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A government **UNDER SURVEILLANCE**

Madam Bonamie pursued by indicating that, for the Federation, the response of Minister Couillard to the Chaoulli Decision came as a relief. *"The minister reasserted the importance of preserving the public and accessible nature of the Quebec health-care system. During this Federal Council, we will discuss the White Paper tabled by the Minister and the position which the Federation intends to adopt for the parliamentary commission."*

As for dismal news, the President had only one word in mind: "CHAREST." *"The Premier pursues with other unpopular decisions, partisan decisions with economic rather than social goals, and the hike of all sorts of fees. All these situations make it imperative that we show vigilance, resistance and solidarity. The Federation is intent on keeping close watch on these clowns dressed up as ministers, swindlers of social justice and sharks of democracy."*

According to the President, we are forced to conclude that union organisations, community, student and feminist groups have no choice but to wage political battles. *"In order that our powers of intervention and our power of influence may take root and grow, we will discuss in workshops the winning conditions that need to be implemented in order to develop links of solidarity. Solidarity of which we will have great need to begin local negotiations and which will be the grounds of the discussions on mediation-arbitration."*

Madame Bonamie concluded the Federal Council by highlighting the fact that the new name will officially launch the entity that is now composed of nurses, nursing assistants, respiratory therapists, perfusionists, baby and child nurses. *"I am delighted to know that you like the new name and that you greet it with such enthusiasm. The Fédération interprofessionnelle de la santé du Québec - FIIQ will come to be before the end of the year with the adoption of the new name at the Special Convention scheduled to be held in November. It is a moment, I hope, which will help to develop a renewed sense of belonging and to consolidate our links of solidarity. Let us hope that this change will bring with it a new wind to our organization."*

The President also briefly spoke about the Solidarity Project. *"Working in workshops, which was highly appreciated by delegates, enabled us to see that our convictions are well and thriving. It also gave us the opportunity to collect information for the pursuit of our discussions."*

Lastly, she reminded delegates that, in the course of the coming months, on several important dates and occasions, the Federation will pursue its denunciation of the Charest government. *"I hope that several among you will take part in these activities in spite of the numerous tasks that await you, in particular those in view of the local negotiations. Other dates will be a opportunity to promote the different professions we represent. Indeed, we will celebrate care professionals altogether for a second time this year, on May 5, Nursing Assistants Day, on May 12, International Nurses Day and on May 19, Respiratory Therapists Day. Happy celebration to all!"*



The President, Lina Bonamie, opened the first Federal Council of the year by welcoming all delegates and, in particular, those of the three unions who chose FIIQ+ to represent them. *"During the 8th wave of votes for the merger of certifications which ended on February 24, voting members all chose a FIIQ+ union. We therefore greet within our organisation over 200 new members, nursing assistants and respiratory therapists."*

Firstly...



FÉDÉRATION DES INFERMIÈRES ET INFERMIERS DU QUÉBEC



THE REAL FORCE OF HEALTH PROFESSIONALS

and soon...

then...

THE NEW FEDERATION

At the Special Convention which will be held next November, the FIIQ will officially change its name. Why?

The President, Lina Bonamie, explained to the delegation the reasons and considerations behind the Executive Committee's proposal regarding the Federation's new name.

The *Fédération des infirmières et infirmiers du Québec*, the FIIQ, is no longer composed exclusively of nurses; it now represents 45,000 nurses, 9,000 nursing assistants, 2,000 respiratory therapists and around 200 perfusionists, baby and child nurses. It must therefore choose a name that corresponds to this new reality.

The President communicated to delegates the questions that the members of the Executive Committee raised before making their choice. Changing names is a delicate operation. Thus, the Executive examined the current value of the name and the various ways in which the new reality could be represented.

The name *FIIQ* won credibility as an organization which has been representing women caregivers in the Quebec health-care institutions for more than fifteen years. Moreover, this name won an enviable place for itself on the labour scene and it is recognized in political spheres and by the media as a major stakeholder regarding issues in the field of health. In short, a name that has a positive connotation for its members and union activists, political circles, the media and the public.

