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ENACTION

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Provincial Council on June 7, 8 and 9
FIQ Federal Council on June 7
FIQP Federal Council on June 7

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Jean-Noël Grenier, Speaker

NEGOTIATIONS: THE GOVERNMENT IS NOT OUR FRIEND!

Full professor in the Industrial Relations Department at the Université Laval, Jean-Noël Grenier didn't beat around the bush when explaining negotiations in the health and social services sector. According to him, the government, both employer and legislator, behaves like "a bear that has been sleeping for three consecutive winters".



Nathalie Perron and Mylène Durocher,
Negotiating Committee

In fact, over the last 30 years, the various governments have set all the elements for neutralizing the bargaining power of health sector unions. François Legault's government is no exception. Omnipotent, he broke the basic principles of bargaining in March 2020 by handing out bonuses at every turn and disparaging the unions. His populist strategy has struck a chord with the public. The State as employer therefore constantly exploits the healthcare professionals and abuses their professionalism. This contempt must end, according to Jean-Noël Grenier.

Blind and deaf to the problems denounced by the healthcare professionals, including the growing deterioration of working conditions and staff shortages, the government could release the money needed to improve the public healthcare system. Several billion dollars invested in the Generations Fund and the Stabilization Fund could be used to settle the collective bargaining of the 76,000 FIQ and FIQP members.

In the collective interest, the next negotiations should be an opportunity

to loosen the purse strings to give healthcare professionals the respect they deserve.

A CLEAR STRATEGY, NOW

The delegates also adopted the strategic framework presented by the Negotiating Committee.

The special context of the last three years has disrupted the relationship between the members, affiliated unions and the Federations and had an impact on the 2019-2021 provincial bargaining process. Inspired by this unique experience, the FIQ and FIQP affiliated unions will therefore rely on internal mobilization and that of the nurses, licensed practical nurses, respiratory therapists and clinical perfusionists. The Provincial Negotiation Council, the only democratic body, will be the forum for all debates.

The union reps chose a traditional negotiation, in which the two parties take a position based on their respective interests at the start and try to get closer to an agreement. The FIQ and FIQP, inspired by the healthcare professionals' opinion, will use

their bargaining power to persuade the government that the difficulties of balancing work and personal life, chronic work overload and lack of salary recognition are issues that cannot be swept under the rug.

YOUR UNION REPS WANT TO HEAR FROM YOU!

From September 10 to 22, you and your FIQ and FIQP member colleagues will be asked to give your opinions in a vast consultation. Don't miss this opportunity! Watch for communication from your local union team, various social media accounts and go on the FIQ website.

The FIQ and FIQP want to hear from as many members as possible!



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Convention 40007983

(adresse de retour)
FIQ Québec | 1260, rue du Blizzard
Québec (Qc) G2K 0J1

1. Nancy Bolduc, Syndicat des professionnelles en soins du Saguenay-Lac-Saint-Jean
2. Stéphane Girard, Syndicat des professionnelles en soins de l'Est-de-l'Île-de-Montréal
3. Caroline Girard, Syndicat interprofessionnel de Lanaudière

WORD FROM THE PRESIDENT

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BEFORE THE ELECTION CAMPAIGN... THE SUMMER!



October 3rd is still far away, but nevertheless, we can feel the buzz of the different political parties around the next election campaign. The population is returning to normal life as the pandemic is showing signs of slowing down, but we, the healthcare professionals, know quite well that the health network is still on the ropes. So, long before we need to worry about the election campaign, we will have to face the summer period.

No need to tell you that the upcoming summer will be a difficult one and a lot of attention was paid to those issues at this Provincial Council. The personnel in the health network are very tired. It is essential that you be able to rest this summer and it is out of the question that the healthcare professionals are the scapegoats for the two years of the pandemic and the miserable state of the network. Don't hesitate to talk to your union representatives to establish the best way to claim your rights.

Moreover, regardless of what the head-physicians in the emergency rooms say, opening beds in emergency rooms or resuming normal activities in the network cannot happen without ensuring there is enough manpower available. To provide safe, quality care and services requires enough healthcare professionals who are physically and mentally healthy. Going against this

basic principle only puts the personnel's and patients' health and safety at risk. If this is not possible, it is up to managers and the government to make the appropriate decisions. Period!

