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**MINUTES OF THE FOUNDING  
CONVENTION OF THE FÉDÉRATION  
INTERPROFESSIONNELLE DE  
LA SANTÉ DU QUÉBEC | SECTEUR  
PRIVÉ (FIQP) HELD ON  
OCTOBER 5 AND 6, 2016**

**Decision FIQP-A17-C-I-D4**

**providing care:  
a collaborative  
affair**

**fiqp**

FIQ | SECTEUR PRIVÉ

**1<sup>st</sup> CONVENTION**

From November 27 to December 1, 2017  
at the Lévis Convention and Exhibition Centre





# providing care: a collaborative affair

## POLITICAL RESPONSIBILITY

Marie-Claude Ouellet, Secretary

## COORDINATION

Sylvie Charbonneau, Coordinator, Sectors and Services

## TRANSLATION

Susan Millroy, Union Consultant,  
Communication-Information-Web-Translation Service

## WRITING AND SECRETARIAT

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MINUTES OF THE FOUNDING CONVENTION OF THE *FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC | SECTEUR PRIVÉ (FIQP)* HELD ON OCTOBER 5 AND 6, 2016, AT THE *HÔTEL MONTFORT NICOLET*

WEDNESDAY, OCTOBER 5, 2016

## 1. OPENING MESSAGE

Marie-Claude Ouellet, member of the Executive Committee of the FIQ, opened the founding convention of the FIQ-EPC<sup>+</sup> at 10:03. It was with much pride that Ms. Ouellet welcomed the delegates and presented the members of the provisional executive committee of the FIQ-EPC<sup>+</sup>, Martine Tremblay, local president of the *Alliance interprofessionnelle de Montréal (AIM) du Groupe Champlain de la Montérégie*, Geneviève Rouleau, grievance agent of the *Syndicat des infirmières et infirmières auxiliaires (SIIA) du Groupe Champlain de l'Outaouais*, Sonia Mancier, local president of the *Professionnel(les) en Soins de Santé Unis (PSSU) de Vigi Santé de la Montérégie*, Martine Beaulieu, grievance agent of the *Syndicat des professionnelles en soins de Québec (SPSQ) du Groupe Champlain* and Josée Chartré, lead representative of the *Syndicat Régional des Professionnelles en Soins du Québec (SRPSQ) du Groupe Roy Santé*.

The members of the provisional executive committee addressed the delegation specifying that they were invited last January to discuss the creation of a Federation grouping together the healthcare professionals of the private subsidized institutions (EPC) and the private institutions. It is now nearly 10 months later that the members of the provisional executive committee of the FIQ-EPC<sup>+</sup> is meeting them to adopt the constitution and bylaws of this new labour organization.

Aware that they are pioneers, they hope that this new federation is a springboard to the future central health labour body in Québec. This is why they are inviting the delegates to take their place, to speak out and above all, to put pressure on their employers, convinced that it is with solidarity and networking that they will succeed. Instead of caving in to the Minister of Health, Gaétan Barrette, they have decided to use Bill 10 as an opportunity for imposing a system of safe and quality care, in both the public sector and the private sector.

*“The members of the provisional executive committee are very happy to invite you to this great historic moment which is taking shape today for the healthcare professionals of the subsidized private institutions and the private institutions”,* stated the spokesperson, Sonia Mancier.

The members of the provisional executive committee revealed the banner with the logo and the slogan of the new *Fédération interprofessionnelle de la santé du Québec | Secteur privé (FIQP)* *“Public ou privé, la FIQ c’est la FIQ.”* (Public or private, the FIQ is the FIQ.) which were simultaneously shown on the screens.

While the delegates received a bag in the effigy of the FIQP, containing among other things, the binder on the course of the convention as well as the Constitution and Bylaws which will be adopted at this meeting, it was to the tune of the theme song *Toi + Moi* that the founding convention of the *FIQ | Secteur privé* kicked off.

## 2. APPOINTMENT OF THE CHAIRPERSON AND THE MEETING SECRETARY

**Presented by:** Sonia Mancier, member of the provisional executive committee of the FIQP.  
**No reference document.**

Sonia Mancier tabled motion **A16-C-I-01** (Mancier-Tremblay) and called the vote.

<b>A16-C-I-01</b>	<b>BE IT MOVED:</b>
"To appoint Joanne Poulin and Chantal Martin as chairperson and Fabienne Pouliot as meeting secretary."	
Sonia Mancier - Martine Tremblay	<b>CARRIED UNANIMOUSLY</b>

Chantal Martin acted as chairperson.

## 3. READING AND ADOPTION OF THE AGEBDA

**Presented by:** Chantal Martin, Chairperson.  
**Reference document:** **A16-C-I-D1** "Agenda".

Chantal Martin read the agenda. Motion **A16-C-I-02** (Rouleau-Chartré) was tabled. There being no interventions or questions, the chairperson called the vote.

