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ENACTION

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Special Provincial Council
FIQ Special Federal Council
FIQP Special Federal Council on June 3

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NEGOTIATIONS THE FIQ IS READY TO START RAMPING UP THE WORK

The negotiation team gave a report to the FIQ and FIQP delegates during a virtual Special Provincial Council on June 3 on the two bargaining sessions held since the last council on May 25.

The signature of a global agreement by the Fédération des travailleurs et des travailleuses du Québec (FTQ), four of its unions and the government a few days ago, has ramped up the work at the different bargaining tables. Although we do not know all the details of the agreement, it is clear that the negotiations with the other labour organizations are progressing and everyone hopes to reach the finish line by the beginning of the summer. While vaccinations and deconfinement are going well, the prospect of a special law seems to be receding.

On returning to the table, the FIQ clearly informed the employer party representatives that the healthcare professionals' patience had reached its limit and the threat of a strike must be taken seriously. If the government thinks that the healthcare professionals are satisfied with the progress of the negotiations, they are sadly mistaken. The FIQ and FIQP members are demanding to know how high the

differentiated offers are which the government has talked about for several weeks.

The FIQ team then hammered home that the labour shortage affects all healthcare professionals, no one can be left out when it comes to salary increases and increases must be reflected in retirement pensions.

Thus, it is essential to attract new recruits by increasing the entry-level salary, retain experienced healthcare professionals by improving the salary of those in the last echelons and recognize the expertise, skills and responsibilities of all those in the middle of the salary scales.

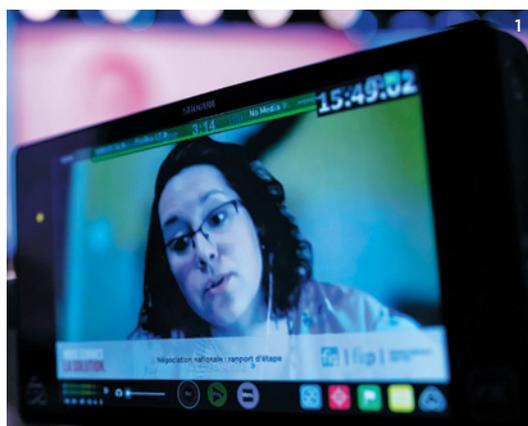
While the employer party has also begun to announce its intentions, it's obvious there are substantial differences, and the work will have to be stepped up to arrive at a proposal that meets the expectations of healthcare professionals. These

negotiations will not be settled at zero cost and additional investments are essential.

REGIONAL DISPARITIES

The discussions on regional disparities have also continued and the government has shown some openness. Even employers admit that they do not see any solutions to the serious labour shortage in remote regions in the current context. Hence, the idea of identifying regional solutions to address it is progressing and discussions continue.

The FIQ is therefore ready to ramp up the work to reach a satisfactory agreement for the healthcare professionals. The ball is now in the government's court, who must analyze the FIQ's proposals. Their answer will then be analyzed by the delegation and ultimately, a global agreement will be presented to the members. ■

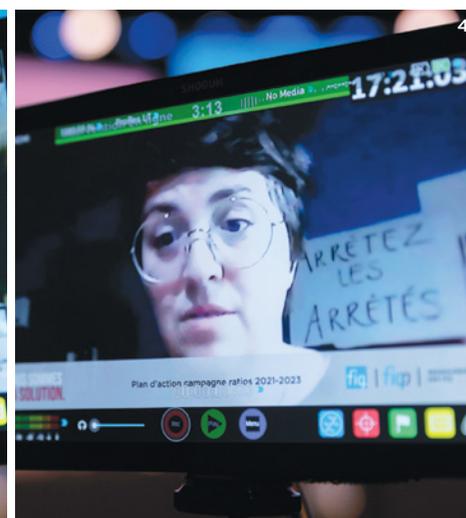
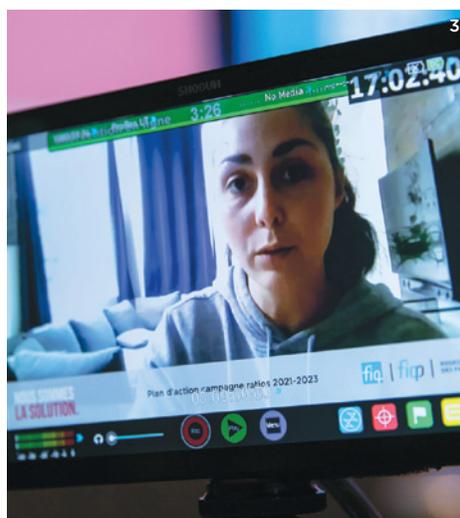


