



ENACTION

Vol 24 | No 4 | Dec. 2011

Federal Council of November 29, 30
and December 1, 2011

FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC | www.fiqsante.qc.ca



At the microphone: Véronique Turmel, Inuulitsivik Health Centre

INDEPENDENT LABOUR OUR ACTION PLAN DELIVERS RESULTS

The delegates learned about the actions taken by the Federation in the fight against privatization which have now resulted in obtaining significant gains concerning the use of independent labour (IL). These are added to those already acquired during the last negotiations.

CRITICAL CARE PREMIUM

Despite all the efforts by the members in the institutions and of the coordination for the negotiation team to have certain centres of activities recognized as being part of critical care, the government has remained completely negative to the idea of granting a premium to the healthcare professionals working in the following units: hemodynamics, recovery room, stepdown unit, ÉVAQ (aeromedical evacuation in Québec) as well as the operating room for respiratory therapists. Given this lack of openness, the Federation believes that it is crucial to continue to demonstrate at the local level that these centres of activities are part of critical care and to get upper management in the institutions to think in this way. By continuing to act at the local level, the FIQ will thus be better equipped to justify the granting of this premium during the next negotiations.

One of these victories is found in the decision rendered by the *Commission des relations du travail* which upholds the arguments of the FIQ, to the effect that the private healthcare placement agencies recruit their personnel from the public health network and lease their services back to this same network at a much higher cost. Indeed, the vice-president of the CRT, Ms Irène Zaïkoff, declared that 21 respiratory therapists from the *Girafe Santé inc.* and *Agence M.D. santé inc.* agencies and working at *Hôpital Maisonneuve-Rosemont* (HMR) must be included in the United Healthcare Professionals inc. (UHCP-FIQ) certification unit. That decision goes even beyond the union issue by demonstrating that the employer in the public health network has responsibilities and these employees have obligations.

The circular issued last June by the Ministry of Health and Social Services, in the application of the conditions stipulated in the new collective agreement, also considerably restricts the use of independent labour, because its intention is to clarify the contract parameters between a public or public subsidized institution and a supplier of

IL. It is clearly mentioned in it that the use of IL must be a last resort solution in order to ensure the accessibility and continuity of the services when all other alternative measures have been exhausted by the institution. The circular also specifies that all public and subsidized public institutions must in the future conclude an individual service contract with an IL supplier according to very specific criteria. Here are a few of those criteria:

- parameters of the orientation programme and the development of skills for the personnel from the supplier as determined by the institution, at the supplier's expense;
- proof by the supplier of control over the validity of the permits to practice and the education and experience requirements;
- supplier forbidden to assign any person in the region who already has a link of employment with an institution in the region;
- commitment from the supplier and his personnel not to solicit an employee from an institution to

which he is bound by contract, in order for that employee to become one of his personnel;

- a guarantee from the supplier to assign the number of agreed upon persons according to the work schedule in effect for a given period;
- conditions allowing an institution to recruit a person who has already been assigned;
- a statement to the effect that the personnel assigned by the supplier are subjected to the same professional obligations as that of the regular personnel in the institution, particularly concerning continuing the assignment in the absence of appropriate relief.

Keep in touch with your local union team in order to stay informed of the latest developments in the independent labour file! ■



WORD FROM THE PRESIDENT

FIQ en Action, vol. 24, n° 4, December 2011 | Published by the Communication-Information Service after each FIQ Federal Council and Convention meeting | **Distribution:** 60,000 copies | **Creative design:** Nolin | **Graphic layout:** Josée Roy | **Photography:** Jacques Lavallée | **Printing:** Solisco-Charactera | Reprint of any article or excerpt must indicate "reprint from the publication *FIQ en Action*" | 100% recycled paper | **Cover illustration:** Valérie Bergeron | **Cover photo:** Nancy Ouellet, CSSS Domaine-du-Roy | To only subscribe to the electronic version of FIQ publications, send a request to info@fiqsante.qc.ca | ISSN 1913-1755 (Print) | ISSN 1913-1763 (Online)

ACT ACCORDING TO OUR OWN CONVICTIONS!




The adoption of the priority actions is not a trivial exercise for an organization such as ours. It is an opportunity to make choices, choices that agree with the values that we stand for and which will serve as a beacon for our organization throughout the coming year.

As is said by the big names from the Right Wing, the role of a labour organization is not limited to negotiating a collective agreement. We have the duty to defend and to promote the professional and economic interests of our members, but also their social interests.

