

Compulsory overtime

An historic victory at the CHU de Québec

After years of hard work, conducted by the union team and the union consultants of the FIQ, a grievance arbitrator has finally declared that using overtime systematically to fill the absences in an institution is in violation of the local provisions in the collective agreement. The arbitrator therefore recognized that the employer is exercising his management rights in an abusive and unreasonable manner with his style of management.

Since this provision appears in a number of local collective agreements, the thought is that this decision can produce results more broadly. Hats off to the CHU of Québec team and a file to be followed!



From left to right: Régine Laurent, Maureen Guthrie (Nurse and co-founder of the SABSA Coop), Isabelle Têtu (SNP and co-founder of the SABSA Coop), and Bernard Roy, Researcher and Professor in the Faculty of Nursing Sciences at the Université Laval.

SABSA

Official opening of the very first neighbourhood clinic in Québec

The very first neighbourhood clinic in Québec, the *Coopérative de solidarité SABSA* in the *Basse-Ville de Québec* officially opened on October 15. Thus embodying three years of reflection and development of the concept of care on a human scale, this neighbourhood clinic founded, administered and operated by healthcare professionals marks a significant advance in improving access to front-line care.

Cuts at the CSSS Champlain-Charles-Le Moyne

The unions denounce the heavy losses of services for the population of the Montérégie

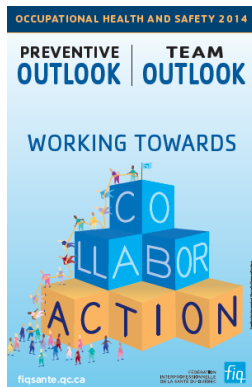
As part of an inter-union demonstration that took place in Longueuil on October 9 last, the *Alliance du personnel professionnel et technique de la santé et des services sociaux* (APTS), the *Confédération des syndicats nationaux* (CSN) and the FIQ vigorously denounced the cutbacks of 10.5 million dollars imposed by the the *CSSS Champlain-Charles-Le Moyne* administration. These measures will translate into the closure of numerous positions and a reduction in direct services to the population of the *Montérégie*. It represents the abolition of 20 nurse and licensed practical nurse positions for the healthcare professionals.



OHS Week is in full swing in the institutions

Hoping to make the healthcare professionals aware of the healthy benefits of teamwork, a factor in protecting occupational health and safety, the FIQ chose the following as its 2014 OHS theme:

Preventive Outlook/Team Outlook, Working towards collaborACTION.



Different activities are organized in the healthcare institutions throughout the month of October.

You can obtain all the details from your union team!



Public march supporting the healthcare professionals at the CSSS de la Vallée-de-l'Or

In order to denounce the abolition of 36 nurse and licensed practical nurse positions, the reduction of 45,000 hours of care for the population and the move of 15 beds from *Hôpital de Val-d'Or* to an intermediate resource in Malartic, the *Syndicat Régional des Professionnelles en Soins du Québec* (SRPSQ) organized a public march in the streets of Val-d'Or on October 14.

Despite the poor weather, Linda Bouchard, Vice-President of the FIQ, and Francis Morel, Vice-President of the SRPSQ, spoke in front of more than 200 people and, accompanied by several healthcare professionals, intervened with the administration at the institution's board of directors' meeting which took place that evening.

Note that since these events, there are encouraging talks ongoing with the administration.