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EN ACTION

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RFIQ Provincial Council on December 4, 5 and 6
FIQ and FIQP Federal Councils on December 4



GROUP INSURANCE IMPORTANT CHANGES AS OF APRIL 14, 2019

After learning about the results of the call for tenders, the delegates endorsed the decision to retain La Capitale Insurance and Financial Services for the next group insurance contract renewal. It will go into effect on April 14, 2019.



The call for tenders was held over the summer of 2018 and the four major insurers in Québec participated: Desjardins Sécurité financière, Industrial Alliance Financial Group, SSQ Insurance and La Capitale Insurance and Financial Services. The insurers submitted quotes for the three plans that make up the FIQ group insurance contract, the health insurance plan, dental care plan, life insurance plan and long-term disability.

The quotes were studied with the collaboration of the FIQ's consulting actuarial firm. The analysis was on their compliance with the specifications, premium volumes and financial formula. By choosing La Capitale, the FIQ and

FIQP members will benefit from the best group insurance coverage at the best cost.

The delegates also decided to use a part of the government's additional contribution to offer a premium reduction for the health insurance plan for April 14, 2019 to March 31, 2020.

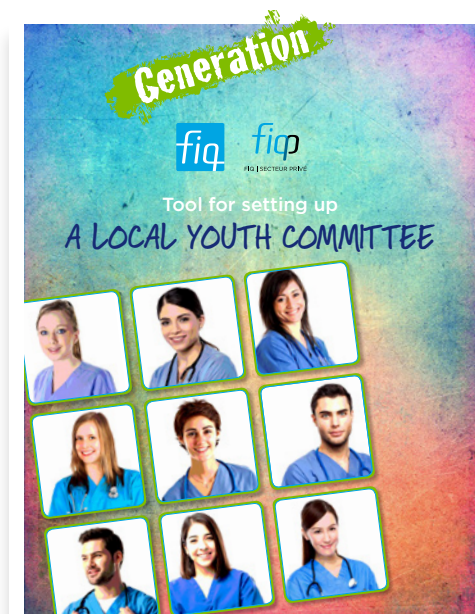
The new modular group insurance plan will also start on April 14, 2019 with dental care coverage being optional on an individual basis. This change was adopted by the delegates at the June 2018 Provincial Council after a vast consultation of all the members in spring 2018.

IMPORTANT INFORMATION FOR MEMBERS

You will receive all the information on the new insurance contract at the beginning of March. In this information, you will also find how to change your choices of insurance coverage (bronze, silver or gold, and dental coverage) during the membership campaign in March 2019. Don't hesitate to contact your local union team for more information.

Table: Rates as of April 14, 2019 until March 31, 2020 on page 3.

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FOR LOCAL YOUTH COMMITTEES EVERYWHERE!

The provincial Youth Committee presented the Tool for setting up a local youth committee, developed with health institutions' local union teams in mind. The committee would like to use this tool to generate excitement around setting up local youth committees and provide useful information on how to do it.

"At the FIQ and FIQP, the proportion of members ages 35 and under is increasing. It is therefore essential that we do everything possible to ensure they actively participate in our democratic decision-making meetings and that their viewpoints are heard," said Nathalie Lévesque, Vice-President and interim Political Officer for the Youth Committee.

If you're a young healthcare professional, we encourage you to contact your local union team to let them know you're interested in helping to set up a committee.

WORD FROM THE PRESIDENT

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A STRONG VOICE IN HEALTH CARE

Nancy Bédard

The presentation of our organization's new slogan, "A strong voice in health care," set the tone for this Provincial Council, the last one in 2018. Once again, the delegation worked diligently and made decisions which will have a significant impact on the FIQ and FIQP in the year ahead.

We will continue to make the healthcare professionals' demands loud and clear in demanding not only better working conditions, but also expressing their solutions for accessible care and services for the people of Québec.

From the adoption of the financial forecast to the choice of a new group insurance plan or implementing an action plan for the Policy on the Fair representation of Women in Positions of Power, hundreds of delegates attending worked looking towards the future. Thinking ahead enables an organization like ours to better equip ourselves to continue to fight battles underway and succeed in the major files affecting the 76,000 healthcare professionals that we proudly represent.

