



ENACTION

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Special Federal Council
of October 1 and 2



PROVINCIAL NEGOTIATIONS THE DELEGATES ARE ANGRY

Meeting in a Special Federal Council in Quebec City, the 600 delegates, representing more than 66,000 healthcare professionals, learned about the progress of the work at the sectoral and intersectoral bargaining tables.

SECTORAL TABLE

The delegates were quick to severely criticize the global offers that were tabled by the *Comité patronal de négociation du secteur de la santé et des services sociaux* (CPNSSS) on September 22 last. Offers very poorly received by the Federation, the affiliated unions and by the members, even forcing the FIQ to leave the bargaining table.

This offer includes four components, the management party's openness to the union demands, the management proposals modified or clarified, the management proposals maintained

and those that have been withdrawn. As for the management openness to the demands of the FIQ, the CPNSSS reservedly expressed its desire to discuss the union proposals on the job structures and a better definition of the roles, tasks and duties for all the healthcare professionals.

The modified or clarified proposals are more specifically on the notion of the "gradual radius" for the reassignment (replacement) of an employee with job security. On this subject, the management party is amending the radius of 50 kilometres presently in force for a radius of 70 to 100

kilometres depending on the length of the reassignment. Amendments to the notion of disability as well as major rollbacks in the banks of union leaves are also part of this component.

In its maintained proposals, there is the withdrawal of the enhanced evening, night and critical care premiums as well as the 2% for no shift overlap period. The CPNSSS maintains the importance of discussing new tools which would more efficiently replace these premiums. The discussions are yet to be held.

CONT'D P. 3



WORD FROM THE PRESIDENT

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THE GOVERNMENT'S CONTEMPT AND DETESTABLE OFFERS DENOUNCED!

Régine Daurant

Intense and febrile! That is what, without a doubt, best qualifies this Special Federal Council. The contempt and slap in the face that the Liberal Government has inflicted on the 66,000 healthcare professionals of the FIQ with its last offers will not remain unanswered for long.

On October 1, as part of a surprise operation, the 600 delegates forced all the Government ministers to work compulsory overtime. We blocked the access to their limousines for nearly an hour, forcing the ministers to remain inside Parliament against their wishes. We got a clear message across to them that their contempt for the members of the FIQ was unacceptable and that they could not treat us so. We also expressed our anger and our indignation for the management offers tabled on September 22 last.

That message was partially heard by the Government, because we

received new offers during the day of October 1. We are still a long way away from a settlement with these offers, but they deserve to be the basis for a discussion on which we can negotiate. Therefore, we took the decision to return to the bargaining table. We got the Government to move, we can do it some more. Rest assured, we will not be negotiating short cuts, we want a satisfactory and respectful agreement for the members of the FIQ.

If we have succeeded in getting the Government to move, it is thanks in large part to our mobilization,

to your mobilization. At this point in time, we have to redouble our efforts and we have to pick up the pace. This is why the delegates at the Federal Council adopted a new mobilization plan. During the weeks ahead, we will be louder and more disruptive. We will need your participation and your mobilization. The success of our negotiations depends on it. ■

THAT'S ENOUGH. PATIENT CARE COMES FIRST!



SURPRISE DEMONSTRATION

Reacting to the unacceptable and disrespectful offers tabled by the Government on September 22 last, the 600 delegates did not hesitate to interrupt their discussions on the first day of the Special Federal Council to demonstrate their dissatisfaction loud and clear to the government. They blocked the exits where the ministers come out of Parliament to force them to work compulsory overtime, which they do regularly as part of their work in addition to seeing their working conditions deteriorate.

This impromptu demonstration was a great success and was covered in several major Québec media, which has made the Government move. New management offers were tabled during the same day. A successful surprise operation!

PROVINCIAL NEGOTIATIONS

Provincial negotiations: The delegates are angry (cont'd)



Nagia Idel Mehdaoui, Cree Board of Health and Social Services of James Bay

PROVINCIAL NEGOTIATIONS: THE DELEGATES ARE ANGRY

(CONT'D)

The management party also wants to review the provisions on work hours in connection with overtime, recall to work as well as certain benefits related to salary insurance. In short, the management proposals maintained are clearly aimed at a big rollback of the present working conditions of the healthcare professionals.

