



# ENACTION

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Special Provincial Council - Negotiations  
on October 24

REGROUPEMENT DES FIQ | [fiqsante.qc.ca](http://fiqsante.qc.ca) | [fiqp.org](http://fiqp.org)



## THE FIQ AND THE APTS SUBMITTED THEIR DEMANDS

At their respective meetings on October 24 in Quebec City, the FIQ and APTS delegates adopted the common demands that would be presented to the Conseil du trésor that same day with a view to renewing their provincial collective agreement.

These demands deal with intersectoral matters, i.e., salaries, retirement, parental rights and regional disparities.

The 23 demands adopted by the two delegations stem from a consultation conducted among FIQ and APTS members that ended in early October. The proposals submitted for consultation received broad approval from members, as well as recognition for the problems they target.

Nine other demands, previously adopted on September 10, 2019 by

both organizations' delegations, were added to the 23 demands.

The demands cover various aspects of the retirement plan, to make it more flexible and provide incentive for people in the workforce to stay longer; it covers parental rights, to further align them with current needs; it covers regional disparities, to better tackle issues of staff recruitment and retention, and remuneration.

The FIQ and APTS are demanding a 7.2% increase for each of the three

years of the next collective agreement because the members deserve their fair share.

This is an essential salary catch-up. It is crucial to rendering the health and social services network a respectable workplace that is healthy and attractive, the way it should be. ■

### 131,000 VOICES WILL BE HEARD

The APTS and FIQ are submitting 32 union demands for improving the working conditions of their 131,000 members. These demands would ensure the population receives safe, quality, accessible care and services that meet their expectations.

On behalf of the FIQ, joint Political Officers for Negotiations, Roberto Bomba, Treasurer, and Cynthia Pothier, Vice-President, as well as Negotiations spokesperson, Sophie Guilbault, along with the Negotiations coordination team and members of the Negotiating Committee, met with the representatives of the Conseil du trésor to submit the union demands alongside the APTS.



**WORD FROM THE PRESIDENT**

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**FAIR DEMANDS**

*Nancy Bédard*

It's begun! The Quebec government now has the intersectoral demands of the 131,000 members of the APTS-FIQ alliance. These demands are fair and founded on solid analyses conducted by economists and the Institut de la statistique du Québec (ISQ).

While there are a little over thirty common union demands, the salary demand caused the greatest stir on the day of the submission. Health network and social service workers suffered greatly from the budget cuts over the last several years and so it is in no way idealistic to request a rebalancing of the scales. Given the number of sacrifices made by this predominantly female workforce over time, it is our right to demand fair treatment today.

Improved working conditions and better salaries are absolutely essential and will ensure the network has sufficient staff and is able to provide safe, quality and accessible care and services to the

population. Healthcare professionals and their patients see it every day. The government cannot deny the evidence and needs to invest in the people who are the lifeblood of the network. Time's running out and the situation requires urgent action.

Nurses, licensed practical nurses, respiratory therapists and clinical perfusionists are overloaded, exhausted and leaving or considering leaving their profession. Our health system is dangerously close to the edge and as long it has the same working and practice conditions, it's difficult to recruit and retain staff.

The gathering outside of the National Assembly with our APTS colleagues

was a beautiful demonstration of our determination to make our voices heard. Over the next few months, the 131,000 members of the APTS and FIQ will be mobilized province-wide for one objective: achieving full recognition of our daily work in the health and social services network.

We know the problems in the network, we live with them every day. As we work to improve our working conditions and salary, we are striving to improve the safety, quality and accessibility of care. We will focus all of our energy on winning this battle and we will win it not only for us, but for the population. ■

**THE FIQ AND APTS DELEGATES SHOW UP TO SHOW SUPPORT!**

The rain didn't dampen the spirits of the FIQ and APTS delegates who marched to demonstrate outside the National Assembly to mark the start of these important negotiations.

As they chanted "We're done working ourselves sick!," they showed support for APTS President Carolle Dubé and FIQ President Nancy Bédard who demanded that the government invest in the health and social services network and its employees.

Next, they marched to the Conseil du trésor's offices to submit the union demands.