We have repeatedly demonstrated that we approach challenges with intelligence, determination and creativity. These qualities will serve us in the coming months. Both in continuing our fight to obtain safe ratios, preparing for the next round

of provincial negotiations and the change of union allegiance period. We will dedicate time and effort to once again show that we are the voice of the healthcare professionals.

A GOVERNMENT BEING WATCHED

On another front, we have to closely watch François Legault's new government. During both his inaugural speech and his economic update, he said little about the healthcare professionals. This government has to take concrete actions right away in 2019 to demonstrate that healthcare professionals are really a priority.

Although Mr. Legault took time to settle into his duties, the Minister of Health, Danielle McCann, made clear commitments to stop the healthcare

professionals' excessive workload and overtime, too often compulsory. The nurses, licensed practical nurses, respiratory therapists and clinical perfusionists are sick and tired of it and they need this government to quickly turn their words into actions!

2019 will be very busy for our organization. The agenda is ambitious, but we are capable of big things. ■

WISHING YOU ALL A YEAR OF HEALTH AND HAPPINESS!



HAPPY RETIREMENT!

On behalf of the FIQ Provincial Executive Committee, delegation and employees, the president, Nancy Bédard, took time at the meeting to mark the retirement of Céline Girard, Event Planning and Logistics Agent, and Sylvie Gosselin, Secretary in the Labour Relations Sector in the FIQ Montréal office. We wish them a well-deserved happy and healthy retirement! ■

DEMONSTRATION AT THE MONTRÉAL WEST ISLAND CIUSSS

The delegation demonstrated outside Lakeshore General Hospital management offices to protest staff's intolerable working conditions at the Denis-Benjamin-Viger CHSLD and several other of the hospital's care units. Healthcare professionals are regularly put in situations that jeopardize their ability to provide safe, quality patient care due to a chronic staff shortage, excessive workload, unreplaced absences and mandatory overtime.

Conditions have degraded so much that on April 27, Arbitrator Richard Bertrand confirmed that patients were experiencing organizational mistreatment. The situation hasn't changed despite Mr. Bertrand's statement. Protestors supported the FIQ-SPSSODIM union, which requested that the employer quickly implement solutions to enable healthcare professionals to do their job according to their standards, with humanity and dignity!



GROUP INSURANCE

Progress update on ratio projects Group insurance - Important changes as of April 14, 2019 (cont'd)

RATIOS EQUAL QUALITY CARE.



Ratios are the solution to improving care safety and quality. Under current conditions, healthcare professionals don't have time to fully exercise their scope of practice. With sufficient staff, they would finally be able to leverage their full range of expertise.
Let's demand safe ratios.
fiqsante.qc.ca



ADAPTED SAFE RATIOS

The last three projects required that the safe ratios be adapted for ER, home care and respiratory therapy, in addition to specific application parameters. They were developed based on scientific studies, survey results, safe staffing forms and interviews with expert members. The new ratios constitute a major improvement compared to the current situation in health care environments. The projects:

- Respiratory therapy in intensive care, Montreal General Hospital, MUHC, launched on November 16;
- Secondary emergency services, Hull Hospital, CISSS de l'Outaouais, launched on December 10;
- Home care, Réseau local Champlain, CISSS de la Montérégie-Centre, launch date to be announced.

PROGRESS UPDATE ON RATIO PROJECTS

Last winter, the FIQ made a historical gain by obtaining the go-ahead to implement 17 safe ratio projects, the majority of which are currently underway. The ratio projects are the FIQ's vision for safe care in action; they are a unique mobilization tool, which bring hope to healthcare professionals for a future of better working conditions.

RATIO PROJECTS FOLLOW-UP

The FIQ recently got the green light to extend all projects underway until February 1, 2019. A full assessment will be conducted but healthcare professionals participating in the projects are already seeing benefits for themselves and their patients. The benefits include more time for patients, a reduced workload and safer care. In some cases, staff have been able to prevent more falls and flu breakouts, and reduce reliance on medication (in CHSLDs).

Stakeholders put an enormous amount of work into setting up

these projects, commensurate with their importance and the already apparent positive effects. There are five projects in medicine, four in surgery and four in public CHSLDs. In addition, a project was recently implemented in a private subsidized institution, at the Centre d'hébergement Champlain-de-Chanoine-Audet, on December 3.

