



It is important for the FIQ to address the solutions for the healthcare professionals' real and alarming problems quickly. It will quickly table a counter proposal with the employer party.

DELEGATES REJECT THE EMPLOYER PROPOSAL

The APTS-FIQ Alliance received a new filing on the intersectoral matters from the employer party on May 21 last. The FIQ presented these offers to its delegates on May 26 at a virtual decision-making meeting. They unanimously rejected this proposal, calling it unacceptable and insulting.

The Conseil du trésor's proposal had been reworked and slightly improved compared to the initial offer in December 2019 and was presented verbally on April 27, 2020 in an exploratory mode. At that time, the government reiterated they were ready to negotiate while the FIQ had begun to get impatient, having had only six hours of bargaining meetings in 50 days, and only on the form the negotiations would take.

The Conseil du trésor also tabled slightly different proposals to the other labour organizations. Some of them accepted to abide with this negotiation framework for the time being. The employer party proposed a collective agreement of three years, from April 1, 2020 to March 31, 2023, with the following salary increases:

- April 1, 2020 to March 31, 2021: 1.75% increase + \$1,000 for employees

who have been in the last echelon for more than a year, in proportion to hours worked;

- April 1, 2021 to March 31, 2022: 1.75% increase + \$600 for everyone, in proportion to hours worked;
- April 1, 2022 to March 31, 2023: 1.5% increase for employees in rankings 12 to 28, in which we find all FIQ members.

Also proposed was the renewal of the lump sums for employees working with clientele presenting severe behaviour disorders (SBD) and those working in a CHSLD, only until September 30, 2020.

Once again, the employer party is pushing a joint inter-union committee on all issues related to the pension plans and parental rights. It excludes all discussions on regional disparities, an aspect on which the APTS-FIQ Alliance

has major demands. The Conseil du trésor is forging ahead with different forums, particularly overall health, when they were overwhelmingly rejected last January.

The Federation's observation is simple: the employer offer is not enough and does not reflect the healthcare professionals' real needs. Remember that the FIQ priorities remain the same: ensure attraction and retention of personnel in the network and health and safety at all levels.

However, the government proposed setting up a bargaining table on working conditions. The FIQ agrees to participate in this and awaits the Conseil du trésor getting involved at this bargaining table, showing openness and good faith towards the solutions proposed by the FIQ. ■



WORD FROM THE PRESIDENT

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AN IMPORTANT AND NECESSARY NEGOTIATION

Dany Béland

At the end of April, the negotiation framework was rebooted at the same time as our democratic processes were adapted to the realities of the pandemic. The first virtual decision-making meeting devoted to the intersectoral negotiations was held on May 26th to study the employer offer tabled for the APTS-FIQ Alliance on May 21st.

It's clear that the COVID-19 and negotiation seasons are overlapping. The healthcare professionals are still in a bind that no longer applies, with ministerial orders still being used. They are out of breath, exhausted and drained. Their future over the next few years is also at stake at the bargaining tables.

The premier states he doesn't want to negotiate in the public arena, but he is using his press briefings to pass his messages: "What I want is to work together at the bargaining table. Before adding people, can we work together and try to find solutions? I think this should be done at the table instead of in demonstrations in front of my office", he said on May 19. At that

time, there had only been 6 hours of negotiations in 50 days. That is what the government calls wanting to negotiate?

Mr. Legault was reacting to the symbolic action by the FIQ in front of the Honoré-Mercier building. With about thirty people and creativity, this action kick started the resumption of mobilization activities. The energy felt that day was incredible: that of the strength we possess together. Numerous actions took place over the last few days and will continue to be organized.

When courage and anger meet to claim more respect we can change the healthcare network that has abused its caregivers for so many

years. It is a worthy stance that works both in the time of COVID-19 and during negotiations and will build bargaining power.

The presentation of the analysis of the employer offer tabled on May 21 last resulted in a unanimous decision. That offer was emphatically rejected. Although the pandemic causes real difficulties, the need to negotiate exists now, as the working conditions are no longer bearable and the direct effects on the quality and safety of care are sadly tangible.

We are facing a government sending contradictory messages to its workers. The answer we gave them is clear and unambiguous. ■



SECTORAL TABLE

[fiq](http://fiq.qc.ca) CPNSS Comité national de négociation du secteur de la santé et des services sociaux

INTERSECTORAL TABLE

[fiq](http://fiq.qc.ca) [APTS](http://apts.qc.ca) Secrétaire du Conseil du trésor Québec

FOLLOW THE PROGRESS OF THE NEGOTIATIONS

Go to the Federation's website to find out all about the 2020 negotiations in photos and videos, know how the work is progressing at the intersectoral and sectoral tables and FIQ demands.

fiqsante.qc.ca/nego2020