Human Resources DEVELOPMENT and STAFFING and Personnel Development A promising change

With the amendments to sections 231 and 376 of the *Act respecting health services and social services*, we can say that the Federation succeeded in demonstrating to the government the validity of its demands regarding human resources development (HRDP) and nursing workforce planning (staffing and personnel development). Daniel Gilbert, 2nd Vice-President, accompanied by Thérèse Laforest, consultant for the Task and Organisation of Work Sector, presented the new legislative provisions to the delegation.

At the local level

Since November 30, 2005, any public or private subsidized institution must establish, with the participation of its employees and of the unions to which they belong, if any, a three-year staffing and personnel development action plan. This action plan shall be communicated to all personnel members and sent to the agency. It must contain among other things, policies relating to the induction of the employees, their motivation and professional enhancement, the maintenance of their proficiency, the assessment of their performance, their professional development and the development of their career. The plan must be assessed and updated every year.

Representing the new reality of the Federation

How can we preserve the positive value of the *FIIQ* name while creating a sense of belonging for all care professionals? Here is the name which delegates will recommend for adoption at the Special Convention:

Fédération interprofessionnelle de la santé du Québec - FIQ

This name allows us to keep the *FIQ* sonority while changing the name of the Federation. It preserves the feeling of belonging of 80% of members, as well as the notoriety and recognition associated with the name. It goes without saying that the logo and colours will be changed. This decision indicates to nurses that the Federation is evolving and demonstrates to nursing assistants, respiratory therapists, perfusionists, baby and child nurses that the *FIQ* is different from the *FIIQ*.

By choosing this name, the Federation opens the way to new solidarity between all care professionals in Quebec.



At the regional level

Since January 1, 2006, the health and social services agencies must draw up and see to the implementation of regional staff and human resources development plans. They must also provide ways to assist institutions in preparing their staffing and personnel development action plans and identify priority needs in order to facilitate the pooling of services pertaining to staffing, and the professional development and mobility of their personnel.

Guidelines to be included in local collective agreements

The recent legislative amendments regarding personnel development and staffing pose new challenges and offer new opportunities to the members of the Federation as well as to the employees of the unions that represent them. The issues are major and crucial making it imperative that we be involved at every stage of the process and that the guidelines be entrenched in the local collective agreement.

QUEBEC NEGOTIATIONS

Final blitz on the texts

At the Federal Council on December 20 and 21, 2005, the negotiating team reported to the delegates on the conditions of the Decree and the details of the agreements reached with the *Comité patronal de négociation du secteur de la santé et des services sociaux* (CPNSSS). Three months have gone by since then and a report on the latest developments was presented by Sylvie Savard, Senior Executive Officer responsible for the negotiations, accompanied by Monique Leroux, Second Executive Officer responsible for the negotiations, Richard Beaulé, spokesperson and coordinator of the negotiations and Linda Perron, coordinator for the negotiations.

Since January, the negotiation coordinating team has worked actively on the texts of the Quebec-level provisions in order that they reflect what was negotiated and that an agreement be reached by the deadline of March 31, 2006. If there is no agreement by that date, the texts tabled by the Minister of Health and Social Services will prevail.

APPLICATION OF THE DECREE

As the Decree stipulates, parental rights have been applied since January 1 and the new salary scales come into force on April 1. As for the negotiated agreements, they will only apply 21 days after they are agreed. The negotiation coordinating team has also informed the CPNSSS that the Federation does not intend to sign a decree imposing conditions of employment that were not negotiated.

Once the texts are concluded, the Federation will set up a training session as soon as possible in order for local teams to understand the new working conditions and thus be able to better defend their members.

LOCAL NEGOTIATIONS

A major challenge

The Executive Officers responsible for local negotiations for Western and Eastern Quebec, respectively Sylvie Savard and Monique Leroux, and Daniel Gilbert, the Executive Officer responsible for the Labour Relations Sector, and Richard Laforest, the consultant for the local negotiations, reported to delegates.

