

Provincial negotiations:
the status quo is unbearable!

P. 2

The FIQ keeps its finances
on track

P. 3



ENACTION

Vol. 33 | No. 6 | October 2020

Federal Council on October 6
Provincial Council on October 7

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



Linda Lapointe, FIQ Vice-President, Pierre Laurin, Union Consultant

THE DELEGATES ADOPT AN OHS COVID ACTION PLAN

An occupational health and safety (OHS) action plan was endorsed by the delegation in response to the ongoing COVID-19 pandemic. The main objective of this action plan is to obtain a safe workplace for healthcare professionals in all Québec health institutions.

In fact, we have seen an explosion in the number of work accidents and employment injuries over the last few years in the healthcare sector. As such, OHS is a major concern in the health network. Therefore, it occupies a prominent place in the ongoing negotiation for the renewal of the provincial collective agreement.

Moreover, the COVID-19 pandemic represents an unprecedented opportunity for convincing the employer party of the necessary changes in OHS to which professionals are entitled. To date, more than 14,000 health workers have been infected by this virus, which represents 24% of all COVID cases in Québec, one of the worst outcomes in the world.

The government has clearly failed to protect its workers adequately. To do this, the FIQ and FIQP must show leadership, by their support of local OHS committees and their union

actions in order to install a real culture of prevention in care settings.

The OHS COVID action plan was developed with this context in mind. It is based on four major objectives:

- 1. Political action.** The FIQ intends to denounce the employer party's inaction in OHS as well as the lack of leadership by the CNESST in enforcing the employers' obligations. The FIQ will publicly denounce the limited access to the OHS data and lack of recognition of the healthcare professionals' psychological health by the AIAOD compensation plan.
- 2. Legal action.** The FIQ will continue to carry out the necessary legal actions to ensure its members' health and safety in a pandemic context, for example, concerning personal protective equipment, staff mobility and the right to refuse.

3. Research. The FIQ will participate in developing OHS knowledge in the healthcare sector; first by being involved in different research for the development of mental health protection strategies for health personnel.

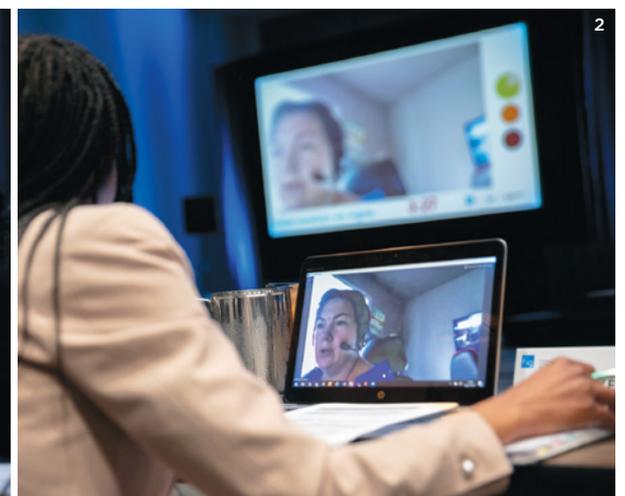
4. Awareness raising and information. The FIQ will circulate all information on prevention related to COVID-19. It will participate in updating, the development and circulation of scientific literature on prevention in the context of the COVID-19 pandemic and support the local unions and their OHS officers in prevention matters. ■

SIGN THE PETITION

Please add your voice to this petition to implement measures to fight against racism and discrimination in healthcare services, especially toward Indigenous peoples.

<https://www.assnat.qc.ca/fr/exprimez-votre-opinion/petition/Petition-8601/index.html>

At the request of the Provincial Executive Committee and on the recommendation of the Union Defence Fund (FDS) Committee, the delegates authorized giving a maximum of \$975,000 for carrying out the OHS COVID action plan, taken from the FDS envelope. One of the FDS's roles is to give financial assistance to the FIQ and affiliated unions with exceptional difficulties of general interest.



1. Roberto Bomba, FIQ Treasurer, Isabelle Trépanier and Chantale Tessier, members of the FDS Committee 2. Kathleen Bertrand, CIUSSS-du-Nord-de-l'Île-de-Montréal

WORD FROM THE PRESIDENT

En Action, Vol. 33, No. 6, October 2020 | Published by the Communication Service | **Distribution:** 76,000 copies | **Graphic layout:** Josée Roy | **Photography:** Alexandre Claude | **Cover photo (banner):** Sophie Thériault, CIUSSS de l'Estrie-CHUS | **Printing:** Solisco | Reprint of any article or excerpt must indicate "reprint from the *FIQ en Action*" | 100% recycled paper | If you wish to receive only the electronic version of FIQ publications, send a request to info@fiqsante.qc.ca | ISSN 1913-1755 (Print) | ISSN 1913-1763 (Online) | fiqsante.qc.ca | info@fiqsante.qc.ca



OUR PATIENCE HAS LIMITS

The pandemic has forced us, once again, to hold our meeting as a virtual meeting. Despite this, these decision-making places remain valuable opportunities for us to deepen our understanding of the issues affecting healthcare professionals, share our realities in the field and express our concerns.