It must be concluded that the size and multiplication of the types of privatization in health care clearly indicate that the Charest government does not place much importance on the value of public services. Let's not mince

words: whether it is using private healthcare placement agencies, by the development of intermediate resources or through projects carried out as PPPs, all these decisions are not in the interest of the population, but certainly in the interest of the private sector. The Federation will not sit idly by while faced with this diversion of public funds.

We will work together over the coming months to develop, propose and implement strategies to stop the sabotage of the public health

network, as well as that of all public services that have taken decades to build.

The healthcare professionals, like their fellow citizens, are entitled to accessible, quality public services. They deserve that their taxes and income taxes are used in harmony with the values of social justice and solidarity that they display.

It's now time to move on to action and to act according to our own convictions! ■

NO TO PPPs!

On November 14, a sad anniversary was marked, that of the opening of the *CHSLD Saint-Lambert-sur-le-Golf*, the first carried out as a public-private partnership in Québec. The 5 to 7 event organized by the *Coalition Montérégie sans PPP*, now the *Coalition pour des CHSLD publics*, was briefly explained to the delegates during the Federal Council.

That evening, about one hundred people (representatives from organizations, unions and community groups, MNAs) were invited to sign a manifesto demanding, in particular, that the government suspend the process of granting contracts for four other projects for CHSLDs as PPPs scheduled for the Montérégie region and for Laval and to resume the governance of *CHSLD Saint-Lambert-sur-le-Golf*.

THE 2012 PRIORITIES ADOPTED BY THE DELEGATION

Over the last year, two major files have shown more than satisfactory results for the FIQ, even if they are not yet finalized.

First, the last national negotiations resulted in major and significant gains for the healthcare professionals. At stake now is the concrete link of these gains in the field. Thus, the Federation intends to double its efforts in order to support the local teams and the regional unions in achieving these objectives.

Another file that resulted in great satisfaction is the fight against the use of private healthcare placement agencies. In fact, last October, the *Commission des relations du travail* rendered a clear-cut decision which confirmed the views of the Federation and exposed the role of these agencies. However, because the agencies in question have certainly not had their last word on the subject, the FIQ will remain vigilant and will continue with its action plan aimed at ending the use

of private healthcare placement agencies.

PURSUE AND CARRY THE VICTORIES FURTHER

It was in this spirit that the delegates decided to channel the creative energy that characterizes them, into pursuing and carrying the series of victories further. In fact, at its most recent convention, the FIQ chose audacity as a guideline, so that the research on solutions to the problems experienced in the network is a priority for the future of the organization, the members that it represents and the population that they care for.

Nevertheless, the challenge remains. How to translate this boldness into everyday activities, in the workplaces and in the union office? How to express this commitment

to being involved in a mode of proposal and action and that this way of doing things becomes a permanent fixture. There are some of the main challenges facing the Federation in 2012, and beyond.

All efforts will be concentrated in finding solutions that reflect the values defended by the FIQ. Thus, the reinforcement of the public network, the protection of the quality of the care, the improvement in the working and living conditions of the members and the respect of the collective agreement will be at the heart of its concerns in the development of new models. ■

GROUP INSURANCE

Group insurance — Rates effective January 1, 2012



At the microphone: Mélanie Gignac, CSSS du Suroît

GROUP INSURANCE RATES EFFECTIVE JANUARY 1, 2012

For the first time since the call for tenders in the fall of 2008, the Federation had to negotiate the renewal conditions with the insurer, *Desjardins Sécurité financière*, for all the insurance coverage in the group insurance contract.

In fact, the long-term disability coverage was the only benefit which still had a guaranteed rate premium and that ends on December 31, 2011. For 2012, the submission provides for a maximum rate equivalent to the rate in effect in 2008.

The members with the basic drug plan, the basic extended health plan III and extended plan I (dental care) coverage currently benefit from a partial premium holiday. This premium holiday also ends on December 31, 2011. After an analysis of the results of the negotiations with the insurer and considering the amounts on deposit in these plans, the delegates agreed to use an amount equivalent to the increases negotiated for 2012 in order to

give the insured a partial premium holiday for 2012. This premium holiday will maintain the 2011 contract rates for this coverage.

Thus, even if the partial premium holiday absorbs the negotiated increases, like the insured currently benefit from a partial premium holiday that ends on December 31, 2011, they will nevertheless see an increase in premium on their salary deductions. This increase will be equivalent to the adjustment of the rates in order to reach the 2011 contract rates.

