



EN ACTION

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Vol. 31 | No. 2 | June 2018

RFIQ Provincial Council on June 12, 13 and 14
FIQ and FIQP Federal Councils on June 13



LOCAL NEGOTIATIONS TENTATIVE AGREEMENTS REACHED!

Our Provincial Council kicked off with a happy announcement: our two first tentative agreements have been reached. The Syndicat interprofessionnel en soins de santé de l'Abitibi-Témiscamingue (FIQ-SISSAT) and the Syndicat des professionnelles en soins du Saguenay-Lac-Saint-Jean (FIQ-SPSSLSJ) were pleased to announce the fruit of their hard work. The agreements have since been adopted at both unions' general assemblies.

The FIQ is pleased to be the first union organizing service in the Quebec health network to reach new agreements that will improve working and living conditions for healthcare professionals, while equipping them to provide their patients quality, safe and humane care. As we go to press, three other unions—Syndicat des professionnelles en soins des Laurentides, de Chaudière-Appalaches and de l'Est-de-l'Île-de-Montréal—have also signed tentative agreements.

ONGOING MOBILIZATION

Fifteen local negotiations are still underway, and expected to be completed by the fall. Many unions face serious bargaining challenges, a clear demonstration of the massive amount of work ahead. Many employers are still trying to roll back our conditions and impose insulting,

unacceptable terms. It is therefore vital to continue and step up mobilization until we reach satisfactory agreements for all.

Achieving negotiated agreements in every region of Quebec is a fully realistic goal as well as a milestone for the working conditions of healthcare professionals. The political climate is favourable. It's time to step up and support your local union team and local negotiating committee in their actions. And don't forget that, when the time comes to express solidarity, the entire FIQ and the FIQP teams will be there!

DEMONSTRATION AT THE CIUSSS DE LA CAPITALE-NATIONALE

Galvanized by the attitude displayed by CIUSSS de la Capitale-Nationale management during local bargaining, our delegates braved the bad

weather to support the Syndicat des professionnelles en soins de la Capitale-Nationale (FIQ-SPSCN) in their call for their demands to be met. More than 500 union members were on hand to denounce the employer's unacceptable demands and the slow pace of negotiations, despite the union's desire to speed up the process.

LETTER OF UNDERSTANDING NO. 6

In addition to local negotiations, all our unions will need to have discussions about implementing Letter of Understanding No. 6, which the FIQ obtained during the last round of provincial negotiations. The letter of understanding should significantly increase the number of full-time positions for the majority of healthcare professionals, and allow the FIQ to meet targets for full-time positions. ■



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WORD FROM THE PRESIDENT

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LOCAL NEGOTIATIONS ENTER THE HOME STRETCH!

Nancy Béland

It goes without saying that local negotiations were a hot topic at our Provincial Council. We were pleased to hear about two new tentative agreements, covering all unions and institutions, reached by our teams in Saguenay-Lac-Saint-Jean and Abitibi-Témiscamingue.

WE'RE COUNTING ON YOU!

The FIQ intends to complete all local negotiations by the fall. So keep up the mobilization efforts across Quebec. It's time to make some noise!

And just days after the Provincial Council, a third agreement was announced for the Laurentians, followed by a fourth for Chaudière-Appalaches and a fifth in for Est-de-l'Île-de-Montréal. We were also very proud to learn that our members in Abitibi-Témiscamingue and Chaudière-Appalaches overwhelmingly endorsed the new agreements by votes of 97% and 99.6%, respectively.

The Provincial Council is also an opportunity to remind delegates that this is no time to rest on our laurels—far from it! We are confident in our ability to reach negotiated agreements all across Quebec by the fall. The political climate is favourable: the last thing the government wants is to have FIQ union reps stirring up trouble right

before the provincial election. We are therefore encouraging union reps to use the weeks ahead to pursue and step up mobilization efforts.

On my recent tour, I saw the same thing all across Quebec—our members are behind us, and our employers know it. It's time to get involved in large numbers and do your part to help us negotiate agreements that will improve your working conditions and equip you to provide safe quality care.

2018 ELECTIONS

Among the topics discussed by our delegation, there was of course talk about the October 1 Quebec election. We will be hard at work to ascertain the policy directions and promises of all political parties on the issues that concern and affect

us. Rest assured that we'll make our voice heard on the local, regional, and provincial stages.

