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# ENACTION

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Provincial Council on December 14, 15 and 16  
FIQ Federal Council on December 14  
FIQP Federal Council on December 14

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## MESSAGE FROM THE PRESIDENT REFOCUSING OUR PRIORITIES ON OUR UNION ACTION

At present, the fifth wave of the pandemic featuring the Omicron variant is hitting hard and once again testing the limits of the health network and care staff. I am beginning my mandate as FIQ president in an emergency. It is a real race against time to ensure our members' health and safety in the field.

Once again, as if stuck in Groundhog Day, we had to fight basically the same battles as during the previous waves to obtain N95 masks, we had to demand the withdrawal of pregnant women and immunosuppressed workers and insist that CHSLD care staff and patients not be left on their own again. The return of ministerial order 007 sent a shock wave throughout the network.

For a few weeks now we have ramped up public and political interventions to put pressure on the government and force it to protect the front line so that healthcare professionals can continue providing care. Something that is blatantly obvious for everyone else.

As unionists, our main mission is to ensure compliance with the work contract, to enable our members to practice their profession in a healthy environment where their expertise is respected. Due to a lack of accountabil-

ity, managers of super structures have lost sight of this goal. And yet it is the key to bringing back thousands of our colleagues to the public health network who jumped ship before it could swallow them whole. This is what I want to tackle in the weeks and months ahead.

My vision is based on bargaining power that we are building together, members and union reps, in order to bring about the change needed. The mobilization that we are stirring up one little battle at a time is laying the groundwork for the ultimate bigger battles: the one against mandatory overtime, the one for a law on ratios, and the one for changing the management culture, which is a prerequisite for retaining experienced colleagues and attracting the next cohort. Our cohesion remains the best weapon we have in facing public attacks on us, in particular by a government determined not to concede any victories to us.

I am a woman of action and results. Our capacity for action is what sets our organization apart. It is rooted in our individual ability to denounce the unacceptable. It guides our stances on issues and fuels the engine of our unionism every day.

The rest is up to all of us. The role of president does not belong to one person but is the sum of the work and ideas of a whole organization and its union reps, founded on progressive and democratic values. Together we have the power to change things and to make a real difference in the lives of those who belong to the big FIQ and FIQP family. ■



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**RATIOS**

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# A LAW ON RATIOS IS URGENTLY NEEDED!

The current context related to COVID-19 and difficulties in the health network demonstrate that getting a law on ratios is more necessary than ever. Determined and still convinced a law on ratios is a promising solution for the health network, the delegates took stock of the 2021-2023 action plan they adopted in June 2021.

A very busy fall due to the pandemic forced the postponement of some activities in the ratios campaign action plan. Despite this unprecedented context, the FIQ and FIQP still had several opportunities to promote the need for safe, quality healthcare professional-to-patient ratios throughout the health network. This was notably the case for the actions in the "MOT plan" deployed last fall in several healthcare institutions. Moreover, the recent political meetings with the opposition parties on the mandatory overtime issue gave them the opportunity to confirm their unwavering support for safe ratios.

The Ombudsman's final report on the first wave of the pandemic in the CHSLDs also highlighted the importance of safe ratios. The Ombudsman drew a bleak picture and highlighted the neglect of residents and caregivers. Remember that she indicated the urgent need

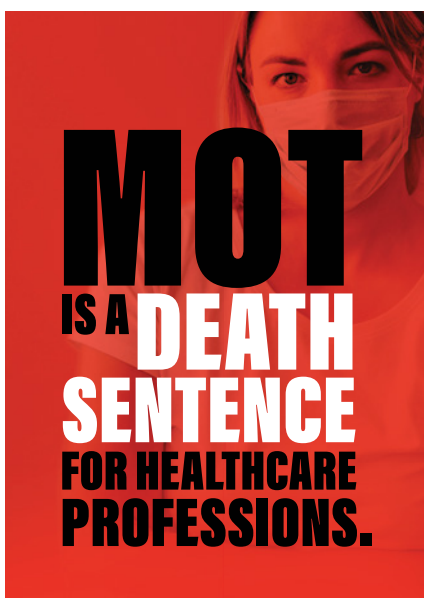
for the government to ensure the stability of the workforce and the presence of sufficient staff in her preliminary report a year ago. One year later, it must be admitted that due to a lack of political will, little has changed in the field. The culture of mobility is still the norm, independent labour more present than ever, and we still see healthcare professional-to-patient ratios that are too high. In her final report, the ombudsman recommended, once again, ratios of sufficient staff.

