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Special Federal Council
of January 28, 29 and 30

ENACTION

FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC | fiqsante.qc.ca



Nancy Bouchard, CSSS Maria-Chapdelaine

EMPLOYER INTERSECTORAL FILING

“CONTEMPT FOR OUR SALARY AND THEFT OF OUR RETIREMENT”, DENOUNCED THE DELEGATES

It was on December 15 that the FIQ and the *Fédération autonome de l'enseignement* (FAE), who are negotiating the intersectoral matters at a common table, received the Government's offers on salaries, retirement, parental rights, regional disparities and salary relativity.

At this Special Federal Council the delegates were able to learn about the analysis of the employer filing by the FIQ and the FAE, a filing that the two organizations qualified as contemptuous of the healthcare professionals and the teachers. For the delegates, all of the employer demands clearly show the will of the Government to have its employees contribute twice to attaining a zero deficit. Significant downward changes to the pension plan were the biggest surprise since the plan is in good health.

SALARIES

The FIQ-FAE alliance salary demand is essentially based on a salary catch-up of 4.5% to recover the purchasing power lost since 2004, a minimal salary increase of 2% per year, equivalent to inflation, and an increase of 1% per year to ensure attraction and retention in the health network and that of education.

The demand covers negotiating a collective agreement of three years while the employer party is proposing that it be five years.

It must be recognized that the employer party sees things differently. While the union demands cover almost only the recovery of purchasing power and the protection of it, the Government instead offers to continue impoverishing the healthcare professionals and teachers.

It wants to impose a salary freeze for the next two years and only proposes a mere 1% increase for the three subsequent years.

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At the microphone: 1. Ludovic Gauthier, CHUM

WORD FROM THE PRESIDENT

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2015: A YEAR OFF TO A FLYING START!

Bill 10, negotiations, cutbacks, austerity. We knew it, I spoke to you about it the last time, 2015 would be a year full of challenges. A pivotal year for the healthcare professionals and the FIQ. I also told you, the Government is bombarding us, hoping to see us disband, divide us, preventing us from mobilizing and taking the battle to them. But they are mistaken! We are more than willing.

We have gotten 2015 off to a flying start by a show of force. More than 1,000 healthcare professionals of the FIQ and teachers from the *Fédération autonome de l'enseignement* (FAE) took to the streets on January 27 to denounce the contemptuous salary offers from the Government.

We are also continuing our fight against Bill 10 from the Liberal "doctoracy". This Government "structurite" won't give the patients anything more and there is nothing more for the healthcare professionals either. In short, Bill 10 is focused on the needs of the minister and his government, and not on those of the patients. We will continue to denounce it.

And, to add insult to injury, at the time I am writing these lines, the Government is threatening to have the Bill passed under closure and thus cause a major snag in the democratic process. All of that, because it is incapable of taking criticism. It does not want to hear

or listen to anyone. It's true in health, but it is also true for all of its decisions.

It is a government guided by ideology, a destructive ideology. We are seeing the destruction of public services, nothing more, nothing less. An attack against social justice. The Liberal austerity will set Québec back. It attacks the less fortunate, women, families and the middle class, and it attacks the public employees that we are.

And to justify themselves, the Government is resorting to fallacies and demagoguery. The ministers are trying to make Quebecers believe that it is not austerity, it is thoroughness. They are trying to make us believe that Québec is on the edge of bankruptcy. And yet, it is them who are leading us towards bankruptcy, a social bankruptcy.

It is the Government which is forcing us to stand up and fight. And it is our duty to do so. We can't sit idly by watching them ransack our social

gains. We can't sit idly by and be blind-sided. Austerity and a believe or die mentality have to be opposed!

We have to stand together and constantly be mobilized over the coming months to defend what we believe in, defend our future and that of our children. We have a duty to combat the fundamentalism of the Couillard government. To wage all of these battlefronts, we have adopted an ambitious mobilization plan at this Special Federal Council. All the decision-making bodies at the FIQ will be used to deploy this mobilization plan.

