



# ENACTION

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Special Provincial Council - Negotiations  
on September 17

REGROUPEMENT DES FIQ | [fiqsante.qc.ca](http://fiqsante.qc.ca) | [fiqp.org](http://fiqp.org)



## THE GOVERNMENT'S OFFER UNANIMOUSLY REJECTED

Meeting in a virtual special provincial council, the delegates listened with anger and disappointment to the new employer offer on the sectoral matters, that is, the working conditions. Calling it insulting, disrespectful and unreasonable to healthcare professionals, they wanted to send a clear message to the government by unanimously rejecting it.

The lack of immediate measures to ensure the healthcare professionals' health and safety, lack of incentives for full time and nothing on safe healthcare professional-to-patient ratios, the key measure in the fight against the work overload, show to what point the two parties have different visions of the solutions needed to improve working conditions.

The employer party overlooks the notion of a work overload in its offer, which includes 22 measures. The most striking are related to:

- A change in the criteria for access to the incentive pay for overtime;
- The end of recognizing education, particularly the bachelor's degree by accumulation of certificates for nurse clinicians;
- Pilot projects for weekend work and self-scheduling;
- Mentorship only in emergency;
- Incumbency of positions increasing from 8/28 to 12/28;
- Upgrading only CHSLD positions to full time, without any reference to healthcare professional-to-patient ratios.

In addition to these insulting offers, the employer party is proposing that a statement of principle be included in the collective agreement aimed at promoting the health network, while limiting the possibilities for healthcare professionals to denounce unacceptable situations.

The FIQ coordination of the negotiation team reported the delegation's strong reaction to this global offer to their employer counterparts. Meanwhile, the APTS-FIQ Alliance on the intersectoral matters is maintaining its demands on salary, regional disparities, parental rights and the pension plan.

The Federation is dedicating all its resources and energy to supporting mobilization in the institutions. All the union teams are finalizing their essential services to maintain in the event of a strike. The battle is not over and the FIQ is putting everything in place to ensure the employer party listens!

### OUR SOLUTIONS

The FIQ spent the summer explaining and dissecting the poor condition of the network and problems needing to be resolved for the employer party. It presented several solutions, such as implementing healthcare professional-to-patient ratios, adjusting the workweek to 37.5 hours a week for all Class 1 job titles, implementing a major attraction and retention premium in CHSLDs, reviewing the application of some premiums, particularly the weekend and rotation premiums, recognizing postgraduate training and improvement measures for the group insurance plan and reimbursing professional fees.

The complete list of the FIQ's sectoral demands and employer offers are on the Federation's website. ■

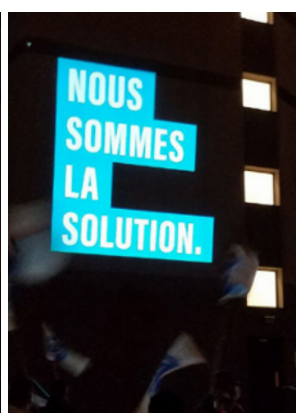
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**WORD FROM THE PRESIDENT**

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**LET'S ENSURE OUR SOLUTIONS ARE HEARD!**

Despite the pandemic and the fact that our organization cannot hold in-person councils with your union representatives, our work and debates continue virtually. I am proud that the delegation unanimously rejected the employer's global sectoral offer. It is contemptuous and shows zero recognition for all of the efforts you have made over the years and during the pandemic to keep our health network afloat!

The government has the audacity to dismiss almost all of our solutions as if they were nothing. It didn't respond to demands about the work overload or occupational health and safety. We need to double our efforts and mobilize, stay informed, attend assemblies, and speak up so that our solutions find their way into the tentative agreement.

It's a decisive moment: healthcare professionals put all of their energy into caring for their patients and dealing with the first COVID-19 wave. The government chose to step on their rights and constrain them instead of supporting them. This summer, FIQ and FIQP elected officials were on tour. Everywhere they went, members talked about the same things: work overload, despair, resignation, early retirement, etc. Who will care for patients? If the government continues to mistreat

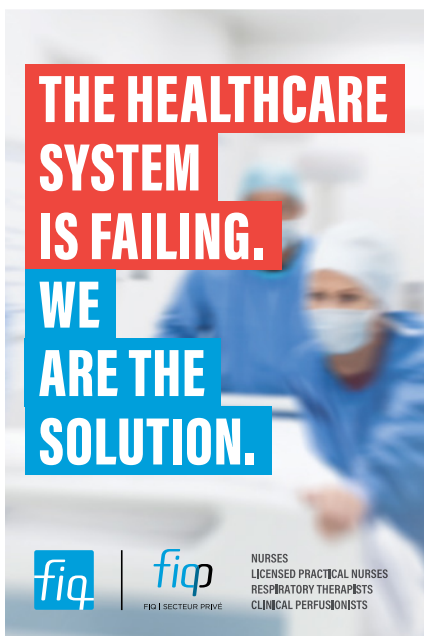
healthcare professionals, what with the second wave, and a health network that is falling to pieces, the system will continue to lose people.

Minister Dubé publicly acknowledged how fragile the health network is. Now the government also needs to admit that its accounting management methods over the last 20 years have failed the system and created the current workforce shortage. By requiring ever increasing mobility and flexibility, the government has been demanding more and more from healthcare professionals, a workforce that is 90% female.

The FIQ's new ad campaign "*The healthcare system is failing. We are the solution.*" is in place to promote our solutions. The FIQ also went before the parliament on September 15, 2020, in alliance with the APTS,

to communicate how urgent the situation is to the government. And it's far from over.

After the unanimous rejection of the employer offers, it's time for serious mobilization: together, let's force the government to publicly admit that the network is failing, to take responsibility and give healthcare professionals back the means to do their job. Does the government want to reach an agreement fast? If so, the inadmissible downgrades in its offer have to go. It's time for concrete steps forward with our solutions. Our solidarity will fuel our determination to lead this battle for healthcare professionals and Quebec patients. ■



**NEW AD CAMPAIGN**

On September 15, the FIQ kicked off its new ad campaign "*The healthcare system is failing. We are the solution.*" The goal of the campaign is to reaffirm our solutions, send the government a clear message, and raise public awareness around our demands. The campaign was launched at night with the urban projections in four Quebec regions. It is featured on billboards across Quebec and paired with a series of actions.



**SHOW THAT YOU'RE WORKING MOT!**

To keep up the pressure and continue the fight against mandatory overtime, be sure to get this sticker from your local union team. It will ensure that your employer and your patients know that you are currently doing overtime hours.

