

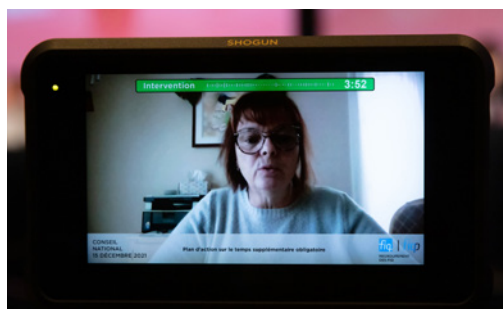
# ENACTION

Vol. 35 | No. 1 | January 2022  
Special Provincial Council on January 21

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



Manon Chassé, CISSS du Bas-Saint-Laurent



Francine Sigouin, CIUSSS de l'Ouest-de-l'Île-de-Montréal

## A COLLECTIVE REFLECTION ON OUR PRIORITY UNION ACTIONS

While delegates meeting at the December provincial council adopted the priority actions for the next year, their meeting in January 2022 unfolded in a totally different context.

Even though the organizational priorities remain the same, it is clear that strategies must be re-evaluated in order to adapt to the ongoing health situation. Union reps gave an update on the issues affecting their members and posited that the 2022 provincial election campaign could shift Quebec's political landscape.

Healthcare professionals are fed up with having to pay the price of the current government's disorganization and negligence.

Moreover, after two years of a pandemic, the Federations' affiliated unions still have to fight, day after day, for adequate occupational health and safety measures. Healthcare professionals are still being denied access to personal protective equipment, such as N95 masks, and the new guidelines allowing workers infected with COVID-19 to return to work are still vague and not applied uniformly throughout the network. Faced with the multiplication of absences, disability leaves and resignations, in the aftermath of the health crisis, another major crisis will come to light: one that has devastated healthcare professionals and heavily handicapped the health network.

### PRIORITIES THAT REMAIN AT THE HEART OF THE FEDERATIONS' ACTIONS

In an effort to plan beyond the fifth wave of COVID-19, delegates began to contemplate preparations for the next round of negotiations. They also analyzed the issues around the period of changing union allegiance and the process for fighting for a law on safe healthcare professional-to-patient ratios. These discussions provided the Provincial Executive Committee with much food for thought. It will submit recommendations at the upcoming meetings.

### DESPITE THE UNCERTAINTY, WE MUST CONTINUE TO MOBILIZE

The Federations must work within this context to set their 2022 priority union actions in motion. Among all of the proposed scenarios, one essential element stood out: none of these battles can be won without the mobilization of the FIQ and FIQP members. The anger that is currently ablaze within the network needs to be channelled into concrete action to achieve substantial and permanent gains for healthcare professionals. ■

### THE FIQ AND FIQP'S PRIORITY ACTIONS FOR 2022 ARE:

- Preparing for the next negotiations
- Getting a law on safe ratios
- Updating the period of changing union allegiance

### MAJOR IRRITATIONS THAT ERODE THE TROUPES' MORALE

Without hesitation, FIQ and FIQP delegates identified members' main irritations in the field:

- Suspension of their rights by governmental decrees allowing employers to force them to work, to transfer them against their will, to cancel their much-needed days off, etc.
- Delays in payments of the negotiated amounts, as well as unacceptable delays in implementing other gains from the last negotiations, such as self-scheduling.

### UNION TEAMS THAT DEMAND ANSWERS FROM THE GOVERNMENT

For local unions, it's crystal clear that the current government's ruling by ministerial orders does not take the reality of the field into account. Since union representatives were never consulted, they don't have many answers in response to members' questions. While we may have to learn to live with the pandemic, the FIQ and FIQP healthcare professionals refuse to learn to live with the suppression of their rights.

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(adresse de retour)  
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## WORD FROM THE INTERIM PRESIDENT

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## DEFENDING OUR RIGHTS IN A PARTICULARLY UNSTABLE CONTEXT

Barely a month passed between the December and January provincial councils and yet the FIQ and FIQP delegates, the elected members of the Provincial Executive Committee and myself already had the impression of being in another universe. From the beginning of the Omicron wave, both at the local and provincial levels, your union representatives have been mobilized to enforce your rights. Faced with a government that holds all the power to impose its ways, our balance of power is uneven.

There is a sense of frustration in the field and many feel that the changes promised by the government will never happen. Delays in paying you the money you are due add insult to injury. It is stress and frustration on top of 22 months of hard work in inhuman working conditions.

How to cope with the virus? The representatives from the Ministry of Health raised the healthcare professionals' wrath when they threatened to introduce a care priority plan. By seeking to normalize the decline in the quality of patient care, the Minister of Health is demonstrating that he has clearly not learned the lessons in the reports from the Québec Ombudsman and the Health and Welfare Commissioner. Once again, he is taking the easy route, opting for short-term solutions and making you bear the brunt of his

decisions by imposing a dilemma on you that is against your code of ethics and values. Due to a lack of political courage, the government is refusing to put in place more structural solutions, which are based on your professional expertise and on the consultation of those who know the setting.

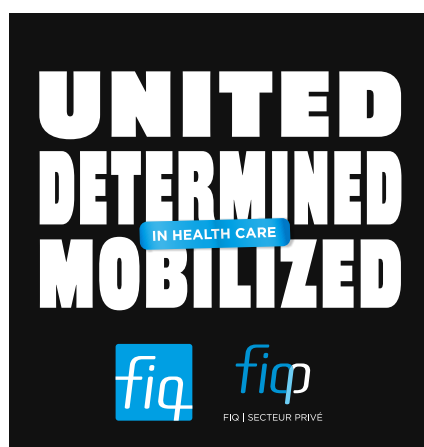
The status quo is not acceptable. To confront this populist government and impose our priorities, at a time when the Minister of Health is talking about « rebuilding » the network, we need to build a real strike force, thanks to the mobilization of each of you, within your different union teams. In the coming year, you will be called upon to mobilize to force your employers to stop using MOT for good, to demand that your MNAs pass a law on safe ratios, and to demand decent working conditions

that allow you to truly balance your family and your work.

Those are the essential conditions for being able to provide quality care. This is the key, and we must remind everyone at every opportunity.

### UNITED, DETERMINED AND MOBILIZED IN HEALTH CARE!

On the eve of a year that promises to be extremely busy, the FIQ and FIQP are adopting a more militant, more combative and more mobilized image to establish a balance of power that will be beneficial to us, particularly in this election year. A new, powerful identity and a clear, assertive message that defines and positions us. The work has only just begun! ■



Dominic Caisse, CISSS de la Montérégie-Ouest

## SURVEY ON COMMUNICATIONS DURING THE NEGOTIATIONS

To find out the members' opinion on the communications sent during the last negotiation process, an online survey was conducted between December 15, 2021 and January 12, 2022.

Besides the data on subscriptions to the various Facebook pages and newsletters, it was found that members are interested in the negotiation of their working conditions and that they take the time to inform themselves despite the work overload.

The main findings from this consultation are:

- The members want to have information in a more frequent, detailed and widespread manner;
- They want the concrete effects of what is negotiated on their daily work explained with examples adapted to their work setting;
- They want to be equipped to understand the negotiation process;
- They ask to be consulted at all stages of the provincial negotiation process.

The new negotiation structure will be presented to the Provincial Council in the coming months, and then, there will be elections for the Negotiating Committee. Stay tuned!