



ENACTION

Vol. 35 | No. 5 | May 2022
Special Provincial Council on May 26

REGROUPEMENT DES FIQ | fiqsante.qc.ca | fiqp.org



Marc-André Courchesne, Negotiation spokesperson

HEALTHCARE PROFESSIONALS' NEGOTIATIONS: WE ARE GETTING READY!

The FIQ and FIQP are starting the work to represent the interests of the nurses, licensed practical nurses, respiratory therapists and clinical perfusionists. This preparation stage is very important because the Negotiating Committee will be able to feel out the grassroots and propose solutions to the government for improving working conditions for all the members.



Negotiating Committee

The tone of the new negotiations is set! Confidence, transparency and democratic consultation are the guiding principles that will guide the FIQ, like the clear picture of the external and internal environments that has been produced. To prepare well for a negotiation, it is important to have an accurate reading of the context. This is a little like when we go on a trip: we check the vehicle and the road conditions. In the same way, the Negotiating Committee has drawn up a detailed picture of the situation in Québec on both the political and economic levels. It has also identified the factors which affect the members' working conditions in the health sector

in addition to closely examining the organization's reality. Throughout the bargaining process, the Negotiating Committee will carefully monitor the indicators and barometers at its disposal in order to build and adapt its negotiation strategy.

The delegates confirmed the Negotiating Committee's reading of the context was correct and even enriched thanks to numerous accounts from the field. The Committee can therefore continue building a strategic framework, connected to the healthcare professionals' realities and bearing the imperative need to improve their working conditions. This

strategic framework will be presented and adopted by the delegates at the Provincial Negotiation Council on June 9, 2022.

The preparation stage of the negotiations wouldn't be complete without meeting the members in the field and without an electronic consultation to find out the healthcare professionals' priorities.

As such, the Negotiating Committee suggests you check out the FIQ, FIQP and their affiliated unions' publications.

IMPORTANT DATES TO PUT IN YOUR AGENDAS:

SEPTEMBER: electronic consultation for ALL FIQ and FIQP members. Be sure to give your email address to your local union so you can participate in this consultation.

OCTOBER 11 TO 20: general assemblies on the preliminary negotiation project organized by the affiliated unions. Attend in large numbers so the Negotiating Committee will understand as much as possible the issues and demands to be made to the employer party.

STAY TUNED: more details on the negotiation schedule will follow throughout the summer.



1. Hélène Vézina, Syndicat des professionnelles en soins des Laurentides
2. Annie Pinard, Syndicat des professionnelles en soins de Montérégie-Centre
3. Diane Morissette, Syndicat des professionnelles en soins du Saguenay-Lac-Saint-Jean
4. Nathalie Nolet, Syndicat des professionnelles en soins des Cantons-de-l'Est
5. Joannie Dubé, Syndicat des professionnelles en soins infirmiers et cardio-respiratoires du Bas-Saint-Laurent
6. Pierre Dionne, Syndicat des professionnelles en soins de Montérégie-Est

WORD FROM THE PRESIDENT

En Action, vol. 35, no. 5, May 2022 | Published by the Communication Service | **Distribution:** 76,000 copies | **Graphic layout:** Coopérative Belvédère communication | **Cover photo (banner):** Camille Bouchard, Syndicat des professionnelles en soins des Laurentides | Reprint of any article or excerpt must indicate "reprint from the *FIQ en Action*" | If you wish to receive only the electronic version of FIQ publications, send a request to info@fiqsante.qc.ca | ISSN 1913-1755 (Print) | ISSN 1913-1763 (Online) | fiqsante.qc.ca | info@fiqsante.qc.ca



WE WANT TO HEAR YOU!



Preparation for the next negotiations with the Quebec government began a few weeks ago, and this special provincial council helped us to take an important step forward. It was a time for the delegation to cultivate a common vision of the context in which the FIQ and FIQP will evolve over the next few months.

The Negotiating Committee shared its reflections so that delegates would understand all of the issues surrounding the context and be able to make the best decisions for the next steps. Since the last round of negotiations took place at the height of the pandemic, the next one will certainly carry some of the scars from the ensuing aftermath. Many healthcare professionals jumped ship and others are now thinking of doing the same. The unacceptable working conditions healthcare professionals deal with should be a thing of the past.

Over the next several weeks, it will be time for healthcare professionals to

take the floor and we want to hear from you. It is more important than ever to join in discussions so that the next negotiation project is successful, unifying and based on the needs of the FIQ and FIQP members.

For over two years now, you have been at the centre of a global pandemic and harshly affected both professionally and personally. It's no longer up to you to carry the responsibility or to suffer the consequences of the pathetic state of the health network. It is the government's obligation to give healthcare professionals back the means to provide safe, quality care. And in light of what has happened in

the last two years, it not only has the power but also the duty to fulfil it!

Mandatory overtime, poor workforce planning, an excessive workload, overly high ratios, and many other factors ruin healthcare professionals' personal and professional quality of life and it is high time that things change. The consultation you have been asked to participate in will guide our choices in the next steps of negotiations. Let's unite in solidarity to defend our interests and ensure that the government has no choice but to listen to healthcare professionals. We strongly encourage everyone to participate!



Patrick Guay, Vice-President

MANDATORY OVERTIME A SHARED VISION OF OUR BATTLES

Since the council on April 12, 2022, where the delegates adopted the creation of an ad hoc committee on MOT, substitution of job titles and non-replacement, the Federation set up this committee composed of seven union reps.

At the first meeting of the committee on May 13, 2022, the committee reviewed the battles waged by the FIQ and FIQP on

these issues, at the labour relations, negotiation levels, the legal and political aspects and government relations. The union reps believe it is important to obtain all the information before continuing to work on the MOT action plan.

This information was presented to the delegation by the intersectoral committee that the Federation has set up to fight against MOT and with

which the ad hoc committee will work. At future meetings, we will discuss new ways to fight against MOT so that we win this battle.

More than 7,000 members responded to the Léger survey in May. The results will be presented to your union reps in June.

THE AD HOC COMMITTEE IS COMPOSED OF THE FOLLOWING SEVEN UNION REPS:

- Jeanne Campeau-Devlin**, Syndicat des professionnelles en soins de la Capitale-Nationale
- Denis Cloutier**, Syndicat des professionnelles en soins de l'Est-de-l'Île-de-Montréal
- Maxence Corriveau**, Syndicat des professionnelles en soins du Centre-Ouest-de-l'Île-de-Montréal
- Patricia Mailhot**, Syndicat des professionnelles en soins de la Mauricie et du Centre-du-Québec
- Amélie Mercier**, Syndicat interprofessionnel du CHU de Québec
- Andrée-Anne Otis**, Syndicat interprofessionnel de Lanaudière
- Brigitte Rochon**, Syndicat des professionnelles en soins de Montérégie-Ouest

For the delegates, part of the solution for MOT is implementing safe healthcare professional-to-patient ratios. If not already done, we invite you to sign the petition for a law on safe healthcare ratios in Québec: ratiosensante.org

