

The government should offer more... A lot more!

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ENACTION

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Special Provincial Council - Negotiations on January 18 and 19

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



DISRESPECTFUL, INADEQUATE AND INSULTING OFFERS

Meeting at a special provincial council - negotiations, the FIQ and FIQP affiliated union representatives rejected the government's offers made on December 15, 2022 in the provincial negotiations. Unfortunately, they are out of touch with the problems repeatedly identified by the healthcare professionals.

See or review our union demands at fiqsante.qc.ca/nego

The anger over the employer's offers is clear. The union reps called them disrespectful, inadequate and insulting. Day after day, healthcare professionals sacrifice their physical and mental health in order to provide patient care. They feel these offers are a total lack of respect from the government.

The proposals in the employer offers affect several subjects, from organization of work to the pension plan, parental rights and salary. The proposed salary increases total 9% over 5 years, which is more than inadequate. The proposed discussion forums are completely outdated: a rehash that has already been rejected by the unions in 2020. There is no point in multiplying the number of discussion forums when we already know the solutions.

CONCRETE SOLUTIONS THAT ARE QUICKLY APPLICABLE

For their part, the priorities of the FIQ and FIQP members are still the same: remuneration, personal life-work balance and workload.

The government will have to be more convincing about its intentions to save the health network. To be an employer of choice as Christian Dubé hopes, it will need to not only offer competitive salaries to the healthcare professionals but also working conditions worthy of that name.

NEXT STEPS

The president of the Treasury Board says she is ready to quickly discuss solutions but remember that the FIQ submitted the healthcare professionals' demands on November 7, 2022.

The Federation hopes to be able to agree on a work schedule that will allow this crucial negotiation for healthcare professionals and the network to move forward quickly and smoothly.

The delegates will be meeting again in mid February for an update and to discuss mobilization. ■

View the employer offers at fiqsante.qc.ca/nego



1. Carolane Bibeau, Syndicat des professionnelles en soins de Montérégie-Est
2. Nathalie Bélanger, Syndicat des Professionnelles et Professionnels en soins de santé du CHUM
3. Stéphane Girard, Syndicat des professionnelles en soins de l'Est-de-l'Île-de-Montréal

WORD FROM THE PRESIDENT

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THE GOVERNMENT SHOULD OFFER MORE... A LOT MORE!



The first weeks of 2023 looked just like 2022 for healthcare professionals. The news is constantly reminding us about the critical situation in the health network with overloaded emergency departments front and centre. Once again, the holidays were trying for nurses, licensed practical nurses, respiratory therapists and clinical perfusionists. And it's not over! Occupancy rates exceed comprehension, there are still a lot of COVID-19 cases and other respiratory viruses are reaching their peak.

What could have been going through the government's mind to make it think that, in these negotiations, its first offers made any sense and would meet healthcare professionals' needs?

This government sends contradictory messages. On one hand, it claims loudly that it wants to become a choice employer in the public health network and on the other, it submits unspeakably insulting offers! Our response was very clear with the massive rejection of the offers. The government will have to offer healthcare professionals more, a lot more, if it wants to reach a tentative agreement with us.

In recent months, more of you have spoken up than ever before! You have voiced your indignation over mandatory overtime, your work overload, your physical and mental exhaustion and your inability to offer safe, quality care to patients.

The code of silence has reigned supreme for so long that it is galvanizing to see you brave it with so much self-assurance and courage! You are denouncing the unacceptable and, regardless of what the government

says, it has nothing to do with the pressure tactics for negotiations. It is simply the overflow from taking on too much in recent years. You have had enough of employers who turn a deaf ear to your legitimate demands. When it is dangerous for you and your patients, a red flag isn't enough. You have to use an electric jolt.

Ironically, by submitting its insulting offers, François Legault's government unwittingly blew on the embers of our mobilization, of your mobilization. In actuality, it chose to catapult the voice of 80,000 healthcare professionals.

It should not take these negotiations lightly. Remuneration, personal life-work balance and workload are all issues that will be defended at the bargaining table. And these are not the FIQ's issues. They are those of the healthcare professionals who want to regain control over their lives, to receive recognition for their true value and to be able to give the people of Quebec the care they are entitled to.

Healthcare professionals have been mistreated by working conditions for so long that it is unimaginable that it

continue this way for much longer. It is when courage and anger merge to demand more respect that things change. Let's continue, we are clearly on the right path. ■

You can now indicate your support for the draft collective agreement and the Negotiating Committee on the FIQ website at: fiqsante.qc.ca/nego

Do you have your bookmark?
Ask your local union team for one.

NÉGO 2023

3 TARGETED ISSUES



REMUNERATION

PERSONAL LIFE-WORK BALANCE



WORKLOAD



60 STRONG AND PROMISING DEMANDS BY AND FOR THE HEALTHCARE PROFESSIONALS

You want more info on the négo and the union demands submitted to the government?

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