



ENACTION

Vol. 35 | No. 9 | November 2022

Special Provincial Council on October 31,
November 1 and 2

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



THAT'S IT, OUR DRAFT COLLECTIVE AGREEMENT IS ADOPTED!

The FIQ and FIQP delegates adopted the draft collective agreement on November 2, 2022 for the 76,000 members that they represent. This project contains several demands stemming from the e-consultation and local general assemblies. They were discussed, debated, then voted on by your union representatives.



It's a project bringing together all the nurses, licensed practical nurses, respiratory therapists and clinical perfusionists. The FIQ will defend it at the bargaining table, supported by its union reps and its members. The current provincial collective agreement expires on March 31, 2023.

Hence, over the coming months, we will be mobilized in order to be heard. We will demand major improvements in our working conditions to maintain a public health network with a sufficient number of healthy healthcare professionals working in it.

It's up to the government to show us their real desire to be an employer of choice as the Minister of Health, Christian Dubé, has publicly stated. We are united, determined and mobilized for our negotiations!

A few of our demands are:

Remuneration

- A salary upgrade to compensate for inflation over the last few months
- Protecting purchasing power by an annual salary adjustment mechanism
- A 4% salary increase on April 1, 2023, on April 1, 2024 and on April 1, 2025
- Salary increases to compensate for work on weekends, statutory holidays and overtime

Personal life-work balance

- Posting of the schedules at least two weeks in advance and covering a minimum of three months
- The option of adjusting a full-time position, for example four days per week
- Quicker accumulation of additional vacation days
- Granting of 10 days of paid leave for victims of domestic violence
- Adding a statutory holiday for the National Day of Truth and Reconciliation (September 30)

Workload

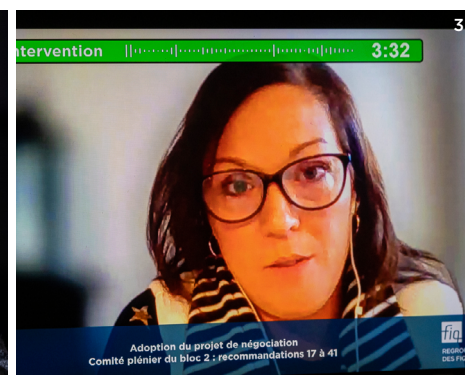
- A commitment to pass a law on safe healthcare professional-to-patient ratios
- Eliminating the use of private agency personnel
- Implementing measures encouraging healthcare professionals to return to the public network
- Eliminating the use of mandatory overtime

Don't hesitate to contact your local union team to discuss the negotiations, ask your questions and participate in the mobilization activities. ■

To consult the draft
collective agreement and
follow the negotiations:
fiqsante.qc.ca/nego

POSTE-PUBLICATION
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WORD FROM THE PRESIDENT

En Action, Vol. 35, No. 9, November 2022 | Published by the Communication Service | **Distribution:** 76,000 copies | **Graphic layout:** Coopérative Belvédère communication | **Cover photo (banner):** Geneviève Roberge, Syndicat des professionnelles en soins de Montérégie-Ouest | **Photos:** Jessie Brown | 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



TOWARDS WORKING CONDITIONS THAT MATCH YOUR SACRIFICES



The round of negotiations for the renewal of the collective agreement has officially begun. It's simple, for us, the next work contract is one of the key elements to get the health and social services network out of the current crisis, a crisis which has been going on since well before the pandemic. COVID-19 highlighted the shortcomings of a healthcare system that has been broken for too long.

Over the last few months, I have had the opportunity to meet many of you, across the province. Your messages are clear. Your expectations of better remuneration, personal life-work balance worthy of this name and a realistic workload are equal to the sacrifices you have made and continue to make day after day.

MINISTER DUBÉ, AN ALLY?

I listened to the Minister of Health, Christian Dubé, during an interview he gave recently. He said that he wanted to restore the quality of life of healthcare professionals and that he had carte blanche from the premier to resolve the network's issues, including human resources. We therefore invite him to endorse our demands, those of the real specialists in the field: the 76,000 FIQ and FIQP nurses, licensed practical nurses, respiratory therapists and clinical perfusionists.

We will receive the employer offers from the government in the weeks ahead. At that time, we will be able to judge if actions speak louder than the words. Because a thank you is nice, but we no longer believe them. Here, the government has the opportunity to concretely recognize the work of healthcare professionals at its true value.

Our demands of the government reflect your concerns. These are legitimate and also structural demands for the health network and for all the healthcare professionals who work in it. If not already done, I invite you to consult them, to talk about them with those around you and to convince your loved ones of the merits of our demands.

We also invite Minister Dubé to make the President of the Treasury Board, Sonia Lebel, aware of the needs and expectations of those who are still standing in the face of a crumbling network.

This negotiation is the one which must give us back hope. The one that will enable you to stay and enable your colleagues to come back to the public network. The one that will hopefully allow you to finally go home after a normal shift with a sense of accomplishment. It is also for the benefit of the patients and population of Québec that we must get the health and social services network out of the crisis. And to succeed, the government must show they are serious! ■

"The government has the opportunity to concretely recognize the work of healthcare professionals at its true value."



NOVEMBER 7: FILING OF THE DEMANDS WITH THE TREASURY BOARD AND WITH THE INSTITUTIONS' PEDS

On November 7th, the Negotiating Committee filed the FIQ demands with the Treasury Board in Quebec City. The active phase of the negotiations has now begun for the renewal of the provincial collective agreement!

On that day, the president of the FIQ, Julie Bouchard, insisted that the government needs to cooperate in valuing the healthcare professionals' work and expertise. They are responsible for ensuring their employees have a good quality of life at work and outside of work.

The affiliated unions also filed the demands with the PEDs in every institution. Employers also have a responsibility to healthcare professionals. Acting as a link between the Ministry of Health and the healthcare professionals' reality in the field, the PEDs were invited to take the FIQ demands to the Ministry of Health. Everyone will win, especially the patients, who are entitled to safe, quality care.

The employer party will file their offers by the beginning of 2023.