2022 ELECTIONS

Among the other subjects discussed by the delegation, there was the issue of the Québec elections which will be held on October 3, 2022. The FIQ, FIQP and affiliated unions will be very active on the provincial, regional and local scenes to find out about the orientations and commitments of the different parties on the issues of concern to and which impact the nurses, licensed practical nurses, respiratory therapists and clinical perfusionists.

"You have real political and electoral weight. Your opinion counts and we hope that you make your voice heard."

You, the healthcare professionals, are a force in Québec.

Check the various tools we will produce and don't hesitate to talk with the candidates in your region to find out their opinions on the issues which concern you. Be sure to ask them about mandatory overtime, safe ratios and work-life balance.

I will end by telling you to stay tuned to the various activities that will be taking place in the coming weeks in your institutions, as there will be a lot of talk about the consultation related to the negotiation of the next collective agreement. Get informed, express yourself and get involved because this negotiation, it belongs to you!

Have a good summer!

HAPPY RETIREMENT!

The president of the FIQ, Julie Bouchard, emotionally marked the retirement of three nurse union reps who became union consultants.

Richard Beauregard has experienced everything at the FIQ. An involved and rallying nurse clinician, he was president of the syndicat du CSSS Richelieu-Yamaska before becoming a labour relations union consultant, where his quiet strength left his mark on his colleagues.

Linda Perron was a nurse in Switzerland first, then at the Hôpital Laval before spending the last 27 years as a FIQ union consultant. Labour relations, provincial negotiations and local negotiations, her experience made her a valuable mentor for many consultants.

Gino Pouliot participated in the two strikes of 1989 and 1999 as a union rep, before becoming a labour relations and negotiations union consultant. With the financial health of retired healthcare professionals at heart, he then held the position of coordinator of the Fonds de solidarité FTQ.



1. Richard Beauregard
2. Linda Perron
3. Gino Pouliot

FINANCIAL STATEMENTS
2021 financial statements: The FIQ is in good financial standing!


Roberto Bomba, Treasurer

2021 FINANCIAL STATEMENTS: THE FIQ IS IN GOOD FINANCIAL STANDING!

In the interest of transparency, democracy and accountability, the treasurer, Roberto Bomba, presented the FIQ's financial statements.

Despite a year full of changes, the FIQ's finances continue to be subject to strict management. In fact, the organization had to adapt to new work methods that emerged during

the pandemic and the vagaries of the last provincial negotiations. Whether it is working remotely or the organization of virtual and hybrid councils, the Executive Committee of the Federation showed determination in anticipating an increase in the costs and impact on exceeding budget targets.

With its thoroughness and experience, the FIQ is proud of its financial results that have defied an uncertain health and economic context. The organization will maintain the course of sound management of its members' dues and continue to put the services offered to affiliated unions and members at the heart of its concerns.

ADMINISTRATION FUND	2021 (12 months)	2020 (12 months)
REVENUE		
Regular Dues	42 703 420	41 711 735
Interest	201 193	105 182
Grants	87 607	25 000
Other revenue	<u>12 807</u>	<u>17 381</u>
Total revenue	43 005 026	41 859 298
EXPENSES		
Meetings and elected union officers	<u>2 179 119</u>	<u>1 953 141</u>
SECTORS		
Labour Relations	20 299 126	20 621 210
Sectors and Services	1 688 479	1 657 099
Sociopolitical	635 580	672 624
Status of Women	356 045	283 861
Occupational Health and Safety	415 331	188 023
OWPP	711 505	603 317
Social Security	<u>392 626</u>	<u>436 211</u>
Total for the sectors	24 498 692	24 462 345
SERVICES		
Education-Animation	981 083	814 152
Union Organizing	796 415	918 327
Communication	1 213 367	1 342 261
Translation and Web	<u>724 332</u>	<u>709 925</u>
Total for the services	3 715 197	3 784 665
General Administration (including IT)	9 135 429	8 908 149
Human Resources	<u>1 608 363</u>	<u>1 287 679</u>
Total expenses	41 136 800	40 395 980
EXCESS OF REVENUE OVER EXPENSES	<u>1 868 226</u>	<u>1 463 318</u>
SOLIDARITY RESERVE	2021 (12 months)	2020 (12 months)
REVENUE		
Administration Fund Contribution	216 639	214 176
Other revenue	<u>0</u>	<u>0</u>
Total contribution	216 639	214 176
EXPENSES		
Solidarity	<u>137 052</u>	<u>178 775</u>
EXCESS OF REVENUE/EXPENSES	<u>79 587</u>	<u>35 401</u>