<b>A16-C-I-02</b>	<b>BE IT MOVED:</b>
"To adopt the agenda as presented."	
Geneviève Rouleau - Josée Chartré	<b>CARRIED UNANIMOUSLY</b>

## 4. MESSAGE FROM THE PRESIDENT OF THE FIQ, RÉGINE LAURENT

**Presented by:** Josée Chartré, member of the provisional executive committee of the FIQP, accompanied by Régine Laurent, President of the FIQ.  
**No reference document. A video montage was shown on the screens and the theme song of the founding convention of the FIQP was played to accompany the presentation.**

After a short presentation of her involvement and on all of her career in the healthcare network, Josée Chartré invited Régine Laurent, President of the FIQ, to give the opening message of the founding convention of the *FIQ | Secteur privé*.

First, Ms. Laurent expressed how proud she was to the delegates to be among them to inaugurate this great and historic day. "*Today is a big day for us all. Together we are building the future by consolidating the FIQ as a leader among the labour organizations in the health domain*", she stated. Their principles are the same and they remain just as loyal to their mission, but their actions are growing to better expand the space for the benefit of the patients and the healthcare professionals will gain from it!

The FIQ has succeeded in pooling the interests of the nurses, licensed practical nurses, respiratory therapists and clinical perfusionists. With the creation of this new federation, she invites all the health professionals who do not work in the public sector and who want to build a more humane health setting, to join our ranks to unite their interests, thus contributing to providing the patients with safer care and of better quality.

Before ending, Ms. Laurent cannot ignore the outstanding work and dedication invested by the members of the provisional executive committee in order to lay the groundwork of this new federation.

She continued by also acknowledging the contribution and activism of three employees of the FIQ, Michelle Poirier and Sylvie Bissonnette as well as Jean-François Côté who worked on this wonderful project under the leadership of Marie-Claude Ouellet.

*Ms. Laurent concluded with these words, "Today is a great day, the one from which the healthcare professionals will be able to say that there is no longer any reason to be deprived of the FIQ. Because, public or private, the FIQ is the FIQ!"*

The delegates watched a video montage of testimonials given by delegates from the subsidized private institutions as part of the debate on the creation of a new federation, which took place at the Federal Council of the FIQ, on June 2 last.

## 5. WELCOMING OF INVITED GUESTS

**Presented by:** Martine Beaulieu, member of the provisional executive committee of the FIQP.  
**No reference document.**

On behalf of the members of the provisional executive committee, Martine Beaulieu welcomed everyone present at this great event. She asked the delegation to warmly welcome the invited guests, speakers, sponsors, presidents of the unions from the private sector, members of the FIQ, members of the executive committee, coordinators as well as employees from the FIQ who have helped in the creation of this new federation.

She continued by inviting Maurice Dupont, President of the Réseau FADOQ, to address a few words to the delegation. First, Mr. Dupont said he was very honoured to attend the founding convention of the FIQP, considering the invitation as proof that the FIQ considers the Réseau FADOQ as a great ally and recognized their credibility and power of influence.

According to Mr. Dupont, there is a close commonality between the FIQ and the Réseau FADOC in matters of health care, which leads to a successful collaboration in many respects. It has, among others, led to cooperative ventures with several other organizations, the abolishment of the incidental expenses which will go into effect as of next January 1.

Sharing the same visions as the FIQ, the Réseau FADOQ considers it important that access to care and services in a timely manner become a priority again, and this, while respecting the choices of the patients. These services have been mishandled for several years now, in the context of the major transformations inflicted on the healthcare network.

Also, just like the FIQ, the Réseau FADOQ is a staunch advocate of maintaining the universality of the healthcare system and other social gains that our seniors have helped put in place, which are being threatened from all sides, particularly by the reorganizations and the budget cutbacks. "*Representing nearly 500,000 members in Canada, the mission of the Réseau FADOQ is to have the voice of our seniors heard, in particular those of the most disadvantaged and the most vulnerable*", stated Mr. Dupont, who said he was very happy to be able to count on the support of the FIQ in the progress of the health files of seniors.

It is for that reason that he was proudly wearing the *Silver Button*, a symbol of clear support for an acceptable quality of life for Québec seniors, its awareness-raising campaign being in full swing until this October 31.

In conclusion, Mr. Dupont, as president, reconfirmed to the FIQ, the full collaboration of the *Réseau FADOQ*, in their demands for a healthcare system better focused on the patients, from the youngest to the oldest.