The delegates agreed to use an amount of about \$5M for the long-term disability coverage to make it possible to have a partial

premium holiday and thus allow the insured to benefit from a rate reduced to 1.005% of the gross salary for 2012. Lastly, the rates for the basic extended health plan III, life insurance and basic ADD, life insurance and additional ADD and life insurance for dependent children remains unchanged.

The delegates evaluated that it was a good renewal and unanimously adopted all the group insurance contract conditions of renewal for the Federation. ■

Rate effective January 1, 2012¹

PROTECTION	2011 contract rates before premium holiday	Rates paid in 2011 after premium holiday	2012 contract rates	Rates paid in 2012 after premium holiday
BASIC PLAN				
Basic drug²				
Individual	\$30.74	\$30.14	\$31.17	\$30.74
Single-parent	\$39.66	\$38.88	\$40.22	\$39.66
Family	\$72.25	\$70.83	\$73.27	\$72.25
Basic extended plan III				
Individual	\$5.43	\$5.03	\$ 5.43	\$5.43
Single-parent	\$5.43	\$5.03	\$ 5.43	\$5.43
Family	\$10.80	\$10.01	\$10.80	\$10.80
BASIC PLAN I (dental care)				
Individual	\$11.92	\$11.72	\$12.28	\$11.92
Single-parent	\$22.65	\$22.27	\$23.33	\$22.65
Family	\$33.38	\$32.82	\$34.38	\$33.38
EXTENDED PLAN II				
Basic life and ADD ³ for participant	\$0.32/\$5,000	\$0.32/\$5,000	\$0.32/\$5,000	\$0.32/\$5,000
Additional life and ADD	\$0.083/\$1,000	\$0.083/\$1,000	\$0.083/\$1,000	\$0.083/\$1,000
Life - dependent children	\$0.06	\$0.06	\$0.06	\$0.06
Long-term disability	0.863% of gross salary	0.863% of gross salary	1.188% of gross salary	1.005% of gross salary
Additional life insurance - vested rights	Rate per age, gender, tobacco	Rate per age, gender, tobacco	Grid increased by 4.9%	Grid increased by 4.9%

1. Rate per 14 days excluding the provincial tax of 9%.

2. Rate including the following employer contribution : (1) Employee with a job title for which the maximum salary scale on December 13, 2005 is equal to or higher than \$40,000: \$1.75 for individual coverage and \$4.38 for single-parent or family coverage; (2) Employee with a job title for which the maximum salary scale on December 13, 2005 is less than \$40,000: \$3.61 for individual coverage and \$9.06 for single-parent or family coverage; (3) Employee working part-time at less than 70% of full-time, the employer's contribution is reduced by 50%.

3. ADD: Accidental death and dismemberment

FINANCES

**Mandatory university education
Upgrading of the OHS plan: a definite step backwards
Financial forecasts**

**MANDATORY
UNIVERSITY
EDUCATION**

The Federation updated the delegates on the desire of the *Ordre des infirmières et infirmiers du Québec (OIIQ)* to make university education (Bacc) mandatory for nurses. In this respect, the FIQ will take all the time necessary to fully evaluate this path before taking a position. Furthermore, a working committee will be set up in order to carry out an analysis which takes into account the concerns of the members and their rights. The FIQ will also perform this exercise on the initial training for the other job classes that it represents, the licensed practical nurses, respiratory therapists and perfusionists.

**UPGRADING OF THE QUÉBEC
OCCUPATIONAL HEALTH AND SAFETY PLAN:
A DEFINITE STEP BACKWARDS**

Over the next months, the Minister of Labour, Lise Thériault will table a draft bill aimed at a major reform of the Québec occupational health and safety plan. This plan is composed of the Occupational Health and Safety Act (OHSA) and the Act respecting industrial accidents and occupational diseases (AIAOD), and their respective regulations. The minister can use the recommendations for legislative and regulatory changes proposed by the *Commission de la santé et de la sécurité du travail (CSST)* in its September 22, 2011 document entitled "*La modernisation du régime de santé et de sécurité du travail - Parce que le Québec a besoin de tous ses travailleurs!*" as a guide. The document is available on the CSST website.

Under the guise of upgrading the plan, the measures recommended by the CSST in matters of prevention and compensation are actually intended to restrict workers' access to the Maternity without Danger Programme and to significantly reduce the indemnity to which workers who are victims of an employment injury are entitled.