1. Carolane Bibeau, CISSS de la Montérégie-Est

2. Jasmine Fugère, CHU de Québec

3. Karina Therrien, CHUM

4. Marie-Eve Lingard-Lord, CIUSS de la Capitale-Nationale



WORD FROM THE PRESIDENT

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We are first and foremost union activists driven by the deep desire to fundamentally transform our working conditions and to help achieve the highest quality standards for services offered to the population.

TOGETHER ONE LAST TIME

This special provincial council marked the last council for this provincial Executive Committee before the convention. The ground we've covered in the last four years shows our Federations' incredible ability to mobilize, reinvent themselves, and propel their battles forward to implement the improvements healthcare professionals need.

On that note, I would like to highlight the extraordinary dedication of the provincial Executive Committee members and sincerely thank them for their exemplary support and collaboration.

There's no doubt that this mandate was marked by the COVID-19 pandemic. In addition to turning our personal and family lives upside down, it affected us at the heart of our engagement. For over a year now, we have put every effort into ensuring the most basic protection for our members and their families. To get there, we had to fight unimaginable battles, especially in the courts. We worked on every front to support our members and denounce the maintenance of abusive measures in the name of the public health emergency.

I was touched by the huge wave of solidarity that allowed us to get through this crisis. While the vaccination campaign now has us dreaming of a return to normal, the pandemic will have left deep wounds behind in the health network. The serious labour shortage, exacerbated by the massive exodus of healthcare professionals over the last year, has weakened the network. The next months and years will be dedicated to implementing solutions to seriously tackle it.

The ratios project is unquestionably one of the most bold and visionary solutions demanded by our

members to tackle the shortage and safeguard care quality. All of the means deployed throughout this last mandate by the provincial Executive Committee, including the adoption of the *Black Book of Care Safety* and the public denunciations about the work overload and danger for patient safety put the necessary pressure on former health minister Gaétan Barette to ensure that the first ratio projects in the Quebec health network would see the light of day.

Unfortunately, the pandemic and current negotiation of the new collective agreement have delayed progress toward adopting safe healthcare professional-to-patient ratios. However, the steps we've already taken will serve as a solid foundation for the ratios action plan the delegation adopted. Ultimately, the plan must lead to the tabling of framework legislation on ratios during the government's next mandate.

The success of our efforts will depend on the union of local and provincial forces in the coming months. Our members will be invited to actively participate in carrying out the plan and we will need everyone's engagement to reach our objective.

CONCLUDING NEGOTIATIONS: A PRIORITY FOR REPAIRING THE HEALTH NETWORK

The adoption of a 100% FIQ stance from now on in negotiations at

the central table will provide new momentum. The two transitory meetings that the negotiation team attended were essential to setting up a specific framework for the Federation vis a vis the employer party. Based on our past negotiation experiences, we will nevertheless have to find our own ways to reach an agreement.

That said, we will have to take a break from negotiations to live a flagship moment for our organization. It will be an occasion to discuss the next major orientations that will guide the Federations. It will also be the time to elect the next provincial Executive Committee whose first mandate will be to conclude negotiations.

Despite the convention, it is important to stay focused on our timeline and objectives. We must use this context to ramp up intensity and finalize matters at the central table. It won't be easy. Expectations are high. But we will focus all of our efforts on reaching an agreement.