The members of the local negotiating committees, the FIIQ spokespersons and the presidents and local executive officers responsible for the negotiations have all received training that qualifies them to take on the challenge awaiting them – they are all well prepared to negotiate. The training of the information and support officers is scheduled for June. The end of the negotiating period at the Quebec level marks the beginning of the 154 local negotiations. To conduct these negotiations successfully, the Federation has added 10 employees to the Labour Relations Sector.

In addition, to avoid disparities and maintain consistency in the members' working conditions, a draft local collective agreement has been provided to the unions. For the Federation, this draft provides definite solutions for the attraction, retention, recognition and stabilization of the regular teams. All that remains to be done is to add your own local colour.

Ms. Savard reminded delegates of the importance of encouraging members to attend the assemblies where the draft local collective agreement will be debated and adopted. An acceleration of the negotiating process in the fall can already be anticipated.

Mediation-Arbitration

The Responsible Executive Officer, Sylvie Savard, began by explaining the legal framework of the mediation-arbitration process stipulated in Bill 30. On the date a new union certification is issued, a two-year time period begins during which the parties must agree on all of the 26 matters to be negotiated locally. After this deadline, the institution's representatives must request the intervention of a mediator-arbitrator. However, during the first 12 months, the two parties may jointly request a mediator-arbitrator to settle their disagreement. After these 12 months, either party may request this.

In local negotiations, the Federation recommends that direct negotiations between the parties, that is, without third-party intervention, continue as long as possible. Despite a firm willingness to negotiate, expressed at meetings by the *Association québécoise des établissements de santé et des services sociaux* (AQESS) and the *Ministère de la Santé*, the Federation and its unions must be prepared in case of mediation-arbitration.

As the Responsible Executive Officer reminded the delegates, Bill 30 provides that the mediation-arbitration costs be shared equally between the union and the employer. Given this new financial obligation for the unions, the Federation presented the delegates with an allocation of these costs.

Mediation-arbitration expenses can be high, and the 60 unions affiliated to the Federation do not all have the same financial capacity to cover such a cost. Although delegates deferred the decision on the form this cost allocation will take to the June Federal Council, all indicated their willingness to adopt such a measure so that money is not a hindrance for unions, regardless of their structure and size, and so that they may have the same means to negotiation and represent their members. For delegates, this is a question of solidarity!



Actions to denounce THE DECREE



The Federation has carefully analyzed all the possibilities of legal and political action to contest the Decree. The idea of resorting to the courts to have Bill 142 nullified has been rejected, since the possibility of winning the case within a reasonable time are nil. The Federation has instead chosen to act on the political level by demonstrating its disagreement with the government's attitude, monitoring its actions closely and denouncing those that do not correspond to the organization's values. It is crucial to raise the awareness of the public and the Federation's members regarding the impact of a neoliberal government.

COMPLAINT TO THE INTERNATIONAL LABOUR OFFICE

The Federation has filed a complaint against the Quebec government with the International Labour Office (ILO). By imposing Bill 142, fundamental principles and rights guaranteed by international agreements have been violated, particularly the free exercise of union rights and the right to collective bargaining. Canada is subject to these agreements and must honour their content; so must Quebec.

In its complaint, the Federation particularly focused on the context in which this legislation was adopted. No reason justified its adoption and, contrary to what is stated in the law, no disruption existed in the continuity of services. The Federation also asked the ILO to make the appropriate recommendations for the Quebec government to amend Bill 142 to bring it into compliance with international principles.

DEMONSTRATION IN FRONT OF THE NATIONAL ASSEMBLY

On March 14, on the occasion of the resumption of the legislature, members of the Federation and the *Secrétariat intersyndical des services publics* (SISP), combining the SPGQ, the SFPQ and the CSQ, demonstrated in front of the National Assembly. To support Quebec unions, Rolv Hanssen, representing a Norwegian union affiliated to the Public Services International (PSI), participated in the event. The PSI represents over 600 public sector unions in 140 countries and more than 20 million public service workers.