You, my fellow healthcare professionals, are a force to be reckoned with in Quebec. You have political clout; you can sway an election. Your opinion matters, and we're here to make sure your voice is heard. Check out our election tool kit, and don't hesitate to get in touch with your local candidates to learn about their views on the issues that concern you. The more of us mobilize, the stronger our voice.

Finally, my tour is going to continue for part of the summer. I look forward to meeting you, sharing ideas, and supporting your local union team. Have a great summer! ■



Martine Caron, CHU de Québec

IF ALL 75,000 OF US MAKE OUR VOICES HEARD...

The Sociopolitical Sector and Communications Service presented an Electoral Toolkit to the delegation. The kit includes useful information that will allow members to make an informed decision when casting their ballots at the provincial election on October 1, 2018.

It includes two sections: key issues for health professionals and a presentation of Quebec's main political parties.



ISSUES HIGHLIGHTED IN THE ELECTORAL TOOLKIT:

- A more accessible and people-centred health network
- Legislation on safe ratios
- Better family-work-education reconciliation
- Measures to stop violence against women
- Improvements to working conditions

This information is available on the FIQ website and in guide format on FIQ Militantes. A Facebook campaign will be launched between August and October. The toolkit will allow those who wish to do so to voice questions, participate in the debates during the election campaign and challenge their local candidates on the issues.

To the ballot box, healthcare professionals!

STATUS OF WOMEN

**Fair representation of women
Women's Network mixed luncheon**



FAIR REPRESENTATION OF WOMEN: ADOPTED!

In a monumental moment for the FIQ and FIQP, the delegation adopted the Policy on the Fair Representation of Women in Positions of Power. The adoption of this policy will promote and facilitate the involvement of women in various union structures and their full participation in decision-making on issues that affect them.

The draft policy was presented for the first time at the Provincial Council in March. Local union teams were then met with to enhance the policy and tailor it to the problems experienced by healthcare professionals. To implement the policy, the Implementation and Monitoring Committee, composed of 11 union

reps, will create an action plan and submit it before the delegation in December 2018. The measures to be presented at this meeting will aim to raise the number of women at meetings to 75%. This target is non-binding and will serve as a reference point for assessing the policy's effectiveness.

Male members will also have a significant role to play in implementing the policy. Acting as allies, they will help promote gender equality and contribute to putting measures in place that promote sharing power. ■



Françoise David and Amir Khadir

WOMEN'S NETWORK MIXED LUNCHEON

Following the adopting of the policy, a first luncheon was held, attended by women and their allies. Approximately 200 union reps of both genders had the chance to attend a luncheon hosted by Françoise David, politician, feminist activist and former spokesperson and Member of the National Assembly for Québec solidaire; and Amir Khadir, former spokesperson and deputy for Québec solidaire. Together, they demonstrated that sharing power is possible: women must stand in places of power, and men must be taught to leave them the space to do so. Ms. David and Mr. Khadir also emphasized the importance of education on these political issues from as early as childhood.

It was a highly stimulating lunch for all!



At the microphone: 1- Caroline Gravel, CIUSSS de la Capitale-Nationale; 2- Claire Alarie, CISSS de Lanaudière; 3- André-Luc Deschênes, Centre de santé Inuulitsivik.

SOCIOPOLITICAL

FIQP
Political conferences



From left to right: Josée Chartré, Secretary, Sonia Mancier, President, Martine Tremblay, Treasurer, and Patricia Conrath, Vice-President. Not pictured: Lyne Guerra, Vice-President.

FEDERAL COUNCIL *fiqp*

FIQ | Secteur privé (FIQP) President Sonia Mancier presented delegates at the Federal Council with a portrait of the Federation's evolution as well as its priorities in terms of defending members: safe ratios and negotiation of Letter of Understanding No. 6.

FOR IMPROVED WORKING CONDITIONS

Establishing ratio pilot projects in healthcare institutions is crucial. It is urgent that teams adapted to patients' needs be put into place so healthcare professionals can provide safe, quality care. A ratio pilot project will launch this fall in one of the FIQP's private subsidized health institutions.