### AN ELECTION YEAR

This major battle remains at the very heart of the FIQ and FIQP's priorities and the next year will be crucial in achieving the ultimate goal of passing a law on ratios in the National Assembly. 2022 is an election year, and the Federations intend to use all available means and platforms to get the government to finally pass such a law. If the context of the pandemic forces

the Federations to adapt to the healthcare professionals and union representatives' reality, the goal remains the same and several mobilization and visibility activities in support of the ratios campaign will take place in the coming months. The healthcare professionals will be at the heart of the 2022 approach, because they are the best ambassadors of the need to obtain ratios. Stay tuned!

Healthcare professionals need this innovative solution, which will improve their working conditions, and the quality and safety of patient care. ■



## MOT ACTION PLAN: THE BATTLE CONTINUES

Meeting in a provincial council, the delegates once again demonstrated their determination in continuing the battle against mandatory overtime as a way of managing. With local action plans currently underway, union reps were able to reflect on the different avenues available to them in terms of mobilization.

Thus, in the coming weeks, the FIQ will initiate various actions, including a provincial survey on the pressure tactics that members are prepared to use to put an end to MOT, contingency plans, substitution of job titles and to force the passing of a law on ratios.

Despite the pandemic and aware of what this represents for the members and general public, the delegation was clear: the battle for ending MOT remains an organizational priority. The healthcare professionals' health, safety and working conditions can no longer be sacrificed at the altar of inhumane management. Stay tuned and don't hesitate to contact your local teams to learn more.



1. Marie-Josée Courcy, Institut de cardiologie de Montréal
2. Dave Allard, CIUSSS de la Mauricie-et-du-Centre-du-Québec
3. Isabel Baron, CIUSSS du Saguenay—Lac-Saint-Jean



**GROUP INSURANCE**

**Delegates renew the group insurance contract for 2022**



# DELEGATES RENEW THE GROUP INSURANCE CONTRACT FOR 2022

The delegates at this Provincial Council adopted the results of the negotiations on the renewal conditions for the 2022 group insurance contract with La Capitale Insurance and Financial Services (Beneva) for FIQ and FIQP members.

La Capitale officially became Beneva on January 1, 2022 following the merger of La Capitale and SSQ Assurance. You received information on this and several of you have probably seen Beneva's new logo and advertising campaign. Note that this change has no impact on your insurance coverage under the policy.

Money from the amounts on deposit from the government's additional contribution will be used in 2022 to give a premium holiday to members for the health insurance plan. Moreover, new measures for managing the costs of drugs will appear in spring 2022. In fact, like the RAMQ, insurers will follow suit by implementing the substitution of biological drugs with biosimilar drugs. La Capitale (Beneva), will implement this change on

May 1, 2022. The members affected will receive a personalized letter and support during this transition.

Lastly, a significant increase in the number of members on long-term disability must be considered. For the delegates, it is imperative and responsible to continue the efforts started last year. That is why they accepted a higher increase in premium rates than those initially foreseen in the call for tenders in

order to reduce the risk of steep increases in premium rates at future renewals for this coverage.

Leaflets with details on the rates and coverages for April 1, 2022 to March 31, 2023 will be available on the Federation's website. Don't hesitate to contact your local union team for more information. ■



There were several positions up for election at the provincial council. Congratulations to the newly elected union reps!



**FIQ EXECUTIVE COMMITTEE**

**Julie Bouchard, President**

Licensed practical nurse, CIUSSS du Saguenay-Lac-St-Jean



**Sophie Thériault, Vice-President,**

Union Organizing Service, Education-Animation Nurse, CIUSSS de l'Estrie - CHU de Sherbrooke



**RFIQ PROVINCIAL COMMITTEES Communications Committee**

**Joëlle Bilodeau**

Licensed practical nurse, CIUSSS du Centre-Sud-de-l'Île-de-Montréal



**Jean-Sébastien Blais**

Nurse clinician, assistant-head-nurse, CISSS de l'Abitibi-Témiscamingue



**Annie Blanchard**

Nurse, CIUSSS de l'Est-de-l'Île-de-Montréal (absent when photos taken)



**Christopher Dunford**

Nurse, CISSS de la Montérégie-Est



**Bianca Morin Tremblay**

Nurse, CIUSSS du Saguenay-Lac-St-Jean



**Education-Animation Committee**

**Christopher Dunford (1<sup>st</sup> substitute)**  
Nurse, CISSS de la Montérégie-Est



**Billy Maltais (2<sup>nd</sup> substitute)**

Licensed practical nurse, CIUSSS du Saguenay-Lac-St-Jean



**FIQP COMMITTEE**

**Internal Audit Committee**

**Isabelle Roy**

Licensed practical nurse, CHSLD Âge 3 Inc.



**Marie Gabrielle Verna**

Licensed practical nurse, Manoir St-Patrice Inc.

