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to go farther

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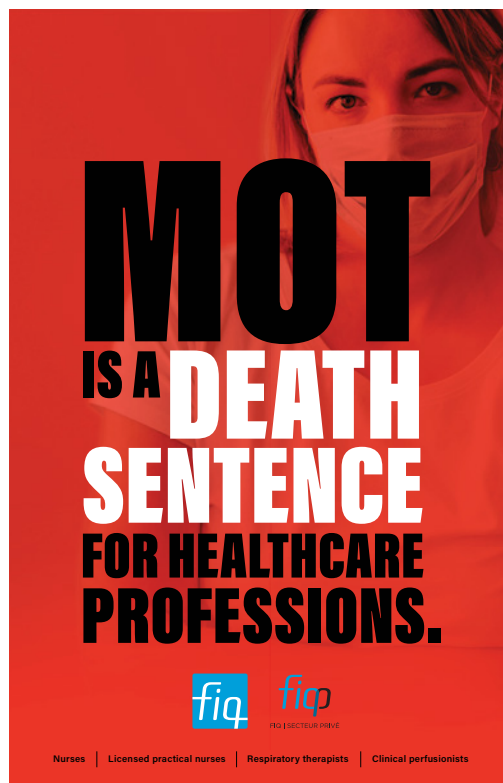


# EN ACTION

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REGROUPEMENT DES FIQ | [fiqsante.qc.ca](http://fiqsante.qc.ca) | [fiqp.org](http://fiqp.org)

Special Provincial Council on October 4 and 7  
Special Provincial Council on October 13



## UNITED AGAINST MOT THE DELEGATES ADOPT AN ACTION PLAN

Meeting at a Special Provincial Council, the FIQ and FIQP delegates adopted an action plan with the firm intention of ending, once and for all, the use of mandatory overtime (MOT) as a method of managing.

Angry, the delegates feel that we can no longer tolerate the adverse effects of using MOT on the healthcare professionals and patients. This problem, widely denounced publicly and recognized by the public as an excessive measure, puts enormous pressure on our members to maintain a safe and high standard of care while being exhausted and overworked.

This is not the first battle on MOT for the healthcare professionals. It has been used as a method of managing for several years to compensate for the many ills of the healthcare system forcing the healthcare professionals to stay at work for long hours when they need a break like all workers.

The action plan adopted will invest in various forums to denounce and occupy

public space. Healthcare professionals are speaking out more and more, they defy the prevailing omerta and their influence is undeniable. This decentralized voice adds considerable weight to union action. More voices and a variety of ways to fight MOT will lead to greater impact.

In support of the action plan, a mobilization campaign with the theme, "MOT is a death sentence for healthcare professions", was launched on October 12. Participate in the local general assemblies to learn about the different actions to be held over the next few weeks. Don't hesitate to speak out against MOT, together we will succeed in making it disappear. ■



## MANDATORY VACCINATION: WE WERE ABOUT TO HIT A WALL

On October 7, a few days before the health minister extended the deadline for mandatory vaccination for healthcare staff, FIQ and FIQP delegates adopted recommendations to contest it. Affiliated unions would have filed grievances to contest healthcare professionals' eventual suspensions without pay, and permit suspensions, enforced by the decree, would have been contested in the courts.

In a statement issued on October 13, the Federation said: "The minister finally heard our message. There's no more wiggle room in the health network. We are worried for our members who are already under unbearable pressure. We are worried for the patients who are currently not receiving all care and essential services. The minister had no choice but to announce some flexibility because he could see that he was steering us directly into a wall. All institutions are already implementing contingency plans in the field, and it is our members who are shouldering the extra workload and doing mandatory overtime. We are avoiding chaos in the short-term, but we are not out of the woods. The network is still extremely fragile.

We can't afford to waste anymore time. The FIQ demands that all of its affiliated unions participate in the reorganization of services in the institutions, which is not currently the case. The changes in management culture we are demanding in all forums must be implemented through concrete actions. Now we are waiting for a strong statement from the health minister that solid initiatives and directives will be quickly put in place to stop the systematic use of mandatory overtime."

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## WORD FROM THE INTERIM PRESIDENT

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## COMING TOGETHER TO GO FARTHER

The FIQ and FIQP union reps have just weathered a storm. It wasn't the first and surely won't be the last in the history of the Federation and union battles. Touched to the core, we dove deep and questioned the very foundations of our engagement, what direction to take, and what our future holds. We realized that we were not all paddling in the same direction. Disagreements are a normal occurrence, especially when you are faced with such a difficult situation.