Lastly, the proposals withdrawn by the management party cover several technical aspects of the collective agreement which have little impact on the working conditions of the healthcare professionals on a daily basis.

A supplemental document was presented to the Negotiating Committee of the FIQ on October 1 last by the CPNSSS. This supplement to the September 22 offers shows a certain openness of the government to negotiate, even if there is still a lot of road to cover. Five general themes were thus

presented in this document, which leaves us to think there is a certain openness on its part to the priorities of the FIQ.

The delegates therefore decided to return to the bargaining table to support the union demands and try to obtain a satisfactory settlement for the members.

THE WORK RESUMES

The discussions at the bargaining table started up again on October 6 last and have two objectives: get the government to back track on all of their rollbacks in the working conditions of the healthcare professionals and, above all, convince them of the merits of the FIQ demands in order to promote the attraction and the retention of the healthcare professionals in the public health network.

FIQ-FAE INTERSECTORAL TABLE

There are essentially four subjects discussed at this table, salaries, including salary relativity, retirement, parental rights and regional disparities. To date, all the demands of the Treasury Board are still on the table. However, Mr. Coiteux has repeated many times in the media that he in no way wants to see a massive exodus of employees for retirement and, hence he is open to discuss the terms regarding his demands on retirement.

Discussions of an exploratory nature are in progress and a follow-up will be given as soon as there is some discussion on the concrete elements. There has been little discussion on the other subjects and no progress has been made. ■



At the microphone:
 1. Isabelle Trépanier, CHU de Québec
 2. Joan Lesperance, CSSS Domaine-du-Roy

FINANCES

2014 financial statements – The FIQ is in good financial health



**2014 FINANCIAL STATEMENTS
THE FIQ IS IN GOOD FINANCIAL HEALTH**

Roberto Bomba, Treasurer of the FIQ, presented the financial statements for 2014 to the delegates who were able to see that the work accomplished by the Federation was reflected in the priorities that they had adopted. The amounts allotted to the different budget items thus made it possible to carry out the organization's different activities.

The Internal Audit Committee report for 2014 was described as a transitional report by its two members, Jérôme Rousseau and Pascal Beaulieu. In fact, several reports have been submitted over the years and the Federation has worked to apply the different actions proposed by the committee. Moreover, the concrete effects have already been felt in the management of the FIQ. On the other hand, the changes caused by Bill 10 will be, without a doubt, influential factors. This is why the Internal Audit Committee believes that 2015 will be a pivotal year in assuring the longevity of the Federation.

The finances of the FIQ are still subject to tight management. In fact, an administrative review of the various budget items is done monthly to prevent or anticipate any cost overruns. In addition, a quarterly review is done by the Executive Committee of the Federation so that the necessary adjustments are made in order to reach the budget targets.

The FIQ identifies and verifies all the significant differences when the financial statements are analyzed to be able to quickly readjust along the way. This way of functioning allows the Federation to avoid finding any major surprises in its 2014 statement and to end the year with a surplus of \$763,843 when a deficit of \$385,106 had been forecasted. Despite these positive results, tight management remains necessary to maintain the financial health of the FIQ, which will make it possible to successfully conclude the negotiations and to cope with the major changes caused by Bill 10.

The 2014 fiscal year shows all the importance that the FIQ puts on the services offered to the affiliated unions and to the members. The priorities set by the FIQ have led to an investment in the human and financial resources needed to provide these services. ■

The delegates unanimously adopted the 2014 financial statements.