**6. UN NOUVEAU MODÈLE POUR L'HÉBERGEMENT DES PERSONNES ÂÎNÉES EN PERTE D'AUTONOMIE – DES PETITES MAISONS POUR DES SOINS À ÉCHELLE HUMAINE (A NEW MODEL FOR THE RESIDENTIAL HOUSING OF THE ELDERLY WITH LOSS OF AUTONOMY – SMALL HOMES FOR CARE ON A HUMAN SCALE), PRESENTATION OF STÉPHANE GAGNON, PRESIDENT OF SPSS DU NORD DE LANAUDIÈRE**

**Presented by:** Geneviève Rouleau, member of the provisional executive committee of the FIQP, accompanied by Michelle Poirier, Union Consultant and Stéphane Gagnon, President of the *Syndicat des Professionnelles en Soins de Santé du Nord de Lanaudière*.

**No reference document.**

A union activist for a long time at the FIQ, Stéphane Gagnon initiated a citizen project at the Regional Action and Consensus-Building Table (TRAC) Lanaudière aimed at making the population aware of the harmful effects of privatization, particularly for the elderly. His involvement in a project for the construction of small homes for seniors comes from his personal experience and a deep reflection on the services for these vulnerable people.

Mr. Gagnon gave a brief history of the initial action plan for the new models of care in Québec for which a first reflection was shared with the healthcare professionals at the FIQ Convention in 2011. Already, the mission of the TRAC Lanaudière was to inform the population about the privatization of the healthcare network. In 2014, the reflection continued as part of the FIQ Convention and the members were consulted on the new recommendations. Since then, activities and meetings have taken place with the different mayors in the region of Lanaudière with the goal of promoting this major project.

Today, he is enthusiastically presenting the new model of residential care for seniors losing their autonomy “*small homes for care on a human scale*”. This innovative project, which will be deployed in the Lanaudière region, falls perfectly in line with the new FIQ residential care models. In fact, the Federation adheres to the principle that these people must have the power to choose the place where they will receive the services adapted to their needs, from the home to a public residential and long-term care centre (CHSLD). By setting up homes for seniors, the FIQ is proposing a living environment for the people losing autonomy as an alternative to the current model of intermediate resources which offer places in institutions which are similar to CHSLDs and which have no other purpose than to reap profits.

Therefore, the creation of the small homes for seniors implies a collective responsibility and a citizen mobilization around the organization of services, the funding for which will be public. Anchored in the communities, these small homes offer a living environment where these people can stay as long as they wish, fitting their services and their care based on needs and according to the evolution of their health condition and their autonomy. Altogether, a non-profit organization which will allow services to be refocused around the person.

Michelle Poirier continued by giving the background work on the new action plan created taking into account the context. Based on the philosophy and concept of the small homes of the *Centre de santé et de services sociaux (CSSS) de Montmagny-L'Islet*, the new models adapted to the population allow access to healthcare services with different front-line stakeholders. Hence, the care and services provided in these homes must be publicly funded, in order to ensure the quality. As for the infrastructures, they would be funded by the community to this remain beyond the market rationale. Therefore, it is the public network, through the *Centre intégré de santé et de services sociaux (CISSS) de Lanaudière*, which should assume the delivery and the quality of the care and services given.

Ms. Poirier also updated the progress of the work done over the last few months on the implementation of a project of four small homes on the same grounds in the north part of Lanaudière. Among the partners, other than the FIQ, are the *Chantier de l'économie sociale et sa Fiducie*, the *Table régionale de l'économie sociale de Lanaudière* (TRESL), the *Coopérative de développement régional (CDR) de Lanaudière* and the *Groupe d'aménagement de logements populaires (GALOP) de Lanaudière*. The mayors of certain municipalities involved have also shown an interest in become partners in this project.

Hence, the FIQ is counting on the support of the *CISSS de Lanaudière*, in particular for ensuring the allotment or funding of the resources necessary to meet the needs of the people in residential care, whether they have a minor or severe loss of autonomy or are in palliative care. The positive outcome of a meeting was the director of long-term care confirming the interest shown by the executive director of the *CSSS du Nord de Lanaudière* in collaborating in the implementation of this wonderful project.

In conclusion, Geneviève Rouleau wanted to thank Mr. Gagnon for this presentation which generated great interest from the delegation. She also ensured him that he could count on the support of the members of the provisional executive committee of the FIQP in carrying out this humane and inspiring project.

A 30-minute plenary session began.

Mr. Gagnon pointed out that the next step will be to meet with the executive director and the players involved at the *CSSS du Nord de Lanaudière* in the coming weeks. *"In closing, I invite you to promote this wonderful project which, I hope, will inspire the construction of other small homes for seniors, where very highly personalized care on a human scale will be provided"*, stated Mr. Gagnon.

The delegates once again watched a video montage of the accounts of the delegates from the private subsidized institutions as part of the debate on the creation of a new federation, which took place during the Federal Council of the FIQ, last June 2.

#### **Question of privilege:**

- Sonia Mancier, member of the provisional executive committee of the FIQP, revealed four cartoon posters showing the president of the FIQ, Régine Laurent, personifying colourful characters to promote the *100% healthcare professionals* publicity campaign.