Letter of Understanding No. 6 regarding the stability of positions, local negotiations and deployment of the reserved activities set out in Bill 90 aims to achieve the following targets:

- 62% of full-time positions for the nurse job titles group;
- 50% of full-time positions for the licensed practical nurse job titles group.

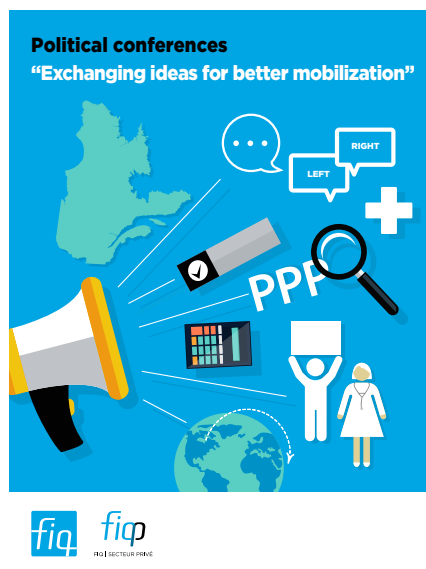
This will allow health professionals to fully exercise their roles and should address job instability.

On May 28, the FIQP also participated in the Committee on Labour and the Economy's consultations on Bill 176: An Act to amend the Act respecting labour standards and other legislative provisions mainly to facilitate family-work balance.

WORKING CONDITIONS OF THE MEMBERS OF THE EXECUTIVE COMMITTEE AND FINANCIAL FORECAST

The Working Conditions of the Members of the Executive Committee and the Financial Forecast of the FIQP, presented respectively by Josée Chartré, Secretary, and Martine Tremblay, Treasurer, were unanimously adopted.

The Executive Committee will be touring institutions in the next few months to meet with the members of affiliated unions. ■



LAUNCH OF "EXCHANGING IDEAS FOR BETTER MOBILIZATION" POLITICAL CONFERENCES

The FIQ and FIQP are pleased to offer members and union reps a series of conferences on sociopolitical issues, which will help shape their roles as agents of social change and their efforts to improve the life and work of members. The eight presentations will provide perspective on political, social and economic topics, especially those related to the health and social services sector.

The conferences are free, of varying lengths and include a discussion period. For more details, visit: fiqsante.qc.ca/conferences-sociopo. Conference requests can be made with your local union team; please contact your representatives.



HAPPY RETIREMENT!

FIQ and FIQP executive committees, employees and union reps announce the retirement of three FIQ employees: Martine Caron, Union Consultant, Labour Relations Sector at the Quebec City office; Sylvie Dallaire, Union Consultant, Labour Relations Sector at the Montreal office; and Thérèse Lafortest, Union Consultant, Organization of Work and Professional Practice Sector at the Quebec City office. These women have shown such passion and dedication to their work and to unionism. We wish them the same happiness and enjoyment in all the projects they devote themselves to in coming years. Happy retirement!

PROFESSIONAL PRACTICE

**Disability
Healthcare professional-to-patient ratios
Sustainable development**

DISABILITY AND RETURN-TO-WORK AGREEMENTS

Members of the ad hoc disability committee (composed of union reps and FIQ employees) presented the delegation with an analysis of abusive agreements imposed on members returning to work after being on long-term disability.

After examining the data gathered, the committee identified several employers who have made abusive agreements, on a repeated basis. To shed light on the phenomenon as a whole and end this abusive practice, the committee believes the best course of action is a local action plan coordinated by the FIQ for the institutions implicated. The committee will meet again once an action plan has been drawn up.



From left to right: Roberto Bomba, Treasurer, Vicky Landry, Union Consultant, Research Team, Nathalie Lévesque, Vice-President, Pascal Beaulieu, CHU de Québec, Isabelle Thibault, CISSS des Laurentides and Nathalie Bélanger, CHUM.

WE'RE ON OUR WAY TO IMPLEMENTING HEALTHCARE PROFESSIONAL-TO-PATIENT RATIOS!

The delegation received a report on how the ratio pilot projects are progressing. A cause for hope for Quebec's healthcare professionals and patients, the ratios aim to make full use of healthcare professional practice and to offer patients safe, humane and quality care.

