



EN ACTION

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Special Provincial Council - Negotiations
on January 22 and 23

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THE FIQ AND APTS REJECT THE EMPLOYER'S FIRST OFFERS

The FIQ and APTS delegations unanimously rejected the first offers from the government, filed last December 12 at the intersectoral table. Afterwards, they went to Parliament Hill to demonstrate their dissatisfaction and symbolically tear up this filing.

A summary of the work and analysis by the coordination of the negotiation team were presented to the delegates. The government's offers are in the form of objectives and major orientations and seem to prioritize the employees' work attendance instead of their well-being at work.

The delegates could only conclude that the proposals on three of the four intersectoral matters (salaries, retirement and parental rights) contain few investments or measures to foster attraction and retention of healthcare

professionals and health and social services professionals and technicians. Regional disparities were not included in these first offers.

The government is proposing a five-year collective agreement with a total salary increase of 7%, which is less than inflation and the FIQ and APTS demands, which include a salary catch-up. They are also proposing a review of the parameters for maintaining financial security at retirement while encouraging keeping experienced employees at work.

QUESTIONABLE FORUMS

The Québec government tried to implement discussion forums on the government priorities at the same time as the negotiations. All the unions declined the invitation, because this could slow down the pace of the negotiation process and compromise the work.

Don't hesitate to consult the FIQ website or your local union team for more information on the 2020 negotiations. ■



WORD FROM THE PRESIDENT

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A BITING RESPONSE TO CONTEMPTUOUS OFFERS

At the first special provincial council of the year, delegates got up to speed on provincial negotiations and held a major APTS-FIQ alliance demonstration. Nearly 800 union reps gathered outside of the National Assembly to express their anger at the Conseil du Trésor's insulting offers.

These contemptuous offers deserved a biting response. As you surely expected, these negotiations won't be easy, but if the government thought it would discourage us with this offer, it was sorely mistaken.

What message are these offers sending to current and future healthcare professionals? That they have to keep working themselves sick, paying the price for the work overload, and doing forced overtime?

Healthcare professionals can no longer work in these conditions, it's as simple as that. In submitting these deficient offers, the government further stoked the fire of our mobilization.

JOIN OUR ACTIONS

Our demands are fair and legitimate! In the upcoming weeks and months, join us in our mobilization efforts to force the Conseil du Trésor to revise its subpar offers.

We can't say it enough—working and salary conditions are directly related to our ability to offer quality, safe and accessible care. It is the government's duty and responsibility to improve working conditions for the workers who are the very lifeblood of the health and social services network.

We will fight this battle not only for healthcare professionals, but for patients and the future of the public network. ■



ELECTIONS

Elections will be held at the provincial council in March to fill positions on the FIQ and FIQP committees. For more information and to submit your application, visit the FIQ's website.

SECTORAL NEGOTIATIONS: THE WORK CONTINUES

The council went over the first government offer on sectoral matters, submitted on December 17, 2019. The coordination team for negotiations shared their analysis with the delegation. At this stage, the offer's negotiation orientations and priorities line up with the FIQ's.

As such, work will continue and at the next meeting, the two parties will be able to establish an overview of the current situation and analyze the problems in order to determine long-term solutions. A provincial council will be held on February 20, 2020 to provide an update on this work.

The following are the government's negotiation orientations and priorities:

AREA 1: CONSISTENCY WITH THE SERVICE OFFER

Ensure the accessibility, continuity, quality and safety of care and services

AREA 2: IMPORTANCE OF HUMAN RESOURCES

Appreciate and support staff in the health and social services network

AREA 3: MORE EFFICIENT ADMINISTRATION

Make some of the processes in the collective agreement more flexible and simpler

AREA 4: UPDATE THE WORK CONTRACT

Modernize the collective agreement