Joanne Poulin acted as chairperson.

## **7. CONSTITUTION AND BYLAWS**

### **7.1 Adoption of the draft Constitution and Bylaws of the new federation**

**Presented by:** Martine Tremblay, Martine Beaulieu, Josée Chartré, Sonia Mancier and Geneviève Rouleau, members of the provisional executive committee of the FIQP, accompanied by Michelle Poirier and Jean-François Côté, Union Consultants.

**Reference document:** **A16-C-I-D2** "Constitution and Bylaws FIQP".

In terms of functioning, the chairperson gave a few details on the adoption of the Constitution and Bylaws FIQP. Document D2 will be presented in four blocks, each one followed by a plenary session. Then, a deliberative assembly will be held on the complete presentation, which will be followed by the call to vote, chapter by chapter. Lastly, document D2 will then be adopted in its entirety.

In turn, the members of the provisional executive committee did a complete reading of the Constitution and Bylaws of the FIQP.

› **Block 1 – Chapters I to IV:**

Recommendations 3 to 6 were tabled.

A 20-minute plenary session began.

› **Block 2 – Chapters V and VI:**

Recommendations 7 and 8 were tabled.

A 20-minute plenary session began.

› **Block 3 – Chapters VII to IX:**

Recommendations 9 to 11 were tabled.

A 20-minute plenary session began.

**Education-Animation Service Minute:** Shirley Dorismond, member of the Education-Animation Committee, invited the delegation to stand up and move by doing a few exercises.

› **Block 4 – Chapters X to XIV:**

Recommendation 12 and recommendations 14 to 18 were tabled.

In terms of functioning, the Chair stated that the presentation of document D2 was over. Considering that the union reps only had a very short time to familiarize themselves with the Constitution and Bylaws, the break planned for this afternoon will be extended in order to allow them to discuss this subject among themselves. After the break, a first plenary session will begin for Block 4 and, then, a second plenary session will begin for Blocks 1, 2 and 3 to allow, if applicable, the tabling of amendments for each one of the recommendations. Lastly, she stated that the deliberative assembly and the vote on document D2 will be done tomorrow.

A 20-minute plenary session began for Block 4.

Motion **A16-C-I-13** (Léger-Dorismond) was tabled.

A second 20-minute plenary session began for Blocks 1, 2 and 3.

**8. “FEMMES, VIEILLISSEMENTS ET SOLIDARITÉS” (WOMEN, AGING AND SOLIDARITY), CONFERENCE GIVEN BY MICHELLE CHARPENTIER, PH.D, PROFESSOR AT THE ÉCOLE DE TRAVAIL SOCIAL, UQAM, RESEARCH CHAIR ON AGING AND THE DIVERSITY OF CITIZENS**

**Presented by:** Martine Tremblay, member of the provisional executive committee of the FIQP, accompanied by Michèle Charpentier, Professor at the *École de travail social à l'Université du Québec à Montréal*.

**No reference document.**

Martine Tremblay asked the delegation to warmly welcome Michèle Charpentier, Professor at the *Université du Québec à Montréal*. Her long career path is impressive for both her many years of



involvement with seniors in the healthcare network, and for her vast expertise in the issues related to social policies in matters of residential care of seniors and protection against abuse and mistreatment.

She is also dedicated to the teaching and research on the issues linked to exercising the rights and the empowerment of seniors, particularly those in a vulnerable situation. Research Chair at UQAM on Aging and the Diversity of Citizens, Ms. Charpentier is also vice-president of the *Réseau de recherche internationale sur l'Âge, la Citoyenneté et l'Insertion sociale* (International Research Network on Age, Citizenship and Social Insertion) since 2008.

First, Ms. Charpentier shared with the union reps that it was with great pleasure that she had accepted this invitation, admitting that she, herself is conscious of the same concerns as them concerning the different aging paths of the population and the fight for the recognition of the rights of seniors in the residential care environment. She acknowledged the commitment of the union reps of the FIQ, their audacity and their willingness to not give up, which, qui is reflected namely in the fact that they are choosing a new structure. According to Ms. Charpentier, through the creation of the FIQP, the union reps are making a gesture of solidarity and struggle and shows a will to change. "*We are a majority of women who care for a majority of female seniors and the heart has taken precedence over the head*", she pointed out.

Aging concerns us all! However, she finds that we are living in a society which has negative ideas, often false and alarmist, on this subject and which expose seniors to ageism, sexism and various forms of social exclusion. Why, still today, hide our age which is not a handicap? Therefore, it was on the theme *Femmes, vieillissements et solidarités* (Women, Aging and Solidarity) that Ms. Charpentier will talk on the concerns and the issues that affect us all regarding the aging of the population, with special attention paid to women.

