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Action

Special Federal Council
March 30 and 31, 2004

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CALLING FOR solidarity and mobilization

At the onset, Jennie Skene, President of the FIIQ, stressed the importance of preparing for the changes engendered by the application of Bill 30. *“Today, we will explore new operational models and new union structures. These debates may seem technical but they will be useful in the coming months to be able to cope with new situations while preserving our unity.”*

Having decided to challenge Bill 30 before the courts, last March 29, the FIIQ filed a petition to have Bill 30 declared null and void. This legal action is designed to have the bill respecting the merger of bargaining units in the health and social services network declared unconstitutional and null. *“Indeed, we believe that it is impossible to uphold that the important limits on the freedom of association and of expression, the right to equality and to a fair trial imposed by Bill 30, are justified in a free and democratic society, especially since this bill is contrary to the international agreements, declarations and treaties that Canada has signed.”*

On the other hand, the President spoke to delegates of the work in progress on a certain number of issues. First of all, she stressed that talks were continuing with independent unions representing caregivers, nursing assistants and respiratory therapists in view of studying possible forms of association with the Federation. She also spoke about the participation of the Federation in the con-

sultations conducted by the local health and social services development agencies. The Federation took advantage of this opportunity to reiterate its opposition to forced mergers and the privatization of care. In some of its briefs, the FIIQ also proposed modifications to the scenarios proposed.

Moreover, Jennie Skene announced that the FIIQ intends to participate in the various forums convened by the Charest government, at the regional and Quebec level. The active presence of the FIIQ in these forums will not prevent it from demonstrating outside to denounce them as a mockery of democracy. Then, the President, announced the decision of a majority of SIINEQ nurses to disaffiliate from the FIIQ, *“but this is perhaps not for long, added the President, since almost half of these nurses will soon be in a union affiliated to the FIIQ, after the votes that will be held for the merger of bargaining units imposed by Bill 30.”*

In closing, the President called for solidarity and mobilization. She invited nurses to demonstrate with the *Réseau de Vigilance* on April 14 and May 1st to express their dissatisfaction with the Charest government’s neoliberal policies.



Finally, the 2%

The 4th Vice-president and executive officer in charge of negotiations, Lina Bonamie, as well as the coordinator and spokesperson for the Quebec negotiations, Richard Beaulé, presented to delegates the *Agreement regarding the increase of rates and salary scales, supplements and premiums* signed on March 26 past.

This agreement provides for a 2% salary increase retroactive to April 1, 2003 and the payment of a lump sum of 2% for the months of April, May and June 2003¹. This lump sum is calculated on the basis of the earnings during these three months.

The employer has until May 10, 2004, to bring the new salary scales into effect. As for the retroactive pay, it must be paid before May 25, 2004, on a separate cheque, accompanied by a document explaining the details of the calculations.

Attention

The employee whose employment was terminated or who changed employer since January 1, 2003 is entitled to the retroactive payment or a lump-sum payment according to the following conditions:

An employee whose employment was terminated between January 1 and March 31, 2003 is entitled to receive from her former employer a lump sum equal to 2% of the remuneration paid during these 3 months. The employee must submit a claim for payment.

An employee whose employment was terminated between January 1 and March 31, 2003, and who was hired in another institution between April 1 and June 30, 2003, can waive payment of the lump sum by her former employer and claim it for the months of April, May and June, from her new employer. This choice must be expressed before April 16, 2003.

An employee whose employment is terminated between April 1, 2003 and the date of the payment of the salary increase is entitled to receive retroactive pay (2% salary increase and lump sum, if applicable) from her former employer. The employee must submit a claim for payment.

A document presenting these conditions and the new salary rates, supplements and premiums was handed out to delegates. For any other question, please contact your local team.

A few dates to keep in mind:

APRIL 16, 2004: closing date for the employee whose employment terminated between January 1 and March 31, 2003 and who was hired by a new employer between April 1 and June 30, 2003 to submit a claim for payment of the lump sum by her new employer rather than by her former employer.

MAY 10, 2004: deadline for the employer to bring the 2% pay raise into effect

MAY 25, 2004: deadline for the employer to pay, on a separate cheque, the retroactive amount.

¹ To compensate for the months of January, February and March 2003.

PREPARING financially and democratically



AT THE MARCH FEDERAL COUNCIL, DECISIONS WERE MADE IN VIEW OF PREPARING FOR THE RE-ORGANIZATION OF UNIONS AND THE ARRIVAL OF NEW PROFESSIONALS WITHIN OUR RANKS. After having examined the

foreseeable effects of Bill 30, the Union Organizing Service presented two documents designed to help local teams and unions to shoulder their responsibilities in the context of the current and coming upheavals.

