



ENACTION

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RFIQ Provincial Council on March 19, 20 and 21

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PROVINCIAL DAY WITHOUT MANDATORY OVERTIME: APRIL 8-ENOUGH'S ENOUGH!

On April 8, the first provincial day without mandatory overtime, healthcare professionals wanted to be able to choose their physical and mental health, their personal life and family.

The initiative resulted from a recommendation the delegation adopted at the provincial council. Many delegates spoke up to describe the sad situations healthcare professionals face due to the critical amount of mandatory overtime holding them prisoner at work.

They've done it long enough! Healthcare professionals have said it time and again, they just can't do it anymore. Even though the FIQ intervened on multiple occasions with employers and the government, this organizational violence continues to be practiced in healthcare institutions.

As a result, the union reps agreed that they needed to organize something quickly that would be commensurate with their members' distress. They decided that April 8 would be the first provincial day without mandatory overtime for healthcare professionals throughout Quebec.

ALMOST A WEEK TO ORGANIZE EVERYTHING

This unprecedented day of mobilization was announced at a press conference at the FIQ head office on April 2, 2019, with all of the affiliated union presidents in attendance. Employers had a week

to do what they should do on a regular basis, i.e., properly plan work schedules with sufficient staff.

WHAT NEXT?

Other events could be planned in the next few weeks to continue the battle. In the meantime, the delegates have asked that an ad hoc committee be set up to analyze the issue and develop an action plan. ■



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At the microphone: 1. Matthieu Parker-Labonté, CISSS des Laurentides 2. Louise Bergeron, CISSS de l'Outaouais 3. Judith Germain, Résidence Angelica

WORD FROM THE PRESIDENT

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HEALTHCARE PROFESSIONALS ARE DEEPLY FRUSTRATED

Mary Béland

At the provincial council, delegates discussed at length healthcare professionals' workload, mandatory overtime and the need for safe ratios.

MANDATORY OVERTIME: IT'S ENOUGH!

Mandatory overtime is a very important concern at the FIQ. It is a form of organizational violence that can no longer be tolerated. After releasing the first ad denouncing mandatory overtime, which has reached a crisis level, members will ramp up mobilization, especially over the next few months.

Together, we will be the pebble in the Health Minister's shoe, the Minister who publicly promised to eliminate mandatory overtime. We will be the pebble reminding her that healthcare professionals deserve more, deserve better!

The meeting came after a very busy holiday and winter in which healthcare professionals, as in previous years, suffered undue pressure. They once again bore the brunt of poor planning, combined with bad administrative decisions made by their employers and the government. All the pieces were in place to spark passionate discussion between the delegates.

There's no longer a shadow of a doubt. Healthcare professionals are deeply frustrated with their working conditions and their patience has run dry. Without any concrete measures from management—measures that could revive healthcare professionals' hope of seeing their

workload balance out and of saying goodbye to mandatory overtime—the pressure will go up a notch. Quebec's healthcare professionals have mobilized and are determined to get their message across.

It's hard to say whether predictions came true or if we simply lost faith that the government actually wanted to do something meaningful for healthcare professionals, but as the provincial council came to a close, the CAQ's first budget left us speechless. Looking at the budget as a whole, it's obvious that François Legault's government is not ready to fully commit to resolving the healthcare professional crisis.

We asked for a budget of 350 million dollars specifically for safe healthcare professional-to-patient ratios. The government announced 200 million without saying what would be done with the money. We are going to make sure that money won't be randomly distributed around Quebec, but will instead go toward implementing safe ratios.

All the signs point to the fact that we made the right decision in raising our tone with the government and employers who aren't in the least concerned with healthcare professionals' suffering. ■



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SAFE RATIOS

**Protest at the CISSS de la Montérégie-Est
Safe ratios: a new, free accredited training program**



PROTEST AT THE CISSS DE LA MONTÉRÉGIE-EST

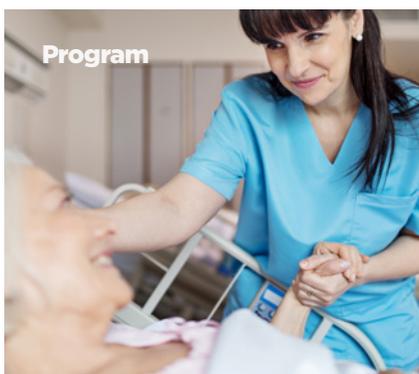
Hundreds of delegates protested outside of the Centre d'hébergement de l'Hôtel-Dieu-de-Saint-Hyacinthe to denounce the employer's inaction. Healthcare professionals are working in very difficult conditions and the employer remains unsympathetic.

Healthcare professionals are struggling to provide safe, quality care to patients due to mandatory overtime, job title substitution, use of independent labour, and unreplaced absences.

The local union reported the situation to the employer many times in recent years but to no avail.