These issues surround three main areas favourable to the development of an interdisciplinary collaboration which is defined as follows:

The macrosocial line concerns the aging of the population in the heart of the social and political context marked by the privatization and the scarcity of public services. As for the mesosocial line, this deals with the structures, the administrative burden as well as the merger of institutions. The Barrette reform results in changing from 182 to 34 institutions, which represents a colossal challenge transcending reality. Lastly, these first two lines lead to a third, the microsocial line which concerns the paths and courses of life and aging involving the people who suffer in the face of these changes and who less and less power. There is the importance to speak out for those who do not have a voice.

In fact, since the publication of her book *Condition féminine et vieillissement*, in 1995, Ms. Charpentier has found that even after all those years, the issues affecting women and aging are still just as pertinent and current, but they however come up differently.

We are seeing a feminization of aging and social inequalities which persist: 75% of the people in residential care are women. Also, 56.6% of the people age 65 and older are women, 66% are age 85-89 and 83% are centenarians. Indeed, if it can be said that these women belong to a generation that opened doors and to whom we owe many achievements, these same women today aged 65 to 74 earn 65% of the average income of men (public benefits), an average annual income of \$20,000. They manage however to catch up by age 80 to 80% of the income of men.

Combining age with a feminine twist also means being able to acknowledge that large social inequalities weigh more heavily on these women who have sacrificed a lot to take care of their families all their lives. Unfortunately, the persistence of gender norms ensures that more of these women are poor and finding themselves supported less by society at the end of their lives.

The caregivers work with people at the end of their lives, often impoverished because they worked on and off, very often living in precarious conditions (women are poorer and cannot always pay for the required care). When we know the amount charged for a person in residential care, we are not surprised that these women are deprived of care in the private institutions.

For the people in residential care, the caregivers are angels. They have courage, patience and intense desire. In fact, intervening is an art. For people who are alone, the caregivers are all they have left; they need these connections. The other residents are often the source of the violence. People who do not know each other are forced to live together 24 hours a day in an environment that they did not choose. The CHSLD represents security for them. However, it is not a living environment, but really an end of life environment, where the only criteria which makes a difference is international, the number of patients per employee. These patients are aware of the issues and the excessive workload, this is why they do not complain. However, the fact they do not complain affects the power to act and to intervene.

Ms. Charpentier acknowledged the commitment of the union reps of the FIQ, strongly insisting on the importance of uniting our voices to return a little of the power to these older vulnerable, people, powerless before all the changes imposed by an unrealistic reform. *“In closing, I wish you energy, intelligence, insight and great courage in the creation of your new organization. The FIQP attests to the solidarity which unites you”*, concluded Ms. Charpentier in these words.

A 30-minute plenary session began.

#### **Questions of privilege:**

- Martine Beaulieu, of the provisional executive committee of the FIQP, gave the pertinent information on the cocktail, offered free by the *Fonds de solidarité FTQ*, to be held at the adjournment of the meeting.

- Considering that the activities progressed more quickly than scheduled and because of the festive evening planned this evening, Marie-Claude Ouellet, of the Executive Committee of the FIQ, announced to the delegation that Thursday's work will begin as of 10:00 a.m.

She continued by asking the chairperson to deviate from the functioning of the meeting to give a round of applause to the members of the provisional executive committee of the FIQP for the outstanding work accomplished all day long.

#### **Adjournment at 17:12.**

### **9. “L'ÉTHIQUE DANS LES SOINS” (ETHICS IN CARE), CONFERENCE GIVEN BY BERNARD ROY, PH.D, FULL PROFESSOR, FACULTY OF NURSING SCIENCES, UNIVERSITÉ LAVAL**

**Presented by:** Sonia Mancier, member of the provisional executive committee of the FIQP, accompanied by Bernard Roy, Full Professor, Faculty of Nursing Sciences, *Université Laval*.

**No reference document.**

Sonia Mancier presented Bernard Roy, Full Professor, Faculty of Nursing Sciences at the *Université Laval* and invited him to present his conference entitled *L'éthique dans les soins* (Ethics in Care), as part of the FIQ | Secteur privé founding convention supper.

According to Mr. Roy, the future of the system goes through the implementation of urban clinics to reinforce the front line. Unfortunately, there is never any research done on the care in the territories of northern Québec and their impact on the population. Furthermore, he would like that not only evidence-based data

is talked about, but also the spoken data, as care is given also by talking and touching. Suffering cannot always be calculated. Giving care involves time, trust and a relationship. In English, we refer to hard data.

While physicians are trained to be right and to take decisions, nurses are trained in submission and obedience as well in respecting the hierarchy. They should instead be trained so that they have the assurance of being in the right place, the right time and that they are able to take decisions. That is what the *Advocacy and Safe Care* training covers. We must take our place and speak out. Unfortunately, the universities believe that critical thinking should only be developed in graduate school.