As many as 13 ratio pilot projects in medicine, surgery and long-term care facilities are now off the ground. Four others will be launched this fall (emergency department, home care, private subsidized institution and respiratory therapy). These projects are based on a national and local structure, at the heart of which is the local joint committee. The projects are supported by resources for all steps of the process as well as by the FIQ and the involvement of members.

The ratios agreed upon were negotiated based on the FIQ's proposals, which drew on various sources, including research evidence and a quantitative survey. The results of the survey show that numerous kinds of care—some of which are more intangible, such as patient education—often have to be set aside due to lack of time. The ratio parameters clarify important

aspects for implementation, including the importance of nurse-licensed practical nurse dyads, optimal use of the nurses and LPNs' breadth of expertise, measuring acuity of care, maintaining beneficiary attendants, etc. Plans to decide on ways to add resources for specific situations (e.g. outbreaks) are also in the works.

In addition to ratio pilot projects, awareness initiatives, information and training are ongoing. The FIQ's message about ratios has been sent across Quebec and even over to France, where the FIQ was warmly received during a presentation at the 7th SIDIEF international symposium. The Online Safe Staffing Form, where healthcare professionals can report inadequate conditions of practice, has also been updated, and the training program "Advocacy or Defending Patients' Rights: An Approach and Tools for Taking Action" (combining advocacy 1 and

2) will soon be available. In addition, an advocacy training program on ratios is currently being developed.

As we approach the provincial election, it's important to keep in mind that safe care in Quebec hinges on the ratio solution, which has been presented to all parties. We need to take advantage of all opportunities to speak about the issue and to directly challenge candidates on it. We continue the fight for safe healthcare professional-to-patient ratios and for legislation guaranteeing it across Quebec. All of us—members, union reps, employees and elected representatives alike—have a role to play in fighting this battle. ■

SUSTAINABLE DEVELOPMENT: A FIRST COLLECTIVE LOOK AT THE ISSUES

Youth Committee members presented the steps to be taken to establish a sustainable development policy for the FIQ and FIQP. The 2017 Convention delegates had already given their unanimous support.

After reiterating their wish for this policy to be in line with the organization's values (i.e. feminism, health and an advocacy approach), the Youth Committee members outlined their objectives, including:

- Raising awareness among members and union reps about sustainable development;
- Positioning the FIQ and FIQP as labour organizations dedicated to sustainable development;

- Ensuring that the FIQ and FIQP make sustainable choices in their daily activities and when organizing events;
- Encouraging workplaces to adopt a more eco-friendly approach.

A few steps have already been taken and others are planned for the near future. One the steps taken will be to speak with members and union reps to find out where they are in terms of sustainable development and to listen to their suggestions. ■



Delegates attended a panel featuring Laure Waridel, eco-sociologist, professor and researcher; Dr. François Reeves, interventional cardiologist and associate professor of Medicine; and Amélie Nguyen, coordinator of the Centre international de solidarité ouvrière (CISO). The panel looked at various aspects of sustainable development, including the impacts of air pollution on health, the consequences of our choices on work conditions for certain workers and the power of labour organizations, such as the FIQ and the FIQP, to change things.

Now available: one of the videos from a new series that will raise awareness among members and union reps about sustainable development issues. For more information visit fiqsante.qc.ca.

FINANCES

A positive outcome for a busy year



Roberto Bomba, Treasurer

2017 FINANCIAL STATEMENTS A POSITIVE OUTCOME FOR A BUSY YEAR

At the Federal Council, the delegates adopted the FIQ's 2017 financial statements, which were presented by Treasurer Roberto Bomba. They noted that amounts allocated to the various budgetary items reflected the everyday activities and priorities adopted by Federation bodies.



INTERNAL AUDIT COMMITTEE REPORT

The Internal Audit Committee, composed of Sébastien Simard, Véronique Foisy and Nagia Idel Mehdaoui, presented its 2017 report to the delegation. The committee believes that the Federation made wise, coherent choices in spite of a year full of surprises and upheaval.

According to the committee report, 2017 was marked by the arrival of several thousand new members and the merger of institutions, which required the FIQ to increase expenses while also remaining within its budget.

The year 2017 was marked by a major upheaval following the adoption of the Liberal Government's Bill 10: the vote of change of union allegiance, the arrival of new members, the establishment of new unions and the start of local negotiation. The creation of the FIQP was another important event for the Federation.

