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ENACTION

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



The FIQ is proud of the major breakthroughs accomplished to improve the working conditions of the healthcare professionals.

TENTATIVE AGREEMENT AT THE SECTORAL TABLE MAJOR GAINS FOR THE HEALTHCARE PROFESSIONALS

It was with a lot of excitement and a feeling of having gotten the job done that the delegates at this Special Federal Council adopted the tentative agreement between the Federation and the Government on the sectoral matters by a very large majority.

The theme of these negotiations, "That's enough. Patient care comes first", resonated in all the healthcare institutions and was heard by the people across Québec, a mobilization which certainly reaped positive results!

The FIQ, its affiliated unions and the healthcare professionals brought an ambitious project in a budget context not conducive to negotiations and the improvement of the working conditions, with the background of a negotiations

at no cost on the sectoral matters and a desire to slash previous gains. Despite this difficult context, the determination of the Federation and of its members made it possible to obtain major and significant gains for all the healthcare professionals.

This tentative agreement puts in place innovative solutions for improving the working conditions, but above all for the delivery of quality, safe care to the people of Québec. The FIQ is one of

the first labour organizations in health to obtain a settlement on the sectoral matters.

The important work accomplished by the coordination of the negotiations and the Negotiating Committee of the FIQ to avoid rollbacks, to improve certain gains from the previous negotiations and to extract the gains obtained in this agreement must be acknowledged.

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WORD FROM THE PRESIDENT

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Our mobilization and our actions were decisive in this result. Words can sometimes be a cliché, but it is completely true. They were difficult negotiations, but we succeeded. We succeeded because we made good choices and made use of good strategies.

AN AGREEMENT OF WHICH WE CAN BE PROUD

After more than a year of tough negotiations, we have our tentative agreement. And not just any one, it is an agreement which fully measures up to our priorities and of which we are particularly proud. This agreement, it is yours. I want to thank and congratulate the committee and the coordination of the negotiations and the FIQ information and support team.

All these union reps and employees have done an extraordinary job throughout the process. They worked to have your rights respected at all times. They worked tirelessly to be able to wrench the most possible from the Government for the good of the healthcare professionals.

This agreement is not a coincidence, we planned, structured and organized it. We did things differently. Differently than the others, but also from the previous times. It is the fruit of what the FIQ has become today. A pragmatic, strategic FIQ which uses the right ways to win. We thought outside the box to play in the big boys' court and take the lead.

And all of that ensues from our last Conventions and the changes that we made. From social movement unionism up to proposal-oriented unionism, we are rooted in the everyday life and the heart of

Quebecers. Because we were able to dare and to change. We were not afraid to question our own performance, to review our foundations. And it was through all these reflections that we left the culture of no behind for a proposal-oriented method. We forced the Government to listen to us.

Every negotiations builds on the next one and that of 2010 was no exception. We made historic gains the last time, but to succeed we had to temporarily put aside certain demands. And we went back and got them this time. We also built these negotiations by drawing on the findings from the last time and by taking decisions accordingly.

That is why we left the *Secrétariat intersyndical des services publics* (SISP) and chose not to join the Common Front. It is also why we decided to make the negotiation of the sectoral matters a priority. And

those have turned out to be wise choices.

We made good choices which enabled us to obtain gains, historic gains, No, the word is not too strong. For the first time in our history, there will be rates for full-time-part time positions in a provincial collective agreement and those rates will be significantly upgraded.

Also, for the first time in the history of the Québec healthcare network, we will work on setting up healthcare professional-to-patient ratios through pilot projects. We have obtained changes in the salary rankings and new premiums which will significantly increase your remuneration

In the coming days and weeks, you will be called upon to vote on this tentative agreement. We recommend that you vote for the agreement like the delegates did. ■



HAPPY HOLIDAYS FROM THE FIQ!

At the FIQ, you are more than 66,000 members. The Executive Committee of the Federation wants to wish each one of you a very Merry Christmas and a happy new year. Stay committed and mobilized in health for 2016!

From left to right in the photo: Linda Lapointe, 6th Vice-President, Marie-Claude Ouellet, Secretary, Daniel Gilbert, 2nd Vice-President, Nancy Bédard, 4th Vice-President, Régine Laurent, President, Roberto Bomba, Treasurer, Linda Bouchard, 5th Vice-President, Line Larocque, 1st Vice-President, Claude Boucher, 3rd Vice-President

PROVINCIAL NEGOTIATIONS

Tentative agreement at the sectoral table – Major gains for the healthcare professionals (cont'd)



At the microphone: *Guyline Boulanger, CHU de Québec*

**TENTATIVE AGREEMENT AT THE SECTORAL TABLE
MAJOR GAINS FOR THE HEALTHCARE PROFESSIONALS (CONT'D)**

The FIQ is proud of the major breakthroughs accomplished to improve the working conditions of the healthcare professionals.