WEARING A STICKER

March 31 was the day when the Federation's members denounced the imposition of working conditions by wearing a sticker. On this day, care professionals displayed their solidarity in every institution. Since April 2003, they have received a 0% salary increase. They have thus been working relentlessly for three years, in a difficult context, without benefiting from any salary increase or improvement of their working conditions. To add insult to injury, the Charest government is not only imposing a ridiculous 2% increase for April 1, 2006, 2007, 2008 and 2009, but decreeing part of their working conditions.

MEDIA ADVERTISING

On April 12, 13 and 14, an ad will be published in the print media to express the indignation of care professionals with the behaviour of the Charest government, almost all of whose decisions have been motivated by government disengagement.

Pay equity
Pay equity

A SETTLEMENT THIS YEAR

Monique Leroux and Sylvie Savard, the Responsible Executive Officers, accompanied by Sophie Fontaine, consultant with the Negotiation Sector, reminded delegates that last December, intensive work was carried out in an attempt to finalize the pay equity issue.

The adoption of the degree on the conditions of employment of government employees last December 15 made it necessary to take time to evaluate the situation and resume this work on a better footing. Progress is being made, and obviously nobody wants to leave money sitting any longer in the government's coffers when it is owed to women to correct the discrimination from which they have long been victims.

The Federation believes that this issue will be resolved in 2006. The will is there on the part of all parties, including the Premier, who clearly indicated in his inaugural address that he intended to resolve this issue as quickly as possible.

At the current stage, the work of the *Intersyndicale* and the committee provided for in the *Pay Equity Act* is making progress. However, nothing has been concluded yet and scenarios are being tested both by the *Conseil du trésor* and by the *Intersyndicale*. The work is proceeding on an exploratory basis regarding job evaluation, weighting and the method of estimating gaps. Although no scenario has yet obtained a consensus, all efforts are converging to achieve results as soon as possible.

Insurance



The group insurance plans Transferring the insured

The 5th Vice-President and responsible Executive Officer for the Social Security Sector, Monique Leroux, accompanied by H el ene Gauvin and Francine Tisseur, reviewed the actions that had been announced at the November 2005 Federal Council, following the arrival of new members in the ranks of the Federation.

Holding votes on the dental care plan

At the end of January 2006, the CPNSSS notified employers in the health and social services network that the transfer of the insured would take place on or around April 1, 2006. Although some had doubts as to the feasibility of transferring on this date, the Federation had no choice but to hold the votes regarding the participation in Extended Plan 1 (dental care), in order that the results may be known and entered into the various computer programmes: those of employers and those of the insurer, before the transfer of the insured.

In certain institutions, mainly the CSSSs that cover large territories and have several sites, the vote was difficult to organize, but this operation was a success.

Transferring the insured to the FIIQ group insurance plan

At the end of January, the CPNSSS faced the fact that it was impossible for the transfers to be done at the beginning of April. Thus, the transfer of the insured is now scheduled for April 30, 2006. At the time of the transfer of all the benefits (individual, family, single parent) and the amounts of life insurance will be maintained. Thus, after this transfer, from insurer to insurer, each member transferred into a FIIQ group insurance plan will receive a new insurance certification, it is very important to check it carefully. If corrections are needed, please notify your employer as soon as possible in order that he may correct them.

Information campaign

In order to inform the members about all the benefits of the FIIQ group insurance plans and to answer their questions, the Social Security Sector, in cooperation with *Desjardins S ecurit  financiere*, planned for a Quebec-wide information campaign. Information meetings began on March 14 and will continue until the end of June.

Given the availability of the insurer representatives, Monique Leroux explained that it is impossible to hold assemblies in each institution or each of the various sites of the CSSS. *"The members concerned are invited to attend a meeting in a designated institution. The date and place of the meeting will be posted in your institution approximately two weeks in advance. For any additional information, communicate with your local team."*



La Personnelle Insurance Credit Ratings

Monique Leroux, 5th Vice-President and Responsible Executive officer for the Social Security Sector, presented the position of the Federation regarding the decision of *La Personnelle* home and car group insurance to introduce a new criteria for establishing premiums: the credit rating.