RESERVE FOR CONVENTION & F.C.	2021 (12 months)	2020 (12 months)
REVENUE		
Contribution from administration fund	2 447 391	3 374 660
Other revenue	<u>0</u>	<u>0</u>
Total contribution	2 447 391	3 374 660
EXPENSES		
Meetings (including Equalization)	<u>3 388 919</u>	<u>1 384 700</u>
EXCESS OF REVENUE/EXPENSES	<u>(941 528)</u>	<u>1 989 960</u>

RESERVE FOR HEAD OFFICE	2021 (12 months)	2020 (12 months)
REVENUE		
Contribution from administration fund	0	0
EXPENSES		
Head office	<u>0</u>	<u>0</u>
EXCESS OF REVENUE/EXPENSES	<u>0</u>	<u>0</u>

RESERVE FOR NEGOTIATIONS	2021 (12 months)	2020 (12 months)
ADMINISTRATION FUND CONTRIBUTION		
Regular dues	3 000 000	2 500 000
Additional dues	0	0
Other revenue	<u>0</u>	<u>243 495</u>
Total contribution	3 000 000	2 743 495
NEGOTIATIONS		
Salaries and fringe benefits	862 479	1 313 697
Travelling expenses	38 512	272 857
Rental expenses	747	9 054
Printing expenses	0	40 850
Courier and communications	17 697	34 835
Professional fees	109 176	73 723
Publications	244 148	350 913
Admission and membership fees	0	2 687
Federal Council meetings	305 758	1 014 307
Other expenses	90 392	415 871
Ads/surveys/campaigns	734 322	2 649 689
Private sector negotiations	<u>0</u>	<u>0</u>
Total for negotiation expenses	2 403 231	6 178 483
EXCESS OF REVENUE OVER EXPENSES	<u>596 769</u>	<u>(3 434 986)</u>

**FINANCIAL
STATEMENTS**
**2021 financial statements: The
FIQ is in good financial standing!**

UNION DEFENCE FUND	2021 (12 months)	2020 (12 months)	BALANCE SHEET AS OF DEC. 31, 2021	Union Defence Fund	Adminis- tration Fund*	Total
REVENUE						
Administration Fund Contribution						
<i>BENEFITS</i>						
Regular dues	228 589	246 395	Cash	417 263	18 747 964	19 165 227
Donations	0	0	Temporary investments	2 394 261	2 933 081	5 327 342
Interest	17 088	17 559	Advances to Administration Fund	3 005 833	0	3 005 833
	<u>245 677</u>	<u>263 954</u>	Advance to Parity Ins.Comm. Fund	0	570 754	570 754
<i>UNION ORGANIZING</i>			Advance to Union Defence Fund	0	0	0
Regular dues	1 267 630	1 231 974	Debtors	0	2 187 486	2 187 486
Interest	2 858	4 814	Expenses charged to next period		572 419	572 419
Other revenue	0	0	Deferred expenses	0	5 960 686	5 960 686
	<u>1 270 488</u>	<u>1 236 788</u>	Fixed assets	0	3 845 207	3 845 207
Total revenue	1 516 165	1 500 742	TOTAL ASSETS	5 817 357	34 817 597	40 634 954
EXPENSES			CURRENT LIABILITIES			
<i>BENEFITS</i>			Suppliers and accrued liabilities	0	2 800 043	2 800 043
Union Defence Fund Committee	3 971	1 518	Deferred income	0	40 491	40 491
Salaries and fringe benefits	943 691	132 257	Human Resources Dev't	0	434 045	434 045
Travelling expenses	26 059	3 772	Debt coming to term within a year	0	0	0
Fines and legal expenses	0	- 0	Accounts payable	0	8 241 895	8 241 895
Professional fees	101 134	16 721		0	11 516 475	11 516 475
Interest and bank charges	0	0	Advance from DF	0	3 005 833	3 005 833
Other expenses	41 708	20 835	LONG-TERM DEBT	0	0	0
Financial aid	9 614	2 833	TOTAL LIABILITIES	0	14 522 308	14 522 308
	<u>1 126 177</u>	<u>177 936</u>	MEMBERS' EQUITY			
<i>UNION ORGANIZING</i>			Accumulated surplus not assigned	5 817 357	9 565 131	15 382 488
Salaries, union leaves & fringe benefits	92 488	0	Assigned surplus furniture/equipment	0	883 960	883 960
Travelling expenses	9 445	0	Assigned surplus computer	0	2 961 247	2 961 247
Rental expenses	0	0	Assigned surplus-head office	0	5 960 686	5 960 686
Printing expenses	0	0	Surplus reserved for negotiations	0	(782 342)	(782 342)
Courier and communications	0	0	Surplus reserved for solidarity	0	279 229	279 229
Professional fees	4 024	0	Surplus reserved for FC and Conv meetings	0	1 427 378	1 427 378
Other expenses	0	(25)		<u>5 817 357</u>	<u>20 295 289</u>	<u>26 112 646</u>
	<u>105 957</u>	<u>(25)</u>	LIABILITIES AND EQUITY	5 817 357	34 817 597	40 634 954
Total expenses	1 232 134	177 911				
EXCESS OF REVENUE OVER EXPENSES	284 031	1 322 831				