We are close to our goal. Our agreement must be the key to repairing the health network. ■



FINANCES

2020 Financial Statements – Positive report for an unpredictable year for the FIQ



Roberto Bomba, Treasurer

2020 FINANCIAL STATEMENTS POSITIVE REPORT FOR AN UNPREDICTABLE YEAR FOR THE FIQ

The FIQ's treasurer, Roberto Bomba, presented the 2020 financial statements to the delegates. It provided an overview of the amounts allocated to the budgetary items and an accurate assessment of the costs of the organization's priorities and activities.



Nancy Légaré and Line Mercier presented the Internal Audit Committee report for 2020. Despite a year full of challenges for the Federation, the committee believes that it made the right decisions to meet the affiliated unions' and members' needs while maintaining rigorous financial management.

Despite a positive report, since the context is always changing and financial impacts are hard to predict, it is crucial to continue to properly manage expenses.

The year 2020 was marked by the provincial negotiations for renewing healthcare professionals' working conditions and the health crisis caused by the COVID-19 pandemic. This unprecedented crisis required fast adaptation and had an impact on the Federation's budget. The FIQ's finances always undergo rigorous management, and the 2020 fiscal year was no exception. An administrative follow-up is presented to the FIQ's Executive Committee every month to prevent or foresee any cost overrun. If necessary, the EC may make adjustments in order to meet budget targets.

As such, the 2020 financial statements do not contain any major surprises and they show the importance the FIQ attributes to the services offered to affiliated unions and members. A part of the surplus was allocated to the Negotiations Reserve to support the work underway. Delegates adopted the financial statements by a majority. They also voted in favour of a motion for the FIQ to take into account all of affiliated unions' difficulties, including regional ones, when conducting its workforce planning. ■

ADMINISTRATION FUND	2020 (12 months)	2019 (12 months)
REVENUE		
Regular Dues	41 711 735	41 205 597
Interest	105 182	202 154
Grants	25 000	146 193
Other revenue	<u>17 381</u>	<u>55 709</u>
Total revenue	41 859 298	41 609 653
EXPENSES		
Meetings and elected union officers	<u>1 953 141</u>	<u>2 307 419</u>
SECTORS		
Labour Relations	20 621 210	20 072 881
Sectors and Services	1 657 099	1 567 241
Sociopolitical	672 624	517 963
Status of Women	283 861	418 282
OHS	188 023	385 728
Organization of Work & Prof. Practice	603 317	796 380
Social Security	<u>436 211</u>	<u>431 330</u>
Total for the sectors	24 462 345	24 189 805
SERVICES		
Education-Animation	814 152	637 154
Union Organizing	918 327	1 000 773
Communication	1 342 261	1 417 857
Translation and Web	<u>709 925</u>	<u>401 131</u>
Total for the services	3 784 665	3 456 915
General Administration (including IT)	8 908 149	8 934 425
Human Resources	<u>1 287 679</u>	<u>1 440 824</u>
Total expenses	40 395 980	40 329 388
EXCESS OF REVENUE OVER EXPENSES	<u>1 463 318</u>	<u>1 280 265</u>

REVENUE AND EXPENSES FOR THE PERIOD AND BALANCE OF ALL FUNDS AS AT DECEMBER 31, 2020

	Union Defence Fund	Administration Fund	Negotiation Reserve	Solidarity Reserve	F.C. and Convention Reserve	Total
BALANCE AS AT DECEMBER 31, 2019	4 210 495	18 739 480	(644 125)	164 240	378 945	22 849 035
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, 2019	4 210 495	18 739 480	(644 125)	164 240	378 945	22 849 035
Revenue for the 2020 period	1 500 742	41 859 298	2 743 495	214 176	3 374 660	49 692 371
Expenses for the 2020 period	<u>177 911</u>	<u>40 395 980</u>	<u>6 178 483</u>	<u>178 775</u>	<u>1 384 700</u>	<u>48 315 849</u>
Excess for the 2020 period	1 322 831	1 463 318	(3 434 988)	35 401	1 989 960	1 376 522
TRANSFER OF INTER FUND SURPLUS	<u>0</u>	(1 250 000)	1 250 000			
BALANCE AS AT DECEMBER 31, 2020	<u>5 533 326</u>	<u>18 952 798</u>	<u>(2 829 113)</u>	<u>199 641</u>	<u>2 368 905</u>	<u>24 225 557</u>
Assigned surplus-furniture/equipment		1 121 862				
Assigned surplus-head office		6 184 053				
Assigned surplus IT		3 296 055				
Accumulated surplus-not assigned		8 350 829				

