



# EN ACTION

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Special Provincial Council on November 25 and 26

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



## CONTINUE THE AMBITIOUS ACTION PLAN TO END MOT

Delegates meeting at a Special Provincial Council began their work with a report on the offensive conducted this fall against mandatory overtime. Adopted on October 7, 2021, the objective of this ambitious action plan was to eliminate mandatory overtime by November 15, 2021.

For forty days, the FIQ and FIQP members were engaged on different fronts. As a result, actions were carried out across Québec, taking into account the local realities of each affiliated union. Whether demanding 48 hours without MOT, organizing “forced MOT for PEDs”, contesting the use of MOT through legal recourses or formal legal notices to the CISSS’ and CIUSSS’ PEDs and government and professional orders, and mobilization were on the agenda.

Lastly, the action plan culminated in a public event showcasing healthcare professionals: a forum on mandatory overtime. On that day, nearly 300 people attended and participated in the exchanges joining their voices to those of their peers. For several hours, the forum participants shared their experiences, learned from those of

others and sent a strong message to the Minister of Health, Christian Dubé. MOT is truly a professional death sentence!

The MOT action plan has had concrete impacts: a reduction in MOT shifts, a reduction in the number of sit-ins and an increase in the use of alternative solutions to MOT. While the achievement of these objectives is positive in itself, it must be said that MOT is still too common, even commonplace. The objective of ending this practice by November 15, 2021, was therefore not reached.

For this reason, the FIQ and FIQP delegates overwhelmingly adopted the recommendations in order to continue the fight and force the government to permanently end MOT. Among the new initiatives are publicizing rankings

of the worst centres of activities for not replacing absent staff, substituting job titles and MOT, integrating local actions in the action plan on safe ratios – already underway, and developing a political strategy to break the RSSS’s dependence on private healthcare employment agencies.

At the end of this report and presentation of the perspectives, the delegation was united and determined to reach its objective of improving the healthcare professionals’ working conditions by ending MOT, but also ensuring the sustainability of the public health network. ■



## INITIAL TRAINING: THE FIQ AND FIQP ON THE LOOKOUT

Diploma of vocational studies (DVS)? College diploma (DEC)? Bachelor’s (BAC)? DEC-BAC? Initial training programs that prepare students for a profession have, for a number of years, been questioned by some professional orders that govern nurses, licensed practical nurses, respiratory therapists and clinical perfusionists. All the same, whether it’s an enriched college training program or an upgraded requirement for entering a healthcare profession, it is the government that will make the final decision since amendments are recorded in laws and regulations.

Since the start of the 2000s, the FIQ has been closely following discussions about these eventual changes, because some professional orders exert pressure to increase the level of initial training required for future healthcare professionals. During this time of severe labour shortage in the network, FIQ and FIQP union delegates are calling for caution. They underscore the deterioration of the health and social services network and members’ poor working conditions, and reiterate that their priorities are the urgent elimination of mandatory overtime and the implementation of safe healthcare professional-to-patient ratios.

The FIQ and FIQP will be on the lookout and will soon consult healthcare professionals in order to properly represent them as these changes will have a major impact on their working conditions.

**WORD FROM THE INTERIM PRESIDENT**

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Our next event is very soon. The December provincial council will be an opportunity to hold more debates and strengthen our great labour organization's democratic values.

**IN TUNE WITH HEALTHCARE PROFESSIONALS**



Your union consultants just finished the first step of an essential process in our union action: the review of the last negotiations. The assigned deadline made the process very challenging. But the energy and honesty that went into it produced the quality report that was presented to the delegation.

First, we had to understand why, after months of negotiations and a pandemic, the global offer no longer met the expectations of a significant number of members. In an attempt to explain this, FIQ and FIQP delegates named the pitfalls and addressed head-on issues of transparency, communication, as well as the underutilization of structures that plagued the negotiation process and kept members at a distance. Union reps rallied around the accuracy of the findings in the review, well-aware that in the end, everyone's goal is still to represent healthcare professionals' interests at every stage of negotiations.

It would have been very easy to stick our heads in the sand but that's not the path the Provincial Executive

Committee chose. It takes a whole lot of courage to communicate with full transparency, and a good dose of humility to admit mistakes. This is the change in culture that the organization needs in order to set off again on a solid, democratic footing. I know that the organization can count on its maturity and the great skills of its union reps, elected officials and employees to do this.

When your representatives chose to get involved in the union life of the health network, they didn't choose an easy road. Believe me, I know from experience. We have all been shaken up by the authoritarianism of this anti-union government, which shows contempt for the distress you experience daily. However, with this attack on our unionism,

our unity and inter-union alliances are precious tools we can use to summon the best union retaliation.

These next weeks will be crucial as we contest ministerial order 2021-071, deploy the collective agreement and continue the fight against mandatory overtime and unsafe ratios. We must make our voice heard from all platforms, demanding a law on ratios and denouncing employers' abusive use of independent labour. Cohesion will be our best weapon for achieving our objectives and fighting a government that will do anything to shake our union engagement. ■



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**FINDINGS ON THE NEGOTIATION PROCESS AND STRUCTURE**

The last provincial negotiations for determining and improving the working conditions of the 76,000 healthcare professional members of the FIQ and FIQP, took place in an unprecedented context, the COVID-19 pandemic.

In effect until 2023, the new collective agreement, ratified in August 2021, received a mixed welcome from the members. It is partly for this reason that last October, the intersectoral ad hoc committee on the review of the negotiations was given the mandate to carry out, in a much shorter time than usual, a review of the findings on the last negotiation process and structure.

Therefore, more than 160 elected officers, union reps and employees of the Federation were consulted between November 8 and 19, 2021. A questionnaire was also sent to all the union reps to find out what they

thought of the negotiation process. Lastly, it was on November 26, 2021, at a special provincial council, that the committee presented the result of its work: a review marked by transparency, neutrality and objectivity that was welcomed by the union reps present.

Some forty findings and 6 recommendations have emerged from the various consultations, recommending for the future a further clarification of the roles, mandates and tasks of the components of the negotiation structure, a more fluid sharing of information, a training offer adapted to ensure that all delegates are at

the same level of understanding of the issues surrounding the negotiation of a provincial collective agreement, a re-evaluation of the negotiation structures as well as the possibility of implementing a permanent mobilization structure.

The committee's work will continue in the weeks ahead, and this time the members will be consulted. The presentation of the perspectives for the next negotiations will take place at the beginning of 2022. ■