ADMINISTRATION FUND	2014 (12 months)	2013 (12 months)
REVENUE		
Regular Dues	30 741 400	29 489 659
Interest	179 062	167 960
Grants	54 963	52 862
Other revenue	24 835	16 971
Total revenue	31 000 260	29 727 452
EXPENSES		
Meetings and elected union officers	2 217 023	2 115 587
SECTORS		
Labour Relations	14 109 802	13 512 254
Sectors and Services	869 700	1 122 486
Sociopolitical	405 777	483 657
Status of Women	228 763	428 158
Occupational Health and Safety	392 885	334 500
Task and Organization of Work	405 628	492 569
Social Security	253 028	251 211
Total for the sectors	16 665 583	16 624 835
SERVICES		
Education-Animation	727 930	492 221
Union Organizing	819 636	607 554
Communication-Information	1 053 053	989 065
Translation and Web	363 618	325 599
Total for the services	2 964 237	2 414 439
General Administration (including computer)	7 180 818	6 841 105
Human Resources	1 208 756	1 225 953
Total expenses	30 236 417	29 221 919
EXCESS OF REVENUE OVER EXPENSES	763 843	505 533

REVENUE AND EXPENSES FOR THE PERIOD AND BALANCE OF ALL FUNDS AS OF DECEMBER 31, 2014

	Union Defence Fund	Administration Fund	Negotiation Reserve	Solidarity Reserve	F.C. and Convention Reserve	Total
BALANCE OF THE FUNDS ON DECEMBER 31, 2013	4 038 240	14 720 115	3 975 972	156 039	144 767	23 035 133
Adjustment	0	0	0	0	0	0
Balance after correction as of December 31, 2013	4 038 240	14 720 115	3 975 972	156 039	144 767	23 035 133
Income for the 2014 period	1 120 363	31 000 260	1 600 000	175 409	2 349 000	36 245 032
Expenses for the 2014 period	2 188 610	30 236 417	4 488 776	136 748	3 284 190	40 334 741
Excess for the 2014 period	(1 068 247)	763 843	(2 888 776)	38 661	(935 190)	(4 089 709)
BALANCE OF THE FUNDS ON DECEMBER 31, 2014	2 969 993	15 483 958	1 087 196	194 700	(790 423)	18 945 424
Assigned surplus-movables/equipment		1 255 075				
Assigned surplus-head office		7 524 256				
Assigned surplus-computer		4 162 091				
Accumulated surplus-not assigned		2 542 537				

Note: Difference is due to rounding off of decimals

FINANCES

2014 financial statements – The FIQ is in good financial health (cont'd)

RESERVE FOR NEGOTIATIONS	2014 (12 months)	2013 (12 months)
<i>ADMINISTRATION FUND CONTRIBUTION</i>		
Regular dues	1 600 000	1 600 000
Additional dues	0	0
Other revenue	<u>0</u>	<u>0</u>
Total contribution	1 600 000	1 600 000
<i>NEGOTIATIONS</i>		
Salaries and fringe benefits	775 712	306 492
Travel expenses	180 591	31 470
Rental expenses	6 695	775
Printing expenses	14 863	9 681
Courier and communications	7 471	0
Professional fees	78 679	129 978
Publications	167 228	0
Admission and membership fees	4 829	1 236
Federal Council meetings	1 161 397	0
Other expenses	349 391	58 095
Ads/surveys/campaigns	1 741 920	0
Private sector negotiations	<u>0</u>	<u>283</u>
Total for negotiation expenses	4 488 776	538 010
EXCESS OF REVENUE OVER EXPENSES	<u>(2 888 776)</u>	<u>1 061 990</u>

UNION DEFENCE FUND	2014 (12 mois)	2013 (12 mois)
REVENUE		
Administration Fund Contribution		
<i>BENEFITS</i>		
Regular dues	359 085	345 309
Donations	0	0
Interest	<u>13 368</u>	<u>11 394</u>
	<u>372 453</u>	<u>356 703</u>
<i>UNION ORGANIZING</i>		
Regular dues	718 170	690 617
Interest	29 740	28 792
Other revenue	<u>0</u>	<u>0</u>
	<u>747 910</u>	<u>719 409</u>
Total income	1 120 363	1 076 112
EXPENSES		
<i>BENEFITS</i>		
Union Defence Fund Committee	4 152	1 940
Salaries and fringe benefits	0	0
Fines and legal expenses	0	0
Professional fees	9 104	27 005
Interest and bank charges	0	0
Other expenses	34 179	184 630
Financial aid	<u>834</u>	<u>855</u>
	<u>48 269</u>	<u>214 430</u>
<i>UNION ORGANIZING</i>		
Salaries, union leaves & fringe benefits	1 247 231	173 414
Travel expenses	304 645	19 347
Rental expenses	7 072	8 312
Printing expenses	14 192	0
Courier and communication	2 473	0
Professional fees	14 722	0
Other expenses	<u>550 006</u>	<u>200 526</u>
	<u>2 140 341</u>	<u>401 599</u>
Total expenses	2 188 610	616 029
EXCESS OF REVENUE OVER EXPENSES	<u>(1 068 247)</u>	<u>460 083</u>