On the eve of the transformations that some of our unions will undergo, the involuntary disappearance of others and the birth of new unions, the FIIQ believes it is timely to clarify the rights and obligations of unions in the event of a liquidation and the distribution of the assets. At the dawn of a new inclusive Federation, solid in solidarity, the Federal Council was asked to establish guidelines for the decisions that unions will have to make in the coming months. The purpose of this? To set up strong, dynamic and financially sound unions that will be able to adequately represent the interests of their members, in all professional categories.

Without going into all the details – which were discussed at length during the Federal Council – it is important to point out that the process leading to the winding up of a union and the distribution of its assets are governed either by the Professional Syndicates Act, or Part III of the Companies Act or, yet still, by the Civil Code. However, the FIIQ invited unions to move beyond the legal approach and, in the framework of the existing laws, to develop a union approach in view of ensuring the viability of the unions that will exist on the day after the merger of institutions and certifications.

PROVISIONS for working capital

These unions will need union leaves to set up themselves up and adapt their practice to the reality of multiple sites, the different missions and the different types of professionals they represent. They will have to meet their members and produce material in view of promoting their union and its services. *“It is important, insisted Michèle Boisclair, executive officer in charge of the Union Organizing Service, to ensure that the money accumulated in the coffers of the union will serve to defend members and will be used for the benefit of all employees.”*

In a spirit of solidarity and openness to others, the FIIQ presented four possible scenarios for the distribution of funds in the case where a union is forced to wind up or where its members end up in another bargaining unit affiliated to the FIIQ. Delegates finally adopted a recommendation stipulating that *“all the unions affiliated to the FIIQ take the necessary action to create working capital funds or consolidate them to ensure strong and expanded local union life in the new unions and in those that will welcome new members.”*

SETTING UP structures that will unite us all

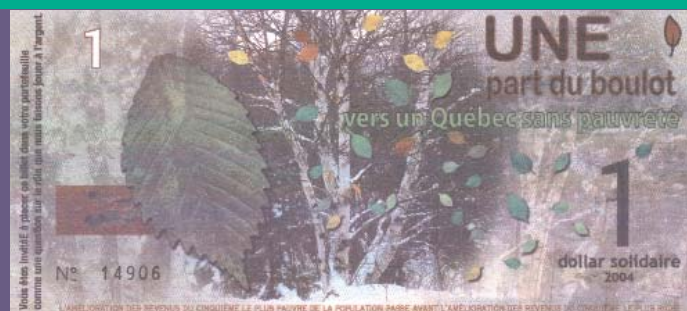
On another topic, the Union Organizing Service also gave information on the process leading to the determination of the union that will represent nurses and the other professional caregivers in an institution. Delegates were also invited to examine the models that could be used to draw up new rules of functioning and new union structures for the arrival of new professionals. The models proposed also take into account the fact that the creation of local networks will have the effect of bringing together in the same union members who work in different missions of the health and social services network and in various sites which, in particular in rural settings, can be geographical far away from one another.

Pension Attention

Three information evenings:

- **APRIL 28**
Hôpital du Haut-Richelieu
at 7 p.m.
- **APRIL 29**
Hôpital Maisonneuve-Rosemont
at 6:30 p.m.
- **MAY 11**
Hôpital du Sacré-Cœur de Montréal
at 7 p.m.

Information now,
for retirement tomorrow.



“Solidarity dollar” campaign

The *Collectif pour un Québec sans pauvreté* (coalition for Quebec without poverty) is organizing a fund-raising and public-awareness campaign.

You can obtain a “solidarity dollar” in exchange for “one dollar or more.” The amount collected will serve to finance the activities of the *Collectif* and develop public awareness with regard to the value of one dollar for people living in poverty.