The protesters showed their colleagues support in order to put

pressure on the employer. Let's not forget that it's not uncommon for a night nurse to have over 160 patients in her care at this institution. It's simply unacceptable! ■



Program

**Safe ratios:
a rallying
advocacy project!**

Training developed by the
Fédération interprofessionnelle
de la santé du Québec-FIQ



**SAFE RATIOS:
A NEW, FREE ACCREDITED TRAINING
PROGRAM**

The FIQ developed an hour-long accredited training program on the impacts of safe healthcare professional-to-patient ratios. It's called *Safe ratios: a rallying advocacy project!* and is free for healthcare professionals.

Ratios are a rallying advocacy project that guarantee there's always a properly staffed team of healthcare professionals in centres of activity. They ensure safe, quality care, and benefit both patients and healthcare professionals.

The training program will be given over the next few months in Quebec health institutions. Elected officers will be there to participate and meet you.

If you would like to take the training program, keep an eye out for posted information and talk to your local union team.

PROFESSIONAL PRACTICE

**Respiratory Therapist Tactical Committee
Front-line Ad Hoc Committee**



RESPIRATORY THERAPIST TACTICAL COMMITTEE

Three of the six Respiratory Therapist Tactical Committee members presented a report on their work over the last few months at the council. The committee was formed on November 29, 2018, at the FIQ's provincial meeting for respiratory therapist union reps, which was held to discuss concerns regarding recognition of the profession.

On July 19, 2018, the respiratory therapist profession was legally broadened to include two new activities: assessing the cardio-pulmonary condition of a symptomatic person and prescribing medication for smoking cessation.

ACTIONS

One of the Tactical Committee's mandates is to identify actions that will advance respiratory therapists' demands. The committee explored various avenues for improving the respiratory therapy professional practice, including eliminating technical units, implementing respiratory therapist-to-patient ratios, changing salary rank, gaining new job title wording or new job titles in respiratory therapy, expanding the front-line, and

deploying their full scope of practice and professional independence.

PROVINCIAL OVERVIEW

The committee plans to quickly draw up a provincial overview of the respiratory therapy practice to identify the best practices in the various centres of activity. The committee would ultimately like to bring to light actions to advance respiratory therapists' interests. A second provincial meeting for respiratory therapist union reps will be held in the next few months.

The FIQ also met with the Ordre professionnel des inhalothérapeutes du Québec (OPIQ) to discuss initial training and respiratory therapy staff recruitment and retention, two issues it would like to examine further.

Members of the Tactical Committee include Linda Lapointe, Vice-President, Respiratory Therapist, Jérôme Rousseau, Vice-President, and Julie Rioux, FIQ Union Consultant, as well as respiratory therapist union reps Isabelle Trépanier, from the CHU de Québec, Julie Boivin, from the CIUSSS du Saguenay-Lac-St-Jean, Mylène Durocher, from the CHUM, Julien Bélanger (absent from photo), from the CIUSSS de la Mauricie-et-du-Centre-du Québec, Julie Côté (absent from photo), from the CISSS de la Montérégie-Centre, and Julie Daignault (absent from photo), from the CISSS des Laurentides. ■

At the microphone:
1. Caroline Flageol, CHUM
2. Étienne Arvisais, Montreal Heart Institute
3. Marie-Josée Pariseau, CISSS des Laurentides



FRONT-LINE AD HOC COMMITTEE

Last June, Federal Council delegates recommended that the FIQ Executive Committee set up an ad hoc committee to analyze the impact of budget cuts on front-line care and services. The committee presented a progress report at the March Provincial Council.

From the first meetings, it was clear to the committee members that they would focus on the erosion of the CLSCs' role to the benefit of GMFs (family medicine groups) and the subsequent impacts on healthcare professionals and their patients. Consultations are being held to establish an accurate overview of the situation, which will allow the FIQ, starting in 2020, to take action on this issue.

Committee members: Shirley Dorismond, Vice-President, Marc Thibault-Bellerose, FIQ Union Consultant, union reps Mylène Lévesque, from the CISSS de la Montérégie-Centre, Marie-Josée Bélisle, from the CIUSSS de la Mauricie-et-du-Centre-du-Québec, Françoise Ramel, from the CIUSSS du Centre-Sud-de-l'Île-de-Montréal, Geneviève Brochu, from the CISSS de Lanaudière, and Audrey Blackburn, from the CIUSSS du Saguenay-Lac-St-Jean (absent from the photo).

SOCIOPOLITICAL

**Challenges of Secularism:
First and foremost protecting the right to work
Solidarity with Aluminerie de Bécancour employees**



Andrée-Anne Gagnon, CIUSSS de la Capitale-Nationale

CHALLENGES OF SECULARISM: FIRST AND FOREMOST PROTECTING THE RIGHT TO WORK

At the provincial council, the delegates led a discussion on secularism and wearing religious symbols in public in light of the tabling of the CAQ government's secularism bill. The bill was tabled on March 28, 2019, a few days after the council.

Given that the social context and reasoning surrounding secularism has evolved in recent years, it seemed appropriate to update the FIQ and FIQP's stance on it.