The FIQ's long-term objective is to ensure all Quebec healthcare institutions implement safe ratios, regardless of their mission. It will work to develop ratios for additional specialities, e.g., mental health. This priority project aims to ensure the

ratio projects become permanent and that ratio implementation becomes legally mandatory province-wide.

For more information on ratio projects visit fiqsante.qc.ca/ratios ■

GROUP INSURANCE (CONT'D FROM PAGE 1)

RATES AS OF APRIL 14, 2019 UNTIL MARCH 31, 2020¹

PLAN	STATUS	DESJARDINS Current rates until April 13, 2019	LA CAPITALE Rates on April 14, 2019 to March 31, 2020
Health insurance			
■ Bronze	Individual		\$43.19
	Single-parent		\$57.00
	Family		\$100.63
■ Silver	Individual	\$52.55	\$48.58
	Single-parent	\$65.59	\$64.13
	Family	\$120.78	\$113.19
■ Gold	Individual		\$51.11
	Single-parent		\$67.47
	Family		\$119.09
Dental care	Individual	\$14.63	\$13.73
	Single-parent	\$27.77	\$26.09
	Family	\$40.92	\$38.44
Basic life participant²		\$0.052	\$0.047
Additional life participant²		\$0.072	\$0.059
Basic ADD²		\$0.012	\$0.01
Additional ADD²		\$0.012	\$0.01
Dependent life³		\$0.05	\$0.33
Additional life participant/Additional life/ life acquired rights		Grid with rates per age, gender, tobacco use	Grid with rates per age, gender, tobacco use
Long-term disability		1.126%	0.968%

1. Rate paid per 14 days excluding the employer's contribution and 9% provincial tax.

2. Cost per \$1,000.

3. Addition of spouse as of April 14, 2019.

FINANCES

**2019 Financial Forecast
2019 priorities: the FIQ will reassert its strong voice in health care
“Investing in prevention”**



The 2019 budget, presented by Treasurer Roberto Bomba, is a responsible budget that aims to manage the Federation's expenses and, over the long term, balance the budget.

**2019 FINANCIAL FORECAST
A BUDGET THAT SUPPORTS THE
FIQ'S PRIORITIES**

The delegates unanimously adopted the FIQ's 2019 budget. It takes the organization's priorities into account while putting an emphasis on financial stability. 2019 will be an important year for the FIQ, especially as it prepares for the next round of provincial negotiations.

LABOUR RELATIONS

Nearly half of the Federation's expenses are tied to the Labour Relations Sector to support affiliated unions and properly meet healthcare professionals' needs.

ONLINE TRAINING

The special project started in 2018 to analyze and develop online training programs will continue in 2019. The project aims to update FIQ training programs for union reps and members.

NEW OWPP NETWORK

The first pilot project Organization of Work and Professional Practice Network (OWPP) will take place in 2019. This project, approved by the delegation at the last Convention, stems from the FIQ's desire to promote information and knowledge sharing related to organization of work and professional practice issues. ■

The 2019 income reflects the 69,996 dues-paying members. The FIQ represents the vast majority of healthcare professionals throughout Quebec and the 2019 budget takes into account the services provided to defend and improve their working conditions.

OCCUPATIONAL HEALTH AND SAFETY

The loan package earmarked to support healthcare professionals contesting an employer decision with regard to a protective reassignment of the pregnant or breastfeeding worker (RPTE) is also in the 2019 budget.



“INVESTING IN PREVENTION”

Professor Éric Tchouaket, from the Université du Québec en Outaouais, gave a conference that stirred rich and constructive reflection among delegates. In his talk, which lasted a little over an hour, he spoke about his research on the economic burden of adverse events in nursing care in 22 medical care units in Quebec. His findings were clear: public authorities need to invest in prevention to safeguard care quality and safety.

Furthermore, it is essential that healthcare administrators strengthen quality and safety processes in their organizations and systematically assess the cost of patient safety through increased epidemiological monitoring of adverse events. In closing, Mr. Tchouaket thinks that all professionals, and nurses in particular, should take extra precaution during and after each intervention.

