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ENACTION

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



We have favourable bargaining power and we have to exploit it properly. It is very important to participate in the mobilization operations in your institution and to continue to apply pressure on your employers.

MOBILIZED FOR THE FINAL SPRINT OF OUR NEGOTIATIONS!

The president of the *Conseil du trésor* (Treasury Board), Martin Coiteux, was clear, agreement or not, all will be settled by Christmas. And Christmas in the Coiteux home is at the beginning of December! He says he wants to reach a negotiated settlement, but at the same time he sets a deadline to have one. For our part, we are ready for the home stretch of our negotiations.

We are still working to obtain a settlement that is satisfactory and respectful for the healthcare professionals. You have paid the cost of the poor decisions in the healthcare network enough. It is time we were given greater recognition. It is time that we are judged for what we do. In this respect, and although there are a few positive points on the salary relativity, we feel that the latest offers from the Treasury Board do not meet the expectations that we have set for our members. This is why the delegates took the correct decision to reject them.

We are not fooled by the Government's public relations operation around the filing of these new offers. Mr. Coiteux is trying to make the public believe that he is being generous and that we are acting like spoiled babies. All that he is trying to do is to justify, in the eyes of

his constituents, an eventual special law which would set our salary conditions and the terms and conditions of our next collective agreement. We will not get pulled into his game and we will continue to reveal his strategies for manipulating public opinion.

At this stage, I do not need to remind you of the importance of maintaining a high degree of mobilization. The participation of everyone will be the difference in these negotiations. In the coming days, we will continue our actions. We will continue to target the decision-makers and the elected representatives.

We will organize surprise actions as commando operations like we did at the premier's residence during this Special Federal Council. Furthermore, I salute the initiative of about twenty

delegates who chained themselves to the front door to illustrate the Government's detestable offers, kudos! For strategic reasons, you can understand that we will not divulge our upcoming actions in advance.

In conclusion, I am asking you to continue the effort to collect signatures for the petition initiated by the comedian, Marie-Thérèse Fortin. If this is not already done, you can go to the change.org site by entering in the search engine "*La santé ça touche tout le monde!*" or on the Facebook page of the same name. Encourage your friends and family to do the same. Let's continue our efforts! ■

Régine Laurent, President



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PROVINCIAL NEGOTIATIONS

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The delegates adopted a motion to hold a silent demonstration in the institutions with signs describing the priority union demands of the FIQ.

PROVINCIAL NEGOTIATIONS A GOVERNMENT IMPATIENT TO FINISH

Despite the Government's impatience which is pressuring the labour organizations to reach a settlement before the holidays, the delegates are determined to obtain a satisfactory agreement for the members of the FIQ that will bring real solutions to the problems of excessive workload and job insecurity while improving their working conditions and ensuring that their training/education is recognized and valued.

AN AGREEMENT IS POSSIBLE

Is it possible to obtain a satisfactory agreement with the Government? The FIQ is steadfast in its belief that this is a yes! But for that to happen, there must be intensive work right up to the end to pluck the necessary gains at the end of the negotiations in order to have a satisfactory tentative agreement.

There is still a lot of work to be done. The members have to be very active, visible and mobilized in the coming days and weeks. It is crucial to continue implementing the mobilization plan. Being visible, being seen, being heard are the watchwords that must be in the forefront. Everything must be put in place before resorting to the ultimate pressure tactic of a legal strike.



The delegates unanimously rejected the Government offers made on November 6 last at the FIQ-FAE common intersectoral table which do not take into account the union demands regarding remuneration, retirement, parental rights and regional disparities. Work will be done together with the FAE in order to give an appropriate response to the Treasury Board.

Remember, these four priorities of the negotiations were decided following a vast consultation of the members. Progress on each one of these priorities and gains for all the healthcare professionals for the length of the collective agreement must be on the agenda for a satisfactory tentative agreement to be presented to the members. If the Government is ready to give the necessary mandates to its representatives for this to be done before the end of the year, the FIQ will be there and ready to seriously negotiate.

INTERSECTORAL: INADEQUATE OFFERS

On November 6 last, the *Conseil du trésor* (Treasury Board) tabled its new offers at the common FIQ-FAE table and to the Common Front. Prior to the filing, the Government let it be known that it was upgrading its offers by \$1.3 billion. In reality, this upgrade is instead \$550 million, the amount earmarked for salary relativity. For the rest, it is the effects of the proposal to review the sequence of the salary increase from 3% over 5 years that was already offered, but amended by the new proposal of: 1% as of the second year instead of a freeze followed by 1% the third and the fourth year and a freeze the last year.

On the retirement issue, the management demands have been slightly amended or clarified. The retirement age without reduction is maintained at age 62, but would not be applied until: from age 60 to age 61 as of July 1, 2017 and from age 61 to age 62 as of July 1, 2019. The Government is maintaining the penalty of 4 to 7.2% per year for early retirement as of July 1, 2017. Also provided is a gradual increase from 38 to 40 years as of January

1, 2017 for the maximum number of years of service for purposes of pension calculation. However, the Government is withdrawing its demand that the calculation period for a pension be 8 years instead of 5 years.

The November 6 filing also included new demands for integrating the employees outside the rate or scale over a 3-year period and major changes to the regional disparities, including the transformation of the regional disparity premiums into an attraction-retention premium. In addition, the union demands have been completely ignored by the Treasury Board.

As for the offers linked to salary relativity, remember that this is not a union demand as part of the negotiations, but an exercise done at the Government's initiative. The work linked to salary relativity should above all serve to reposition the male or mixed jobs on the average wage curve set out during the pay equity exercise. This means therefore that, in general, there should be no major impact on the members of the FIQ following this exercise. However, the Government has taken advantage of it to simplify the salary scales and to ensure a consistency between them.

The FIQ has shared its concerns throughout the work at the technical table that the first offers from the Treasury Board had negative impacts on the salary scales of the healthcare professionals. After the Government added \$550 million, we can now say that there is no loss, but instead a gain for all the healthcare professionals as of April 2019. As can be seen, the management filing does not improve the working conditions of the members of the FIQ and the

FAE at all. And, the Government has included new demands which have never been addressed in the talks. The Government is sticking to its position of offering salary parameters of 3% for the length of a 5-year collective agreement and the two years of a freeze, though partially moved around, are maintained.

As for retirement, the union demands have all been ignored. Nevertheless, some of these measures are aimed at keeping employees at work who might otherwise retire. As for parental rights, the management party has not accepted any of the union demands. They have little monetary impact however. Lastly, there is slight progress on the issue of the regional disparities, but there still remains work to be done.

The positive point in this filing undoubtedly remains the new salary structure resulting from the relativity exercise where the higher salary scales are increased by an average of 2.3% for the job categories represented by the FIQ while remembering that there was no issue on this subject at the beginning.

A SECTORAL NEGOTIATION THAT IS PROGRESSING

The work continues at the sectoral bargaining table and progress has been made on the demands regarding a reduction in the workload and job insecurity. Although the talks are encouraging, the demands with monetary impacts remain the nerve centre and the pressure tactics must be maintained, even increased, to force the management party to have real mandates and to get past the context of "0 cost". ■