*negotiations, solidarity, head office and Conv.& F.C. meetings.

	Union Defence Fund	Administration Fund	Negotiation Reserve	Solidarity Reserve	F.C. and Convention Reserve	Total
FUNDS AS OF DECEMBER 31, 2021	5 533 325	18 952 798	(2 829 111)	199 642	2 368 905	24 225 559
Adjustment	0	0	0	0	0	0
Balance after correction as of 31-12-2020	5 533 325	18 952 798	(2 829 111)	199 642	2 368 905	24 225 559
Income for the 2021 period	1 516 165	43 005 026	3 000 000	216 639	2 447 391	50 185 221
Expenses for the 2021 period	<u>1 232 134</u>	<u>41 136 800</u>	<u>2 403 231</u>	<u>137 052</u>	<u>3 388 919</u>	<u>48 298 136</u>
Excess for the 2021 period	284 031	1 868 226	596 769	79 587	(941 528)	1 887 085
TRANSFER OF INTER FUND SURPLUS	0	(1 450 000)	1 450 000			0
BALANCE AS OF DECEMBER 31, 2021	5 817 356	19 371 024	(782 342)	279 229	1 427 377	26 112 644
Assigned surplus-furniture/equipment		883 960				
Assigned surplus-head office		5 960 686				
Assigned surplus-computer		2 961 247				
Accumulated surplus-not assigned		9 565 131				

Note: Differences are due to rounding off of decimals

**FIQ AND FIQP
FEDERAL COUNCILS**

FIQ and FIQP Federal Councils



INTERNAL AUDIT: A POSITIVE REPORT

2021 was a busy year for the Federation and its affiliated unions: conclusion of a provincial negotiation, referendum on the members' new work contract, deploying the action plan on

mandatory overtime and the battle to obtain adequate personal protective equipment against COVID-19 for all the members. Despite all of this, the Federation succeeded in providing exemplary

services to meet the union reps' and members' needs while maintaining good financial health.



The members of the Internal Audit Committee, H el ene Cadotte, David Lambert and Cyril Gabreau (from left to right in the photo), presented their annual report to the delegation.



FIQ | SECTEUR PRIV E

FIQP FEDERAL COUNCIL: MOBILIZATION, LAW ON SAFE RATIOS AND PRIVATE SECTOR ISSUES



FIQP EXECUTIVE COMMITTEE
FIQP Executive Committee in order, Isabelle Noiseux, Vice-President, Licensed Practical Nurse, Patricia Conrath, Vice-President, Nurse, Sonia Mancier, President, Justine Shepherd, Secretary, and Isabelle Roy, Treasurer.

At the FIQP Federal Council, the president Sonia Mancier took a few moments to address the main issues healthcare professionals in the private sector are dealing with. Exhausted, overloaded and disillusioned, they are working in a health network that's been falling apart for years. The pandemic just made all of the existing problems worse.

Among the solutions the FIQP promotes, Ms. Mancier mentioned the law on safe healthcare ratios. She mentioned the plea that was launched on April 29 with many ally organizations and encouraged delegates and members to sign it at ratiosensante.org. A webinar

presenting ratios as the solution to the workforce shortage was also held on June 2. It is available for viewing on the FIQ website and can be shared.

Regarding the provincial bargaining process that has begun, Ms. Mancier emphasized the importance of mobilization. Healthcare professionals' ability to rally together will be crucial in the coming months. And even if the current collective agreement has brought a lot to the FIQP members, personal/work life balance, workload and compensation still need to be improved and will remain the foundation of our demands.

