

The text 'Provincial negotiations' is written in a white, bold, sans-serif font inside a large orange speech bubble.The year '2020' is written in a white, bold, sans-serif font inside a smaller orange speech bubble.The text 'URGENT NEED FOR ACTION' is written in a white, bold, sans-serif font inside a yellow speech bubble. To the left of this bubble is a teal speech bubble containing a white icon of an alarm clock.

**CONSULTATION ON THE
PRELIMINARY PROJECT
FOR THE SECTORAL
NEGOTIATIONS**

The text 'Consultation book' is written in a white, sans-serif font inside a blue speech bubble.The text 'PRIORITIES' is written in a white, bold, sans-serif font inside a yellow speech bubble.The text 'OBJECTIVES' is written in a white, bold, sans-serif font inside a light green speech bubble.

**TOGETHER,
WE WILL BUILD OUR
NEGOTIATION PROJECT.**



Provincial negotiations

2020

URGENT
NEED FOR
ACTION

PRELIMINARY PROJECT FOR THE SECTORAL NEGOTIATIONS

Consultation
book

Table of Contents

| | |
|--|-----------|
| PRIORITIES AND OBJECTIVES FOR QUICKLY IMPROVING YOUR WORKING CONDITIONS | 3 |
| THE PRIORITIES IN THE PRELIMINARY PROJECT FOR THE SECTORAL NEGOTIATIONS | 5 |
| Health and safety at all levels of the network: an essential requirement for the healthcare professionals | 5 |
| Attraction-retention: obtaining winning conditions for the healthcare professionals | 6 |
| THE OBJECTIVES OF THE PRELIMINARY PROJECT FOR SECTORAL NEGOTIATIONS | 7 |
| Organizing the work to ensure the healthcare professionals and patients' health and safety | 7 |
| Enhancing the healthcare professionals' practice and expertise | 8 |
| Accessing quality positions | 10 |
| Restoring work-personal life balance to preserve the healthcare professionals' psychological health | 11 |
| Equipping the unions affiliated to the FIQ and FIQP to respond better to the healthcare professionals' needs | 13 |
| Updating the collective agreement | 14 |

Note: The FIQ is responsible for negotiating for the healthcare professional members of the FIQ and FIQP | Secteur privé, as the bargaining agent.

PRIORITIES AND OBJECTIVES FOR QUICKLY IMPROVING YOUR WORKING CONDITIONS

Provincial negotiations

2020

The FIQ has been preparing for the next provincial negotiations since last fall: adoption of the new negotiation structure, consultations of members and unions affiliated to the FIQ and FIQP, election of the Negotiating Committee and the Committee assuming their duties, information meetings on the negotiations, etc. However, we will take the first step in the 2020 negotiations together with this sectoral consultation, held from June 13 to August 16, 2019.

The work identified several findings on the working conditions of the 76,000 FIQ and FIQP members. The healthcare professionals are exhausted, at the end of their rope. In short, there is an urgent need for action. These negotiations require quick, focused actions and they cannot drag on. It is crucial that you can once again provide care on a human scale and restore work-personal balance.

The deterioration of the healthcare network has left wounds as deep as the solutions need to be many. The impact on physical health and especially psychological health is very real for many healthcare professionals. Attraction and retention of caregiving staff is all the more difficult in the current context. It can be said that we will reach the point of no return if nothing is done. Therefore, the reflection has led the FIQ to two interrelated priorities, the two being inseparable, and five objectives supporting these priorities.

With these priorities and objectives, the FIQ wants to take concrete actions to put an end to the problems you have every day. Quick improvement of your practice conditions must happen so that you can give safe, quality care to your patients in a healthy environment. Achieving the objectives will help with attraction and above all, retention of healthcare professionals. By attacking the problems head on, together, we will be able to put permanent solutions in place.

A two-part consultation

The FIQ is proposing a two-part consultation, adoption of the priorities and objectives in the preliminary project for sectoral negotiations, at your general assemblies, and electronically, so that you can give your opinion on the means and solutions for improving your working conditions. It is up to each one of you to participate in it!

From June 13 to August 16, 2019, you will democratically decide on the priorities and objectives of the next negotiations in a general assembly of your local union. This consultation will take place in each union affiliated to the FIQ and FIQP and the results presented to the delegation at the Special Provincial Council scheduled for this October.

The means and solutions proposed in the electronic consultation will be compiled and analyzed. A report will be presented to the delegation at the meeting in October 2019. Solutions that respond to your concerns can be developed from this exercise and then a negotiation project built with you and for you. This consultation will be on line at fiqsante.qc.ca from June 17 to August 16, 2019 and is complementary to your general assemblies.

For the FIQ, these negotiations must let you re-appropriate control over all spheres of your life, thus preserving your psychological health. Achieving the objective of keeping healthcare professionals in the network and attracting new colleagues is imperative.

We wish everyone good reflections and debates!

