



ENACTION

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RFIQ Provincial Council on June 11 and 12
FIQ and FIQP Federal Councils on June 11

REGROUPEMENT DES FIQ | fiqsante.qc.ca | fiqp.org



2020 PROVINCIAL NEGOTIATIONS PARTICIPATE IN THE SECTORAL CONSULTATION!

At this Provincial Council, your union representatives unanimously adopted the priorities and objectives in the preliminary project for sectoral negotiations in the renewal of the FIQ and FIQP members' collective agreement.

Nearly 400 people, FIQ and FIQP members, union reps and employees were previously consulted in order to define the two priorities and five objectives in the sectoral preliminary project. You are asked to give your opinion on these priorities and objectives at general assemblies in your institution from June 13 to August 16, 2019.

You can also participate in the online consultation at fiqsante.qc.ca until August 16, 2019 and give your opinion

on the means and solutions to use to attain the negotiation priorities and objectives.

QUICKLY IMPROVE YOUR WORKING CONDITIONS

The FIQ wants to give the healthcare professionals back optimal practice conditions, particularly a reasonable and safe workload and eliminate mandatory overtime. These conditions will attract and retain healthcare professionals in the health network.

The two following priorities aim to end your persistent problems quickly:

- Health and safety at all levels of the network: an essential requirement for the healthcare professionals;
- Attraction-retention: obtaining winning conditions for the healthcare professionals.

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At the microphone: 1. Mathieu Gauvin, Ungava Tulattavik Health Centre 2. Cindie Soucy, CISSS Bas-Saint-Laurent 3. Véronique Bouchard, Institut de cardiologie de Montréal 4. Nathalie Perron, CIUSSS Mauricie-et-Centre-du-Québec 5. Jean-Christian Laforce, CHUM

WORD FROM THE PRESIDENT



“The consultation you have been asked to take will guide the Federation’s choices in the next steps of negotiations. Let’s unite in solidarity to defend our interests and ensure that the government has no choice but to listen to our organization and its members. Together, let’s resolve the ongoing problems in the healthcare network and put an end to the dire consequences they have on healthcare professionals’ professional and private lives.”

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IT’S TIME TO HAVE YOUR SAY!

The upcoming negotiations with the Quebec government were launched at the Provincial Council when the delegation adopted the priorities and objectives for the preliminary sectoral project. The priorities and objectives reflect important concerns that were raised at meetings and group discussions over the last few months. Healthcare professionals want to regain the means to offer safe, quality care in a work environment that protects their physical and mental health.

The marathon to renew the collective agreement has begun and I hope that once at the finish line, the 76,000 FIQ and FIQP healthcare professionals will have gained full recognition for their true worth.

Over the next several weeks, it will be time to hear what you have to say! I sincerely hope that each and every nurse, licensed practical nurse, respiratory therapist and clinical perfusionist who belongs to our

organization will actively participate in the local general assemblies and the online consultation. It’s the first big opportunity to share your expectations and demands regarding the next collective agreement.

For several months, the organization’s battles to obtain a law on ratios and eliminate mandatory overtime have mobilized healthcare professionals around

important projects, generating hope for real change. Consequently, the government got a little taste of our determination to recover the right to safe, quality working and practice conditions, to benefit both you and patients.

Get informed, give your opinion and get involved. These are your negotiations! ■



HAPPY RETIREMENT!

The FIQ and FIQP’s executive committees, employees, union reps and FIQ President Nancy Bédard paid tribute to Luce Dessureault, Secretary for the Communication Service and Status of Women and Sociopolitical Sectors. She will work her last day at the Montreal office in August and then begin to savour the joys of retirement after sixteen years at the FIQ.

Luce’s deep sense of justice, feminist sensibility and formidable efficiency will be greatly missed.

Wishing you a fulfilling, joyful retirement! ■

QUICK, BETTER WORKING CONDITIONS FOR RESPIRATORY THERAPISTS

More than 300 healthcare professionals demonstrated in an electrifying atmosphere on June 12 in front of the Centre hospitalier régional Grand-Portage de Rivière-du-Loup to denounce the respiratory therapists’ difficult working conditions in the region and particularly those working at Kamouraska. It is impossible for them to balance work and family.

For Cindie Soucy, President of the Syndicat des professionnels en soins infirmiers et cardiorespiratoires du Bas-Saint-Laurent, it is unacceptable that a respiratory therapist resigns

because she can no longer endure the inhumane schedules, as was the case last month.