TARGETED PRIORITIES

The priorities of the negotiations which were adopted by the members of the FIQ covered a reduction in workload, a reduction in job insecurity, an improvement in the working conditions and the recognition and enhancement of training/education. After the passing of Bill 10, a “fifth priority” was added in order to eliminate the consequences of this law.

Faced with the inaction of the employers in the healthcare network, in stabilizing the work teams and systematically using independent labour and using overtime hours, the FIQ had no other choice. The Government had to be forced to recognize the deterioration of the workplaces.

There is no doubt that among the most significant gains is attaining targets for the full-time positions for the nurse, licensed practical nurse and respiratory therapist job categories. This measure will result in reducing job insecurity, particularly for the licensed practical nurses many of whom are presently confined to positions of 4/14 or 8/28.

Another major breakthrough is the setting up of pilot projects to establish healthcare professional-to-patient ratios. These projects will make it possible to evaluate the relevancy and feasibility of healthcare professional-to-patient ratios.

The licensed practical nurses who work in long-term care or in a CHSLD will henceforth benefit from the shift overlap, confirming their contribution to giving report at the change of shift.

The critical care premium and the enhanced critical care premium have been expanded to include new centres of activities. A CHSLD premium, the amount and the conditions remain to be determined by a letter of understanding, has been obtained.

The tentative agreement concluded between the Federation and the Government includes major gains adapted for all the healthcare professionals of the FIQ. Everyone can be proud of what they have obtained! ■

To learn about the entire tentative agreement, attend the local general assemblies or consult your local union team.



At the microphone:
1. *Claude Deschênes, CSSS du Sud-Ouest-Verdun*
2. *Isabelle Hall, CSSS de la Haute-Côte-Nord-Manicouagan*



PAY EQUITY AUDIT SETTLEMENT OF THE 2010 COMPLAINTS AND RESULTS FOR 2015

The delegates learned about the agreement concluded between the Federation and the Treasury Board covering the withdrawal of the complaints filed as part of the 2010 pay equity audit and the agreement on the pay equity audit for 2015 at this Special Federal Council.

REMINDER OF THE FACTS

In 2009, the Pay Equity Act was amended thus emerging with a guarantee of a pay equity audit once every five years. It is the responsibility of the employer when a pay equity audit exercise is done in a business. To accomplish this task, he can do it in collaboration with the unions or do it alone. The Treasury Board, the real employer for the employees in the public and parapublic sectors according to the Pay Equity Act, decided to do it alone thus opening itself up to 7,000 complaints from the employees and the unions.

Nearly 500 complaints came from the unions and the members of the FIQ. Faced with this mountain of complaints, the *Commission de l'équité salariale* (CES) (Pay Equity Commission) offered a conciliation process in order to resolve these complaints. When this work ended last October, no satisfactory solution had been proposed to the FIQ.

WHAT THE FIQ WAS DEMANDING

The complaints filed with the CES all covered the same objective: to determine the new value of a job following a change that occurred in 2003, that is, Bill 90. This law changed the practice of the healthcare professionals and was never taken into account during the pay equity work because it covered

the 2001 situation. If the corrective measures on the job values were agreed to as part of the conciliation, they should be paid retroactively to December 31, 2010, the date when the audit was done.

THE SETTLEMENT

With the employer filing of the intersectoral matters at the beginning of 2015 (salary, retirement, regional disparities and parental rights), the Treasury Board included in its offers a settlement of the 2010 audit, the 2015 audit and the salary relativity. In this context and in seeing an opportunity, the FIQ convinced the Treasury Board of the value of several jobs: nurse, nurse team leader, assistant-head-nurse, licensed practical nurse, licensed practical nurse team leader, respiratory therapist, respiratory therapy technical coordinator, respiratory therapy clinical instructor and assistant-head respiratory therapist. In the majority of the cases, the employees covered by these changes will see their pay cheque increase as of April 2, 2018.

As for the 2015 audit, the analysis of the FIQ was that there was little probability that there would be changes in the values of the jobs, because no significant event or change happened between 2010 and 2015 to change the jobs, except for Bill 21 which affects a minority of nurses.

WILL THERE BE A RETROACTIVE PAYMENT TO DECEMBER 31, 2010?

No. The agreement was concluded as part of the negotiations and not as part of a conciliation. The FIQ felt that it was better to settle for the future rather than leave the decision in the hands of a third party and not know the outcome. In fact, the complaints not settled are transferred to the CES and an investigation process is set in motion for each one of them. At the end of the process, a decision is rendered by the CES. It can be expected that the decisions issued from this legal process could take several years without any insurance that these complaints are upheld and the value of the jobs corrected.

Following this settlement, the FIQ must withdraw all the complaints. Of the 500 plaintiffs, more than a quarter gave the FIQ a mandate to represent. Therefore, these complaints will be taken care of with this settlement.

For the individual plaintiffs, the CES will contact them and ask each one of them to withdraw their complaint given that a settlement has been concluded on all the complaints filed. If they refuse, these employees will have to prove to the Commission that there was discrimination against them under the criteria stipulated in the Law. ■