There was an election for the FIQP treasury position. Isabelle Roy, licensed practical nurse at the CHSLD Age3 Inc, is now the treasurer. Have a great term, Ms. Roy!

Finally, Ms. Mancier presented the 2021 financial statements, which showed the FIQP is in good financial standing.



1. Edna Benoit, United Healthcare Professionals
2. Josyane Dubuc, Syndicat des professionnelles en soins de Qu ebec
3. Marie-Jos e Giroux, Syndicat des professionnelles en soins de Qu ebec
4. Suzy Tremblay, L'Alliance interprofessionnelle de Montr al

MOT

MOT: member survey results and findings



Natalie Levesque, Vice-President

MOT: MEMBER SURVEY RESULTS AND FINDINGS

The intersectoral committee on mandatory overtime (MOT) and independent labour (IL) presented the delegation with the results of the Léger survey held in May. More than 7,000 members took the time to respond. The FIQ and FIQP are very satisfied with this rate of participation.



The purpose of this survey was to learn about the most important issues for the healthcare professionals and their level of support for different pressure tactics. Not surprisingly, the implementation of safe healthcare professional-to-patient ratios and the elimination of MOT emerged as the two issues most important to them.

The survey answers make it possible to better quantify the deteriorating working conditions, to take a critical look at them and to identify the pressure tactics that can be put in place, at the appropriate time, to put an end to MOT, contingency plans and the substitution of job titles, or to force the adoption of a law on ratios.

UNION REPS FROM SEVERAL INSTITUTIONS ARE LOOKING AT MOT

The ad hoc committee on MOT, the substitution of job titles and non-replacement, composed of union reps from different affiliated unions, also presented its findings. The FIQ has been fighting the use of MOT as

a management method for more than 20 years. Therefore, it is first essential to provide an overview of the situation and the history of the many political, public, legal and labour relations actions that have been taken to end it.

As for the actions to be taken, a serious and connected reflection on the field was initiated from these findings, since MOT challenges us in different spheres: labour law, professional practice and the healthcare professionals' private and family life, their basic rights, their physical and mental well-being, etc.

It is clear that the public is aware of the problem more than ever and generally opposes using MOT as management. In fact, imposing MOT is not desired or wanted, both by members and the population. However, in many settings, this practice has become entrenched and seems to be considered as normal and customary.

As for the labour shortage alleged by employers to justify the use of MOT,

the finding is that it is a structural shortage created by poor working conditions. It cannot be argued that the use of MOT is a solution to labour shortages when, in fact, it is one of the main causes.

It is no longer uncomfortable for network managers as MOT has become the fast and usual solution to the lack of resources and the complete lack of workforce planning. They do not seem to be hearing the messages from the Minister of Health to ensure responsible management of the network.

Clearly, the promises of the successive health ministers have been slow to materialize when, already in 2019, the president of the OIIQ stated the situation was "unbearable".

The ad hoc committee's findings are shared by the entire delegation. They will serve as a basis for the next actions and tools to fight MOT. One thing is sure, the end of MOT is a battle that we will win together. We must act collectively to ensure that refusing MOT becomes the norm!



**UNION REP
MOBILIZATION
STRUCTURE**

**Organizing union work around
healthcare professionals' mobilization**



**ORGANIZING UNION WORK
AROUND HEALTHCARE
PROFESSIONALS' MOBILIZATION**



5. Patrice Dulmaine, Syndicat des professionnelles en soins du Saguenay-Lac-Saint-Jean

Mobilizing members and building real bargaining power for healthcare professionals are goals that all the FIQ and FIQP delegates agree on. They therefore enthusiastically adopted setting up a union rep mobilization pilot project at the Provincial Council in June. The structure is the result of many discussions and consultations over the last few months.

“Solidarity, networking and getting closer to members will be at the heart of the structure.”

The new structure will reflect the FIQ and FIQP affiliated unions and their members. It can count on the in-depth knowledge of representatives from each of the unions of the realities experienced

in the field, by all job titles, in all centers of activities and in all regions of Quebec.

This approach is even more relevant as there are many issues that require unity, preparation, motivation and action: provincial negotiations, implementing safe healthcare professional-to-patient ratios and the fight against mandatory overtime, just to name a few.

In the coming years, union representatives will have the opportunity to implement and deploy this new structure, while perfecting its operation. They will continue to learn about grassroots mobilization and how to transform unifying issues into a collective campaign, allowing all healthcare professionals to act

together. At the next FIQ and FIQP Convention in 2025, a report on the pilot project will then enable the delegates to evaluate the relevance of implementing a permanent mobilization structure.