We could not begin this meeting without addressing the circumstances around Joyce Echaquan's death, but also, more broadly, systemic racism. All forms of racism are unacceptable, no matter what the setting. Period. Like everyone in Québec, we, at the FIQ and FIQP, were also troubled and shocked.

As a feminist organization, with nearly 90% women healthcare professionals, we cannot excuse the inexcusable nor remain indifferent. There is no place for racism, including when giving care. The first action we need to take is to recognize that there is a problem and a deeper reflection needed. We will pursue this reflection together over the coming weeks.

At this meeting, we were able to address some elements important to our functioning, in addition to putting essential elements on the table, whether planned or special events. We are moving our agenda forward, and as proof, the government has admitted the health network's vulnerability and we continue to enjoy a great deal of public support. Bargaining power is well established, but there is still a lot to do.

The provincial negotiations being our organizational priority, the Provincial Council was a place for transparent and constructive exchanges and the coming days will be critical. The current employer offers are clearly insufficient. Our patience has limits. From now on,

the employer party has to commit with substantial elements on the table, by finally getting to the heart of our demands. One thing is sure: our organization will never sign a discounted agreement. Never.

The healthcare professionals' work overload and distress impose on us a duty to succeed. We have to get significant and innovative gains and hence make working conditions dignified so healthcare professionals are truly and finally, valued and respected. The next few days will be decisive and our mobilization has to be up to the task. ■

ELECTRONIC VOTE

While these negotiations are taking place in a unique context, with the province following strict health measures, we still have a duty to fulfil the obligation in the Labour Code: signing the collective agreement must be authorized by secret ballot with a majority vote by members in the bargaining unit exercising their right to vote.

The delegates adopted the FIQ's motion to set up an electronic vote. Opting for an electronic voting process in the context of the current health crisis will ensure that members can vote on a tentative agreement.

To be able to vote, you will have to be a member in good standing with your union and have signed your membership card. If you are unsure, please contact your local union team to verify that you signed your membership card. This will be a great help to your union representatives.

PROVINCIAL NEGOTIATIONS THE STATUS QUO IS UNBEARABLE!

The progress report on provincial negotiations was very poorly received by the delegates. Meetings continue at the bargaining table but another council is already scheduled with the delegation on October 13, 2020.

Between now and then, the government will have to grant some of the healthcare professionals' important and essential demands, otherwise, drastic means of action and visibility will be set in motion.

In parallel with work at the bargaining table, another important step was taken to obtain the legal right to strike. On October 5 at the Administrative Labour Tribunal (TAT), the FIQ and FIQP tabled agreements and lists of essential services for each of their affiliated union certifications. The agreements and lists were adopted in local general assemblies by a strong majority. This remarkable work is fuelling the FIQ's bargaining power for negotiations. ■



1. Jérôme Rousseau, FIQ Vice-President, Roberto Bomba, FIQ Treasurer, Sophie Guilbault, spokesperson for the provincial negotiations

FINANCES

Financial Statements 2019 – The FIQ keeps its finances on track



Roberto Bomba, Treasurer

FINANCIAL STATEMENTS 2019 THE FIQ KEEPS ITS FINANCES ON TRACK

The delegates adopted the FIQ financial statements for 2019, presented by the treasurer, Roberto Bomba. They found that the amounts allotted to different budget items reflect the current activities and priorities adopted by the Federation's decision-making bodies.



Nancy Légaré and Line Mercier, elected union reps on the Internal Audit Committee, presented their report to the delegation. They have a mandate to see to the organization's good financial health. The year 2019 was marked by investments for implementing the provincial negotiation process, carrying out an action plan to eliminate mandatory overtime and continuing the work on the ratios projects.

The committee wanted to point out the FIQ's efforts on the digital shift of its publications and giving training sessions online with the help of new learning technologies. The committee said they were satisfied with the management of the FIQ's finances for 2019.

The FIQ finances are always carefully managed and 2019 was no exception. 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 may make adjustments to meet budget targets.

Hence, the 2019 financial statements do not reveal any major surprises and demonstrate how important the services given to the affiliated unions and members are to the FIQ.