We are mobilizing to bring attention to our demands as part of the intersectoral and sectoral negotiations. We are also mobilizing against Bill 10 and against the generalized austerity of the Liberal Government. But for this to work, we need you. Do not hesitate to say present, we need you! Together, we can change things! ■

FEBRUARY 2015

- Major gathering of civil society groups on February 12 at the Quebec City convention centre.
- Week of actions by the *Coalition opposée à la tarification et à la privatisation des services publics*.

MARCH 2015

- Support of the activities for International Women's Day.
- Launch of the 2015 World March of Women.

APRIL 2015

- Presence on the fringes of the Summit on climate change in Quebec City.

MAY 2015

- Activities for International Workers' Day on May 1.

PARTICIPATE IN THE ACTIVITIES OF THE COLLECTIF REFUSONS L'AUSTÉRITÉ!

Last January, the *collectif Refusons l'austérité*, in which the FIQ takes part, adopted an action plan that includes a series of demonstrations over the upcoming weeks. The essentials of the planned rallies aimed at maintaining pressure on the government, were presented to the delegates.

The Federation is inviting its members to take part in these activities which are intended, in particular, to denounce the contemptuous offers from the Government for the public employees, including the healthcare professionals, as part of the negotiation of their collective agreement.

The information on the actions of the *collectif Refusons l'austérité* will be available at fiqsante.qc.ca and on social media. ■

NEGOTIATION

Employer sectoral filing
Be mobilized for successful negotiations!



Isabelle Hall, CSSS de la Haute-Côte-Nord-Manicouagan

EMPLOYER SECTORAL FILING UNCLEAR ORIENTATIONS AND NO CONCRETE SOLUTION

The content of the offers from the *Comité patronal de négociation du secteur de la santé et des services sociaux* (CPNSSS) was explained to the delegation who quickly realized the unclear and abstract nature of the proposed orientations.

The employer filing which had been presented to the coordination of the provincial negotiations and the Negotiating Committee in mid-December, does not contain any concrete solution in line with an improvement of the working conditions and the quality of the care. Several delegates also clearly talked about fearing the worst for the future, in addition to expressing deep disappointment.

The Government's orientations are concentrated mainly on four orientations, each more unclear than the others:

- Promote an optimal contribution from the human resources;

- Promote innovation in organization of work;
- Insure responsible management of resources;
- Resolve the problems in applying and modernizing the collective agreement.

Nonetheless, what seems to come out of the statements is the desire of the employer party to make performance gains. Knowing that performance does not go well with the quality of care and attraction and retention of the healthcare professionals, it is not very reassuring but instead rather ominous. It must be recognized that

the negotiations have not really begun and we must wait for the next meetings in order to have a better idea of the situation. A series of meetings, at a rate of once a week, are planned up to March.

One thing is sure, the delegation and the members will be informed on a continuing basis of the progress at the bargaining table and of the position of the Federation on any eventual clear and transparent employer proposals. Until then, mobilization is being organized and will intensify over the coming weeks for a health network which really corresponds to the needs of the healthcare professionals and the population. ■

BE MOBILIZED FOR SUCCESSFUL NEGOTIATIONS!

For a successful outcome to this round of negotiations, the FIQ is counting on bargaining power to give the healthcare professionals the upper hand. To maintain and increase this bargaining power, the delegates meeting in this Special Federal Council adopted an ambitious mobilization plan which will be deployed in the coming weeks.

No one now doubts the desire, or rather the ideological stubbornness of the Government, to attain a balanced budget on the backs of families, the middle class and the public employees. In their public statements, the premier and the president of the *Conseil du trésor* have shown a lot of inflexibility with regard to the negotiations in the public and parapublic sectors.

The mobilization plan adopted therefore becomes important. It can contribute to the success of the negotiations. But to achieve this, the members have to mobilize and participate in the effort. The FIQ can have the best of plans, but without its members' involvement, it will amount to nothing.

Concretely, the general objective of this mobilization plan is to promote the greatest number possible of members of the FIQ supporting the strategy of the negotiations. It also has a few specific objectives, such as:

- Make known and convey the priorities of the sectoral and intersectoral demands;
- Explain the legitimacy of the sectoral and intersectoral demands to the population;
- Maintain pressure on the Government to support the Negotiating Committee with the purpose of obtaining a negotiated collective agreement;

- Denounce all austerity measures which reduce the services and access to public healthcare services;
- Explain and denounce the negative effects of Bill 10 on healthcare services with the members and the population.