Like elsewhere in Québec, the respiratory therapists in the region are victims of poor working conditions and the employer’s inactions, preventing attraction and retention of employees in the health network.

The president of the FIQ, Nancy Bédard, pointed out the respiratory therapists’ unique expertise, which plays a key role on the care teams. It is absolutely crucial that

the employer acknowledge their work and offer them a healthy and interesting work environment.

For Linda Lapointe, herself a respiratory therapist and vice-president of the FIQ, the situation in Kamouraska must stop. The respiratory therapists working there are in distress and the quality and safety of care are compromised. This does not seem to bother the employer despite a series of union actions. Solutions must be implemented quickly for both the respiratory therapists and patients’ benefit. ■



PROVINCIAL NEGOTIATION

2020 Provincial Negotiations – Participate in the sectoral consultation! (cont.)



PARTICIPATE IN THE SECTORAL CONSULTATION!

(cont. from page 1)

The five following objectives were adopted to support the priorities of the upcoming negotiations:

- Organizing the work to ensure the healthcare professionals and patients' health and safety;
- Enhancing the healthcare professionals' practice and expertise;
- Accessing quality positions;
- Restoring work-personal life balance to preserve the healthcare professionals' psychological health;
- Equipping the unions affiliated to the FIQ and FIQP to respond better to the healthcare professionals' needs.

These objectives will help to greatly improve all the healthcare professionals' daily lives and restore work-personal life balance.

URGENT NEED FOR ACTION

The delegates also adopted the strategic framework that establishes the principles on which the FIQ will

conduct the upcoming negotiations. These negotiations inevitably fall within the urgent need for action to improve your working and practice conditions.

This strategic framework will guide the members and delegates' choices as negotiations evolve. It will also orient the approaches taken at the bargaining table by the spokespersons during the discussions that should lead to a tentative agreement.

The strategic framework adopted focuses on the need to give healthcare professionals back their health. It is rolled out and detailed around three main areas:

- Initiative and swift execution: solutions must be found as quickly as possible to improve conditions for the healthcare professionals who provide care in situations putting them at risk;
- Negotiation project: it must be simple, with clear, specific and unifying priorities and objectives, in order to adapt to the needs of the negotiations;

- Developing a negotiation project throughout the negotiations: means and solutions will be added to the negotiation priorities and objectives based on the context.

INTERSECTORAL NEGOTIATIONS

The FIQ is negotiating in an alliance with the Alliance du personnel professionnel et technique de la santé et des services sociaux (APTS) for the intersectoral matters (salary, retirement, parental rights and regional disparities). Your union representatives will adopt the intersectoral preliminary project at the end of the summer. You will then be asked to vote in a general assembly this fall. Do not hesitate to contact your local union team for more information. ■



Go to the FIQ website,
where you will find
more information
on the upcoming
negotiations and
sectoral consultation
fiqsante.qc.ca



YOUR NEGOTIATION TEAM

The team responsible for the provincial negotiations is composed of two members from the Executive Committee responsible for the negotiations, five employees and five union reps elected to the FIQ Negotiating Committee. From left to right: Isabelle Groulx, Respiratory Therapist, CISSS de la Montérégie-Ouest (FIQ-SPSMO), Sébastien Bouchard, Nurse, IUCPQ (FIQ-SIIQ), Marie-Hélène Verge, Union Consultant in the Negotiation Sector, Sophie Guilbault, Union Consultant in the Negotiation Sector and spokesperson at the sectoral table, Jean-Philippe Landry, Nurse Clinician Assistant-Head-Nurse, Institut de cardiologie de Montréal (FIQ-SPICIM), Roberto Bomba, FIQ Treasurer, Serge Prévost, Union Consultant in the Negotiation Sector, Cynthia Pothier, FIQ Vice-President, Maude Pelletier, Union Consultant in the Negotiation Sector, Jean-François Tremblay, Union Consultant in the Negotiation Sector and spokesperson at the intersectoral table, Véronique Foisy, Nurse Clinician, CIUSSS de l'Estrie-CHUS (FIQ-SPS des Cantons-de-l'Est), Nagia Idel-Mehdaoui, Care Counsellor Nurse, Cree Board of Health and Social Services of James Bay (FIQ-SNII de la Baie-James).