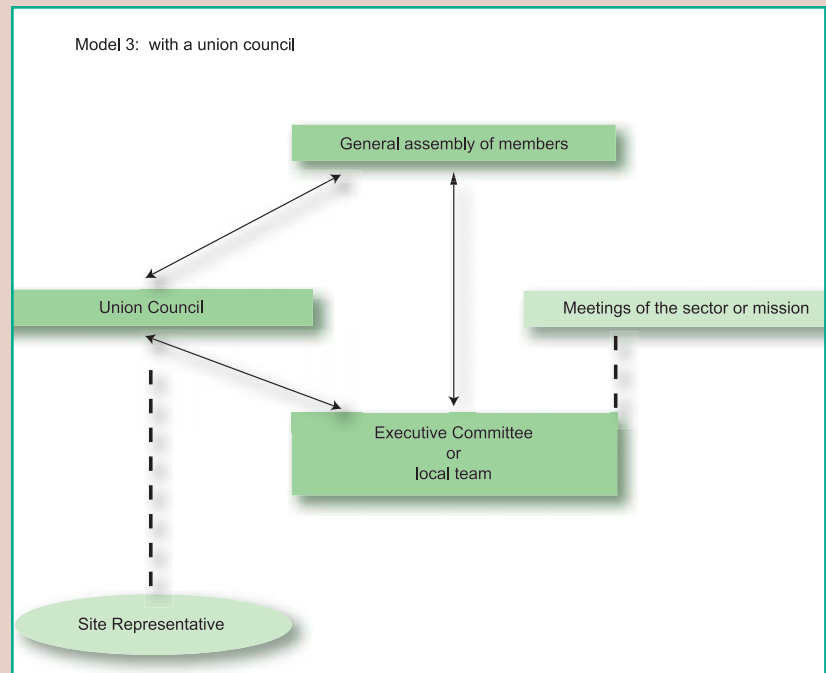
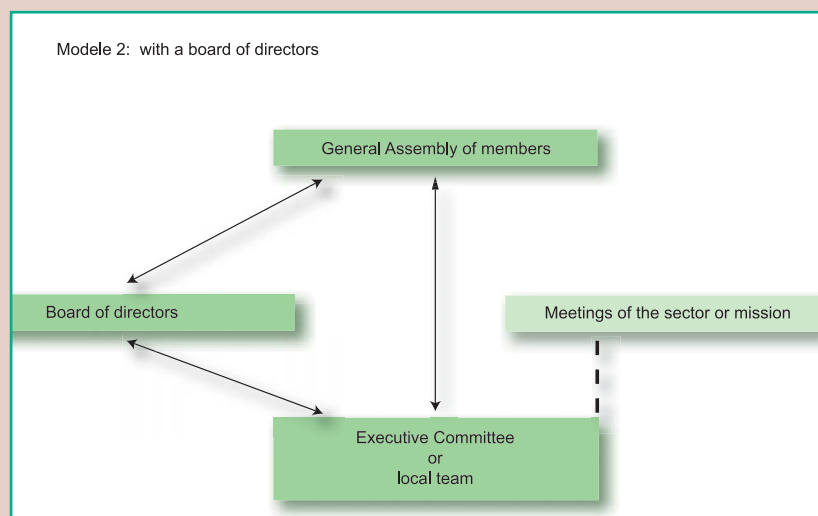
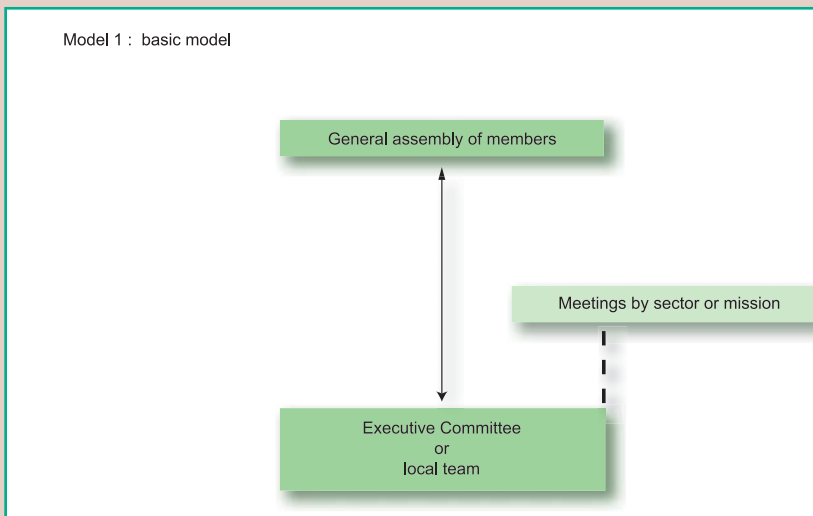
For further information, visit the *Collectif*’s website :

www.pauvrete.qc.ca

FOR CHANGE

Three models

Again, without going into details, it is important to stress that respect for the rules of union democracy and our will to develop solidarity between the members of a same union guided us in the development of the proposed models.