I often say that you have to know where you are coming from in order to know where you are going. We are embarking on this introspection together, taking a necessary break to stop and talk and listen to and understand one another.

The constraints imposed upon us because of the pandemic forced us to adapt, more often than not in a rush, and to re-examine our union practices. They wedged us apart, at times creating distortion between everyone's priorities, between members' expectations and those of their union representatives. In this regard, the outcome of the provincial negotiations has raised awareness.

I became a union rep at the FIQ with the sincere and deep conviction that it's the sum of our voices, even when divergent, that makes us stronger, that unites and guides us in our battles to defend healthcare professionals' interests. The proof

is in the past; with teamwork, the union reps' persistence, and being attentive to our members' reality, we have managed to win our biggest battles.

It is therefore with humbleness and the knowledge that we are all ready to roll up our sleeves that I accepted the role of interim president. It is a huge job. We are all committed to working on several initiatives over the next year, including the MOT action plan, work on adopting a law on ratios, and the deployment of the collective agreement. The orientations adopted at the convention will be reflected in all of our actions. The members of the provincial Executive Committee are determined and thorough. I believe in our ability to rebuild bridges and, together, to redefine the founding principles of our union democracy to best represent FIQ and FIQP members.

We are healthcare professionals, union reps, feminists, unionists, and we stand up for solidarity and equity. Throughout the network, there are nurses, licensed practical nurses, respiratory therapists and clinical perfusionists who aren't respected, who are in distress, who are exhausted, and who are grappling with organizational violence and intimidation. I think about them every day. I am a licensed practical nurse, a healthcare professional, and I haven't forgotten the working conditions and contempt we face.

These last days have given me hope because, despite the torment, I see our strength and determination, which, when channelled in the right direction, allows us not only to get back up, but to become stronger, imbued with the collective intelligence we have always possessed. ■

## IMPORTANT DATES IN ROLLING OUT THE COLLECTIVE AGREEMENT

**October 5, 2021:** Application of the recognition of healthcare professionals premium of 3.5%.

**October 10, 2021:** Collective agreement goes into effect. Increase in the workweek to 37.5 h for all healthcare professionals and to 40 h for SNPs. Attraction-retention premium for the employee incumbent of a full-time evening, night or rotation position.

**November 4, 2021:** Deadline for the payment of the 1<sup>st</sup> lump sum of \$0.33/paid hour from April 1, 2019 to March 31, 2020.

**November 19, 2021:** Deadline to integrate the new salary and new monetary measures into the pay.

**December 9, 2021:** Deadline for the 1<sup>st</sup> upgrading offer to full time in 24/7s and posting of all vacant positions as full time.

**January 3, 2022:** Deadline for the payment of all the salary retroactivity, CHSLD premium (retroactivity as of May 29, 2021), the lump sum for licensed practical nurses and licensed practical nurse team leaders at the beginning of their careers (retroactivity as of May 29, 2021) and ranking 28 for SNPs (retroactivity as of January 25, 2021).

**Mid-January 2022:** Deadline for the 2<sup>nd</sup> payment of the lump sum of \$0.33/paid hour from April 1, 2020 to March 31, 2021.

## THE 2021-2023 COLLECTIVE AGREEMENT IS IN EFFECT

The 2021-2023 collective agreement went into effect on October 10, 2021, a few days after it was signed by the FIQ and government representatives. This accelerated process is the result of extensive work so that healthcare professionals can benefit from the gains of the new work contract as quickly as possible.

The negotiating team specified the major steps in rolling out the collective agreement to the FIQ and FIQP delegates. (see boxed text).

The trailer clauses, which apply to several classes of employees in the health and social services network, were also presented. The employer's contribution to the basic health insurance plan is tripled, more centres of activities are covered by the psychiatry premium, and the

CHSLD premium replaces Letter of Understanding No. 23. Moreover, all years of service are taken into account in calculating the number of vacation days for an employee who has changed institutions or has returned to the network. ■

The collective agreement and salary scales and list of job titles are available on [fiqsante.qc.ca](http://fiqsante.qc.ca) in French. The English versions will be on the site as soon as possible.

For any question about the collective agreement and its rollout, contact your local union team.