**FINANCES**

**2022 financial forecast – A responsible budget to meet the challenges**



Roberto Bomba, Treasurer

# 2022 FINANCIAL FORECAST A RESPONSIBLE BUDGET TO MEET THE CHALLENGES

The treasurer, Roberto Bomba, presented the financial forecast to the FIQ delegates. The budget was adopted with the spectre of a never-ending pandemic in mind, a budget that should enable the Federation to meet the challenges ahead.

Preparing a budget is a very political exercise. It is with the imperative of controlling expenses in the organization and achieving a balanced budget over the next few years that all the components of the FIQ, the union reps, the employees, the members of the Coordination and the elected members of the Executive Committee, will work in this sense to defend the healthcare professionals.

To defend its members and ensure quality services for affiliated unions and healthcare professionals, the FIQ saw considerable growth in its activities in recent years. In the context of the COVID-19 pandemic, still marked by numerous actions to promote the interests of FIQ members, 2022 will be an important and pivotal year.

Despite an annual inflation of costs, the union activities planned for 2022 must ensure the stability of the organization's finances, and be rolled out respecting the following budget parameters:

- Transparency
- Financial agility to defend the members during the next negotiations

- Supporting the organization's priorities
- Commitment to environmental protection

**THREE IMPORTANT PRIORITIES**

Like all labour organizations in the public sector, and as set out in the Labour Code, the FIQ will focus its efforts on the change of union allegiance period in the months prior to the expiry of the collective agreement. Union representatives are also preparing for the next round of provincial negotiations. And obviously, the FIQ and its affiliated unions will work hard to obtain safe healthcare professional-to-patient ratios. These three priorities and the implementation of the organization's strategic planning will need the Federation's finances.

**ENVIRONMENTAL PROTECTION**

Causes, like environmental protection, sustainable development and responsible purchasing are included in the Federation's priorities, and for a second consecutive year budget efforts will be deployed to defend these priorities. The Federation will reduce the expenses linked to travel by 13%, at all levels of the union structure. ■

## CAR, HOME AND BUSINESS INSURANCE



The FIQ offers its members group car, home and business insurance with The Personal General Insurance. The company is authorized to solicit members by phone. However, The Personal has agreed not to divulge the list of FIQ and FIQP members to anyone. Under an Act Respecting the Protection of Personal Information in the Private Sector, members may refuse that their name and contact information (address, phone number) be sent to service providers. Therefore, **members who do not want their contact information sent to The Personal** must complete and return the form below to the address on the form before March 31, 2022. ■

I, undersigned, explicitly refuse use of my personal information held by the FIQ for marketing or solicitation purposes as regards the agreement it has with The Personal for its members.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ Province: \_\_\_\_\_ Postal code: \_\_\_\_\_

Telephone (home): \_\_\_\_\_ Telephone (work): \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Return to FIQ Québec, a/s Édith Côté, 1260, rue du Blizzard, Québec (Québec) G2K 0J1, by fax at 418 626-2111 or send this information by email to [ecote@fiqsante.qc.ca](mailto:ecote@fiqsante.qc.ca)

## FIQP FEDERAL COUNCIL

## FIQP Federal Council



Martine Tremblay, FIQP Treasurer



Patricia Conrath, vice-présidente, FIQP

# fiqp FEDERAL COUNCIL

The FIQP delegates met in a Federal Council at the end of a turbulent year. Of course, the highlight of 2021 was the provincial negotiations, when the FIQP members approved the tentative agreement submitted to them last August by 86%.

The FIQP stood out in a big way with this result. And it is because it was able to deploy the necessary energy to defend and promote the gains contained in the tentative agreement with the members that it succeeded in doing so. Among these gains are the measures for attracting and retaining caregiving staff in EPCs and stabilizing the work teams thanks to improved ratios, a first step towards safe, quality care.

The issue of the FIQP's place in the Regroupement des FIQ was also on the agenda of this federal council. The new FIQ Executive Committee understands the FIQP's expectations for its position in the Federations, and new ways of working have emerged since the Convention last June. Thus, despite changes in the FIQ political officers, the exchanges remain healthy and consistency on the Provincial Executive Committee will be valuable in continuing the roll out of the collective agreement right before the next raiding period.

The coming months will be very busy for the FIQP, especially in the residential centres file. In fact, about fifteen private institutions have initiated an agreement process which will be completed within a year. The FIQP intends to take more public positions on residential housing and care of the elderly issues, issues on which they are regularly asked questions, a sign of the organization's credibility. The Ombudsman's recent report on the management of the pandemic in CHLSDs and those expected at the beginning of 2022 from the coroner, Géhane Kamel and the Health and Welfare Commissioner will be ample opportunity to defend the caregiving staff's working and practice conditions, as well as the dignified, safe and quality care that must be provided to clients in residential centres.