The union representatives and the members have to be active. They have to innovate, be audacious, proactive and adapt as the context progresses. They have to do this in order to be heard by the general public and to stand out. ■

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NEGOTIATION

Employer intersectoral filing (cont'd)



Denis Dubé, CHUM

Here are four examples of the impact on the salaries between the proposal from the *Conseil du trésor* and that of the FIQ-FAE:

Nurse (2471) - 12 th echelon Annual salary in 2020	
Conseil du trésor	\$69,291.95
FIQ-FAE	\$81,084.55

Licensed practical nurse (3455) - 10 th echelon Annual salary in 2020	
Conseil du trésor	\$52,416.59
FIQ-FAE	\$61,337.22

Respiratory therapist (2244) - 12 th echelon Annual salary in 2020	
Conseil du trésor	\$63,832.89
FIQ-FAE	\$74,696.43

Perfusionist (2287) - 18 th echelon Annual salary in 2020	
Conseil du trésor	\$85,701.02
FIQ-FAE	\$100,286.24

EMPLOYER INTERSECTORAL FILING

(CONT'D)

RETIREMENT

Contrary to other pension plans, the RREGOP is a highly capitalized plan to which the parties contribute 50-50, and that is in the process of paying down the deficit caused by the 2008 economic crisis. It must not be forgotten that this deficit was due to \$40 billion in losses at the *Caisse de dépôt et placement du Québec* resulting from its investments in asset-backed commercial paper (PCAA). In addition, the labour organizations accepted to make changes to the actuarial analyses in order to keep the plan healthy and increases in contributions are scheduled annually up to 2016.

The Government demands concern several aspects of the pension plan. In this respect, significant changes to the criteria for access to retirement are demanded: higher actuarial penalties for those who retire before attaining the criteria stipulated in the law, an increase in the period for calculating average pensionable earnings from 5 years to 8 years and postponing the retirement age to age 62. These measures can have a significant impact on retention, as some employees could decide to retire before they go into force.

As for the buybacks, employees will henceforth have to buy back all leaves without pay except for the leaves related to parental rights and an Act respecting labour standards.

Lastly, only the people who have reached age 55 will be able to benefit from a gradual retirement.

These demands are, according to the FIQ, unjustified and in no way reflect the actuarial picture of the pension plan. In the short term, they are likely to have a negative effect on the plan by accelerating departures for retirement. Does the Government intend to take advantage of this to reduce staff levels and aggravate the context of a shortage? In the longer term, they would have the opposite effect by forcing the workers to remain at work longer, liable to heavy penalties.

Here are two examples of the impacts on the pensions between the proposal from the *Conseil du trésor* and that of the FIQ-FAE:

1. Increase of retirement age only if the average pensionable earnings for 5 years and the actuarial reduction of 4% for anticipation of the pension is maintained

In this example, it is an employee who, on January 1, 2018, is age 58 and has 31 years of service for purposes of calculation and eligibility for her pension.

	Present conditions Retirement on January 1, 2018	Employer proposal Retirement on January 1, 2018
Average pensionable earnings (5 years)	\$66,859	\$66,859
Basic pension 2% per year of service	\$41,452 (31 years)	\$41,452 (31 years)
Reduction due to anticipation of the pension 4% per year	\$3,316 (8% = age 60) 2 years of anticipation	\$6,632 (16% = age 62) 4 years of anticipation
Final pension	\$38,136	\$34,820

The employer demand would therefore result in an annual decrease in the pension of \$3,316.

2. Calculation of the pension if all the Government demands were adopted

In this example, it is an employee who, on January 1, 2018, is age 58 and has 31 years of service for purposes of calculation and eligibility for her pension.