WHAT IS CREDIT RATING?

The credit rating is the reflection, in the form of the numerical value, of the information contained in an individual's credit record: a number between 300 and 900 that measures the quality of the overall credit record. The higher the score, the better is the record. Insurers are beginning to use this criteria to determine the level of risk which a person represents and, consequently, the premium that she will be charged.

In Quebec, the law requires clear consent, written or verbal, on the part of the person about whom we are seeking such information. At the time of application, clients who refuse to give their consent are deemed to have a low rating. In the case of existing insurance contracts, the rating is used for the contract renewal that follows the consent. Insured persons with a low rating will have their premiums rise gradually.

AN APPROACH BASED ON INDIVIDUALISM

For the Federation, this practice is a form of intrusion in private life, an intrusion that is not necessary and which is unwarranted in the field of consumption of insurance products. When the Federation made the decision to implement a home and car group insurance plan, it wanted to obtain better rates for all its members, regardless of their financial situation.

In view of this, delegates voted unanimously against the use of credit ratings as a new criteria in the case of application for coverage or renewal of home and car insurance contracts. The Federation will thus inform *La Personnelle* of this decision.





SOLIDARITY PROJECT

During the first day of the Federal Council meeting, delegates took part in workshops in the context of the Solidarity project process. As you may recall, delegates at the Convention last June had decided to launch three projects for reflection and debate.

The Treasurer, Lise Martel, and the 3rd Vice-President, Brigitte Fauteux, accompanied by the consultants Lucie Girard and Francine Roberge, explained to the delegation the goal of the work at this meeting: to make progress together on the necessary conditions for the development of solidarity within our ranks, at every level of the organization – local, regional and national; and to gather material to serve as benchmarks for the creation of a union action fund.

Winning conditions

By way of the intervention of the theatre group *Théâtre à la Carte*, the six winning conditions were presented to delegates. Then, on the basis of situation-simulations, delegates pursued their exchanges in workshops on these conditions which, when brought together, allow us to move from a sense of powerlessness to active participation in solidarity: an injustice to denounce, a rallying point, demands to defend, alliances to build, sufficient financial means, and an individual and collective commitment.

... a triggering factor

What triggers the need to get involved in a struggle? Most often, it's a situation that people experience as an injustice, that they find unacceptable and that clashes with their fundamental values such as justice, solidarity, equality, freedom and peace. For example, it is in the name of solidarity that nurses asked that the fines they paid be distributed to women's groups. It is in the name of equality that women have marched all over the world to denounce the inequalities under which they live and that have been accentuated by neoliberal globalization.

Even though mobilizations are collective, the starting point is always individual. It is always personally that people feel concerned and the indignation they feel is what sets them in motion. And on the basis of this opening, the need arises to join together with others to change things. This marks the beginning of solidarity.

... a rallying point

Individual initiatives are important acts of citizenship. Multiplied on the scale of a community, a region, or even the planet, they sometimes produce amazing results and, in some cases, have made a difference. Think of the boycotting of certain companies or certain products. Far from minimizing the scope of these individual commitments, we must observe that, in many cases, they cannot be sufficient on their own. The need is quickly felt for a leadership, a group that informs and guides the action.

This is where the importance of being able to rely on a structure comes in. It guarantees a rallying point. The importance of an organization can never be overemphasized. It gives a collective voice to a multitude of individual voices. It's a place that gives the power to call for the common good when faced with a situation involving inequalities, injustice or violence. It is a place where activists come together around common objectives, and have the power to denounce, to inform people about the issues, and to spark public debate around alternatives.

... issues and demands

It's important to understand the issues at stake in a situation that seems unacceptable. You can't enter into a struggle without being able to rely on a good understanding of the problem. A shared discussion of the issues will generate a number of demands. The demands adopted will be those that are considered most relevant. This is where the necessity comes in to develop strategies and come up with courses of action likely to move the cause forward and result in gains.

