



October 2021

Healthcare professionals, the government is renegeing on its commitments to you!

As healthcare professionals, you can be proud of having put your working conditions at the heart of the public debate and the government's priorities. Your interventions over the last few months have been real catalysts for change.

It is now clear that the government is once again using the wrong remedy to address the severe labour shortage, thereby compromising your right to work in a safe environment respectful of your working conditions.

What's hidden behind the premiums announced by the government

A month after announcing with great fanfare a plan to attract healthcare professionals to the network through premiums, the government has published Order 2021-071 and the accompanying user guide. Once again, these documents show that *the devil is in the details*: the only measure put forward to try to convince thousands of healthcare professionals to come back and help is *far too restrictive*. With so many restrictive measures, it would be surprising that this interests very many healthcare professionals. This is a far cry from the culture change announced by the Premier and Minister of Health.

Worse, the measures announced by the government undermine several provisions of the collective agreement whose *ink is barely dry*. However, the collective agreement is built on the stability of the work teams: **one position on the same shift and the same centre of activities**. That is a promising solution to attract and retain healthcare professionals in the network. However, the ministerial order brings back with great fanfare the mobility of staff and encourages accepting rotation, which must absolutely be stopped in order to stabilize the work teams.

The measures in the order are unilaterally imposed and were never negotiated. **This clearly anti-union government attitude deserves to be denounced**. By imposing ministerial orders for more than 18 months, the Minister of Health is shamelessly ignoring the healthcare professionals' rights.

The FIQ and FIQP denounce the fact that the state of emergency is a pretext to decree the working conditions of their members, without any negotiation. This authoritarian approach will be challenged in court. The government should reconsider.



Nurse | Licensed practical nurse | Respiratory therapist | Clinical perfusionist

Here are a few impacts from this order:

- Taking *a leave without pay* or *an unpaid absence* causes you to lose your eligibility and leads to a claim for reimbursement.
- *A paternity or maternity leave without pay* makes you ineligible for the lump sums.
- An employee who commits in writing could have priority for temporary assignments since the rules in the order override the provisions of the provincial and local collective agreements. This unfairness is unacceptable!
- If you are the incumbent of *a full-time evening position*, you cannot take advantage of the *nine days per two (2) week* schedule and receive the premium. However, that schedule is an asset for stabilizing the teams on this shift that is more difficult to fill.

Before signing a commitment pursuant to this order, the FIQ and FIQP recommend that you ask the human resources agents in your institution questions on the conditions linked to this commitment. Your local union teams are also available to answer your questions.

The deadline to sign a commitment pursuant to ministerial order 2021-071 is December 15, 2021.