



Vol 28 | No 6 | June 2015

Special Federal Council
of June 8

ENACTION

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



After the unanimous vote rejecting the employer's sectoral offers, the delegates went to the office of the premier, Philippe Couillard, to deliver the results. "Mr. Premier, in the name of the 65,000 healthcare professional members of the FIQ, we unanimously, categorically and clearly reject the offers that you made to them. We cannot be reduced to a column of accounting figures or actuarial statistics. We are human beings who give care to human beings. And we are fed up with seeing you destroy, we are fed up with seeing you cut our numbers" stated Régine Laurent.

UNANIMOUS REJECTION OF THE EMPLOYER OFFERS "THAT'S ENOUGH! HOW LONG BEFORE REAL SOLUTIONS?"

Meeting in a Special Federal Council in Quebec City to learn about the sectoral offers from the *Comité patronal de négociation du secteur de la santé et des services sociaux* (CPNSSS), the 600 delegates of the FIQ rejected them unanimously, qualifying them as contemptuous for the healthcare professionals and comparing them to an old remedy whose ineffectiveness has already been demonstrated.

It was on May 27 last when the members of the coordination of the negotiations and the negotiating committee of the Federation finally received the demands from the CPNSSS. Demands that they judge very disappointing, because they will deteriorate the working conditions of the healthcare professionals and do not contain any solution for promoting attraction and retention, reducing the job insecurity and recognizing and enhancing training/education.

These offers also do not contain any solution for the impacts from Bill 10 passed in connection with the local and provincial matters. The delegates quickly denounced these offers which aim primarily to reduce the working conditions of the healthcare professionals with a budgetary perspective and not with a view to maintaining safe, quality patient care.

As the FIQ anticipated, these demands do not, in any way, take

into account the problems that exist for the healthcare professionals every day. Instead, the employers have demonstrated their desire to reduce the costs of the healthcare system, and this, on the backs of the people who work with the patients. While the physicians are entitled to additional premiums to look after the patients and the directors of the institutions see their salaries increase to compensate for the alleged increase in their responsibilities, the CPNSSS is demanding more availability and flexibility from the healthcare professionals, and this at a lower cost.

Whereas the employers are already starting to announce the reorganizations, closures, mergers and other movements of personnel in the health network, to add insult to injury, the CPNSSS has not tabled any solution which will reassure the members of the FIQ as to their future. Whereas the employers overuse work at the overtime rate, they are

proposing a drop in the payment of it. Whereas the workload constantly increases, the employers are proposing paying for different holidays stipulated in the collective agreement in money. Whereas the passing of Bill 10 and the notices of reorganization issued by the employers instill a fear of the worse is yet to come, they seem ready to exceed the 50 kilometer radius for the replacement of the healthcare professionals. None of these measures will attract or retain the members of the FIQ in the public health network!

The negotiations are continuing over the summer and the healthcare professionals will be regularly informed of the progress of the work at the bargaining tables. The healthcare professionals must announce their refusal of seeing their employer continually claw back their working conditions loud and clear. ■



NEGOTIATION

FIQ en Action, Vol. 28, No 6, June 2015 | Published by the Communication-Information Service after each FIQ Federal Council and Convention meeting | Distribution: 65,000 copies | Translation: Susan Millroy | Graphic layout: Josée Roy | Photography: Jacques Lavallée | 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



TO WATCH AND SHARE!

The FIQ has produced a video game show in order to explain its main demands aimed at finding the solutions for the problems that exist in the health network.

To watch the video: < <https://youtu.be/AtBnavzi91U> >

THE FIQ PROMOTES RESPONSIBLE SOLUTIONS

The Federation has given the government solutions for improving access to health care, solutions that enable the healthcare professionals to practice in a healthier, more humane work environment. At this point, the FIQ and the CPNSSS have found some common ground in the analysis of the different problems in the network and the needs of the healthcare professionals, but have differing solutions.

How can the gulf that separates the parties in the search for solutions be explained? The CPNSSS is proposing to keep the employees at work by swapping holidays for money or by getting the employees back to work more quickly after a period of disability. As for the many hours of overtime worked, the employer party wants to find ways not to have to pay for them by modifying the regular workweek and by removing the 16 hours that must exist between two shifts.

The CPNSSS is also proposing a review of the job security plan, salary insurance, union leaves, premiums and the resolution

of disputes. These new realities represent significant claw-backs in the working conditions of the healthcare professionals by the employers and the desire to keep personnel at work by installing coercive measures. Moreover, these demands strangely resemble those made in the previous negotiations.

The FIQ, on the other hand, has tabled a draft which is aimed at finding solutions adapted to the needs of the healthcare professionals and the health network. Solutions which will contribute to helping the network better respond to new challenges. More full-time positions, greater

stability of the work teams, a reduction in the workload and the possibility for the healthcare professionals to carry out a role worthy of their field of practice.

In short, solutions which will be able to attract and retain the healthcare professionals in the public health network and reduce the use of overtime and independent labour, which will result in a reduction in costs for the network. ■



THE FIQ-LAB COAT-CHALLENGE CONTINUES!

The delegates received a surprise visit at this Special Federal Council from four MNAs who wanted to take up the FIQ-Lab Coat-Challenge in front of them. Strong support which was warmly welcomed by the delegates who are continuing their actions for giving safe, quality care to the population. You should not hesitate either to take up the challenge and be heard by the government!

Follow the challenge on Facebook: #SarrauFIQChallenge

1. **Françoise David**, MNA for Gouin and spokesperson for *Québec solidaire*, donned her lab coat stating that the government must absolutely recognize the invaluable work of women, in all sorts of ways, particularly by good salary and working conditions.
2. **Manon Massé**, MNA for Ste-Marie-St-Jacques (*Québec solidaire*), took up the challenge and invited her counterparts in status of women matters to do the same. "Public services are not an expenditure, they are a right. It is a way of sharing the wealth. And us women, we are in a position to comment because it is something we have been doing for free for millennia. That's enough!"
3. **Diane Lamarre**, MNA for Taillon and official opposition spokesperson for health and access to care (*Parti Québécois*), did not hesitate to invite Gaétan Barrette, Martin Coiteux and Philippe Couillard, from the Liberal Party, to take up the challenge and to take a position in favour of accessible, safe and quality care for the population of Québec.
4. **Jean-François Lisée**, MNA for Rosemont and official opposition spokesperson for social services, youth protection, home care and prevention (*Parti Québécois*), stated that the healthcare professionals know the problems in the health network and have the solutions. "I applaud Régine and all of the FIQ for being a source of proposals."