



ENACTION

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Special Provincial Council on October 4, 5 and 6

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



PRELIMINARY NEGOTIATION PROJECT: 76,000 MEMBERS HAVE THEIR SAY

At this Special Provincial Council, the FIQ and FIQP delegates learned about the results of the e-consultation that took place from September 10 to 22, 2022. They also adopted the content of the preliminary negotiation project that they want to present to the members for adoption.

To read the preliminary negotiation project: fiqsante.qc.ca/nego

More than one in two members, 43,508 members, completed the e-consultation. The purpose of this consultation was to validate the priorities and bargaining demands to ensure that they are relevant to members and meet their needs.

The Negotiating Committee built a unifying and mobilizing preliminary negotiation project from the results of this consultation, based on reliable data and covering all nurse, licensed practical nurse, respiratory therapist and clinical perfusionist members.

Hence, the 2023 negotiations will focus on the following three issues:

- Remuneration;
- Personal life-work balance;
- Workload.

These priorities are the basis of the demands that the FIQ and FIQP will bring to the bargaining table.

AN AMENDED AND IMPROVED PRELIMINARY PROJECT

Satisfied with the Negotiating Committee's work, the delegates wanted to make amendments and new recommendations to the preliminary project. Some were adopted, others defeated. The preliminary negotiation project, as adopted, contains 69 recommendations on which the members will be asked to vote at local general assemblies scheduled in their institutions between October 11 and 20, 2022.

This preliminary project aims to make clear and widely shared demands to rapidly improve the healthcare professionals' practice and working conditions.

Once the assemblies are over, the Negotiating Committee will compile the results and finalize the negotiation project they will present to the delegates at the end of October and on which the latter will vote.

The negotiation project adopted by the delegates of the Provincial Negotiation Council will be the union demands that the FIQ and FIQP will table with the government at the beginning of November. The government will then have 60 days to table their employer offers. ■



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WORD FROM THE PRESIDENT

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THE CAQ NEEDS TO SWITCH TO LISTENING MODE



Quebec's last election was held on October 3. The CAQ won with 90 out of 125 members elected. Even though it only obtained 41% of the votes, it's a very strong mandate. The opposition is weaker and divided.

In this context, we need to be more careful than ever and remind the government at every opportunity of the promises it made that are most important to us: abolishing MOT, ceasing the use of private agencies and investing 400 million dollars in hiring staff. We will also continue to actively fight for a law on safe healthcare professional-to-patient ratios.

During its last term, the CAQ had made the same promises and failed to deliver. Over the next four years, it had better follow through on its commitments. Otherwise, it will have to deal with us!

The FIQ will be on every platform, on the government's heels, because healthcare professionals' work and practice conditions need to improve and fast! The state of the health and social services network is at stake.

RESISTING THE CALL OF THE PRIVATE SECTOR

The CAQ with its promises and the

Dubé plan seem to want to give private companies the upper hand in the health network. And yet, it's plain as day with employment agencies that the private sector is a blight for the health network. Together, we will fight for a universal, quality, accessible network that is public!

Right now, the urgency lies in repairing the public network through recognition for healthcare professionals who are burning out by trying to keep a network afloat that has been sinking for so long.

A GOVERNMENT THAT LISTENS?

After over two years of using ministerial orders to impose working conditions, it is time to rebuild a constructive dialogue: not only for the well-being of healthcare professionals, but for that of patients and the healthcare system.

Minister Dubé is constantly saying that he wants the network to be a top employer. For this to happen, not only the Minister, but the Treasury

Board, will have to listen to healthcare professionals. And here is the absolute best opportunity on our doorstep: the negotiations to renew the collective agreement.

More than 43,500 of you responded to the consultation to determine our priorities and demands for the negotiations about to begin. That's extraordinary. But it is just the beginning. In October, you will be able to have your say on the preliminary negotiation project at the local general assemblies so that union demands reflect what you truly want. Your participation is essential at each step of negotiations. ■

Don't hesitate to contact your local union team if you have any questions about the negotiations. You are the heart of these negotiations: 76,000 voices will negotiate and be heard!

Stay up-to-date and follow the negotiations:
fiqsante.qc.ca/nego



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