Note: Differences are due to rounding off of decimals

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FINANCES

2020 Financial Statements – Positive report for an unpredictable year for the FIQ (cont.)

(cont. from page 3)

NEGOTIATION RESERVE	2020 (12 months)	2019 (12 months)
<i>ADMINISTRATION FUND CONTRIBUTION</i>		
Regular dues	2 500 000	2 000 000
Additional dues	0	0
Other revenue	<u>243 495</u>	<u>9 927</u>
Total contribution	2 743 495	2 009 927
<i>NEGOTIATIONS</i>		
Salaries and fringe benefits	1 313 697	1 105 177
Travelling expenses	272 857	255 384
Rental expenses	9 054	0
Printing expenses	40 850	3 398
Courier and communications	34 835	2 560
Professional fees	73 723	254 155
Publications	350 913	207 266
Admission and membership fees	2 687	0
Federal Council meetings	1 014 307	832 226
Other expenses	415 871	172 977
Ads/surveys/campaigns	2 649 689	0
Private sector negotiations	<u>0</u>	<u>0</u>
Total for negotiation expenses	6 178 483	2 833 143
EXCESS OF REVENUE OVER EXPENSES	<u>(3 434 986)</u>	<u>(823 213)</u>

UNION DEFENCE FUND	2020 (12 months)	2019 (12 months)
REVENUE		
Administration Fund contribution		
<i>BENEFITS</i>		
Regular dues	246 395	240 204
Donations	0	0
Interest	<u>17 559</u>	<u>23 207</u>
	<u>263 954</u>	<u>263 411</u>
<i>UNION ORGANIZING</i>		
Regular dues	1 231 974	1 201 020
Interest	4 814	9 196
Other revenue	<u>0</u>	<u>0</u>
	<u>1 236 788</u>	<u>1 210 215</u>
Total income	1 500 742	1 473 626
EXPENSES		
<i>BENEFITS</i>		
Union Defence Fund Committee	1 518	1 515
Salaries and fringe benefits	132 257	338 799
Travelling expenses	3 772	13 589
Fines and legal expenses	0	0
Professional fees	16 721	6 899
Interest and bank charges	0	0
Other expenses	20 835	23 980
Financial aid	<u>2 833</u>	<u>19 125</u>
	<u>177 936</u>	<u>403 907</u>
<i>UNION ORGANIZING</i>		
Salaries, union leaves & fringe benefits	0	96 816
Travelling expenses	0	10 863
Rental expenses	0	0
Printing expenses	0	110 348
Courier and communications	0	0
Professional fees	0	19 143
Other expenses	<u>(25)</u>	<u>95 447</u>
	<u>(25)</u>	<u>332 617</u>
Total expenses	177 911	736 524
EXCESS OF REVENUE OVER EXPENSES	<u>1 322 831</u>	<u>737 103</u>

SOLIDARITY RESERVE	2020 (12 months)	2019 (12 months)
REVENUE		
Administration Fund contribution	214 176	209 988
Other revenue	<u>0</u>	<u>0</u>
Total contribution	214 176	209 988
EXPENSES		
Solidarity	<u>178 775</u>	<u>213 709</u>
EXCESS OF REVENUE/EXPENSES	<u>35 401</u>	<u>(3 721)</u>

