

NEGOTIATION SECTOR

Sectoral draft for the 2020 Negotiations: proposal booklet

Presented to the Special Provincial Council - Negotiations
on October 8 and 9, 2019



FIQ | SECTEUR PRIVÉ

REGROUPEMENT
DES FIQ

POLITICAL RESPONSIBILITY
Roberto Bomba, Treasurer
Cynthia Pothier, Vice-President

COORDINATION
Jean-François Tremblay, Coordinator, Negotiation Sector

WRITTEN BY
Sophie Guilbault, Union Consultant, Negotiation Sector
Marie-Hélène Verge, Union Consultant, Negotiation Sector

COLLABORATION
Serge Prévost, Union Consultant, Negotiation Sector

REVISION
Sara Lapointe, Union Consultant, Communication Service

TRANSLATION
Susan Millroy, Union Consultant, Communication Service

SECRETARIAT
Fanja Razafimahefa, Secretary, Communication Service

TABLE OF CONTENTS

Introduction	1
The priorities	2
The objectives	3
Updating the collective agreement.....	5
Appendix 1 - Proposals included.....	6
Appendix 2 - Unclear proposals.....	7

Introduction

1

Last June, the Provincial Council - Negotiations adopted the strategic framework for the 2020 negotiations thus shaping the negotiation draft by priorities and objectives. This draft will facilitate rapid and targeted negotiations for the FIQ, adapting to negotiation needs and member consultations.

Moreover, one of the findings guiding the strategic framework is the need to update the collective agreement. Hence, 13 proposals were unanimously adopted by the Provincial Council - Negotiations for consultation with the general assemblies of the various unions affiliated with the FIQ and FIQP.

This document gathers all the proposals and an amendment adopted by a local general assembly. However, some were considered included or unclear and can be found in an appendix.

The priorities

2

Recommendation 1

“That the priority of “Health and safety at all levels of the network: an essential requirement for the healthcare professionals” is a priority in the next negotiations.”

Recommendation 2

“That the priority of “attraction-retention: obtaining winning conditions for the healthcare professionals” is a priority in the next negotiations.”

The objectives

Recommendation 3

“That the objective “Organizing the work to ensure the healthcare professionals and patients’ health and safety” is an objective supporting the priorities of the next negotiations.”

Recommendation 4

“That the objective “Organizing the work to ensure the healthcare professionals’ and patients’ health and safety” is broken down as follows:

- ◆ a reasonable a safe workload;
- ◆ safe healthcare professional-to-patient ratios;
- ◆ stabilizing the work teams;
- ◆ eliminating the use of mandatory overtime as a management tool.”

4.1 After bullet # 4, add: “for non-replacements, force the employer to systematically replace absences with the same job title.”

Recommendation 5

“That the objective “Enhancing the healthcare professionals’ practice and expertise is an objective supporting the priorities of the next negotiations.”

Recommendation 6

“That the objective “Enhancing the healthcare professionals’ practice and expertise is broken down as follows:

- ◆ Bill 90 and the field of practice;
- ◆ healthcare professionals’ autonomy;
- ◆ recognition.”

Recommendation 7

“That the objective “Accessing quality positions” is an objective supporting the priorities of the next negotiations.”

Recommendation 8

“That the objective “Accessing quality positions” is broken down as follows:

- ◆ part-time positions promoting stability;
- ◆ reinvent full time to make it attractive.”

Recommendation 9

“That the objective “Restoring work-personal life balance to preserve the healthcare professionals’ psychological health” is an objective supporting the priorities of the next negotiations.”

Recommendation 10

“That the objective “Restoring work-personal life balance to preserve the healthcare professionals’ psychological health” is broken down as follows:

- ◆ a psychologically healthy and safe workplace;
- ◆ the battle against stress;
- ◆ accessing various days off;
- ◆ control over the schedule;
- ◆ organization of work time.”

Recommendation 11

“That the objective “Equipping the unions affiliated to the FIQ and FIQP to respond better to the healthcare professionals’ needs” is an objective supporting the priorities in the next negotiations.”

Recommendation 12

“That the objective “Equipping the unions affiliated to the FIQ and FIQP to respond better to the healthcare professionals’ needs” is broken down as follows:

- ◆ assisting the healthcare professionals;
- ◆ preserving the healthcare professionals’ rights;
- ◆ simplifying and speeding up handling of contentious cases.”

Updating the collective agreement

5

Recommendation 13

“That a process for updating the provincial collective agreement is proposed to the employer party.”

Appendix 1 – Proposals included

6

Grouped under the term, “proposals included”, are those with wording that, though not identical, has the same meaning and scope according to us.

1. Add after the word safety in priority 1 “for all healthcare professionals”. (included in recommendation 1)
2. After the word conditions, delete “for healthcare professionals”. (included in recommendation 1)
3. Safe professional ratios in administrative tasks (liaison)/patient(s). (included in recommendation 4)

Appendix 2 - Unclear proposals

7

Grouped under the term, “unclear proposals”, are the proposals that the meaning and scope are difficult to understand or even open to interpretation.

1. Ensure that it is not always for the new personnel; ensure that it is for all the personnel. No longer talking about the older personnel. (proposal related to recommendation 2)
2. Be it moved: access to quality positions, timely and equitable for everyone, full time and part time. Example: work 12/12, 12 hours. (proposal related to recommendation 8)