The ongoing 5<sup>th</sup> wave reminds us the COVID-19 pandemic is far from over. The FIQP is in a common front with the FIQ to contest the abusive

use of managing by ministerial orders during the health emergency, which has had a devastating impact on the healthcare professionals' working conditions and on retaining more experienced staff. Moreover, these anti-union methods ignore basic labour laws and the right of association. Over the coming months, several files on the imposition of ministerial orders will be heard before the courts. The FIQ and FIQP intend to join forces to continue these battles to protect the rights of their members and the respect of their employment contract.

The other file that will attract attention in the coming year will be the mobilization to obtain a law on safe healthcare professional-to-patient ratios, whose action plan will intensify in the coming months. ■

## COMMEMORATION OF DECEMBER 6, 1989

**“32 years later, we are still dealing with the same kind of sexist and gender-based violence.”**

Like every year at the December council, the Status of Women Committee commemorated the femicide on December 6, 1989, when 14 women were murdered at the École Polytechnique de Montréal.

The minute of silence observed was also in memory of the 18 women and two children who were victims of femicide in Quebec in 2021. ■

The FIQ and FIQP are feminist labour organizations composed of nearly 90% women. It is the duty of healthcare professionals to break the silence, to denounce all injustice and assaults and to condemn all violence against women.





**PRIORITY  
ACTIONS**
**UNITED  
DETERMINED  
MOBILIZED**


Hélène Cadotte, CISSS de la Montérégie-Est

## PLACES OF POLITICAL ACTION: UNION REPRESENTATIVES WHO ARE CONSULTED AND BETTER TRAINED

Politicizing the 76,000 healthcare professionals represented by the FIQ and FIQP was at the heart of the orientations adopted at the June convention. They stipulate that political issues must be taken into account in all matters handled by the Federations and affiliated unions.



Marie-Claude Cyr, CHU de Québec

It was therefore with proximity and strengthening union action in mind that a consultation was conducted in November 2021 to identify the needs of union teams in order to set up and operationalize places of political action, i.e., places of union activism. This gave union representatives the opportunity to share their concerns and needs around training and operational and financial support.

The consultation, conducted by an interdisciplinary committee that has

been working on this for several months, led us to two major findings. First, the committee found a lack of consensus around creating regional places of political action that would have the same role, mandate and composition. Second, making these places more concrete in union reps' minds would require setting up political training activities before this reflection can continue.

FIQ and FIQP delegates said they were excited to continue this work and the consultations so that

they can later give their view on a proposed unifying structure. In the meantime, in compliance with the recommendations from the convention, several politicization activities will be held. For example, the training "Better organizing to win" and the training program on social determinants of health. These steps will enable the delegation to hold future discussions about setting up strong and mobilizing places of political action for FIQ and FIQP members. ■



Ridza Cléophat, CIUSSS de l'Ouest-de-l'Île-de-Montréal

## 2022: A VERY BUSY UNION YEAR

The December provincial council is always an opportunity for FIQ and FIQP delegates to set priorities for the organization in the coming year. While we must have hope that healthcare professionals will get a break, it's clear that the union agenda for 2022 will be very busy and this election year will also be overshadowed by the uncertainty of the pandemic. We will need to skillfully navigate the risks of the context as we carry out our organizational priorities.

### PREPARING FOR THE NEXT NEGOTIATIONS

Even though deployment of the 2021-2023 collective agreement has barely begun, it is already time to restart the provincial negotiations process since union demands will have to be submitted next fall. The review of the last negotiations, which reports on the approach and polarizing results, must serve as a guide for making the changes needed to build better bargaining power and promote union democracy. Since the power to change things lies in the hands of each healthcare professional, it is essential we implement a methodical plan that focuses strongly on strength in numbers. It will take the Federations and their affiliated unions time, energy, and resources to put this plan into action.

### GETTING A LAW ON SAFE RATIOS

Implementing safe healthcare professional-to-patient ratios is THE structural measure that will improve patient care and healthcare professionals' working and practice conditions; THE measure that will reduce the workload, reduce the use of MOT and improve staff attraction and retention.

The action plan for obtaining a law on safe ratios is already underway and will be ramped up this election year by involving members, rallying together civil society organizations that support the cause, and forcing political parties to talk about ratios during the election campaign.

### UPDATING THE PERIOD OF CHANGING UNION ALLEGIANCE

The FIQ and FIQP are the best places for healthcare professionals to defend their own interests and are the optimal vehicles for representing them before their employer. In light of the raiding period next summer, it is essential that we showcase the FIQ and FIQP's expertise in many areas of intervention, promote the gains the organization has made, and be omnipresent with members. This includes talking about their positions on the fight against systemic racism. ■