The organization's finances have always been subject to rigorous management, 2017 being no exception. The Federation's Executive Committee receives a monthly administrative follow-up to prevent and anticipate cost overruns. If necessary, the Committee can adjust spending to meet budget targets. The 2017 financial statements contained no major surprises and are a testament to how much the Federation values the services offered to its members and affiliated unions.

Regardless of this positive outcome, proper management of all budget items is necessary in order to preserve the FIQ's financial health. The current climate remains uncertain and its financial impacts are hard to predict. It is therefore vital that the Federation continue to soundly manage its finances. ■

ADMINISTRATION FUND	2017 (12 months)	2016 (12 months)
REVENUE		
Regular dues	36 834 018	32 898 871
Interest	112 352	64 297
Grants	55 643	60 964
Other revenue	<u>45 168</u>	<u>46 561</u>
Total revenue	37 047 181	33 070 693
EXPENSES		
Meetings and elected union officers	<u>2 127 117</u>	<u>2 260 180</u>
SECTORS		
Labour Relations	16 855 092	15 044 492
Sectors and Services	1 294 049	1 385 989
Sociopolitical	453 283	550 041
Status of Women	385 189	398 018
Health and Safety at Work	395 615	386 933
Task and Organization of Work	677 285	558 835
Social Security	<u>264 473</u>	<u>249 500</u>
Total for the sectors	20 324 986	18 573 808
SERVICES		
Education-Animation	822 516	837 960
Union Organizing	621 202	617 244
Communication-Information	1 254 574	1 022 083
Translation and Web	<u>365 946</u>	<u>396 686</u>
Total for services	3 064 238	2 873 973
General Administration (including IT)	7 771 313	7 454 074
Human Resources	<u>1 205 608</u>	<u>1 419 377</u>
Total expenses	34 493 262	32 581 412
EXCESS OF REVENUE OVER EXPENSES	<u>2 553 919</u>	<u>489 281</u>

REVENUE AND EXPENSES FOR THE PERIOD AND BALANCE OF ALL FUNDS AS OF DECEMBER 31, 2017

	Union Defence Fund	Administration Fund	Negotiation Reserve	Solidarity Reserve	F.C. and Convention Reserve	Total
BALANCE AS OF DECEMBER 31, 2016	1 570 617	16 887 139	(4 429 638)	189 508	(493 927)	13 723 699
Adjustment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Balance after correction as of December 31, 2016	1 570 617	16 887 139	(4 429 638)	189 508	(493 927)	13 723 699
Income for the 2017 period	1 301 262	37 047 181	1 600 000	184 897	2 838 333	42 971 673
Expenses for the 2017 period	<u>826 742</u>	<u>34 493 262</u>	<u>417 932</u>	<u>215 927</u>	<u>2 896 015</u>	<u>38 849 878</u>
Excess for the 2017 period	474 520	2 553 919	1 182 068	(31 030)	(57 682)	4 121 795
BALANCE AS OF DECEMBER 31, 2017	<u>2 045 137</u>	<u>19 441 058</u>	<u>(3 247 570)</u>	<u>158 478</u>	<u>(551 609)</u>	<u>17 845 494</u>
Assigned surplus - furniture/equipment		876 106				
Assigned surplus - head office		6 854 154				
Assigned surplus - computer		3 673 621				
Accumulated surplus - not assigned		8 037 179				

Note: Differences are due to rounding off of decimals.

FINANCES

A positive outcome for a busy year (cont'd)

RESERVE FOR NEGOTIATIONS	2017 (12 months)	2016 (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	283 766	610 608
Travel expenses	12 824	61 379
Rental expenses	11 607	11 511
Printing expenses	21 601	128 332
Courier and communications	1 333	21 065
Professional fees	25 073	7 988
Publications	0	14 157
Admission and membership fees	473	0
Federal Council meetings	0	210 320
Other expenses	58 580	58 091
Ads/surveys/campaigns	0	(4 559)
Private sector negotiations	<u>2 675</u>	<u>1 257</u>
Total for negotiation expenses	417 932	1 120 149
EXCESS OF REVENUE OVER EXPENSES	<u>1 182 068</u>	<u>479 851</u>

