsante.qc.ca | ISSN 1913-1755 (Print) | ISSN 1913-1763 (Online) | fiqsante.qc.ca | info@fiqsante.qc.ca



Ann Déry, McGill University Health Centre

# PRIORITIES FOR IMPROVING WORKING CONDITIONS

Several union representatives from all the regions of Québec shared their concerns during the pre-consultations on the negotiations. This preliminary phase has enabled the Federation to target the working conditions that need specific attention as part of the renewal of the collective agreement for the healthcare professionals.

The delegates adopted four major priorities as well as the orientations to be given to each one of them. These priorities will serve to guide the Federation throughout the negotiations and will determine the major issues on which it will work.

It is important that you participate in the consultations in your institution in order to have more information on these priorities. Do not hesitate to also talk to your local union team as needed.

### Recommendation 1

“That the priorities of the next negotiations are:

- A reduction of the workload;
- A reduction in job insecurity;
- An improvement in the working conditions with a perspective of attraction-retention;
- A recognition and enhancement of training/education.”

### A REDUCTION OF THE WORKLOAD

The deterioration of the work settings is not a new subject: deficient organization of work, the abusive use of overtime, the excessive use of independent labour (private agencies), incidents of more and more acute and complex care on the care units. Several possible solutions to reduce the workload can be considered.

### Recommendation 2

“That workload be one of the priorities of the next round of negotiations and that this priority consist of the following: the establishment of professional/patients ratios, a better evaluation of the structures of positions, the stabilization of the work teams and the positions, an exercise in the conversion of replacement hours, the clarification of the roles and the duties and a reduction in the use of independent labour (private agencies).”

### A REDUCTION IN JOB INSECURITY

While a majority of the healthcare professionals regularly have a work overload, some of them exist in a state of insecurity forcing them to accept undesirable working conditions. Solutions need to be found to rectify the current conditions of insecurity. Furthermore, there is a problem with the framework for the return to work of rehired retirees.

### Recommendation 3

“That the reduction in job insecurity be a priority and that it consist of the following: the obligation, for the employers, to perform a real exercise in workforce planning, the implementation of guidelines for the

number of float team positions, the establishment of full time/part time ratios, a uniform application of Bill 90 and a better framework for the return to work of rehired retirees.”

### AN IMPROVEMENT OF THE WORKING CONDITIONS WITH A PERSPECTIVE OF ATTRACTION-RETENTION

The shortage of healthcare professionals is very disturbing. There is also the issue of the private healthcare employment agencies that persists. In a context of a labour shortage, the public health network cannot allow the loss of these healthcare professionals because it is not competitive enough regarding the working conditions. In this perspective, the implementation of solutions to combat the major problems of a labour shortage, with the goal of making the health field more attractive, still remains relevant.

### Recommendation 4

“That the critical care premium, the rotation premium, the training and orientation premium as well as the overlap period and the 2% premium be reviewed and rectified in such a way as that these premiums apply to a greater number of employees.”



At the microphone: Louise Gilardeau, Groupe Champlain Montréal - SRPSQ



NEGOTIATIONS

Priorities for improving working conditions

(CONT'D)



Jean-Denis Savard, CSSS de Québec-Nord - SPSQ

**Recommendation 5**

“That the specific conditions stipulated for the employees in the psychiatric institutions, wings or units apply to all employees who work in mental health.”

**Recommendation 6**

“That the weekend premium be upgraded.”

**Recommendation 7**

“That the employee has quicker access to the 5<sup>th</sup> week of annual vacation.”

**Recommendation 8**

“That the payment of overtime worked in addition to the regular workday or the regular workweek by all employees with a university degree be introduced into the collective agreement.”

**Recommendation 9**

“That the clauses on regional disparities be reviewed with a perspective of attraction and retention.”

**Recommendation 10**

“Measures promoting the implementation of daycares in the workplace be installed.”