SOLIDARITY



SOLIDARITY

... alliances

We have everything to gain by associating with others – this is where solidarity takes root. There are many kinds of alliances – ad hoc or long term; within the organization or with other outside groups. Some situations require broad coalitions and alliances in order for proposed alternatives to prevail. For example, it was in response to major pressure from the groups concerned that the government agreed to include a provision on psychological harassment in the Quebec legislation. No organization could have obtained this on its own. This gain is the result of solidarity.

... financial means

It's inescapable: we need to be able to count on financial means if we want to make ourselves heard and ensure that the new directions proposed are debated publicly. In all cases, it is necessary to provide for meetings, and thus for union leave days. Most often, we also need material to support awareness and visibility – leaflets, banners, pins, press releases, information campaigns and advertising. To build a realistic action plan, we must know on what financial means we can rely.

... commitment

There are two powerful obstacles to commitment. The first is the feeling that the situation is beyond our control and that we can never accomplish anything. We must develop confidence in our capacity to change things. This confidence is at the origin of commitment. A second obstacle is the emphasis on results. People want quick and assured results, or they won't get involved. We too often forget that mobilizing is part of a process that is inherently rich because it transforms the people involved in some way. Commitment is demanding. It requires an effort. This sometimes means sacrificing our comfort, and contributing time or money. But the question still remains: what am I contributing to make the world a better place to live in?

Union action fund

It is true that the Federation already has a fund, called the Solidarity Reserve Fund, that allows it to give donations to groups active at the national or international level that need financial means to keep on developing their alternatives and continue their struggles. This is one of our organization's solidarity practices. However, it's not enough. We have to add another component, a union action fund, directly related to the development of the struggles which the Federation wages.

In accordance with the decision made at the June 2005 Convention, the creation of such a fund would level our disparities between large and small unions, would incite members and union representatives to become involved in social and union struggles, and would contribute to expand the Federation's presence and links of solidarity.

Delegates appreciated the workshops and the results of the exchanges will enable the Solidarity Project working group to pursue its mandate and prepare discussions at another Federal Council.



Guest speakers

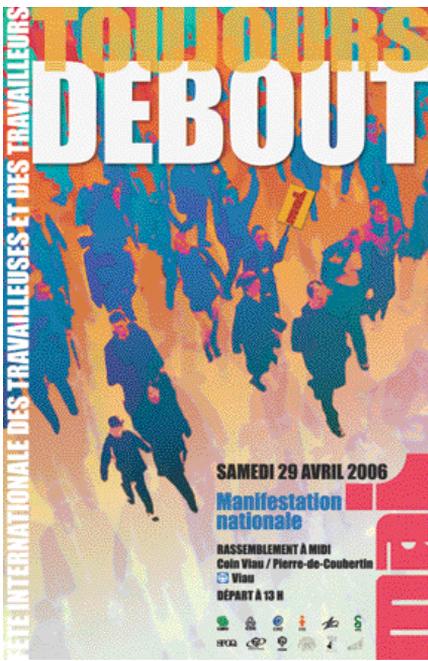


Two guest speakers from the *Ligue des droits et libertés*, Nicole Filion, President, and Alexa Leblanc, Director General, spoke to delegates about the status of economic and social rights in Québec. The *Ligue*, with the support of around fifty organizations recently made public the *Rapport social* which draws a portrait of the situation – an astounding portrait for a democratic country such as ours. The report also denounces a certain number of regressive choices which result in important violations of rights affecting a majority of the Quebec population.