SOLIDARITY RESERVE	2014 (12 months)	2013 (12 months)
REVENUE		
Administration Fund Contribution	174 834	170 280
Other revenue	<u>575</u>	<u>0</u>
Total contribution	175 409	170 280
EXPENSES		
Solidarity	<u>136 748</u>	<u>158 605</u>
EXCESS OF REVENUE/EXPENSES	<u>38 661</u>	<u>11 675</u>

RESERVE FOR CONVENTION & F.C.	2014 (12 months)	2013 (12 months)
REVENUE		
Contribution from administration fund	2 315 000	2 235 000
Other revenue	<u>34 000</u>	<u>0</u>
Total contribution	2 349 000	2 235 000
EXPENSES		
Meetings (including Equalization)	<u>3 284 190</u>	<u>2 449 519</u>
EXCESS OF REVENUE/EXPENSES	<u>(935 190)</u>	<u>(214 519)</u>

RESERVE FOR HEAD OFFICE	2014 (12 months)	2013 (12 months)
REVENUE		
Contribution from administration fund	0	0
EXPENSES		
Head office	<u>0</u>	<u>0</u>
EXCESS OF REVENUE/EXPENSES	<u>0</u>	<u>0</u>

BALANCE SHEET AS OF DEC. 31, 2014	Union Defence Fund	Administration Fund*	Total
CURRENT ASSETS			
Cash	1 275 306	1 254 375	2 529 681
Temporary investments	2 858 525	7 404 942	10 263 467
Advances to Administration Fund	0	0	0
Advances to Parity Ins. Comm. Fund	0	210 050	210 050
Advances to Union Defence Fund	0	1 170 838	1 170 838
Debtors	7 000	1 797 688	1 804 688
Expenses computable on next period	0	296 963	296 963
Deferred expenses	0	7 524 256	7 524 256
Fixed assets	<u>0</u>	<u>5 417 166</u>	<u>5 417 166</u>
FIXED ASSETS	<u>4 140 831</u>	<u>25 076 278</u>	<u>29 217 109</u>
CURRENT LIABILITIES			
Suppliers and accrued liabilities	0	1 807 360	1 807 360
Deferred income	0	0	0
Human resources dev't	0	379 415	379 415
Debt coming to term within a year	0	0	0
Accounts payable	<u>0</u>	<u>6 914 071</u>	<u>6 914 071</u>
	<u>0</u>	<u>9 100 846</u>	<u>9 100 846</u>
Advance from AF	1 170 838	0	1 170 838
Long-term debt	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL LIABILITIES	<u>1 170 838</u>	<u>9 100 846</u>	<u>10 271 684</u>
MEMBER EQUITY			
Accumulated surplus not assigned	2 969 993	2 542 537	5 512 530
Assigned surplus movables/equipment	0	1 255 075	1 255 075
Assigned surplus computer	0	4 162 091	4 162 091
Assigned surplus-head office	0	7 524 256	7 524 256
Surplus reserved for negotiations	0	1 087 197	1 087 197
Surplus reserved for solidarity	0	194 700	194 700
Surplus reserved for FC and Conv. meetings	<u>0</u>	<u>(790 424)</u>	<u>(790 424)</u>
	<u>2 969 993</u>	<u>15 975 432</u>	<u>18 945 425</u>
LIABILITIES AND EQUITY	<u>4 140 831</u>	<u>25 076 278</u>	<u>29 217 109</u>

* negotiations, solidarity, head office and Conv. & F.C. meetings

MOBILIZATION

**THE FIQ,
A STRONG VOICE,
ACTIONS THAT COUNT**



**OCTOBER 20, 2015:
REFERENDUM VOTE FOR
THREE DAYS OF ROTATING
LEGAL STRIKES**

When the second phase of the mobilization plan was adopted, the delegates voted overwhelmingly for holding three days of rotating legal strikes, exercised at a time deemed opportune and in accordance with the essential services. All the healthcare professional members of the FIQ can decide on this ultimate pressure tactic in a referendum vote which will take place on October 20 in the institutions.