Despite a positive statement and budget surplus, careful management is always necessary in order to preserve the FIQ's financial health. Since the context remains uncertain and the financial impacts are difficult to predict, it is essential to maintain sound expenditure management.

Part of the surplus has been allotted to the Negotiation Reserve to support the ongoing work.

ADMINISTRATION FUND	2019 (12 months)	2018 (12 months)
REVENUE		
Regular dues	41 205 597	39 706 250
Interest	202 154	221 806
Grants	146 193	60 014
Other income	<u>55 709</u>	<u>36 047</u>
Total revenue	41 609 653	40 024 117
EXPENSES		
Meetings and elected union officers	<u>2 307 419</u>	<u>2 123 424</u>
SECTORS		
Labour Relations	20 072 881	19 299 322
Sectors and Services	1 567 241	1 572 106
Sociopolitical	620 830	737 785
Status of Women	418 282	480 958
Occupational Health and Safety	385 728	349 704
Organization of Work and Prof. Practice	796 380	689 200
Social Security	<u>431 330</u>	<u>350 092</u>
Total for the sectors	24 292 672	23 479 167
SERVICES		
Education-Animation	637 154	1 025 196
Union Organizing	897 906	676 631
Communication-Information	1 417 857	1 476 864
Translation and Web	<u>401 131</u>	<u>442 384</u>
Total for the services	3 354 048	3 621 075
General Administration (including IT)	8 934 425	8 370 193
Human Resources	<u>1 440 824</u>	<u>1 612 104</u>
Total expenses	40 329 388	39 205 963
EXCESS OF REVENUES OVER EXPENSES	<u>1 280 265</u>	<u>818 154</u>

REVENUE AND EXPENSES FOR THE PERIOD AND BALANCE OF ALL FUNDS AS AT DECEMBER 31, 2019

	Union Defence Fund	Administration Fund	Negotiation Reserve	Solidarity Reserve	F.C. and Convention Reserve	Total
BALANCE AS AT DECEMBER 31, 2018	3 473 392	18 259 216	(620 912)	167 961	(306 423)	20 973 234
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, 2018	3 473 392	18 259 216	(620 912)	167 961	(306 423)	20 973 234
Income for the 2019 period	1 473 626	41 609 653	2 009 927	209 988	3 192 000	48 495 194
Expenses for the 2019 period	<u>736 524</u>	<u>40 329 388</u>	<u>2 833 143</u>	<u>213 709</u>	<u>2 506 631</u>	<u>46 619 395</u>
Excess for the 2019 period	737 102	1 280 265	(823 216)	(3 721)	685 369	1 875 799
TRANSFER OF INTER FUND SURPLUS	<u>0</u>	(800 000)	800 000			
BALANCE AS AT DECEMBER 31, 2019	<u>4 210 494</u>	<u>18 739 481</u>	<u>(644 128)</u>	<u>164 240</u>	<u>378 946</u>	<u>22 849 033</u>
Assigned surplus-furniture/equipment		907 140				
Assigned surplus-head office		6 407 420				
Assigned surplus-computer		3 584 468				
Accumulated surplus-not assigned		7 840 452				

Note: Differences are due to rounding off of decimals.

CONT P. 4

FINANCES

TOGETHER,
WE'RE STRONGER.

(cont. from page 3)

RESERVE FOR NEGOTIATIONS	2019 (12 months)	2018 (12 months)
<i>ADMINISTRATION FUND CONTRIBUTION</i>		
Regular dues	2 000 000	2 000 000
Additional dues	0	0
Other income	<u>9 927</u>	<u>0</u>
Total contribution	2 009 927	2 000 000
<i>NEGOTIATIONS</i>		
Salaries and fringe benefits	1 105 177	459 325
Travel expenses	255 384	25 345
Rental expenses	0	1 269
Printing expenses	3 398	377
Courier and communications	2 560	124
Professional fees	254 155	74 544
Publications	207 266	0
Admission and membership fees	0	0
Federal Council meetings	832 226	274 964
Other expenses	172 977	37 394
Ads/surveys/campaigns	0	0
Private sector negotiations	<u>0</u>	<u>0</u>
Total for negotiation expenses	2 833 143	873 342
EXCESS OF REVENUES OVER EXPENSES	<u>(823 213)</u>	<u>1 126 658</u>