FINANCES

The FIQ in excellent financial health



Roberto Bomba, Treasurer

FINANCIAL STATEMENTS

THE FIQ IN EXCELLENT FINANCIAL HEALTH

Roberto Bomba, FIQ Treasurer, presented the financial statements for 2018 to the delegates. They were able to share a common vision on the amounts allotted to the different budget items and have a precise assessment of the costs linked to the organization's different activities.



INTERNAL AUDIT COMMITTEE REPORT

Nancy Légaré and Line Mercier presented the 2017 Internal Audit Committee report. Despite a year filled with major challenges for the Federation, such as the negotiation of the local collective agreements or the ratios projects, the committee thinks that the Federation took good decisions in order to meet the affiliated unions and members' needs while maintaining strict control of finances.

The finances are the result of political choices and decisions taken by the Federation's decision-making bodies. The finances have always been subject to strict control and 2019 is completely consistent with this tradition.

The financial statements show the importance the organization gives to the services offered to the affiliated unions and members. The priorities set by the Federation are seen in the investment in the financial and human resources needed to achieve this. An administrative follow up is presented to the Federation's Executive Committee every month to prevent or anticipate any cost overruns. If necessary, the latter makes adjustments in order to reach the budgetary targets.

Notwithstanding a positive report, a constant strict control is required in order to preserve the FIQ's financial health. In fact, the context is often uncertain and the financial impacts are sometimes hard to foresee. It is essential to maintain a healthy management of the Federation's expenditures, which will enable the Federation to tackle the upcoming round of negotiations. The delegates unanimously adopted the 2018 financial statements.

ADMINISTRATION FUND	2018 (12 months)	2017 (12 months)
REVENUE		
Regular Dues	39 706 250	36 834 018
Interest	221 806	112 352
Grants	60 014	55 643
Other revenue	<u>36 047</u>	<u>45 168</u>
Total revenue	40 024 117	37 047 181
EXPENSES		
Meetings and elected union officers	<u>2 123 424</u>	<u>2 127 117</u>
SECTORS		
Labour Relations	19 299 322	16 855 092
Sectors and Services	1 572 106	1 294 049
Sociopolitical	737 785	453 283
Status of Women	480 958	385 189
Occupational Health and Safety	349 704	395 615
Organization of Work and Professional Practice	689 200	677 285
Social Security	<u>350 092</u>	<u>264 473</u>
Total for the sectors	23 479 167	20 324 986
SERVICES		
Education-Animation	1 025 196	822 516
Union Organizing	676 631	621 202
Communication-Information	1 476 864	1 254 574
Translation and Web	<u>442 384</u>	<u>365 946</u>
Total for the services	3 621 075	3 064 238
General Administration (including IT)	8 370 193	7 771 313
Human Resources	<u>1 612 104</u>	<u>1 205 608</u>
Total expenses	39 205 963	34 493 262
EXCESS OF REVENUE OVER EXPENSES	<u>818 154</u>	<u>2 553 919</u>

PERIOD AND BALANCE OF ALL FUNDS AS AT DECEMBER 31, 2018

	Union Defence Fund	Administration Fund	Negotiation Reserve	Solidarity Reserve	F.C. and Convention Reserve	Total
BALANCE AS AT DECEMBER 31, 2017	2 045 134	19 441 060	(3 247 570)	158 478	(551 609)	17 845 493
Adjustment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Balance after correction as at December 31, 2017	2 045 134	19 441 060	(3 247 570)	158 478	(551 609)	17 845 493
Revenue for the 2018 period	1 406 304	40 024 117	2 000 000	205 272	2 721 667	46 357 360
Expenses for the 2018 period	<u>478 047</u>	<u>39 205 963</u>	<u>873 342</u>	<u>195 789</u>	<u>2 476 480</u>	<u>43 229 621</u>
Surplus for the 2018 period	928 257	818 154	1 126 658	9 483	245 187	3 127 739
TRANSFER OF INTER FUND SURPLUS	500 000	(2 000 000)	1 500 000			
BALANCE AS AT DECEMBER 31, 2018	<u>3 473 391</u>	<u>18 259 214</u>	<u>(620 912)</u>	<u>167 961</u>	<u>(306 422)</u>	<u>20 973 232</u>
Assigned surplus-furniture/equipment		1 102 357				
Assigned surplus-head office		6 630 788				
Assigned surplus - IT		3 892 845				
Accumulated surplus-not assigned		6 633 225				

Note: Differences are due to rounding off of decimals.