According to him, things should be politicized. We are not working with shoes. The caregivers are dealing with vulnerability and suffering; they are only applying techniques. It is not the OIIQ which will change things. They are not an agent of social change. For example, the Code of Ethics of Nurses of Québec, unlike that of the nurses in the rest of Canada, does not include racism, equity or justice.

For example, Mr. Roy also quoted Isabelle Têtu from the *Clinique SABSA* who never had a career plan, but a care plan: she took various training sessions, including that of a specialty nurse practitioner to care for vulnerable clients. An honourable society looks after their most vulnerable. We are a society that is less and less honourable.

He also mentioned the shift from community health to public health which is top-down and essentially medical. Community health is first and foremost a multidisciplinary approach.

*"We are losing our collective memory: we are forgetting that nurses have done extraordinary things in Québec. It is for this reason that the collection *Infirmières, communautés, sociétés* was created"*, stated Mr. Roy. Louise Gareau who fought for the improvement of access to health care and services for women was the subject of a publication as well as the settlement nurses.

There is no money nursing research or for a nursing journal which talks about politics and society. However, the nurses are the last rampart for the patients' rights. They have to become politicized. The care must also be "degendered", too often seen as being feminine (the gender of solicitude). Wanting to be an agent of change is contrary to the norm. Debates must be created and speak out in public. The professionals in the healthcare network are afraid and Minister Barrette is helping to create this climate. When one is afraid, one does not talk; talking becomes an act of resistance. It is not normal that it is the families who denounce the poor quality of certain services.

There is also a question of care ethics and its social and political dimension. It is inspired from the feminist ethic and also inspired the development of *Advocacy II*.

Lastly, he described the work of the California nurses in their collective approach and their fight to obtain ratios.

<b>THURSDAY, OCTOBER 6, 2016</b>
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**Meeting resumed at 10:03 a.m.**

Joanne Poulin acted as chairperson.

**10. “TOUJOURS PLUS RICHE DE SON PASSÉ ET FORTE DE SON AVENIR”, (THE RICHNESS OF OUR PAST GIVES OUR FUTURE STRENGTH) SPEECH OF MS DIANE LAVALLÉE, 1<sup>ST</sup> PRESIDENT OF THE FIIQ (1987-1993)**

**Presented by:** Martine Beaulieu, member of the provisional executive committee of the FIQP, accompanied by Diane Lavallée, 1<sup>st</sup> president of the FIIQ.

**No reference document.**

Martine Beaulieu introduced Diane Lavallée, the first president of the Federation, then the *Fédération des infirmières et infirmiers du Québec* (FIIQ). She talked about her career and invited her to give her conference entitled *Une organisation toujours plus riche de son passé et forte de son avenir*.

Diane Lavallée said that first she was honoured to participate in the inauguration of the *Fédération interprofessionnelle de la santé du Québec | Secteur privé* created with the purpose of giving the health workers, excluded from the CISSSs and the CIUSSSs, the collective tool capable of defending their specific interests. Looking at the path travelled by the FIQ, she stated that the premises of the creation of the FIIQ in 1987 are still relevant. She also recalled the commitments made during the foundation of this Federation born from a desire of the nurses of Québec to develop a greater solidarity, by joining forces to improve their working conditions.

Ms Lavallée gave a little history and raised the battles waged on many occasions over the years and the fact that the gains obtained thanks to the solidarity and union strength. According to her, the solid bases on which the FIIQ was built and its ability to adapt and anticipate has helped them to confront the difficult contexts and the transformations of the network imposed on them by the various governments.

With the creation of the FIQP, the FIQ is once again showing they are proactive within the context of the super structures which are forcing the creation of super unions in the network, while excluding a significant number of professionals from the subsidized private institutions (EPC) and the private institutions from their ranks.

The opposition from everywhere to Minister Barrette's Bill 10 did not succeed in convincing him to reverse his position. Therefore, the FIQ had no other choice than to adjust to this crazy reality. The regional unions, founding members of the FIIQ in 1987, also suffer the consequences of the transformation of the network. They support the creation of the new CISSS and CIUSSS unions, strong and present in the regions, and in the same breath participating in the creation of a new union federation in Québec, by breaking the isolation of their EPC and private institution members, to better defend their rights.

There will then be a FIQ (public sector) and a FIQP (private sector), each with their own constitution and bylaws. This new union figure in health will enhance the positioning of the FIQ on the union landscape and the public arena, when there is an issue of the quality of the care and the living conditions for the people living in the residential centres of Québec.

Ms. Lavallée continued by mentioning that the FIQP will be an agent of social change by offering their clients decent living conditions, respectful of their various needs, with constant concern for conserving their dignity. There is often a question here of people with significant behaviour and cognitive problems, in short, people among the most vulnerable. For them, you are more than key stakeholders for meeting their basic needs. You are often considered as their only family.

