



EN ACTION

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Special Provincial Council on May 15

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INFORMED, PREPARED AND MOBILIZED!

All negotiations require solid bargaining power. And faced with the Legault government, which has done everything it can to overstep the Negotiating Committee duly appointed by the FIQ members' representatives, these negotiations are no exception.

From the development of our booklet of demands (in which you played a huge role), to the consultation underway on the employer offers (which has gotten off to a fireball start), it is by getting all FIQ members to help and by using a transparent negotiation process that your Negotiating Committee is working to build this bargaining power. Everything is in place to ensure you have the information to get you up to speed on the negotiations of your working conditions. Because information is power.

This power must now be expressed in concrete, visible actions of solidarity. After the consultation on the last employer offers, you will be called on to participate in mobilization actions. Be ready to answer the call of your local union representatives and to support them in their work. Each and every one of us has a responsibility to build our bargaining power in solidarity.

The intensification of mobilization actions must be done in alignment with what is happening at the bargaining table. We must apply enough pressure to force the employer party to get ever closer to the legitimate demands of healthcare professionals, while not leaving the government any leeway as it tries to label the unions as inflexible and irresponsible.

The progression of our mobilization actions is paving the way to the ultimate pressure tactic, going on strike, if necessary. To this end, your representatives at the special provincial council attended a full presentation on the legal provisions around exercising the right to strike. After, there was a panel featuring union reps with extensive experience at the FIQ. They spoke in detail about their experiences with the strikes in 1989 and 1999, which marked the history of the Quebec union movement.

Lastly, the Negotiating Committee went over work progress at the bargaining table. After a slow, difficult start, the committee's determination has paid off. The work pace has sped up significantly and discussions are now well underway, even though there is still a significant gap between the needs of healthcare professionals and the government's offers.

We cannot make any gains unless each of us is mobilized. ■



1. Patricia Pouliot, Syndicat des professionnelles en soins de Chaudière-Appalaches
2. Julie Daignault, Syndicat des professionnelles en soins des Laurentides
3. Ann Déry, Syndicat des professionnelles en soins infirmiers et cardiorespiratoires du CUSM

WORD FROM THE PRESIDENT

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THE HEALTH NETWORK AND HEALTHCARE PROFESSIONALS ARE ALWAYS MAKING HEADLINES



The weeks pass and health care always seems to make its way into the news. It shows that the state of the health system is truly concerning for Quebeckers. Whether it's to do with the issues with the OIIQ exam and the next cohort of nurses, Bill 15, or the surgery wait lists, the FIQ's stance remains the same: promote the importance of the role healthcare professionals play with their patients. Your voice counts on each of these matters. Because without you there is no care. Period.

While the CAQ enjoys making a sport of attacking labour organizations, it's clear that we aren't the only ones worried about the strong methods the Health Minister chose to reform the network. The majority of the groups that participated in the parliamentary committee on Bill 15 said it: we must protect the public network, bring managers closer to the field and, above all, improve the quality and safety of care.

And to properly play your role as care professional, it's simple, you need good working and practice conditions and to be valued. However, the government still seems to have trouble understanding that. We think negotiations to renew the collective agreement are entering a new phase, and we hope it will be for the better!

GOVERNMENT UNDER PRESSURE

The example of maintaining pay equity is glaring: the government has been postponing the pay equity

audit for two years (2015-2020) (even though it's the law), which aims to prevent salary discrimination. It took all doors closing in his face to finally deign to begin the work.

The good news is that in the coming months, predominantly female jobs held by healthcare professionals will finally be evaluated based on the changes between 2015 and 2020 and compared to equivalent predominantly male jobs in the public and parapublic sectors in Quebec. Salaries can then be adjusted accordingly.

The union reps on the ad hoc committee on pay equity maintenance have long been ready to take on this colossal task. Since it's a very technical matter, governed by law, feel free to consult the [website](#) and to ask your union representatives questions.

While the summer is made for fun, unfortunately, it won't be for several

of you who will have to compensate for the network managers' lack of planning. The government currently looks spotless because it is missing in action. But we are expecting a concrete plan for the summer.

Obviously, we have a few ideas in mind: to put an end to coercive employer measures, to promote incentives, especially financial, to find human-scale solutions with our unions, and to significantly improve schedule predictability.

I would like to once again wish you a happy healthcare professional month! ■



1. Stéphanie Goulet, Syndicat des professionnelles en soins des Cantons-de-l'Est
2. Nancy Hogan, Syndicat interprofessionnel du CHU de Québec
3. Stavros Birbatakos, Syndicat des professionnelles en soins du Centre-Ouest-de-l'Île-de-Montréal
4. Julie Boivin, Syndicat des professionnelles en soins du Saguenay-Lac-Saint-Jean
5. Sébastien Bouchard, Syndicat interprofessionnel de la santé de l'IUCPQ
6. Julie Lebrun, Syndicat des professionnelles en soins de la Mauricie et du Centre-du-Québec