UNION DEFENCE FUND	2017 (12 months)	2016 (12 months)
REVENUE		
Administration Fund Contribution		
<i>BENEFITS</i>		
Regular dues	426 959	384 887
Donations	0	0
Interest	<u>14 582</u>	<u>13 600</u>
	<u>441 541</u>	<u>398 487</u>
<i>UNION ORGANIZING</i>		
Regular dues	853 919	769 775
Interest	5 802	5 483
Other revenue	<u>0</u>	<u>0</u>
	<u>859 721</u>	<u>775 258</u>
Total income	1 301 262	1 173 745
EXPENSES		
<i>BENEFITS</i>		
Union Defence Fund Committee	666	151
Salaries and fringe benefits	0	0
Fines and legal expenses	0	0
Professional fees	8 048	8 998
Interest and bank charges	0	0
Other expenses	17 425	17 479
Financial aid	<u>725</u>	<u>180</u>
	<u>26 864</u>	<u>26 808</u>
<i>UNION ORGANIZING</i>		
Salaries, union leaves & fringe benefits	281 224	522 156
Travel expenses	62 319	110 632
Rental expenses	15 737	15 118
Printing expenses	18 709	13 930
Courier and communications	3 913	481 343
Professional fees	411	98 054
Other expenses	<u>417 565</u>	<u>2 156 226</u>
	<u>799 878</u>	<u>3 397 459</u>
Total expenses	826 742	3 424 267
EXCESS OF REVENUE OVER EXPENSES	<u>474 520</u>	<u>(2 250 522)</u>

SOLIDARITY RESERVE	2017 (12 months)	2016 (12 months)
REVENUE		
Administration Fund Contribution	182 697	181 812
Other revenue	<u>2 200</u>	<u>0</u>
Total contribution	184 897	181 812
EXPENSES		
Solidarity	<u>215 927</u>	<u>178 873</u>
EXCESS OF REVENUE/EXPENSES	<u>(31 030)</u>	<u>2 939</u>

RESERVE FOR CONVENTION & F.C.	2017 (12 months)	2016 (12 months)
REVENUE		
Contribution from administration fund	2 798 333	2 653 333
Other revenue	<u>40 000</u>	<u>0</u>
Total contribution	2 838 333	2 653 333
EXPENSES		
Meetings (including Equalization)	<u>2 896 015</u>	<u>2 611 033</u>
EXCESS OF REVENUE/EXPENSES	<u>(57 682)</u>	<u>42 300</u>

RESERVE FOR HEAD OFFICE	2017 (12 months)	2016 (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, 2017	Union Defence Fund	Adminis-tration Fund*	Total
CURRENT ASSETS			
Cash	401 036	4 161 613	4 562 649
Temporary investments	2 309 870	2 675 820	4 985 690
Advances to Administration Fund	0	0	0
Advance to Parity Ins. Comm. Fund	0	889 639	889 639
Advance to Union Defence Fund	0	645 773	645 773
Debtors	0	6 031 806	6 031 806
Expenses computable on next period	0	360 971	360 971
Deferred expenses	0	6 854 154	6 854 154
FIXED ASSETS	<u>0</u>	<u>4 549 727</u>	<u>4 549 727</u>
TOTAL ASSETS	<u>2 710 906</u>	<u>26 169 503</u>	<u>28 880 409</u>
CURRENT LIABILITIES			
Suppliers and accrued liabilities	20 000	2 520 776	2 540 776
Deferred income	0	0	0
Human resources development	0	326 943	326 943
Debt coming to term within a year	0	0	0
Accounts payable	<u>0</u>	<u>7 521 424</u>	<u>7 521 424</u>
	<u>20 000</u>	<u>10 369 143</u>	<u>10 389 143</u>
Advance from AF	645 773	0	645 773
LONG-TERM DEBT	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL LIABILITIES	<u>665 773</u>	<u>10 369 143</u>	<u>11 034 916</u>
MEMBER'S EQUITY			
Accumulated surplus not assigned	2 045 134	8 037 179	10 082 313
Assigned surplus - furniture/equipment	0	876 106	876 106
Assigned surplus - computer	0	3 673 621	3 673 621
Assigned surplus - head office	0	6 854 154	6 854 154
Surplus reserved for negotiations	0	(3 247 569)	(3 247 569)
Surplus reserved for solidarity	0	158 478	158 478
Surplus reserved for FC and Conv. meetings	0	(551 610)	(551 610)
	<u>2 045 134</u>	<u>15 800 359</u>	<u>17 845 493</u>
LIABILITIES AND EQUITY	<u>2 710 907</u>	<u>26 169 502</u>	<u>28 880 409</u>

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

SOCIAL SECURITY

Here, we understand health care.



