



Nurse | Licensed practical nurse | Respiratory therapist | Clinical perfusionist

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## Nursing and cardio-respiratory care staff shortage: the government is not open to union demands

In recent weeks, a large number of you went to your local general assemblies to get a better understanding of the impacts of ministerial order 2021-071 on your professional and personal life. Your great questions show that you care deeply about your working conditions and the longevity of the public health network.

However, the **overly restrictive** conditions on the premiums do not meet your needs or expectations. The numbers the government presented are clear: **Operation charm isn't working**.

Over the last week, the FIQ formed a common front with other labour organizations that represent healthcare professionals (FSQ-CSQ, FSSS-CSN, SQEES-FTQ and SCFP) to resolve the major staff shortage crisis with **different solutions from ministerial order 2021-071**. However, the last meeting between the working committee and the government ended in **defeat**. **The health minister set the network on fire and is now asking unions to put it out for him**. That's not collaboration.

The government doesn't understand that the order contains more than just inconveniences. **The order, which does not comply with the collective agreement, is coercive, exclusionary, and inequitable**. On November 8, the unions united to denounce this anti-union attitude at a press conference.

### Complaint filed with the Administrative Labour Tribunal

Since March 2020, **155 ministerial orders have been adopted, including 105 decrees that solely affected working conditions**. And yet, this strong-arming is only weakening the health network and undermining the negotiation process.

Ministerial order 2021-071 is an impediment to union work and proves that the government negotiated the last collective agreement in bad faith and that its budget framework was an illusion. **It is unacceptable and the FIQ will ask the Administrative Labour Tribunal to bring the government back in line**. The state of emergency should no longer be used as a pretext to impede union work. **The FIQ and FIQP will never negotiate ministerial orders**.

The government simply does not have the means to achieve its ambitions. Where are the 3,000 new hires that the government promised to free you up from administrative duties? Where is the money that was promised in the collective agreement that you were supposed to receive this month? [Paying legal interest on all late payments and apologizing, as the FIQ and FIQP demanded last week, is the least the government can do.](#)

Trust was broken some time ago and the **only way to rebuild it is to allow the FIQ and FIQP to fully play their representational role so they can defend your rights**.