FINANCES

The FIQ in excellent financial health (cont.)

RESERVE FOR NEGOTIATIONS	2018 (12 months)	2017 (12 months)	SOLIDARITY RESERVE	2018 (12 months)	2017 (12 months)	
<i>ADMINISTRATION FUND CONTRIBUTION</i>			<i>REVENUE</i>			
Regular dues	2 000 000	1 600 000	Administration Fund Contribution	205 272	182 697	
Additional dues	0	0	Other revenue	0	2 200	
Other revenue	0	0	Total contribution	205 272	184 897	
Total contribution	2 000 000	1 600 000	<i>EXPENSES</i>			
<i>NEGOTIATIONS</i>			Solidarity	195 789	215 927	
Salaries and fringe benefits	459 325	283 766	EXCESS OF REVENUE/EXPENSES	9 483	(31 030)	
Travelling expenses	25 345	12 824	<i>RESERVE FOR CONVENTION & F.C.</i>			
Rental expenses	1 269	11 607	<i>REVENUE</i>			
Printing expenses	377	21 601	Contribution from administration fund	2 721 667	2 798 333	
Courier and communications	124	1 333	Other revenue	0	40 000	
Professional fees	74 544	25 073	Total contribution	2 721 667	2 838 333	
Publications	0	0	<i>EXPENSES</i>			
Membership fees	0	473	Meetings (including Equalization)	2 476 480	2 896 015	
Federal Council meetings	274 964	0	EXCESS OF REVENUE/EXPENSES	245 187	(57 682)	
Other expenses	37 394	58 580	<i>RESERVE FOR HEAD OFFICE</i>			
Ads/surveys/campaigns	0	0	<i>REVENUE</i>			
Private sector negotiations	0	2 675	Administration fund contribution	0	0	
Total for negotiation expenses	873 342	417 932	<i>EXPENSES</i>			
EXCESS OF REVENUE OVER EXPENSES	1 126 658	1 182 068	Head office	0	0	
<i>UNION DEFENCE FUND</i>			EXCESS OF REVENUE/EXPENSES			
<i>REVENUE</i>	2018 (12 months)	2017 (12 months)	0			
Administration Fund Contribution			<i>BALANCE SHEET AS AT DEC. 31, 2018</i>			
<i>BENEFITS</i>				Union	Adminis-	Total
Regular dues	460 136	426 959		Defence	tration	
Donations	0	0		Fund	Fund*	
Interest	18 624	14 582	CURRENT ASSETS			
	478 760	441 541	Cash	401 036	8 306 372	8 707 408
<i>UNION ORGANIZING</i>			Temporary investments	2 335 767	2 762 685	5 098 452
Regular dues	920 272	853 919	Advances to Administration Fund	724 474	0	724 474
Interest	7 272	5 802	Advance to Parity Ins. Comm. Fund	0	1 257 469	1 257 469
Other revenue	0	0	Advance to Union Defence Fund	0	0	0
	927 544	859 721	Debtors	12 115	3 528 574	3 540 689
Total revenue	1 406 304	1 301 262	Expenses attributable to next period	0	532 438	532 438
<i>EXPENSES</i>			Deferred expenses	0	6 630 788	6 630 788
<i>BENEFITS</i>			FIXED ASSETS	0	4 995 203	4 995 203
Union Defence Fund Committee	3 022	666	TOTAL ASSETS	3 473 392	28 013 528	31 486 920
Salaries and fringe benefits	188 474	0	CURRENT LIABILITIES			
Travelling expenses	12 430	0	Suppliers and accrued liabilities	0	1 972 537	1 972 537
Fines and legal expenses	0	0	Deferred income	0	0	0
Professional fees	7 097	8 048	Human Resources development	0	155 790	155 790
Interest and bank charges	0	0	Debt coming to term within a year	0	0	0
Other expenses	251 753	17 425	Accounts payable	0	7 660 885	7 660 885
Financial aid	2 106	725		0	9 789 212	9 789 212
	464 882	26 864	Advance from FDS	0	724 474	724 474
<i>UNION ORGANIZING</i>			LONG-TERM DEBT	0	0	0
Salaries, union leaves & fringe benefits	0	281 224	TOTAL LIABILITIES	0	10 513 686	10 513 686
Travelling expenses	0	62 319	MEMBER'S EQUITY			
Rental expenses	0	15 737	Accumulated surplus not assigned	3 473 392	6 633 225	10 106 617
Printing expenses	0	18 709	Assigned surplus furniture/equipment	0	1 102 357	1 102 357
Courier and communications	0	3 913	Assigned surplus IT	0	3 892 845	3 892 845
Professional fees	13 165	411	Assigned surplus-head office	0	6 630 788	6 630 788
Other expenses	0	417 565	Surplus reserved for negotiations	0	(620 912)	(620 912)
	13 165	799 878	Surplus reserved for solidarity	0	167 961	167 961
Total expenses	478 047	826 742	Surplus reserved for FC and Conv. meetings	0	(306 423)	(306 423)
EXCESS OF REVENUE OVER EXPENSES	928 257	474 520		3 473 392	17 499 841	20 973 233
			LIABILITIES AND EQUITY	3 473 392	28 013 528	31 486 920