The recommendations issued by the CSST for the mechanisms for prevention stipulated in the OHSA are in fact only harming the co-existence of two systems of protection for the Québec workforce. While certain workers

would continue to benefit from the mandatory application of the four mechanisms of prevention in their institution (prevention programme, health programme specific to the institution, occupational health and safety parity committee and the safety representative), others, women in great numbers, would be less well protected in the same plan due to the relaxation of these mechanisms and the disappearance of the safety representative in the institution.

After existing for more than thirty years, everyone agrees that the Québec plan needs to be upgraded

to take into account new social realities, the multitude of labour-market transformations and the new risk factors present in the different sectors of activity. However, the recommendations proposed by the CSST far from represent an "upgrading" of the plan. Rather, it is an exercise in "rationalization of costs" of the plan carried out to the detriment of the prevention and protection of the health and safety of Québec workers. In short, it is a definite step backwards! ■



At the microphone: Lynda Lachance, CHUQ

**FINANCIAL FORECASTS
CHOICES THAT REFLECT
OUR PRIORITIES**

The delegates voted on financial forecasts that reflect the priorities and the values of the organization in order for the Federation to be able to maintain an offer of quality services to the healthcare professionals and to the affiliated unions.

Governance has been installed at the Federation following intensive work. This governance forces the organization to review all of its management practices in order to improve the effectiveness and the efficiency and so that it will be organized more generally. As a result, it will be able to ensure its longevity and to optimize financial monitoring.

In addition, the Federal Councils of June and December 2012 will be an opportunity for the delegates of the Federation to get to know their colleagues in the Saguenay-Lac-St-Jean and Chaudière-Appalaches regions. In fact, those two meetings will be held in the towns of Saguenay and Lévis respectively, and the 25 years of the FIQ will be celebrated.

Obviously, the delegates questioned numerous aspects of the financial forecasts presented by the treasurer of the Federation. There are always animated debates and the numbers are put under a microscope when the use of the members' dues is addressed. ■

SOLIDARITY

March 8, 2012
The FIQ in Nicaragua
Pay equity audit

MARCH 8, 2012

The women's movement is always active and mobilized. The theme retained by the *Collectif 8 mars*, which the Federation is a part of, for the 2012 International Women's Day is "Le féminisme? Plus actuel que jamais! Les femmes ont toutes les raisons de s'indigner" (Feminism? More current than ever! Women have every right to be indignant) Posters and pins will be available in the institutions to mark this special day. Contact your local team starting in March to get the material. ■

THE FIQ IN NICARAGUA

In the context of the New Practices in Solidarity Programme at the FIQ, some of the union reps at the Federation will have an opportunity to participate in an internship of awareness-raising and initiation to international solidarity which will take place in Nicaragua in April 2012.

The FIQ has chosen to collaborate with the *Groupe Spirale*, a Québec organization which has the expertise and the experience needed to develop this type of activity in a country of the South. Misters Denis Gaitan, Director of community radio of *Centre Romero* and Patrice Breton, Coordinator of the *Groupe Spirale*, explained their involvement to the delegates in the preparation and carrying out of the awareness-raising internships in the town of

Nandaime in Nicaragua. These internships represent a means of pursuing its goals of broadening, diversifying and multiplying its practices in matters of international solidarity for the Federation.

The FIQ's internship in Nicaragua will give the participants a chance to learn more about the realities experienced by the communities in these countries of the South and to learn about the North-South social and

economic inequalities. It is open to all the FIQ union reps and the group will be formed by random draw of the names of those indicating an interest in participating.

The eligibility conditions and the registration form will be available in January 2012 on the Federation website.

For more information on the *Groupe Spirale*: www.groupe-spirale.org ■

PROUD AND COMMITTED TO YOUR HEALTH!

This is the theme the Federation has chosen to celebrate its 25 years of existence in 2012. The FIQ was created on December 2, 1987. The opening of this Federal Council was an opportunity to launch the visual screening of the 25 years and to inform the delegation about the activities scheduled to mark this anniversary throughout the year.

Strong from its 25-year history, the Federation is still proud to be committed to the improvement of the conditions of life at work of its members and for quality, accessible health care for all.

After having completed a pay equity exercise, the employer evaluated the pay equity audit which consists of ensuring that the predominantly female job classes in the same enterprise and in the same programme be paid a remuneration equivalent to that of the predominantly male job classes. According to the *Conseil du trésor*,

if a job class is not listed as having a corrective measure, it means that no salary difference was noted in relation to the predominantly male job classes of equivalent value. For them, it means that pay equity has been achieved. That is the case this year for respiratory therapists in particular.

