



ENACTION

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Special Provincial Council
on November 12 and 13

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GETTING READY FOR THE NEXT PROVINCIAL NEGOTIATIONS

The FIQ provincial agreement will expire on March 31, 2020, which means it's time to begin working on the next round of negotiations. Negotiating working conditions for its 76,000 healthcare professional members is of critical importance to the FIQ and requires preparation over a year in advance.

At the special provincial council in November, delegates went over the last round of provincial negotiations, discussed outlooks and adopted the negotiation structure for upcoming negotiations. Remember that during the 2015 negotiations, the FIQ had to work within an anti-union context which lasted from the prep phase right up until the conclusion of the collective agreement.

The 2015 negotiations were also tainted by the Liberal government's highly restrictive financial framework and austerity rhetoric. The introduction of Bill 10 triggered major restructuring in the health network and forced the FIQ to adjust its demands. Despite the difficult context, the FIQ received unprecedented public support for

healthcare professionals and their demands, and was able to win major gains.

During the last negotiations, the FIQ positioned itself as a proactive labour organization focused on innovative solutions for both healthcare professionals and citizens.

OUTLOOK FOR 2020

The active period of upcoming negotiations should begin in fall 2019 when labour organizations submit their union demands. The FIQ will hold consultations from February until June 2019 with affiliated unions and members to identify negotiation priorities and compile the book of demands. The demands will be submitted to the delegates at the

June 2019 provincial council, then discussed at the institutions' general assemblies and adopted in fall 2019.

The FIQ will negotiate with the new government, the Coalition avenir Québec (CAQ). This will significantly influence the upcoming negotiations. In addition to the CAQ's election promises and program, its priorities are education and health care. The FIQ will demand more than what was promised during the election and be more active than ever in the health network and public eye in order to turn the spotlight on healthcare professionals during the 2020 provincial negotiations. ■



Negotiation structure

The delegates adopted a new negotiation structure for the next negotiations. The structure is up-to-date and adapted to the reformed health network and will facilitate information sharing, feedback and union rep and member consultations in order to reach a collective agreement. It comprises the decision-making structure and the information and mobilization structure.

The Provincial Negotiation Council will be the largest decision-making body during the negotiation period. It will be composed of members of the provincial Executive Committee, delegates from all institutions represented by the FIQ and FIQP | Secteur privé, and members of the Negotiation Council and those elected to the Negotiating Committee. It will be asked to make a statement on the negotiation priorities, draft collective agreement, methods of action and recommendation on the tentative agreement.

Decision-making structure

Provincial Negotiation Council
Provincial Executive Committee
Negotiation Council
Negotiating Committee
Negotiation Coordination Committee

Information and mobilization structure

Provincial information and mobilization team
Local information and mobilization officers

**NEGOTIATIONS
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THE FIQ AND APTS TO FORM AN ALLIANCE



The delegates unanimously adopted a resolution for the FIQ and Alliance du personnel professionnel et technique de la santé et des services sociaux (APTS) to form an alliance in light of the upcoming negotiations.

The voices of 130,000 professionals and technicians (over 86% female) in health and social services will ring out loud and clear in the next negotiations.

Following discussions held over the last months, the two organizations decided to present an operating protocol at their respective meetings outlining the parameters for the joint sectoral and intersectoral negotiations. The APTS delegates agreed to the alliance on November 14.

The analysis of the political, social, economic and union contexts convinced both organizations that this alliance would boost their bargaining power and help to improve working conditions for their members. The FIQ and APTS will retain their independence and the

integrity of their decision-making structures and resources while building solidarity that will allow them to achieve their overall and specific objectives for the 2020 negotiations.

The intersectoral negotiations will be led at a FIQ-APTS table. The member consultations, union demand submissions and negotiations will be done as a joint process. The sectoral negotiations will be led at two separate bargaining tables and deal with subjects that both organizations have in common. Union demand submissions will be separate.

The FIQ's and APTS's members' concerns and experience in the health network have a lot in common, especially after the reforms in the last few years. In this context, both organizations feel that working together serves the interests of their members and public services, and that it is wise to stay open to a larger coalition with other organizations. ■



LOCAL NEGOTIATIONS: 17 TENTATIVE AGREEMENTS!

Since last June, the FIQ and its affiliated unions reached 17 out of 18 tentative agreements in the local negotiation process resulting from the introduction of Bill 10. 16 of the agreements have been ratified by members so far, 11 of which with over 90% in favour.

The organization's and members' mobilization and determination were what made it possible to positively conclude the local negotiations process for the majority of the affiliated unions and make significant gains. The new local collective agreements will be a breath of fresh air to healthcare professionals, one they desperately need.

LET'S SUPPORT OUTAOUAIS

Despite all of the local union's efforts, unfortunately, their employer has obstinately refused to truly negotiate. We're talking about the CISSS de l'Outaouais. Mediation is slated to begin soon. At the last decision-making meeting, delegates took time to support their fellow healthcare professionals from Outaouais. Delegates showed solidarity for the ongoing battle against an employer who has shown nothing but bad faith.

You can show your support by writing to the institution's CEO: <http://www.fiqsante.qc.ca/outaouais/nego-locale-intervention-aupres-du-pdg/>