F.C. & CONVENTION RESERVE	2020 (12 months)	2019 (12 months)
REVENUE		
Administration Fund contribution	3 374 660	3 184 000
Other revenue	<u>0</u>	<u>8 000</u>
Total contribution	3 374 660	3 192 000
EXPENSES		
Meetings (including equalization)	<u>1 384 700</u>	<u>2 506 631</u>
EXCESS OF REVENUE/EXPENSES	<u>1 989 960</u>	<u>685 369</u>

RESERVE FOR HEAD OFFICE	2020 (12 months)	2019 (12 months)
REVENUE		
Administration Fund contribution	0	0
EXPENSES		
Head office	<u>0</u>	<u>0</u>
EXCESS OF REVENUE/EXPENSES	<u>0</u>	<u>0</u>

BALANCE SHEET AS AT DEC. 31, 2020	Union Defence Fund	Administration Fund*	Total
CURRENT ASSETS			
Cash	407 709	15 649 446	16 057 155
Temporary investments	2 383 869	2 874 727	5 258 596
Advances to Administration Fund	2 741 747	0	2 741 747
Advance to joint Ins. Com. Fund	0	511 846	511 846
Advance to Union Defence Fund	0	0	0
Debtors	0	2 528 085	2 528 085
Expenses computable on next period	0	509 624	509 624
Deferred expenses	0	6 184 053	6 184 053
Fixed assets	<u>0</u>	<u>4 417 917</u>	<u>4 417 917</u>
TOTAL ASSETS	<u>5 533 325</u>	<u>32 675 699</u>	<u>38 209 024</u>
CURRENT LIABILITIES			
Suppliers and accrued liabilities	0	3 027 866	3 027 866
Deferred income	0	0	0
Human resources development	0	340 203	340 203
Debt coming to term within a year	0	0	0
Accounts payable	<u>0</u>	<u>7 873 648</u>	<u>7 873 648</u>
	<u>0</u>	<u>11 241 717</u>	<u>11 241 717</u>
Owing to FDS	0	2 741 747	2 741 747
LONG-TERM DEBT	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL LIABILITIES	<u>0</u>	<u>13 983 464</u>	<u>13 983 464</u>
MEMBER'S EQUITY			
Accumulated surplus not assigned	5 533 325	8 350 829	13 884 154
Assigned surplus furniture/equipment	0	1 121 862	1 121 862
Assigned surplus IT	0	3 296 055	3 296 055
Assigned surplus-head office	0	6 184 053	6 184 053
Surplus reserved for negotiations	0	(2 829 111)	(2 829 111)
Surplus reserved for solidarity	0	199 642	199 642
Surplus reserved for F.C. and Conv. meetings	<u>0</u>	<u>2 368 905</u>	<u>2 368 905</u>
	<u>5 533 325</u>	<u>18 692 235</u>	<u>24 225 560</u>
LIABILITIES AND EQUITY	<u>5 533 325</u>	<u>32 675 699</u>	<u>38 209 024</u>

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

RATIOS

A law on ratios – An action plan adopted to continue the battle



Vanessa Bevilacqua, Union Consultant



Marie-Claudel Mathieu, Union Consultant

A LAW ON RATIOS AN ACTION PLAN ADOPTED TO CONTINUE THE BATTLE

The tentative agreement on sectoral matters reached with the Quebec government contains major gains for safe ratios, but the battle isn't over yet. The FIQ and FIQP still need a law on ratios. The delegates at the special provincial council adopted a new 2021-2023 action plan to continue this important battle and achieve the ultimate objective: to have a law on ratios passed at the National Assembly.

Over the last several years, mobilization actions, political initiatives and ratio projects helped to bring safe healthcare professional-to-patient ratios to the public eye as a top solution for improving the organization of work and quality and safety of care in Quebec.