Joanne Scullion, CIUSSS du Centre-Ouest-de-l'Île-de-Montréal

GROUP INSURANCE PLAN THE FIQ SWITCHES TO A MODULAR PLAN



Delegates were informed via the FIQ website of the outcome of the group insurance plan consultation, which took place from April 23 to May 6, 2018. In anticipation of the plan renewal on April 1, 2019, they also adopted a plan, for which a call for tenders will be issued over the summer to obtain the best possible rates for members.

The FIQ submitted a request to the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS) to depart from Article 23.08 of the provincial collective agreement in order to approach Canadian insurers that are well-established in Quebec. The CPNSSS refused the request so the FIQ can only approach insurers with head offices located in Quebec.

To conduct the consultation, an ad hoc group insurance committee composed of eight union reps was formed, with the goal of working closely on the Federation's task with an independent actuarial consultant. The purpose of the consultation was to evaluate the rate of enrolment to different plans with a range of different benefits, taking into account that 7,600 new members joined the FIQ after the last period of union allegiance voting.

CHOICE OF PLAN

Among the four options of the plan in consultation, and upon the recommendation of the consultation

committee, the delegation retained a modular plan with three options. The plan offers members the option of different levels of protection at varying cost.

- **Bronze:** basic prescription drug and health care coverage at a minimal cost;
- **Silver:** the same coverage and rates as the current plan for drugs, health care and healthcare professionals;
- **Gold:** more extensive and generous coverage with higher premiums.

The delegates also voted to maintain the level of protection provided under the current dental plan instead of opting for changes proposed during the consultation.

CALL FOR TENDERS

Delegates will take note of the results of the call for tenders and will confirm the choice of insurer at the next Provincial Council, to be held on December 2018. The insurer retained and the new modular plan will enter into force on April 1, 2019.

For more information, please contact your local union team. ■



From left to right: Linda Lapointe, Vice-President, Roberto Bomba, Treasurer, Jean-François Tremblay, Union Consultant, Social Security Sector, Yanick Comeau, Independent Actuarial Consultant, Jean-François Côté, Union Consultant, Social Security Sector, Alicia Desruisseaux and Jean-François Couillard Lapierre, members of the ad hoc insurance committee.

fiq NEGOTIATED BY US, FOR US.
Salary scales and list of job titles
Collective Agreement
July 2016 • March 2020

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Nurse Licensed practical nurse Respiratory therapist Clinical perfusionist
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APRIL 2, 2018 SALARY ADJUSTMENTS

Nurses, nurse team leaders, licensed practical nurses, licensed practical nurse team leaders and all respiratory therapists will change rank and enter a new salary scale on April 2, 2018. The Provincial Council provided an opportunity to review the rules for entering the new salary scales and to present actions to address ensuing difficulties, with the help of the Negotiation and Research sectors.

The result of an agreement on pay equity complaints, entering the new scale took place according to the fairest rule. Healthcare professionals entered the new scale with either an equivalent salary or a salary immediately above what they had. This means the salary of all health professionals either remained the same or increased.

However, there is no continuity or comparison possible between the new scale and the previous one. Therefore, certain problems have been noted in its application, especially for healthcare professionals who are situated at the maximum salary scale and have already accumulated one year of experience as of April 3. Among the difficulties is establishing the date for the next echelon change. During the mergers, some institutions lost information regarding anniversary (or statutory) dates, such as the anniversary dates of members who reached the last echelon of the salary scale in the last few years.

To resolve this issue, the Labour Relations Committee has entered into talks with the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS). The Fédération's position is the following: as of April 3, 2018, individuals at the top of the salary scale who have accumulated their one year of experience should enter the last echelon. Discussions and actions will continue in order to clarify the situation.