	Present conditions Retirement on January 1, 2018	Employer proposal Retirement on January 1, 2018
Average pensionable earnings	\$66,859 (5 years)	\$65,549 (8 years)
Basic pension 2% per year of service	\$41,452 (31 years)	\$40,640 (31 years)
Reduction due to anticipation of the pension	\$3,316 (4% per year = 8%/age 60) 2 years of anticipation	\$11,704 (7.2% per year = 28.8%/age 62) 4 years of anticipation
Final pension	\$38,136	\$28,936

The employer demand would therefore result in an annual decrease in the pension of \$9,200.

NEGOTIATION

Employer intersectoral filing (cont'd)
The FIQ and FAE delegations dissatisfied



Marilyn Tremblay, CSSS de Saint-Jérôme

PARENTAL RIGHTS

Once again, the Government demands cover reducing the income of public employees. For the calculation of the benefits, the employer party is demanding that the calculation for a part-time employee is done based on the weeks preceding the maternity leave whether the employee received remuneration or not. As for the paternity and adoption leaves, they must be preceded by a period of work of 20 weeks to be entitled to the allowance from the employer stipulated in the collective agreement.

REGIONAL DISPARITIES

The employer party wants to remove the retention premium of 8% that applies to employees who work in the municipalities of Sept-Îles, Port-Cartier, Gallix or Rivière-Pentecôte, because they are not localities covered by the regional disparities. In a context of a shortage of healthcare professionals, difficulty in attraction and retention and greater use of independent labour, it is appropriate to ask how the Government can come up with wanting to remove

benefits that don't even succeed in ensuring these regions the necessary personnel.

SALARY RELATIVITY

The Government is proposing that the work already done towards reaching an agreement on the complaints filed following the 2010 audit as well as those which will have to be filed as part of the 2015 audit be done parallel to the negotiations. The *Intersyndicale*, which is presently working on these files and who would have liked to see the file finished before the provincial negotiations started, will undeniably be drawn into the negotiations now beginning.

As a labour organization, the FIQ must work with the inter-union committee's member organizations to come up with a common response to the employer demand. Whatever the case may be, this work must be done and we must find the best way to reach a satisfactory agreement, so that the conclusions have the least possible effect on the results of the current negotiations.

TOWARDS THE IMPOVERISHMENT OF WOMEN

The delegates concluded that the Government is sparing none of the benefits stipulated in the collective agreement, obtained through past union struggles. In an organization with a majority membership of women, these demands severely affect the members of the FIQ.

The healthcare professionals are citizens above all. As citizens, they are subjected to the same rate, tax and other increases imposed by the different levels of government. As employees, they are subjected to salary freezes and increases less than the Consumer Price Index. ■

The delegates unanimously rejected the first offers from the Government. They fully intend to continue the negotiations, to mobilize and mobilize all the members so that the Government revamp its offers that they consider unacceptable.

THE FIQ AND FAE DELEGATIONS DISSATISFIED

On January 27, the day preceding the Special Federal Council, the delegates of the FIQ and the *Fédération autonome de l'enseignement* (FAE) took part in a major rally in Montréal, to denounce the contempt of the economic proposals tabled by the Couillard government.

Conferences and a demonstration in the streets of downtown Montréal were on the agenda. More than 1,000 healthcare professionals and teachers made a symbolic gesture in front of the office of the *Conseil du trésor* while they distributed peanuts to illustrate their salary conditions.

"We deserve a lot better than that. We have been suffering the various governments' bad decisions for political reasons for years now. We have been doing our share for a long time now. What the government is offering will result in an impoverishment of the public employees. We want to negotiate, but right now, the president of the *Conseil du trésor*, Martin Coiteux, is inflexible as if the fix was already in", stated Régine Laurent, President of the FIQ. ■



MOBILIZATION

THE FIQ, A STRONG VOICE, ACTIONS THAT COUNT



BILL 10: THE MOBILIZATION CONTINUES!

At the time the Special Federal Council was held in Laval, the work on studying Bill 10, article by article, continued in the parliamentary commission. Remember that in December, Minister Barrette, who is spearheading this legislation, proposed nearly 160 amendments to modify the Bill.

SIGN THE PETITION!

Online at: www.assnat.qc.ca/fr/exprimez-votre-opinion/petition/Petition-4993/index.html.