Moreover, if we can trust the demographic curve of Québec, the challenges in this sector are large and numerous. For example, among other, she cited the fact of looking after giving working conditions that help the stability of the nursing teams, promoting interdisciplinary work in a context where there is more and more and varied care, demanding that the Ministry of Health and Social Services (MSSS) update their personnel ratios to ensure adequate delivery of care and services for the people in residential care, and, lastly, demanding that the MSSS seriously look into the problem of overmedication of the people in residential care.

As for the issues for the FIQP, she repeated the need to counter the medical power which has taken on increasing importance over the last decade. She strongly believes in the need to protect the public nature of the healthcare network and feels that the population of Québec can count on the FIQ to remain the watchdog over what is left of our public network.

As for the improvement of the living and health conditions of the people who work in the network, several studies confirm that psychological suffering is ever present and contains elements of physical pain, stress, fatigue and especially collective and individual violence. Consequently, a few possible solutions can be considered, namely the physical reorganization of the workplaces, a better distribution of the tasks, more control over organization of work and a reorganization of the schedules.

Ms. Lavallée also believes that work must be done to improve the salary conditions of government employees and tear down the biases about their so-called exceptional compensation. Studies by the *Institut de la statistique du Québec* demonstrate that there is room to improve the salaries of the healthcare professionals who carry this network on their backs, risking their health more and more.

*“Constructive criticism of the network must continue and try to counteract the by-products of the Barrette reform. With all these changes, we are getting away from prevention, increased investment in home care and the importance to be given to public health and social services”,* she stated.

If the past is any indication of the future, to accelerate progress in order to counter the medical power, have more influence on government reforms and ensure that all the healthcare professionals in the healthcare network as well as the population, see a positive outcome, it will be critical to gather all these professionals in the same organization. In fact, the psychologists, physiotherapists, nutritionists, dieticians, occupational therapists, midwives and ambulance technicians face the same problems and issues and will no doubt, one day, come to the same conclusion that the FIQ has been dealing with for nearly 30 years, that unity is strength!

*“The FIQ and the FIQP, with their 70,000 members, have the credibility and the strength to handle this role of convenor”,* concluded Ms. Lavallée.

### **Question of privilege:**

- Sonia Mancier, Provisional Executive Committee of the FIQP, informed the delegates that a video montage announcing the creation of the *FIQ | Secteur privé* will be posted on the Facebook page of the FIQ as of tomorrow.

She continued indicating that as of today, they can obtain the posters and pins of this new organization at the reception area, in order to distribute them to their members.

## **7. CONSTITUTION AND BYLAWS**

### **7.1 Adoption of the draft Constitution and Bylaws of the new federation**

As already announced, the chairperson opened a 20-minute deliberative assembly on all the recommendations tabled. There being no interventions, the Chair called the vote.



**A16-C-I-03**      **BE IT MOVED:**  
CHAPTER I – NAME - PURPOSE – HEAD OFFICE  
“To adopt Chapter I of the FIQP Constitution and Bylaws.”  
Martine Tremblay - Josée Chartré **CARRIED UNANIMOUSLY**

**A16-C-I-04**      **BE IT MOVED:**  
CHAPTER II – GROUP OF FEDERATIONS  
“To adopt Chapter II of the FIQP Constitution and Bylaws.”  
Martine Tremblay - Josée Chartré **CARRIED UNANIMOUSLY**

**A16-C-I-05**      **BE IT MOVED:**  
CHAPTER III – AFFILIATION  
“To adopt Chapter III of the FIQP Constitution and Bylaws.”  
Martine Tremblay - Josée Chartré **CARRIED UNANIMOUSLY**

**A16-C-I-06**      **BE IT MOVED:**  
CHAPTER IV – ELIGIBILITY - DISAFFILIATION – REMOVAL FROM THE ROLL  
“To adopt Chapter IV of the FIQP Constitution and Bylaws.”  
Martine Tremblay - Josée Chartré **CARRIED UNANIMOUSLY**

**A16-C-I-07**      **BE IT MOVED:**  
CHAPTER V – CONVENTION  
“To adopt Chapter V of the FIQP Constitution and Bylaws.”  
Sonia Mancier - Martine Beaulieu **CARRIED UNANIMOUSLY**

**A16-C-I-08**      **BE IT MOVED:**  
CHAPTER VI – FEDERAL COUNCIL  
“To adopt Chapter VI of the FIQP Constitution and Bylaws.”  
Sonia Mancier - Martine Tremblay **CARRIED UNANIMOUSLY**

**A16-C-I-09**      **BE IT MOVED:**  
CHAPTER VII – EXECUTIVE COMMITTEE  
“To adopt Chapter VII of the FIQP Constitution and Bylaws.”  
Martine Beaulieu - Geneviève Rouleau **CARRIED UNANIMOUSLY**

**A16-C-I-10 BE IT MOVED:**

CHAPTER VIII – DUTIES AND POWERS OF THE MEMBERS OF THE EXECUTIVE COMMITTEE

“To adopt Chapter VIII of the FIQP Constitution and Bylaws.”