With this union rep structure, the FIQ and FIQP are giving themselves the means to achieve their ambitions: to make concrete gains in improving the healthcare professionals' working conditions.

UNION REP MOBILIZATION STRUCTURE MANDATES

Consulting: strengthening the FIQ and FIQP action and mobilization plans with local issues to increase bargaining power

Training: developing a common understanding of the issues linked to mobilization

Equipping: providing input to the Federations for updating and developing mobilization tools

Networking: providing input and supporting the affiliated unions in carrying out local and collective mobilization actions

Collaborating: collaborating with the FIQ's sectors and services



RATIOS



Jérôme Rousseau, Vice-President



A law on safe ratios: the fight continues

A LAW ON SAFE RATIOS: THE FIGHT CONTINUES

Just like at every provincial council, the FIQ and FIQP delegates took stock of the 2021-2023 ratios campaign action plan that they adopted in June 2021. They discussed future actions and went over important moments in recent months, including the launch of the plea for a law on safe ratios in Quebec.

The plea for a law on ratios in the health network was launched on April 29. Twelve groups, associations and professional orders joined together asking for ratios that will guarantee a sufficient number of healthcare professionals so that teams are in a position to provide patients with safe, quality care.

The plea was posted on the site ratiosensante.org with the slogan "An urgent need for a law on safe ratios." From now on, the Quebec government can no longer claim that safe ratios are solely a FIQ and FIQP union battle. We encourage absolutely everyone to sign the online plea.

A SUCCESSFUL FIRST WEBINAR

The first of three webinars in the action plan took place on June 2, 2022. Anyone can watch it and it is now available on the FIQ's website. It aims to deconstruct certain myths about the labour shortage. Too many people, including healthcare professionals, are mistakenly thinking that we must wait to have enough workers to implement ratios. The opposite is true! Safe ratios are what is needed to counter the shortage! Poor working conditions related to the overly high number of patients that healthcare professionals have in their care are what perpetuates the shortage. Be sure to catch the next webinar in the fall!

POLITICAL MEETINGS AND ELECTORAL CAMPAIGN

Determined, and still as sure as ever that a law on ratios is the best solution for the health network, the delegates have every intention of following up on the political meetings held in recent months. The upcoming provincial electoral campaign will be an important

opportunity to force potential candidates and their respective parties to commit to implementing safe healthcare professional-to-patient ratios in the health network.

The gradual implementation of ratios will cultivate a professional practice that is more focused on care safety, better recognition of nursing and cardio-respiratory care professionals, and a greater capacity to balance personal and professional lives, which will improve staff attraction and retention. Given the current state of the network, there's not a minute to lose!



2022 PROVINCIAL ELECTIONS: WE ARE AT THE HEART OF THE POLITICAL DEBATE!

On the eve of the next provincial electoral campaign, this Provincial Council enabled the delegates to take stock of the last four years of the government in power: the Coalition Avenir Québec (CAQ). In health, this government has fulfilled few promises, and even less with respect to healthcare professionals.

Some promises were simply abandoned, such as abolishing mandatory overtime (MOT). While the promise of increasing the number of full-time positions was carried out thanks to the recent collective agreement signed with the FIQ, the COVID-19 pandemic prevented the full achievement of its objectives. On the other hand, the government continues to oppose a law on safe healthcare professional-to-patient ratios demanded by the FIQ, FIQP and about a dozen other bodies when it is a structural measure for attraction and retention of personnel.

We cannot ignore the fact that the COVID-19 pandemic brought to light recurring problems in the health network, particularly in the management of CHSLDs during the first wave. The premiums given to the healthcare professionals after the negotiation of the new collective agreement showed that this arrogant and authoritarian government is an anti-union employer who ignores the right to negotiate.

IT'S UP TO US TO VOTE ON OCTOBER 3!

The next electoral campaign is crucial, and the FIQ will negotiate the next collective agreement with the elected government. The FIQ and FIQP will be active throughout the campaign and will question the parties up for election to force them to take a position on the issues that directly and concretely concern the healthcare professionals.

We are 76,000 members who will defend our ideas, values and positions. Because several political issues have an impact on our daily lives as healthcare professionals, women and citizens.

Follow us on the Web and social media for a union and feminist analysis of the political parties promises!