THE MOBILIZATION IS INTENSIFYING

At this Special Federal Council the delegates adopted a new action plan to support the negotiations at the sectoral table. The surprise operation, organized on Parliament Hill, is but a hint of what the members of the FIQ have in store for the Minister of Health and the president of the Treasury Board.

Although the many mobilization and visibility actions over the last few months have demonstrated the solidarity and the determination of the healthcare professionals in obtaining better working conditions in order to give better care, the delegates now want to intensify the pressure on the employers and the government. Actions are proposed at the local level while maintaining the regional and provincial visibility actions.

To achieve the objective of obtaining a satisfactory negotiated settlement, it is crucial that all the members of the Federation stay mobilized and adhere to the action plan.

Certain details of the actions adopted must remain secret to keep the element of surprise, but we can, just the same, highlight that a provincial demonstration, a symbolic action in front of the National Assembly, demonstrations aimed at the professional orders as well as the production of a forceful video are among the many actions voted on in the new action plan.

Several other actions were also adopted by the delegates:

■ **The dress code shelved**

As of now, the healthcare professionals will not respect the dress code in their institution by wearing something other than their uniform and by stopping to wear their ID badge. In addition, the healthcare professionals will constantly wear an item of visibility over the coming weeks.

■ **Stop the production of statistics**

The healthcare professionals will stop producing the statistical data in CLSC's and in the hospitals except for that related to vaccinations.

■ **Operations to demonstrate the members' dissatisfaction**

Different activities will be organized to point out the dissatisfaction of the members of the FIQ to the employers and the administrators of the healthcare institutions for the progress of the negotiations.

On the laisseznoussoigner.org site, the members of the Federation are also invited to send an email to Philippe Couillard, Gaétan Barrette and Martin Coiteux to point out their dissatisfaction.

The healthcare professionals will expose all situations presenting a risk to patient safety to the directors of nursing (DON).

Furthermore, every Wednesday, symbolic picketing will be done in front of the healthcare institutions to make the population aware of the demands of the healthcare professionals.

■ **A visit to the Liberal MNA's**

On October 26, regional demonstrations will be held in front of the offices of the Liberal MNA'S, because they are jointly responsible for the decisions of their government. ■



A UNION SOLIDARITY PACT IN THE EVENT OF A LEGAL STRIKE

In the continuity of the mobilization plan that was adopted by the delegation and which includes the holding of three days of rotating legal strikes, the delegates voted unanimously for a union solidarity pact

The adoption of a union solidarity pact is intended as a means to fairly compensate the salary loss that would be suffered in the event of a strike, exercised at an opportune time, among all the members of the Federation. Last March, the delegates, meeting at a Federal Council, committed to respect the parameters of the Labour Code in the event of a strike.

Following that meeting, the members had to decide on essential services to be maintained in such a case. Two parameters leading

to exercising the right to a legal strike have now been reached: the approval of the lists or the union agreements by the Labour Relations Commission and the mediation exercise completed.

Historically, the members of the Federation have demonstrated major solidarity to each other. When the "withdrawal of availability" action took place in 1989 or even during the 1989 and 1999 strikes, the nurses have always encouraged the sharing of the financial losses caused by the battles waged

collectively to improve their conditions of practice.

Although, this time, the healthcare professionals are being asked to strike in a legal framework, which gives them immunity from the sanctions, it remains nonetheless that those exercising this ultimate pressure tactic could receive a different salary, because the percentages of essential services to maintain vary depending on the mission and the place where they work. ■