Thus, delegates examined the three possible structural models, adaptable to each local and regional reality. They adopted recommendations stipulating that *“each union affiliated to the FIIQ will ensure that each group of professionals and each mission be represented within its local and regional union structure [and that it] provide for the creation of discussion and meeting places for each group of professionals and each mission.”*

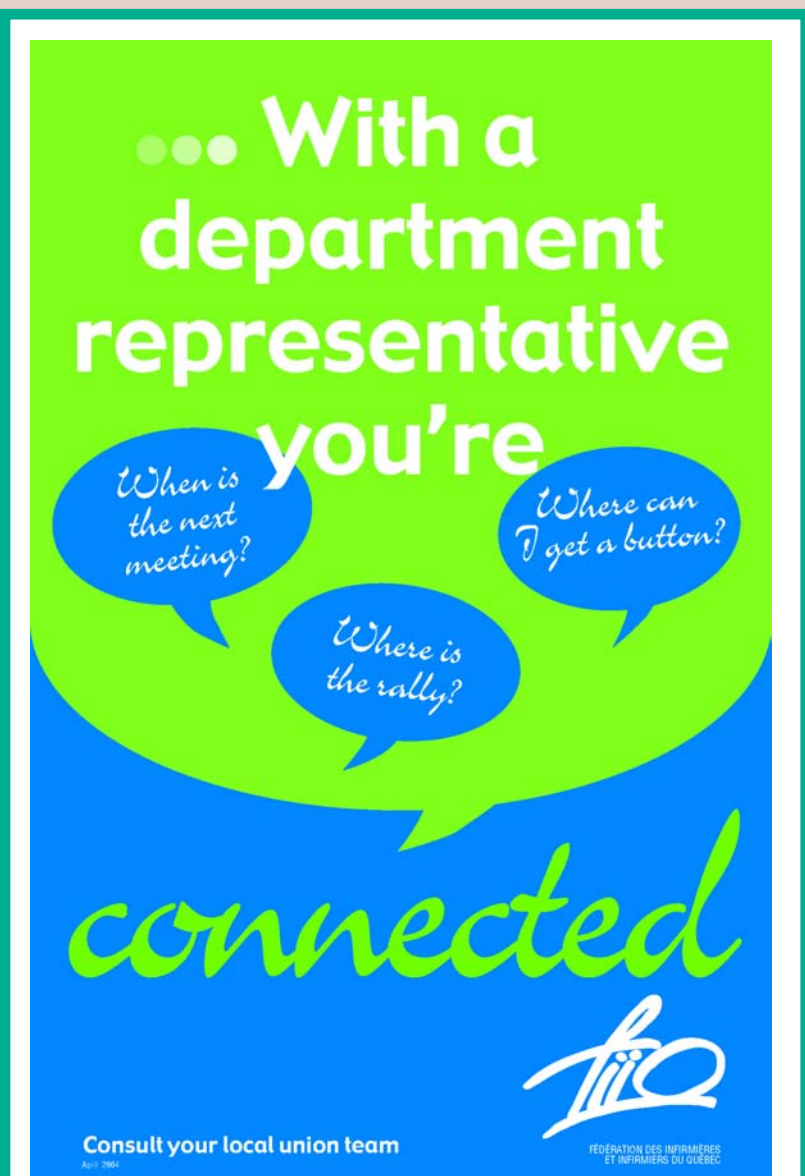
Prepare for change ...

In our Constitution

Sylvie Savard, Associate Secretary-Treasurer, tabled a motion at the Federal Council to amend the FIIQ Constitution and Bylaws that will be debated at the Special Convention next May.

The amendments proposed are necessary to allow the FIIQ to represent all the employees in nursing and cardio-respiratory care. This is why the motion proposes to amend the purpose and jurisdiction of the FIIQ to include all the job titles included in Category I. Moreover, modifications will be debated at the Convention regarding the composition of the Convention and Federal Council in order to ensure a better representation of all professionals within the Federation.

Indeed, with the merger of certifications, most unions will have many more members and they will represent different categories of employees and different missions. Thus, the Executive Committee wants to ensure that the Federation has a constitution and bylaws that is in keeping with the new role that it will have in the near future.



THIS POSTER, to be placed on all union bulletin boards, is an invitation to members to get involved in local union life. During this Federal Council, delegates were invited to breath new life into their department representative structure. Coming upheavals concern all nurses, and will require quick and efficient means to circulate information, ensure good communications with members and encourage participation in protest actions.