Truly determined and firm in their beliefs that a law on ratios is the most promising solution for the health network, the delegates adopted an action plan that covers fall 2021 to spring 2023. The action plan aims to strengthen the influence of ratios at all levels of the FIQ and FIQP and in the political and public arenas. Some of the plan's key actions are:

- Setting up a collective of organizational allies
- Launching a plea in favour of ratios with allies
- Developing a new webinar on ratios specifically for members
- Holding a ratios week
- Conducting a pre-electoral political tour
- Mobilization and communication activities to strengthen arguing abilities and member engagement in ratios

The goal is to seize every provincial and local opportunity to advance ratios. In parallel with all these activities, a microsite will be launched to bring all of the information on the upcoming events, content, and news about ratios to one place. All of these actions will heighten mobilization for the 2022 election and put pressure on the new provincial government to make our ultimate goal a reality: to cement ratios in legislation.

Even though the FIQ's ratio proposal has made giant leaps forward and become firmly rooted in public, media and political awareness, there is clearly still resistance. Political resistance from the government, as well as resistance from network managers, but especially from certain nursing administrations. The FIQ and FIQP demonstrated that safe healthcare professional-to-patient ratios have positive impacts not only on healthcare professionals, but on the quality and safety of patient care. By taking the current context into account, including the new upcoming provincial collective agreement and the provincial electoral campaign in fall 2022, the action plan will enable us to continue this work and capitalize on the major advances made on ratios over the last several years.

Now that the FIQ and FIQP successfully made ratios a well-received, broadly accepted idea, we need to take things further and raise the level of mobilization to make ratios not only a principle to work toward, but a serious, concrete, essential measure to fully implement. ■

HAPPY RETIREMENT!

It was an emotional end to the council as five long-time Federation employees left for a well-deserved retirement. Despite a virtual setting, the general recognition was palpable.



1. Jean-François Côté, Union Consultant 2. Louise Ménard, Union Consultant 3. Yves Poirier, Union Consultant 4. Suzanne Prévost, Union Consultant 5. Daniel Pronovost, Union Consultant

SPECIAL FEDERAL COUNCIL

WE ARE THE SOLUTION.



SPECIAL FEDERAL COUNCIL *fiqp*

Within the framework of the FIQP Special Federal Council, Sonia Mancier, President, talked about the FIQ and FIQP's important victory last March regarding healthcare professionals and N95 masks. Remember that the Administrative Labour Tribunal judge ruled in favour of the Federations who waged this important battle to protect their members.

The Tribunal recognized that the precautionary principle should be applied, considering the high risk of airborne transmission of the virus, and ordered the institutions to provide an N95 mask to all healthcare professionals, whether they were in a hot or warm zone and as soon as a resident is suspected to have or has COVID-19. However, the battle is not over, because some employers still

refuse to comply or filed appeals to overturn the TAT decision.

Worried about the continuity of care in some institutions, even a service interruption for others, Ms. Mancier also addressed the issues of healthcare professionals leaving and independent labour. In this regard, a portrait of the situation will have to be quickly drawn up for

all institutions and actions aimed at condemning the excessive use of independent labour will be carried out in the coming months.

Lastly, the treasurer, Martine Tremblay, presented the financial statements as at December 31, 2020, to the delegates demonstrating the good financial health of the FIQP. ■



1. Martine Tremblay, FIQP Treasurer
2. Sonia Mancier, FIQP President



The FIQ and FIQP members met on June 4 in front of the office of the MNA for La Prairie and Minister of Health and Social Services, Christian Dubé, to demand that the latter address the serious healthcare professional shortage in the health network.

“To move all the shortage indicators from red to green, we must attract, retain and bring back healthcare professionals to the network, stated the president of the FIQ, Nancy Bédard. We see it in the other sectors of the economy, it takes more than goodwill to address the shortage and attract the best resources to care for the population. It takes strong leverage, including higher salaries than what are currently on the table. This is a must, and the Minister cannot ignore it.”

In Montérégie, where the demonstration took place, the members are exhausted, overworked and demotivated, while patients face problems of access and dehumanized care that lacks quality and safety. Every day, healthcare professionals are leaving the network, making the shortage worse. Time is running out and the government can no longer wait to put in place solutions that, in the short and medium term, will allow them to believe better days are ahead.