*Solidarity, negotiation, head office and Conv. & F.C. meeting reserves.

PROFESSIONAL PRACTICE

TOGETHER, WE'RE STRONGER.

fiqp FEDERAL COUNCIL



Sonia Mancier, President and Martine Tremblay, Treasurer

CONTINUE THE FIGHT AGAINST MOT AND FOR RATIOS

Sonia Mancier, President of the FIQP - Secteur privé, enthusiastically addressed the delegates at the Federal Council on June 11 in Rivière-du-Loup.

RATIOS: A SUCCESS AT CHANOINE-AUDET

The delegates had the opportunity to learn about the ratios project experience at the Centre d'hébergement Champlain-Chanoine-Audet, a private subsidized institution (EPC) in the Chaudière-Appalaches region, which has 48 residents, with 10 living in a prosthetic unit. If this project has been a success both for patients and healthcare professionals, Sonia Mancier asked the delegation to denounce all situations where the ratios are not respected.

LETTER OF UNDERSTANDING NO. 6

Following the steps taken in informing Minister McCann of the non-application of Letter of Understanding No. 6, which is for increasing the number of full-time positions for healthcare professionals, several EPC owners were reminded of their obligation to apply the latter. To begin the work, the local teams have to agree on dates with their employers to set up a joint committee with the union team.



Marianne Use, Résidence Sorel-Tracy

Drawing a very positive portrait of the Day without MOT on April 8, she pointed out the efforts by all the members who mobilized to denounce this management method. Even if this widespread movement got the attention of administrators and Minister McCann, there is nevertheless still work to do.

Healthcare professionals can use the Safe Staffing Form available online on the FIQP website.

Sonia Mancier called for vigilance over the demands for MOT and asked FIQP members to follow up rigorously when there are future demands.

FINANCIAL STATEMENTS

Lastly, the FIQP treasurer, Martine Tremblay, presented their financial statements. Even if a deficit was forecast, the fiscal year ended with a small surplus. The executive committee was congratulated for good control over expenses. ■



MANDATORY OVERTIME: KEEPING UP THE PRESSURE!

Formed last March to work on resolving mandatory overtime (MOT), the mandatory overtime *ad hoc* committee presented its work and an action plan to the delegation.

The actions in the plan are intended to keep up the pressure and find long-term solutions to eliminate mandatory overtime. The first provincial day without mandatory overtime on April 8, 2019 was a success and amped up pressure on the government and employers.

A poster campaign was also held in Quebec City this spring to raise awareness among members of the National Assembly around this issue.

Mobilization must continue and several actions will be organized over the next few weeks based on how work progresses with the Health Minister. For the committee and delegates, it is important to maintain the pressure because healthcare professionals have had enough!

Follow the FIQ on its website and Facebook for progress updates on this issue.

In the photo, the FIQ vice-presidents, Denyse Joseph and Nathalie Lévesque, and the members of the committee, Jérôme Savard, Marie-Chantal Bédard, Marie-Claude Cyr and the union consultant, Alexis Lamy Labrecque. Julie Côté, Kamal Kial, Laurier Ouellet, Doryanne Rosa and Cathy Roussel-Viel are also on the MOT *ad hoc* committee.

At the microphone:
1. Virginie Lambert-Bérubé, CISSS Montérégie-Est
2. Kathleen Bertrand, CIUSSS Nord-de-l'île-de-Montréal