Since the Parti Québécois introduced the Québec Values Charter in 2013, the feminist movement, like the rest of society, seems deeply divided on the issue.

This division makes it rather difficult, almost impossible even, to take a satisfactory stance on secularism and wearing religious symbols based on feminist values alone. In fact, one could defend opposing points of view based on the same values.

It was with this in mind that the delegates held a respectful

discussion and adopted, carried by a strong majority, the recommendation that the organization refocus its position on its main mission, i.e., to protect jobs, the right to work and better working conditions. ■



At the microphone:
1. Nancy Hogan, CHU de Québec
2. Jonathan Rehel, CIUSSS de l'Estrie-CHUS



SOLIDARITY WITH ALUMINERIE DE BÉCANCOUR EMPLOYEES

On Wednesday at the provincial council, the delegation gave a warm welcome to Martin Gauthier and Maxime St-Pierre, two workers from the Aluminerie de Bécancour. They are members of the Syndicat des Métallos, local section 9700, and came to talk about the ongoing conflict between the workers and employer.

The Aluminerie de Bécancour employees' collective agreement expired in November 2017 and on January 11, 2018, Alcoa and Rio Tinto locked out 1,030 unionized workers. Since the lock out, they have continued to mobilize to defend their working conditions.

The delegation was moved by their story and courage and showed solidarity by passing a motion to support the Métallos' unprecedented mobilization.

If you would like to stand in solidarity with them, you can join their Facebook group *Appuyons les lockoutés d'ABI à Bécancour*. ■

ELECTIONS

**A strong voice
in health care.**



There were several positions up for election at the provincial council. Congratulations to the newly elected union reps!

ELECTIONS

FIQP EXECUTIVE COMMITTEE



Martine Beaulieu, Secretary
Assistant-Head-Nurse,
Groupe Champlain inc.
(FIQP-SPSQ)

RFIQ AD HOC COMMITTEES



**Negotiation Council
(clinical perfusionist)**
Nissa Poisson-Thomas,
Clinical Perfusionist, MUHC
(FIQ-SPSICR du MUHC)



**Negotiation Council
(respiratory therapist)**
Mylène Durocher,
Respiratory Therapist, CHUM
(FIQ-SPPSS du CHUM)



Jonathan Huneault (substitute),
Respiratory Therapist, CISSS des
Laurentides (FIQ-SPSL)

RFIQ PROVINCIAL COMMITTEES



Election Committee
Joëlle Bilodeau (substitute),
Licensed Practical Nurse,
CIUSSS du Centre-Sud-de-
l'Île-de-Montréal (FIQ-SPSS du
Centre-Sud-de-l'Île-de-Montréal)



Youth Committee
Dominique Plante (1st substitute),
Respiratory Therapist, CIUSSS de la
Mauricie-et-du-Centre-du-Québec
(FIQ-SPSMCQ)



Mélyna Tremblay (2nd substitute),
Licensed Practical Nurse,
CIUSSS du Saguenay-Lac-St-Jean
(FIQ-SPSSLSJ)



Béatrice Bellefleur (3rd substitute),
Respiratory Therapist, MUHC
(FIQ-SPSICR du MUHC)



OHS Committee
Jennifer Gunville (1st substitute),
Licensed Practical Nurse,
CISSS des Laurentides (FIQ-SPSL)



Éric Auger-Lafond (2nd substitute),
Licensed Practical Nurse,
CISSS de la Montérégie-Ouest
(FIQ-SPSMO)



NEGOTIATING COMMITTEE ¹

Meet the Negotiating Committee for the next provincial negotiations. Left to right:

Isabelle Groulx, Respiratory Therapist, CISSS de la Montérégie-Ouest (FIQ-SPSMO) – **Jean-Philippe Landry**, Nurse Clinician Assistant-Head-Nurse, Montreal Heart Institute (FIQ-SPICIM) – **Nagia Idel-Mehdaoui**, Care Counsellor Nurse, Cree Board of Health and Social Services of James Bay (FIQ-SNII de la Baie-James) – **Sébastien Bouchard**, Nurse, IUCPQ (FIQ-SIIQ) – **Véronique Foisy**, Nurse Clinician, CIUSSS de l'Estrie-CHUS (FIQ-SPS des Cantons-de-l'Est)

1. Candidates who were not elected to the Negotiating Committee have been designated as substitutes:
Ridza Cléophaat (1st substitute), Licensed Practical Nurse, CIUSSS de l'Ouest-de-l'Île-de-Montréal (FIQ-SPSSODIM)
Lynda LeBlanc (2nd substitute), Nurse, CHUM (SPPSS du CHUM)
Louise Bergeron (3rd substitute), Nurse Clinician, CISSS de Outaouais (FIQ-SPSCA)
Françoise Ramel (4th substitute), Nurse Clinician, CIUSSS du Centre-Sud-de-l'Île-de-Montréal (FIQ-SPSS du Centre-Sud-de-l'Île-de-Montréal)