RESISTING with political and legal ACTION

Resistance and Solidarity

TOGETHER AGAINST

the selling off of

PUBLIC SERVICES

Lise Martel, Executive Committee member, presented to delegates a calendar of actions that will take place until June, along with the support material produced by the FIIQ (T-shirts, posters, flyers, pamphlet). She insisted that it was important that nurses mobilize in order to maintain pressure and force the Charest government to back down. The theme for these actions is "Together against the selling off of public services".

Calendar

March 29

LEGAL CHALLENGE TO BILL 30

- Filing of the motion to have Bill 30 declared unconstitutional and nullified
- Distribution of a press release to announce the filing of the motion

- Local tabling of the demand concerning compliance with the vacation schedule and public announcement of this action

March and April

PUBLIC CONSULTATIONS BY THE AGENCIES (Bill 25)

FIIQ participation in the public consultations organized by each agency on their local integrated services organization proposal

- Criticisms and comments on the organization of services in each region and support for affiliated unions
- Public announcement of FIIQ positions in each region

May 1

INTERNATIONAL WORKERS' DAY

Major Quebec-wide demonstration organized by unions, community and social groups

- Distribution of a leaflet produced by the FIIQ for nurses and the public denouncing the privatization of health-care
- Wearing the *Together against the selling off of public services* t-shirt at the demonstration and in workplaces

May 17 to 21

TABLING OF ONE OF THE FIIQ'S DEMANDS

Action by all local teams to make progress on our negotiation demands and highlight the contradictions in the application of Bill 30

- Tabling at the local level of the demand concerning the obligation to replace all absences and public announcement of this action

April 1 to 13

PREPARATION FOR MOBILIZATION

Invitation to nurses to participate in actions marking the first anniversary of the Charest Government

- posting of posters
- distribution of a leaflet to publicize the activities in each region

Mid-May to end of May

DISTRIBUTION OF A PAMPHLET

Wide distribution to members of a pamphlet produced by the FIIQ on the concrete effects of privatization and subcontracting of health-care and services

Illustration of the dangers associated with these practices, both for workers and for the public

April 14

1st ANNIVERSARY OF THE ELECTION OF THE JEAN CHAREST GOVERNMENT

Participation in the Quebec Day of Regional Actions organized by the Réseau de Vigilance

- Wearing the *Together against the selling off of public services* T-shirt in the workplace
- Distribution of leaflet to the public and nurses produced by the Réseau de Vigilance
- Public announcement of the FIIQ's participation in the actions

Spring and Fall

DENUNCIATION OF THE CHAREST GOVERNMENT'S FORUMS

FIIQ presence inside and outside the Regional Forums to denounce the pretense of democracy

- Participation in the Forums to present the FIIQ's position on the government policies presented at these Forums
- Demonstration to denounce this false consultation

April 19 to 23

TABLING OF ONE OF THE FIIQ'S DEMANDS

Action by all local teams to make progress on our negotiation demands and highlight the contradictions in the application of Bill 30

APRIL 14 WILL BE AN IMPORTANT DAY OF ACTION in all regions of Quebec. At the time of going to press, we had information for the following regions:

BAS SAINT-LAURENT

8:30 a.m. demonstration in front of the CEGEP de Rimouski in solidarity with those leaving to demonstrate in Quebec City a "reality vote" on the Charest government will be held in the various unions and community groups

EASTERN TOWNSHIPS

11:30 a.m. to 12:30 p.m. starting off activities at the Delta Hotel in Sherbrooke
4 p.m. to 5:30 p.m. rally in Parc Jacques Cartier, followed by a march to the office of Premier Jean Charest

QUEBEC CITY

10 a.m. "On bloque Charest... l'école dans la rue", meet corner of Blvd. Charest and Langelier
12:30 p.m. large demonstration on Parliament Hill
5 p.m. to 7 p.m. Colourful and socially committed watch on Parliament Hill

MONTREAL

7 a.m. to 9 a.m. massive distribution of flyers in all subway stations denouncing government policies and inviting the population to attend the demonstration
5:30 p.m. Citizens demonstration: leaving from Square Victoria to the office of Premier Charest

MONTÉRÉGIE :

Valleyfield, Granby, Saint-Jean, Saint-Hyacinthe, Longueuil and Sorel :
12 noon picnic in front of the offices of MNAs and in the evening, funeral marches

QUEBEC-WIDE DEMONSTRATION ON MAY 1ST

We invite you all to participate in the large Quebec-wide May 1st demonstration under the theme « *En colère et solidaire* ».

Rally at noon, corner of Jarry and DeNormanville

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