



ENACTION

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Special Provincial Council - Negotiations
on October 13

REGROUPEMENT DES FIQ | fiqsante.qc.ca | fiqp.org



THE DELEGATES VOTE TO RAMP UP PRESSURE TACTICS

“The time for forced labour is over”, said the delegates meeting in a virtual Special Provincial Council. FIQ and FIQP members will be asked to refuse mandatory overtime for 48 hours.

This key measure is part of an aggressive action plan adopted by the delegates who believe the government has not provided concrete answers to their central demands at the bargaining table: reinvent full time and implement healthcare professional-to-patient ratios in CHSLDs. Without this progress, it will be difficult to attract new healthcare professionals to the network, keep those who have been working like crazy for years and bring back those who, exhausted, chose to leave.

A CLEAR ULTIMATUM

The message was clear at the end of the last Provincial Council on October 7: there must be concrete progress at the bargaining table before October 13 to avoid an uprising of healthcare professionals. The FIQ coordination and members of the Negotiating Committee were ready to negotiate day and night before the end of the ultimatum, but

the employer party did not show the same willingness.

Hence, the report on the discussions at the bargaining table shows a little, tentative progress that does not live up to the 76,000 nurses, license practical nurses, respiratory therapists and clinical perfusionists' expectations. If the government wants to reach a tentative agreement quickly, they will have to put in a lot more energy.

Therefore, the delegates decided to ask the members to refuse forced labour, by not working mandatory overtime for 48 hours, from midnight October 24 to 11:59 p.m. on October 25. A health network that operates thanks to the forced labour of women, enough is enough!

Obviously, the delegates know there is the possibility of legal impacts, because

unfortunately, refusing forced labour is considered a concerted action. The local union teams will quickly inform their members about the consequences that could result from this action.

SPECIAL ACTIONS

Other special actions highlighting the healthcare professionals' distress are also part of the action plan. Already, two days after this meeting, the negotiation team installed themselves in their new headquarters: a trailer parked at the edge of the Treasury Board building, a few steps from the National Assembly, in Quebec City. They are ready to go to the bargaining table at any hour, in order to reach a tentative agreement! ■



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WORD FROM THE PRESIDENT

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WE WILL NOT RAMP DOWN OUR ACTIONS!

The purpose of this council, held less than a week after the last one, was to update your union reps on discussions with the employer party at the bargaining table. We also adopted an action plan to advance the negotiations. Our healthcare system is under pressure and the government has the power to change this.

During our meeting last week, our message to the government was clear and expressed how angry we are. The offers, which proffered nothing more than the status quo, were contemptuous. It was an insult to those who are the lifeblood of the health network—and who happen to be primarily women—who have been asked to be on the firing line since day one of the pandemic.

These negotiations are taking place under exceptional circumstances—during a world-wide pandemic that has jeopardized a health network that was already very unsteady. The outcome: healthcare professionals are exhausted and are leaving or want to leave the system. We need to take this context into account as we work toward our objective, i.e., to gain a tentative agreement that will meet FIQ and FIQP healthcare professionals' needs.

Nurses, licensed practical nurses, respiratory therapists and clinical perfusionists were already highly burnt out before the pandemic. The last months have been fatal and they can't afford to wait any longer before seeing their working conditions improve. We are on the brink of a complete system collapse due to a lack of professionals who can offer care.

We sent the government a scathing ultimatum giving it five days to avoid an uprising among healthcare professionals. It would have to agree to some important and essential demands for our members or we would take more highly visible and striking actions.

The government's response to our ultimatum brought some progress on our demands. However, it has shown very little give. We have to

turn up the heat. The action plan we adopted will demonstrate that we are ready to fight this battle to the end and that we're not afraid to make noise.

Healthcare professionals want to reach a positive conclusion to these negotiations and fast. They are ready and determined to obtain justice after so many years of being dismissed, exploited and duped by governments and managers. It's no longer up to healthcare professionals to bear the responsibility of the state of the network. It's up to the government to take responsibility. Desperate times call for desperate measures! ■



ONLINE GRIEVANCE

The vice-president, Nathalie Lévesque, and treasurer, Roberto Bomba, accompanied by members of the ad hoc committee (Pascal Beaulieu from the SICHU de Québec, Brigitte Petrie from SPS de Montérégie-Est, Maryse Martel from SPS de la Mauricie et du Centre-du-Québec, Julie Côté from SPS de Montérégie-Centre) who collaborated in the work on rolling out the online grievance and Nathalie Beaudry from the firm Neosapiens, presented a progress report to the delegation.

In the eyes of the union reps who were part of the pilot projects, the implementation of the online grievance was a resounding success. Hence, the FIQ and FIQP affiliated unions can roll out this new tool by June 2021. It will make handling labour relations files easier for the union reps and improve services to members. ■

THE MOBILE APP HAS BEEN LAUNCHED!

Delegates were very proud and pleased to hear that the new FIQ Santé app for FIQ and FIQP members was launched. This new tool allows you to record the mandatory overtime hours you do, to report situations where the employer asks you to substitute for another job title, and to receive live updates on the negotiations underway.

This data will allow us to draw up a detailed overview and take faster action to defend your rights. During this time of social distancing, we hope that this app will bring you closer to those who defend your working conditions every day.

If you haven't already, we invite you to download the app from *Google Play* or the *Apple Store*.

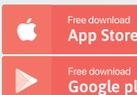
Denounce **MOT** and **job substitution**

We are proud to announce the launch of a **mobile application** which will allow you to:

- **Denounce** MOT
- **Report** job substitution
- **Receive** live updates on negotiations.

STRONGER WITH MY **#FIQAPP!**

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