Cynthia Pothier, Vice-President and Joint Officer for the Negotiations

Roberto Bomba, Treasurer and Joint Officer for the Negotiations



Your negotiation team

The team responsible for the provincial negotiations is composed of two members from the Executive Committee responsible for the negotiations, five employees and five union reps elected to the FIQ Negotiating Committee. From left to right: **Isabelle Groulx**, Respiratory Therapist, CISSS de la Montérégie-Ouest (FIQ-SPSMO), **Sébastien Bouchard**, Nurse, IUCPQ (FIQ-SIIQ), **Marie-Hélène Verge**, Union Consultant in the Negotiation Sector, **Sophie Guilbault**, Union Consultant in the Negotiation Sector and spokesperson at the sectoral table, **Jean-Philippe Landry**, Nurse Clinician Assistant-Head-Nurse, Institut de cardiologie de Montréal (FIQ-SPICICM), **Roberto Bomba**, FIQ Treasurer, **Serge Prévost**, Union Consultant in the Negotiation Sector, Cynthia Pothier, FIQ Vice-President, **Maude Pelletier**, Union Consultant in the Negotiation Sector, **Jean-François Tremblay**, Union Consultant in the Negotiation Sector and spokesperson at the intersectoral table, **Véronique Foisy**, Nurse Clinician, CIUSSS de l'Estrie-CHUS (FIQ-SPS des Cantons-de-l'Est), **Nagia Idel-Mehdaoui**, Care Counsellor Nurse, Cree Board of Health and Social Services of James Bay (FIQ-SNII de la Baie-James).

Recommendation 4

That the objective “Organizing the work to ensure the healthcare professionals and patients’ health and safety” is broken down as follows:

- a reasonable and safe workload;
- safe healthcare professional-to-patient ratios;
- stabilizing work teams;
- eliminating the use of mandatory overtime as a management tool.

Enhancing the healthcare professionals’ practice and expertise

The reorganizations by the employers over the years have destabilized and disorganized the work teams, making the healthcare professionals’ workload heavier.

In this context, it becomes essential for the FIQ that the healthcare professionals’ practice and expertise is recognized for what they are worth. Take action on the field of practice, professional autonomy and recognition to achieve this objective.



Recommendation 5

That the objective “Enhancing the healthcare professionals’ practice and expertise” is an objective supporting the priorities of the next negotiations.

Recommendation 6

That the objective “Enhancing the healthcare professionals’ practice and expertise” is broken down as follows:

- Bill 90 and the field of practice;
- healthcare professionals’ autonomy;
- recognition.

Recommendation 8

That the objective “Accessing quality positions” is broken down as follows:

- part-time positions providing stability;
- reinvent full time to make it attractive.



Restoring work-personal life balance to preserve the healthcare professionals’ psychological health

The demands at work are such that the healthcare professionals can no longer perform all the duties given to them. They feel the repercussions in both their professional and personal life: the balance sought is broken, work encroaches on private life and psychological health is severely affected.

A healthy and safe psychological work environment, the battle against stress, access to various days off, control over the schedule and organization of work time are all elements contributing to restoring a work-personal life balance in order to preserve the healthcare professionals’ psychological health.

Recommendation 9

That the objective “Restoring work-personal life balance to preserve the healthcare professionals’ psychological health” is an objective supporting the priorities of the next negotiations.

Recommendation 10

That the objective “Restoring work-personal life balance to preserve the healthcare professionals’ psychological health” is broken down as follows:

- a psychologically healthy and safe workplace;
- the battle against stress;
- accessing various days off;
- control over the schedule;
- organization of work time.



Equipping the unions affiliated to the FIQ and FIQP to respond better to the healthcare professionals' needs

The healthcare professionals' voice with the employer is the union. The Labour Code imposes this duty to represent. Besides this duty, the FIQ and FIQP union representatives have their members' well-being at heart and want to be able to offer all the necessary support to represent them well in these administrative or legal mazes. To fulfill their union role properly, the FIQ believes that the employer party has to understand this and collaborate for the healthcare professionals to receive the required support from their union.

Assisting the healthcare professionals, preserving their rights, simplifying, and speeding up the process for handling their contentious cases are some of the essential actions for equipping the unions to respond better to the healthcare professionals' needs.

Recommendation 11

That the objective "Equipping the unions affiliated to the FIQ and FIQP to respond better to the healthcare professionals' needs" is an objective supporting the priorities in the next negotiations.

Recommendation 12

That the objective “Equipping the unions affiliated to the FIQ and FIQP to respond better to the healthcare professionals’ needs” is broken down as follows:

- assisting the healthcare professionals;
- preserving the healthcare professionals’ rights;
- simplifying and speeding up handling of contentious cases.

Updating the collective agreement

Updating the provincial collective agreement is always a major challenge with every negotiations. Shaped by the negotiations’ organizational priorities and willingness of the two parties to address it. There are several demands in this respect as soon as each party tables their demands. They are justified by different factors: amendments to laws, arbitration decisions, etc. However, these updating demands are dealt with by the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS) on an equal footing with our other demands which are often a priority. This pushes the two parties to quickly abandon the updating so as not to interfere with the more substantial gains.



In this context, the FIQ believes there is a need to update the collective agreement. They will involve the employer party in this in order to establish a mechanism focusing on the importance of resolving this issue for the last time. However, the updating must not be to the detriment of the FIQ's negotiation project.

Recommendation 13

“That a process for updating the provincial collective agreement is proposed to the employer party.”

Provincial
negotiations

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