

12 days of action for the elimination of violence against women

From November 25 to December 6, 2012



This year, the theme for the campaign “Women are still victims of violence because they are women”.

It demonstrates that, here like elsewhere, women still endure violence today because they are women and the impunity encouraged by the legal

and state systems seem incapable of guaranteeing the safety and the respect of women’s lives.

Go to the Federation website for more information.

Additional salary increase of 0.5%

Following the publication from Statistics Canada on November 19, 2012, the data confirms that a 0.5% salary increase will be applied as of April 1, 2012 for all the healthcare professionals because of the growth in the GDP.

As stipulated in the 2011-215 collective agreement, this increase will be made on the pay of the employees in the sixty (60) days following the publication of the data from Statistics Canada. However, it is possible that some employers may make the salary adjustment sooner.

This increase is added to that of the 1% already approved.

Optimization of home support services projects

The FIQ is on guard

The proliferation of the projects to optimize home support services is very disturbing for the Federation. Over the last few weeks, it has publicly denounced these projects that discount the tasks so-called “without any additional value” as well as the professional judgment of the members it represents.

Moreover, the president of the Federation, Régine Laurent, has sent a letter to the *Ordre des infirmières et infirmiers du Québec* (OIIQ), to the *Ordre des infirmières et infirmiers auxiliaires du Québec* (OIIAQ) and to the *Ordre professionnel des inhalothérapeutes du Québec* (OIPQ) asking them to take a position publicly on the strategic planning tool for home support developed by the *Proaction Groupe Conseils*. The FIQ believes that this tool breaches several articles in the different codes of ethics.

Reaction from the FIQ on the public position of the AQESSS

The Federation reacted on November 27 to the public position taken by the *Association québécoise des établissements de santé et de services sociaux* (AQESSS) aimed at updating the projects to optimize home support services currently in progress in several health-care institutions. The FIQ was shocked to learn that the AQESSS has said they are in favour of these optimization projects under the pretext of wanting every dollar to be invested directly in patient care, while, at the same time, there is sub-contracting at high cost to private companies, like *Proaction Groupe Conseils*, to do the work of the network administrators.

The Federation has advocated the importance of reviewing organization of work for more than twenty years, but this process must be carried out correctly in the hopes of obtaining real improvement in the quality of care.

Don't forget women in the policies on retirement!



On the eve of a conference of provincial finance ministers on the future of the Canada Pension Plan, the *Fédération des femmes du Québec*, the *Conseil d'intervention pour l'accès des femmes au travail*, to which the FIQ belongs, and the political officers for the status of women from numerous labour organizations demanded that women and their needs be taken into account in the decisions. “The Governments of Québec and Canada must take into account the reality of women in the planning of public policies on retirement”, stated the representatives.

Read the release on the Federation website.