



ENACTION

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PROVINCIAL NEGOTIATIONS AND BILL 15: POTENTIAL IMPACTS ON WORKING CONDITIONS

The active phase of the negotiations is well underway! This is the time, during a collective bargaining cycle, that the talks between the parties intensify. The union negotiating committee, composed of seven elected FIQ union reps, two joint political officers and union consultants, and the employer negotiating committee, composed of government representatives, are meeting more often. Each party then sets out the arguments for its negotiation demands.

The Committee will return to the bargaining table in order to follow up on the various offer details specified by the government, while putting forward the solutions that the FIQ proposes.

In presenting its progress report at the Special Provincial Council on April 12 and 13, 2023, the Negotiating Committee provided important insights into what is happening at the bargaining table.

In fact, the significance of current events was very important in this presentation. A major bill was tabled recently, i.e., Bill 15 - An Act to make the health and social services system more effective. It aims to review the functioning of the health care system and could have significant impacts on the working conditions of healthcare

professionals, even though the Minister of Health claimed the contrary at a press conference. In light of the information currently available, the Negotiating Committee committed to evaluate the scope of Bill 15 on the current negotiations and to present its recommendations on April 25 at the next special provincial council.

It was also decided that all FIQ members will be consulted on the employer's offers. This step has a twofold objective: publicize the employer's offers and mobilize members around the provincial negotiations. Hence, an online

consultation will be conducted in May so that all healthcare professionals represented by the Federation can vote on the employer offers. ■

The delegation was presented with the progress of the meetings at the bargaining table, held on March 27, March 30 and April 6. One interesting element that emerged was that the few premiums that were due to expire on March 30 will be extended until at least June.



1. Carole Mercier, Syndicat des professionnelles en soins de Chaudière-Appalaches
2. Julie Lebrun, Syndicat des professionnelles en soins de la Mauricie et du Centre-du-Québec
3. Julie Bisson, Syndicat des Professionnelles et Professionnels en soins de santé du CHUM
4. Marika Turcotte, Syndicat des professionnelles en soins des Cantons-de-l'Est
5. Manon Reed, Syndicat des professionnelles en soins de l'Est-de-l'Île-de-Montréal
6. Nancy Hogan, Syndicat interprofessionnel du CHU de Québec

WORD FROM THE PRESIDENT

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THE RIGHT TO ASK QUESTIONS



Over the last few weeks, our organization has aroused emotions in the public domain. Some columnists, as well as the CAQ government, have criticized us for being intransigent, inflexible, closed to change and even ready to fight! However, whether it was when the Act on limiting the use of agency personnel in the network or the one creating the l'agence Santé Québec (Québec Health Agency) was tabled, the Federation was far from getting worked up in public. If asking questions, raising issues for the common good and denouncing the risks on free access to care and services are perceived as radical acts, that's extremely concerning for the future.

Bill 15 – An Act to make the health and social services system more effective is massive. But all the healthcare professionals having experienced the last major reform, under the Liberal Minister, Gaétan Barrette, know that shuffling structures and more centralization does not produce good results. Bill 15 is completely in the same line: decision-making is being moved even further away from the field, from the delivery of care and services and, above all, from those who provide the care!

A BILL GOOD FOR WHOM?

At the Special Provincial Council on April 12 and 13, 2023, we were able to further discuss the content of Bill 15 with all the union representatives. And the question still remains: how

will this bill have a positive impact on healthcare professionals in the public network and on patients?

It goes without saying that we share many of the same observations about the problems of access to care and services and that the status quo is not possible. We have been denouncing this for a long time. However, some questions remain unanswered at this time and we fully intend to demand answers and present our proposals when we go to the parliamentary commission.

Because, in the end, it's the healthcare professionals at the heart of the network, who experience the difficulties and who see the system failures every day. They are the first

to denounce the quality and safety of care currently provided in the network. They want to participate in identifying possible solutions and raising red flags when the direction taken does not seem to be the right one. Minister Christian Dubé should take the opportunity to demonstrate that he is indeed the minister he claims to be, that is, a minister of collaboration, listening and teamwork. ■