Do so quickly! You have until February 19 to indicate your opposition to Minister Barrette's legislation!

Since then, six articles have been discussed and have led to the creation of a third *centre intégré de santé et de services sociaux* (CISSS) in the *Montérégie* and a second institution in the Gaspé-Magdelan Islands area. As the study of Bill 10 is in progress, it was impossible at the time this Special Federal Council was held to draw up a complete picture of its consequences on the health network and on the healthcare professionals in the network. However, the delegates were assured that the action plans, adapted to the reality of all the regions, would soon be deployed.

A MOBILIZATION WHICH DOES NOT RUN OUT OF STEAM

Already, communication tools, including a pamphlet and a flier, have been produced and will be distributed in the near future in all the institutions. The "Bill 10 and we are mobilizing to preserve our working conditions" pamphlet describes some of the impacts of this new legislation on the healthcare professionals, such as the creation of "mega-

employers" and the setting up of a single seniority list per region. We are also emphasizing the importance of the mobilization of the members of the FIQ, a key element in establishing convincing bargaining power with the Government and the employers.

This strategy is the only one that can eliminate the negative effects of this reform on the healthcare professionals. The flier, entitled "Bill 10: Nothing for healthcare professionals. Nothing for the patients", asks the members to sign the petition "*Retrait du projet de loi n° 10 et pour des consultations sur l'avenir du réseau public de santé et de services sociaux*" in great numbers to get the Government to back down on the major aspects of this reorganization of the structures.

Obviously, if the Government goes ahead with this major reform, it will be an absolute tsunami that sweeps through the entire network. For the FIQ, it is therefore critical to continue to be close to its members, to be listening to their concerns and their worries and to keep them

informed of the developments in this file. Therefore, do not hesitate to contact your local union team to ask your questions and to find out about the different ways of participating in the mobilization against Bill 10.

WHAT IMPACTS ON THE NEGOTIATIONS?

If Bill 10 is passed without any significant amendments, it is likely to cause major consequences on the working conditions and, therefore, have an influence on the present negotiation process. Whether it is an increase in the mobility of the workforce or the creation of "mega-employers", which will sometimes cover entire regions, Bill 10 has forced the coordination of the negotiations to develop possible solutions for adapting the collective agreement to this new reality.

These were adopted by the delegation and will soon be the subject of general assemblies in your institutions. Watch for the upcoming dates to learn about the solutions considered by the FIQ and make your point of view known on these issues which affect all of us!

Bill 10 is a major issue for the Federation in the current negotiation for the renewal of the collective agreement of the healthcare professionals. Despite the scope of this Bill, the FIQ will apply all its energy into reducing the negative impacts on the working conditions of its members as much as possible. ■

Bill 10: NOTHING for the healthcare professionals NOTHING for the patients

LET'S GET MOBILIZED against Bill 10

Sign the **petition** to have **Bill 10 repealed** and to have **on the future of the public health and social services**

Online, at: www.assnat.qc.ca/fr/exprimez-votre-opinion/petition/Petition-4993/index.html

Deadline: February 19, 2015

The FIQ firmly believes that Bill 10 from the Couillard government. Hereafter 10 good reasons to scrap Bill 10:

- 1 It pushes care further away instead of bringing it closer.
- 2 It centralizes the decisions instead of decentralizing them.
- 3 It does not guarantee savings in the end.
- 4 It does not promote democracy.
- 5 It in no way assesses the previous reform which failed.
- 6 It is based on ideas that failed in Alberta.
- 7 It causes chaos in the management of labour relations.
- 8 It sets the stage for more privatization.
- 9 It promotes subcontracting.
- 10 It does not improve access to care.

BILL 10 AND WE ARE MOBILIZING TO PRESERVE OUR WORKING CONDITIONS

Did you know that the Minister of Health and Social Services, Gaëtan Barrette, will be going ahead with Bill 10 which completely reorganizes the health network?

Really? Despite the almost unanimous opposition of the healthcare setting to this reform?

Yes! We have to work together, as this will directly affect us, the healthcare professionals!

What can we do?