2019 PRIORITIES: THE FIQ WILL REASSERT ITS STRONG VOICE IN HEALTH CARE

At the FIQ Federal Council, the delegates adopted the Federation's priority actions for next year. The FIQ will make its voice heard on multiple platforms to advocate for healthcare professionals' work and demands.

PRIORITY NO. 1: SAFE HEALTHCARE PROFESSIONAL-TO-PATIENT RATIOS

Implementing safe healthcare professional-to-patient ratios will remain a key measure. Discussed publicly and politically province-wide, ratios are inspiring hope among healthcare professionals, giving them a glimpse of the light at the end of a very long, dark tunnel. The FIQ will work to quickly advance safe ratio implementation and fight to cement them in legislation.

PRIORITY NO. 2: PERIOD OF CHANGING UNION ALLEGIANCE

The Federation represents almost all healthcare professionals in Quebec and will continue to strive to represent them all. The FIQ is a recognized and credible labour organization. It has an unquestionably strong voice in health care, both with the government and the public.

PRIORITY NO. 3: PROVINCIAL NEGOTIATIONS

The coming year will also be synonymous with provincial negotiations and preparing the Federation's draft collective agreement, which requires significant and rigorous work. The FIQ will set the standard for obtaining the best working and living conditions for healthcare professionals, women and Quebec citizens. ■



1. At the microphone: Martine Caron, CHU de Québec

NEGOTIATION

Make SNP conditions more attractive
FIQP Federal Council

At the microphone: Nathalie Perron, CIUSSS de la Mauricie-et-du-Centre-du-Québec

MAKE SNP CONDITIONS MORE ATTRACTIVE

Letter of Understanding No. 18 was presented with a perspective of optimizing the gains from the last collective agreement. The mandate is to document the attraction and retention problems related to specialty nurse practitioners (SNP), issues related to their continuing education and working conditions. The FIQ has insisted that the government propose concrete solutions.



At the microphone: Francis Charbonneau, CISSS des Laurentides

The context of the SNPs practice has undergone changes in the last year. A new regulation went into effect, accompanied by more restrictive guidelines than the regulation itself. Although certain aspects of this new regulation are positive, others are more worrisome, like the fact that all SNPs have to have a partnership agreement with a physician or physicians to practice and patients with whom the front-line SNP will begin treatment for chronic diseases must be seen by a physician in the very short term.

These irritants were raised in the Letter of Understanding No. 18 work, which was fuelled by the consultation of a SNP committee from different regions and practice settings. The application of the collective agreement, practice

conditions and continuing education are dealt with in this context, for a greater impact.

Local jurisdiction problems were also identified. During the local negotiations process, the majority of the unions consulted the SNPs, but their problems are recognized very little by the employers. Other avenues will be checked out in 2019. The local problems related to the SNPs, particularly concerning the poorly defined or inexistent centre of activities, unposted and poorly managed positions, different working conditions from one SNP to another, a non-compliant schedule, annual vacation and specialized and expensive in-service training. The teaching role and internships are also problems.

Since the newly-elected government has put the emphasis on front-line, there is now an opening for the real recognition of the SNP role. The FIQ will continue to act on local and provincial plans to support the SNPs. The report from Letter of Understanding No. 18 will come out this spring and will be used as a springboard in the next provincial negotiations. Maintaining close contact between the unions and SNPs is critical to making progress: so you are invited to share your concerns with your local union team, as needed. ■



FEDERAL COUNCIL *fiqp*

Sonia Mancier, President of the FIQP | Secteur privé, presented the delegates, meeting in a Federal Council, with a portrait of the context of the health and social services network and union projects. She invited the latter to mobilize. The FIQP 2019 financial forecast, presented by Martine Tremblay, Treasurer, was carried unanimously.



HOPE DESPITE THE EXCESSIVE WORKLOAD

Over the last few months, several healthcare professionals have spoken to the union about their plight and the risk of not being able to provide adequate care. Compulsory overtime happens too often and the delegates are impatiently waiting for the new government to fulfill its promises to give the healthcare professionals back humane working conditions.

NEW RATIOS PROJECT

A healthcare professional-to-patient ratios project has been installed at the Centre d'hébergement Champlain-de-Chanoine-Audet, a private, subsidized institution, in Saint-Romuald. This project is one

of the sixteen projects initiated by the FIQ, in collaboration with the Ministry of Health and Social Services.