UNION DEFENCE FUND	2019 (12 months)	2018 (12 months)
REVENUE		
Administration Fund Contribution		
<i>BENEFITS</i>		
Regular dues	240 204	460 136
Donations	0	0
Interest	<u>23 207</u>	<u>18 624</u>
	<u>263 411</u>	<u>478 760</u>
<i>UNION ORGANIZING</i>		
Regular dues	1 201 020	920 272
Interest	9 196	7 272
Other income	<u>0</u>	<u>0</u>
	<u>1 210 215</u>	<u>927 544</u>
Total income	1 473 626	1 406 304
EXPENSES		
<i>BENEFITS</i>		
Union Defence Fund Committee	1 515	3 022
Salaries and fringe benefits	338 799	188 474
Travel expenses	13 589	12 430
Fines and legal expenses	0	0
Professional fees	6 899	7 097
Interest and bank charges	0	0
Other expenses	23 980	251 753
Financial aid	<u>19 125</u>	<u>2 106</u>
	<u>403 907</u>	<u>464 882</u>
<i>UNION ORGANIZING</i>		
Salaries, union leaves & fringe benefits	96 816	0
Travel expenses	10 863	0
Rental expenses	0	0
Printing expenses	110 348	0
Courier and communications	0	0
Professional fees	19 143	13 165
Other expenses	<u>95 447</u>	<u>0</u>
	<u>332 617</u>	<u>13 165</u>
Total expenses	736 524	478 047
EXCESS OF REVENUES OVER EXPENSES	<u>737 103</u>	<u>928 257</u>

SOLIDARITY RESERVE	2019 (12 months)	2018 (12 months)
REVENUE		
Administration Fund Contribution	209 988	205 272
Other income	<u>0</u>	<u>0</u>
Total contribution	209 988	205 272
EXPENSES		
Solidarity	<u>213 709</u>	<u>195 789</u>
EXCESS OF REVENUES OVER EXPENSES	<u>(3 721)</u>	<u>9 483</u>

RESERVE FOR CONVENTION & F.C.	2019 (12 months)	2018 (12 months)
REVENUE		
Contribution from administration fund	3 184 000	2 721 667
Other income	<u>8 000</u>	<u>0</u>
Total contribution	3 192 000	2 721 667
EXPENSES		
Meetings (including Equalization)	<u>2 506 631</u>	<u>2 476 480</u>
EXCESS OF REVENUES OVER EXPENSES	<u>685 369</u>	<u>245 187</u>

RESERVE FOR HEAD OFFICE	2019 (12 months)	2018 (12 months)
REVENUE		
Contribution from administration fund	0	0
EXPENSES		
Head office	<u>0</u>	<u>0</u>
EXCESS OF REVENUES OVER EXPENSES	<u>0</u>	<u>0</u>

BALANCE SHEET AS AT DEC. 31, 2019	Union Defence Fund	Administration Fund*	Total
SHORT-TERM ASSETS			
Cash	402 417	13 049 293	13 451 710
Temporary investments	2 366 788	2 815 014	5 181 802
Advances to Administration Fund	1 441 289	0	1 441 289
Advances to Parity Ins. Comm. Fund	0	441 220	441 220
Advances to Union Defence Fund	0	0	0
Debtors	0	2 513 328	2 513 328
Expenses charged on next period	0	349 173	349 173
Deferred expenses	0	6 407 420	6 407 420
Fixed assets	<u>0</u>	<u>4 491 608</u>	<u>4 491 608</u>
TOTAL ASSETS	<u>4 210 495</u>	<u>30 067 056</u>	<u>34 277 551</u>
SHORT-TERM LIABILITIES			
Suppliers and accrued liabilities	0	2 338 595	2 338 595
Deferred income	0	175 854	175 854
Human resources development	0	153 769	153 769
Debt coming to term within a year	0	0	0
Accounts payable	<u>0</u>	<u>7 319 007</u>	<u>7 319 007</u>
	<u>0</u>	<u>9 987 225</u>	<u>9 987 225</u>
Advance from FDS	0	1 441 289	1 441 289
LONG-TERM DEBT	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL LIABILITIES	<u>0</u>	<u>11 428 514</u>	<u>11 428 514</u>
MEMBERS' EQUITY			
Accumulated surplus not assigned	4 210 595	7 840 452	12 051 047
Assigned surplus furniture/equipment	0	907 140	907 140
Assigned surplus computer	0	3 584 468	3 584 468
Assigned surplus-head office	0	6 407 420	6 407 420
Surplus reserved for negotiations	0	(644 125)	(644 125)
Surplus reserved for solidarity	0	164 240	164 240
Surplus reserved for FC and Conv meetings	<u>0</u>	<u>378 945</u>	<u>378 945</u>
	<u>4 210 595</u>	<u>18 638 540</u>	<u>22 849 135</u>
LIABILITIES AND EQUITY	<u>4 210 595</u>	<u>30 067 054</u>	<u>34 277 649</u>

*Negotiations, solidarity, head office, F.C. & Conv. meetings reserves.