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Special Federal Council
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ENACTION

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



LEGAL STRIKE A STRONG MANDATE FROM THE HEALTHCARE PROFESSIONALS

As can be seen by the referendum vote on the mandate of a rotating legal strike, the members of the FIQ approved this pressure tactic at nearly 80%. This is a very strong mandate that you have given to your negotiating committee so that it can significantly increase the pressure at a time it deems opportune.

Since the beginning of the negotiations, we have shown imagination and the ability to stand out and be visible. We have done things differently by relying on our base and by encouraging local and regional initiatives. We have created the event, we have been original and we will continue to be! We have embodied and assumed our proposal-oriented unionism, which has paid off with the public and many who influence opinions.

The choice we have made to increase the public's support for our demands was a bold gamble, but it was the right thing to do. We did a good job and it worked for us. The Government

changed its attitude and they are now showing greater openness. We are still a long way from a tentative agreement, but we can state that our mobilization made it possible to get the Government to move. The FIQ remains the major and essential actor in health care.

We can never say it enough, the success of our negotiations rests largely on the participation of the members, on your participation. Being a member of the FIQ is not simply paying your union dues, it is also having the means to act on your future and on your working conditions. Participating in the FIQ mobilization activities, is giving yourself the power

to force the Government to respect you and listen to you.

The pace of the negotiations has increased. We need your participation more than ever. Get involved and join the actions in your institution.

Together, we can win! ■

Régine Laurent, President

“HEALTH AFFECTS EVERYONE!”

Marie-Thérèse Fortin, Comedian

On October 22, the comedian Marie-Thérèse Fortin launched a petition on the <change.org> web site, a global platform for change, to denounce the Québec Government's austerity measures in health care and to support the ongoing fight of the healthcare professionals to practice their profession in working conditions on a human scale.

Mother of a nursing student, Ms Fortin is soliciting the support of the public in asking Premier Philippe Couillard to guarantee good working conditions for the healthcare professionals and quality health care and services for the citizens. It's a question of the health of the public healthcare network and the next generation of healthcare professionals!

Support Marie-Thérèse Fortin, sign and share the petition in great numbers:

laisseznoussoigner.org/petition

PROVINCIAL NEGOTIATIONS

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PROVINCIAL NEGOTIATIONS A SUCCESSFUL MOBILIZATION!

Meeting in a Special Federal Council in Montréal, the delegates received the report on the bargaining sessions held since returning to the sectoral bargaining table on October 6 last.

The delegates adopted a new mobilization action for intervening with the multidisciplinary councils (CM) so that the healthcare professionals can denounce the situations presenting a real risk to patient safety to the director of the CM of their institution.

The FIQ returned to the sectoral bargaining table with a very clear message for the government: the rollbacks in the working conditions of the healthcare professionals demanded by the management party are unacceptable and it is urgent that real progress be made at the bargaining table on the demands of the 66,000 members of the FIQ.

Bargaining sessions at a steady pace have taken place between October 6 and October 20 last. These sessions were held in an exploratory mode in order to speed up the talks for the purpose of obtaining a tentative agreement.

The result from this first round of exploratory negotiations is the withdrawal of a good part of the rollbacks demanded by the management party and an accelerated pace of the discussions on the important demands of the FIQ.

WITHDRAWAL OF SEVERAL MANAGEMENT DEMANDS

Several management demands unacceptable for the FIQ have been withdrawn, notably the demand on providing the possibility of paying certain leaves at straight time, the removal of the enhanced premiums (evening, night, critical care and the 2% no overlap premium), the

setting up of measures covering performance, flexibility and the availability of the labour force and the one covering the withdrawal of the letter of understanding providing a maximum number of licensed practical nurses benefitting from job security.

For the FIQ, this withdrawal of the most shocking management proposals was an obligatory step in the path for evaluating the seriousness of the government and its desire to go further in the exploratory phase.

Although in an exploratory mode, the discussions, the progress and the withdrawal of the proposals are conditional to a final tentative agreement, the elements withdrawn are significant and make it possible to take the negotiations further. This government reversal is due in large part to the mobilization of the members of the FIQ and the provincial action plan.

DISCUSSIONS OF THE DEMANDS OF THE FIQ

Obviously, just stopping the government's rollback demands is not sufficient. The FIQ is looking to obtain real gains for its members and the work at the table must lead to progress.

At this stage of the discussions, openings are visible on several demands to deal with the reduction in the workload and job security, but a certain number of subjects are still being discussed and answers are expected from the management party.

PRESSURE TACTICS MORE NECESSARY THAN EVER

The bargaining sessions in an exploratory mode are continuing and important demands of the FIQ will be the subject of discussions in the coming weeks. It is now that the pressure of the members of the FIQ must be exercised at maximum strength.

Maintaining the pressure tactics is more necessary than ever so that the government gives the mandates that will let its representatives at the bargaining table reach a satisfactory tentative agreement.

It is through collective action that the members of the FIQ will be able to convince the present government that the conditions acceptable to the healthcare professionals are part of the solution for a healthy public healthcare network! ■