The employers are currently paying the back pay for the amounts due with interest to December 31, 2010. The new corrected salary scales were put into effect in the institutions around the end of October. Contact your local union team to see these salary scales! ■



Régine Laurent, President of the Federation, wanted to acknowledge all the work of the six devoted employees who have left for a well-deserved retirement. These women have fond memories of their time at the FIQ and say they are ready to face new challenges which will light up their lives as much. Happy retirement to you all! From left to right: Lise Roy, Lorraine Laforge, Marielle Prince, Nicole Roy, and Danielle Couture.

INFORMATION TECHNOLOGY

THE FIQ, A STRONG VOICE, ACTIONS THAT COUNT



Legal technology and electronic document management expert, Mr. Dominic Jaar is a legal advisor at KPMG Management & E-Discovery

KNOWING HOW TO USE THE SOCIAL MEDIA WITH DISCRETION

Information technology and Web 2.0, in particular the social media such as Facebook, YouTube, MySpace and Twitter, are being used more and more by the affiliated unions and the members of the Federation. Although these tools are very practical, particularly for facilitating communication between individuals but also to speak on behalf of those who are indignant about the political and economic powers of the right wing, but the fact of the matter is that there is a need to be vigilant and to use them appropriately.

Mr. Dominic Jaar spoke with the delegates on the dangers and the legal impacts linked to poor use of these technologies. For example, some employers are using information taken from the social networks to try to show a lack of loyalty on the part of the staff. Severe sanctions can follow, such as a suspension without pay, even a dismissal or other legal lawsuits.

According to Mr. Jaar, everything published on the internet remains there and there is always a trace. Therefore, one must always ask if

what we are putting on the internet might easily be republished on the front page of the newspaper.

In conclusion, Mr. Jaar insisted on the importance of employers and unions having a clear policy which governs the use of the computer systems at work and which respects the rules of licensed software, copyrights, confidentiality, dignity and the right to privacy of others, among others. ■



Monique Lépine, guest speaker

HOME AND CAR INSURANCE

The Personal General Insurance offers the members of the Federation car and home insurance policies at favourable rates. In the fall of 2003, the Federal Council delegation allowed the company to solicit the members by telephone. However, it was understood that The Personal agreed to not divulge the list of FIQ member names to anyone. In this context, it is important to remember that the members can refuse to have their name and contact information (personal address and telephone number) given to service providers under an Act respecting the protection of personal information in the private sector.

Thus, THE MEMBERS WHO REFUSE TO HAVE THEIR CONTACT INFORMATION COMMUNICATED to The Personal MUST COMPLETE THE FORM HEREUNDER and return it before January 15, 2012 to: FIQ Québec, ATTN: Colette Gilles, 1260, boul. Lebourgneuf, bureau 300, Québec (Québec) G2K 2G2. ■

AN ELOQUENT EXAMPLE OF RESILIENCE

In order to commemorate the events of December 6, 1989 at the *École Polytechnique*, the delegation warmly welcomed Ms Monique Lépine, the mother of Marc Lépine, the perpetrator of the crimes. The poignant account delivered by this woman moved more than one person and aroused real collective awareness of the suffering of the collateral victims, particularly that of the families of the aggressors and murderers, and their path to resilience. For the delegates, it was an extraordinary demonstration of a human being's capacity for resilience, and certainly an example for the healthcare professionals to follow. In fact, they have a responsibility for taking control of their lives with the employer, to know their limits and to have them respected.

CAR AND HOME INSURANCE

I, undersigned, explicitly refuse that the personal information that the FIQ holds on me be used for purposes of market research and solicitation regarding the agreement concluded with The Personal for its members.

Name: _____

Address: _____

City: _____ Province: _____ Postal Code: _____

Telephone (home): _____ Telephone (work): _____

Signature : _____ Date : _____



The new team of the Executive Committee of the Federation, elected at June's Convention, wishes you a very Merry Christmas and a Happy New Year! From left to right: Daniel Gilbert, 2nd Vice-President, Sylvie Savard, 4th Vice-President, Brigitte Fauteux, 3rd Vice-President, Michel Mailhot, 6th Vice-President, Régine Laurent, President, Roberto Bomba, Treasurer, Michèle Boisclair, 1st Vice-President, Marie-Claude Ouellet, Secretary, and Linda Bouchard, 5th Vice-President.