**Recommendation 11**

“That the article on leaves for death be reviewed in such a way as to improve, modernize and make it serve its purpose.”

**Recommendation 12**

“That guidelines and standards be installed on the maximum number of continuous hours of work during on-call periods.”

**Recommendation 13**

“Increasing access to the measures on arrangement of work time and resolving the problems in application.”

**Recommendation 14**

“That the salary insurance plan and the medical arbitration procedure be reviewed in order to clarify certain situations and to allow more employees to benefit from the plan and to use the medical arbitration procedure.”

**THE RECOGNITION AND ENHANCEMENT OF TRAINING/ EDUCATION**

For several years now, the roles, tasks, duties and responsibilities for some job categories have changed. Organization of work in certain settings requires greater involvement from the employees than what was originally stipulated in their job title. These jobs should be looked at. The obligation for the healthcare professionals to follow training in order

to maintain their permit to practice prompts us to look more closely at the amount of money allocated for human resources development in the institutions and the way this money is used.

**Recommendation 15**

“That an undergraduate university education for the nurses be automatically recognized.”

**Recommendation 16**

“That the additional training of the healthcare professionals be automatically recognized.”

**Recommendation 17**

“The standardization of the value of the different bachelor’s degrees for access to the job title of care counsellor nurse.”

**Recommendation 18**

“Adding the creation of new job titles to the list.”

**Recommendation 19**

“To review the rules of promotion for certain job categories.”

**Recommendation 20**

“To define the HRDP activities and review the determination of the allocated amounts.”



At the microphone:  
1. Cynthia Pothier, CSSS Pierre-Boucher - AIM  
2. Marie-Josée Forget, CSSS du Haut-Saint-François - SPSE

NEGOTIATIONS

THE FIQ,  
A STRONG VOICE,  
ACTIONS THAT COUNT

# “HEALTHCARE HELL” PUBLICITY CAMPAIGN

The Federation has aired a campaign since February for care on a human scale that was very successful in the social media and got people talking.

The first stage of this campaign aimed to demonstrate the need to be innovative by proposing new models of care like the neighbourhood clinics and the small homes for seniors. The FIQ thus decided to move on to action in order to find ways to offer care on a human scale, both for the population and to allow the healthcare professionals to capitalize on the full potential of their profession.

A second stage of this campaign, a publicity aired on the Web, was launched at this Special Federal Council. The FIQ wants to demonstrate the need to install care on a human scale in the current work settings in the institutions by this publicity.

The delegates welcomed the new publicity with a lot of enthusiasm, its humorous tone, taking after a reality

TV game show where we see four healthcare professionals performing super human activities over the course of a workweek.

The FIQ thus wants to illustrate that the reality of work in the hospital setting often far exceeds fiction and that the healthcare professionals are entitled to work in conditions on a human scale. ■

Watch, “Like” and above all, share this publicity in order to make the most people possible aware!

[healthcarehell.tv](http://healthcarehell.tv)



## THE NEXT STAGES IN THE NEGOTIATIONS



<b>May</b>	<ul style="list-style-type: none"> <li>■ Consultation on the sectoral priorities by the local general assemblies.</li> <li>■ Feedback on the consultation and compilation of the results.</li> </ul>
<b>June</b>	<ul style="list-style-type: none"> <li>■ Presentation of the preliminary draft of the sectoral collective agreement at the Special Federal Council on June 9 and 10.</li> </ul>
<b>September</b>	<ul style="list-style-type: none"> <li>■ Start the consultation of the local general assemblies on the preliminary draft of the sectoral collective agreement.</li> </ul>
<b>October</b>	<ul style="list-style-type: none"> <li>■ Presentation and adoption of the preliminary draft of the sectoral collective agreement to the Special Federal Council on September 30 and October 1 and 2.</li> </ul>

**Participate in great numbers in the local general assemblies.  
It is an opportunity to give your opinions on the priorities for the next negotiations.**