

# Here, we understand health care.



FÉDÉRATION  
INTERPROFESSIONNELLE  
DE LA SANTÉ DU QUÉBEC

[fiqsante.qc.ca](http://fiqsante.qc.ca)

**100%**  
**HEALTHCARE**  
**PROFESSIONALS**

# WHY THE FIQ?

Because it is the labour organization that **best represents** healthcare professionals.



During the last negotiation period, it obtained important and significant gains for ALL healthcare professionals:

- Upgrade in the percentages of full-time positions;
- Implementation of pilot projects for healthcare professional-to-patient ratios;
- Shift overlap period paid for many licensed practical nurses;
- Creation of the specific critical care and enhanced specific critical care premiums for healthcare professionals working in the following centres of activities: operating room (including the recovery room), obstetrics unit and hemodynamics;
- Critical care and enhanced critical care premiums for EVAQ employees;
- Better salary guarantee for healthcare professionals, some of whom will receive an increase of 14.5% by the end of this collective agreement.

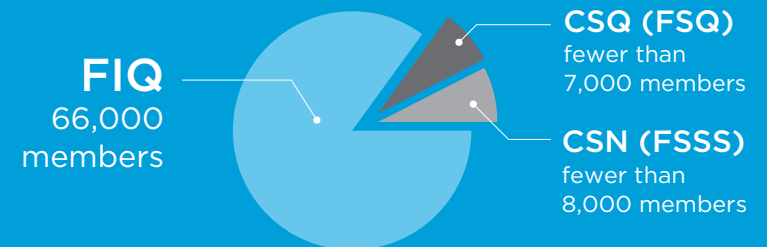
From January 30 to February 24, 2017, I urge you to vote for the only union that is 100% healthcare professionals by choosing the FIQ.

**Régine Laurent**  
President

Choosing the FIQ means choosing a strong organization that:

- 1 - Speaks the language of healthcare professionals 100%;
- 2 - Offers union representation **by** healthcare professionals **for** healthcare professionals;
- 3 - Understands the concerns and work of healthcare professionals;
- 4 - Has detailed knowledge of the healthcare network and its issues.

## Breakdown of the 80,000 healthcare professionals





At the FIQ, we are 100% healthcare professionals.

The FIQ is at the heart of the concerns and issues that affect healthcare professionals:

- 1 - Initial training for healthcare professionals;
- 2 - Deployment of Bill 90;
- 3 - Development of the field of practice of licensed practical nurses;
- 4 - Recognition of postgraduate training;
- 5 - Reduction in overtime;
- 6 - Protection of pension plans;
- 7 - Safe maternity and parental leaves;
- 8 - Healthcare professional-to-patient ratios;
- 9 - Safety and quality of care;
- 10 - Accredited training sessions.



The FIQ is the labour organization that has **been at the forefront of battles** for healthcare professionals for nearly 30 years.

Over the course of many negotiations, it has won important victories in the improvement of working conditions:

- Shift overlap period paid for the great majority of healthcare professionals;
- Creation of the job title and salary scale for nurses with a bachelor's degree;
- Premium for healthcare professionals not covered by the shift overlap period;
- Increase in inconvenience premiums: intensive care, psychiatry, availability, split shift in CLSC;
- Reduction in independent labour;
- Time and one-half pay for Christmas and New Year's Day;
- Critical care premium;
- Conversion of replacement hours into positions;
- Paid overtime for nurse clinicians;
- Uncapping of the salary scale for employees with postgraduate training;
- Greater access to the job title of licensed practical nurse team leader;
- Significant increase in evening, night and critical care premiums;
- Increase of the annual vacation quantum (5<sup>th</sup> week after 25 years);
- Rotation premium;
- Easier access to pre-retirement and improvement of retirement conditions;
- Transformation of evening and night premiums into salary percentages;
- Weekend premiums;
- Better protection in the event of disability.



At the FIQ, we are 100% dedicated to improving the working conditions and conditions of practice of our 66,000 nurses, licensed practical nurses, respiratory therapists and clinical perfusionists, so that they, in turn, can dedicate themselves 100% to patient care.



fiqsante.qc.ca

**I choose the only union  
that is 100% healthcare professionals.  
I choose the FIQ.**



## Our regional offices:

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