The ratios aim to give back the healthcare professionals optimal practice conditions and protect the patients from poor organization of work and staff shortages. Starting on December 3, this project will last four months during which the work teams in dyad will be staffed with more people in order to give safe, quality care.

PROVINCIAL NEGOTIATIONS

The FIQ recently determined its negotiation structure. The FIQP unions must provide the FIQ with a list of the representatives who

will sit on this new committee: the Negotiation Council.

NEWS FROM THE PROFESSIONAL ORDERS

Patricia Conrath, Nurse Vice-President, reported some issues that concern the FIQP members: the practice guidelines for the private sector, an assertion to give safe, quality care, medically-assisted dying and professional practice in a CHSLD for the OIIQ; and the list of strategic orientations and in particular, the enhancement of the licensed practical nurse's role for the OIIAQ. ■

STATUS OF WOMEN

A strong voice in health care.



AN ACTION PLAN FOR THE FAIR REPRESENTATION OF WOMEN

The Implementation and Monitoring Committee (CIVP) for the Policy on the Fair Representation of Women in Positions of Power and Decision-Making, composed of 11 union reps, presented the action plan's support measures to the delegation.

The CIVP shared its findings and recommendations regarding women's participation and achieving the 75% non-binding target for women's involvement at meetings and on provincial committees.

The delegates' plentiful feedback helped to improve the CIVP's proposals and shed light on some of the measures recommended. This led the delegation to adopt the first action plan and the following support measures:

- Implement a proposed schedule for regular meetings: They are

to begin at noon on the first day and end at 4 p.m. on the last day, unless the Provincial Executive Committee judges that a different start time would better facilitate family-work-study balance. This recommendation will come into effect at the next provincial council in March 2019, and a report assessing the measure will be presented at the provincial council in June 2020;

- Make the proposed schedule available seven days before the meeting;

- Offer training sessions on taking the floor;
- Implement a provincial mentorship program.

Furthermore, the FIQ and FIQP will develop a tool to encourage affiliated unions to implement schedules adapted to family constraints, talent search strategies and twinning rules. It will be ready in fall 2019.

The CIVP will present a report on this action plan at the June 2021 Convention. ■



A FIRST MEETING OF ALLIES

More than 50 union representatives participated at the very first Allies Lunch following the adoption of the Policy on the Fair Representation of Women in Positions of Power and Decision-Making in June 2018. This meeting, which was intended to be a forum for exchange on the place of men in the feminist movement, was an opportunity for Simon Lapierre, Researcher and Professor at the University of Ottawa, to share his thoughts on the issue.

The participants were invited to learn about the role that they can play in advancing women's causes, and also their involvement, sometimes unknowingly, in the injustices that women suffer. Mr. Lapierre reminded everyone that a more fair and equal society inevitably evolves through the elimination of all injustices suffered by women. It is everyone's responsibility.

DECEMBER 6 COMMEMORATION

The delegation at the Provincial Council commemorated the 14 young women who were murdered at the École Polytechnique tragedy in Montreal on December 6, 1989. A minute of silence was held in honour of their memory.



CAR, HOME AND BUSINESS INSURANCE



The FIQ offers group car, home and business insurance with The Personal General Insurance. The company is authorized to solicit members by phone. However, The Personal has agreed not to divulge the list of the FIQ or FIQP's members to anyone. According to the *Act Respecting the Protection of Personal Information in the Private Sector*, members have the right to refuse that their name and contact information (address, phone number) be sent to service providers. **Any members who do not wish to have their contact information sent to The Personal** must complete and return the form below to the address on the form before February 28, 2019. ■

I, the undersigned, hereby declare that I do not wish for the FIQ to share my personal information for marketing or solicitation purposes with regard to the agreement it has with The Personal for its members.

Name: _____

Address: _____

City: _____ Province: _____ Postal code: _____

Telephone (home): _____ Telephone (work): _____

Signature: _____ Date: _____

Send by mail: FIQ Québec, attn. Édith Côté, 1260, rue du Blizzard, Québec (Québec) G2K 0J1, or by fax: 418-626-2111 or by email: ecote@fiqsante.qc.ca