Hélène is retiring

The members of the Executive Committee paid tribute to an employee of the Federation, who is retiring after 27 years of service. It is with a twinge of sorrow that Hélène Tremblay is leaving her position as consultant for the Education-Animation service. Her conviction, her involvement and her loyalty were a source of inspiration for many. *"All those to whom you have transmitted the flame of trade unionism, the delegates, employees, members of the Executive Committee bid you farewell and wish that retirement will correspond to your most cherished dreams!"*





May Day

A large Quebec-wide demonstration celebrating *International Worker's Day* will be held on April 29 in Montreal, under the theme *Toujours debout (standing up)*. The demonstration will begin with a big march and will end with a rally at Maisonneuve Park.

In the context of Bill 142 imposed by the Charest government last December, the theme chosen this year is all the more important. It is imperative that we continue the struggle for the improvement of the working and living conditions of all Quebec workers.

You are thus invited to take part in activities organized for Mayday, which has been celebrated in Quebec since 1972. Chartered buses will be leaving from several regions of Quebec. Ask your union representatives. They will have all the information for you in the coming weeks. Don't forget – it's an appointment!

Nurse clinicians WANT TO BE HEARD

With the context of the report on the national negotiations, delegates discussed the major impacts resulting from the fact that the employers, in application of Bill 142, have ceased to recognize the Bachelor's degree. Several of them raised the many problems that this involves: loss of motivation, devaluation, retention, attraction, raiding between institutions. "This is a historical demand that must be pushed strongly despite the Charest decree," they said from the floor.

The delegates thus decided that a form letter be signed by each nurse clinician and sent to the Minister of Health and Social Services, the President of the *Ordre des infirmières et infirmiers du Québec* and their employer. The employer party's refusal to recognize any additional training and the clinician salary scale for all nurses holding a Bachelor's degree must not be forgotten and must be denounced.

The Federation thus invites all the members concerned to sign this letter and send it to the different stakeholders. The form letter will be sent out shortly to the local teams and will also be available on the FIIQ Web site.

The Réseau de vigilance ON THE GO

In the face of the Charest government's relentless attacks against public services, the *Réseau de Vigilance* can only intensify its actions. In view of its objectives, the *Réseau* continues to monitor the government's actions. The responsible executive officer, Michèle Boisclair, and Martine Éloy, consultant, presented a report on the *Réseau's* activities to all delegates.

Essential priorities

In the past several months, one of the priorities of the *Réseau de Vigilance* was to deconstruct the government discourse and to put forward another vision of public finances. This priority continues to be important since the Quebec government maintains the same discourse and pursues its neo-liberal policies. There have already been several actions in view of this, like the production of a document explaining, among other things, why paying down the debt isn't a priority as such. Also for this reason, the *Réseau* organised a press conference, in which the Federation was present, to deliver the following message: "No to the government's priority of paying down the debt, no to tax cuts and no to the reduction of services"

The second priority of the *Réseau de vigilance* is to preserve the public health-care system. The fate of health services in the hands of the Charest government is likely to be an indicator of the fate that awaits all public services in Quebec. This battle horse is all the more important after the government's response to the Supreme Court ruling in the Chaoulli case. *The Réseau de Vigilance* calls for resistance to all attempts at introducing a two-tier health system.

A new campaign

To support popular resistance, the *Réseau de vigilance* is launching a vast campaign for the right to health. The purpose of this action and popular education campaign is not only to protect the right to health services, but also to denounce all living conditions that have a negative impact on health. The plan of action is composed of three types of interventions:

- education in our work environments;
- awareness-raising material for the public and our members;
- work with elected representatives.

To support this campaign, among other efforts, the *Réseau de Vigilance* is working to produce audio-visual material that could be useful in local activities. In addition, the *Réseau's* member groups will be invited to endorse a common statement entitled *The Charest Government's White Paper: too much room for the private sector*. This statement will then be sent to the Premier with a copy to all the members of the parliamentary committee mandated to hold consultations on the White Paper.

Lastly, the *Réseau* is currently exploring the interest and feasibility of a proposal to organize Estates General of the Quebec social movement in fall 2006.

Keep posted...

We are currently re-organizing our central data base, following the waves of votes, in order to add all the new members. During this period, you may receive more than one copy of the FIIQ En Action. Please excuse us for this inconvenience.

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