Martine Beaulieu - Geneviève Rouleau

**CARRIED UNANIMOUSLY**

**A16-C-I-11 BE IT MOVED:**

CHAPTER IX – FEDERAL COMMITTEES

“To adopt Chapter IX of the FIQP Constitution and Bylaws.”

Martine Beaulieu - Geneviève Rouleau

**CARRIED UNANIMOUSLY**

**A16-C-I-12 BE IT MOVED:**

CHAPTER X – ELECTIONS

“To adopt Chapter X of the FIQP Constitution and Bylaws.”

Geneviève Rouleau - Sonia Mancier

**CARRIED UNANIMOUSLY**

**A16-C-I-14 BE IT MOVED:**

CHAPTER XI – FINANCIAL PROVISIONS

“To adopt Chapter XI of the FIQP Constitution and Bylaws.”

**Geneviève Rouleau - Sonia Mancier**

**A16-C-I-13 BE IT MOVED: (amendment)**

CHAPTER XI – FINANCIAL PROVISIONS

“To amend the text of Article 3 – *Dues*, Chapter XI – *Financial provisions*, in the 2<sup>nd</sup> paragraph to read: *The dues are set at the Convention. These dues are payable in 12 equal payments due on the first of the month.*”

Michel T. Léger - Shirley Dorismond

**CARRIED UNANIMOUSLY**

**A16-C-I-14 BE IT MOVED: (as amended)**

CHAPTER XI – FINANCIAL PROVISIONS

“To adopt Chapter XI of the FIQP Constitution and Bylaws and to amend the text of Article 3 – *Dues*, of Chapter XI – *Financial provisions*, in the 2<sup>nd</sup> paragraph, to read: *“The dues are set during the Convention. These dues are payable in 12 equal payments due on the first of the month.”*”

Geneviève Rouleau - Sonia Mancier

**CARRIED UNANIMOUSLY**

**A16-C-I-15 BE IT MOVED:**  
CHAPTER XII – INTERNAL AUDIT COMMITTEE  
“To adopt Chapter XII of the FIQP Constitution and Bylaws.”  
Geneviève Rouleau - Sonia Mancier **CARRIED UNANIMOUSLY**

**A16-C-I-16 BE IT MOVED:**  
CHAPTER XIII – MODIFICATIONS OF THE CONSTITUTION AND BYLAWS  
“To adopt Chapter XIII of the FIQP Constitution and Bylaws.”  
Geneviève Rouleau - Sonia Mancier **CARRIED UNANIMOUSLY**

**A16-C-I-17 BE IT MOVED:**  
CHAPTER XIV – MISCELLANEOUS PROVISIONS  
“To adopt Chapter XIV of the FIQP Constitution and Bylaws.”  
Geneviève Rouleau - Sonia Mancier **CARRIED UNANIMOUSLY**

**A16-C-I-18 BE IT MOVED:**  
“To adopt the FIQP Constitution and Bylaws.”  
Martine Tremblay - Sonia Mancier **CARRIED UNANIMOUSLY**

After the adoption of the Constitution and Bylaws, the delegation heartily welcomed the official creation of the *FIQ | Secteur privé*.

**Questions of privilege:**

- Martine Beaulieu, Provisional Executive Committee of the FIQP, thanked the employees of the FIQ who have contributed to the success of this major gathering. A flower wreath was given to each one as recognition of their devotion, generosity, perseverance, without forgetting their valuable advice.
- In the name of the Executive Committee of the FIQ, Daniel Gilbert, Political Officer, thanked the union representatives of the private institutions who formed the provisional executive committee of the FIQP to help achieve this special decision-making meeting. This gesture is an additional step forward for forming a nice, big labour organization enriched by a new federation.

**11. CLOSING MESSAGE AND END OF THE MEETING**

**Presented by:** Martine Tremblay, Martine Beaulieu, Josée Chartré, Sonia Mancier and Geneviève Rouleau, members of the provisional executive committee of the FIQP.

Before giving the closing message, a souvenir photo of the members of the provisional executive committee of the FIQP and the organizing committee of the FIQ was taken to immortalize this major historical moment.

In turn, the members of the provisional executive committee addressed the delegation stating that the first page in the history of the *FIQ | Secteur privé* is already over. The conferences given during this Convention helped to note that the creation of the FIQP is timely. “*We understand that in addition to being major allies for the FADOQ and the RIIRS, we, the union reps of the FIQP, have an important responsibility: we must no longer be silent. Minister Gaétan Barrette, the omerta, it’s over!*”

In conclusion, they wanted to warmly thank the employees of the FIQ, the sponsors as well as the entire delegation because “*Public or private, the FIQ is the FIQ.*”, concluded the members of the provisional executive committee of the FIQP.

The founding convention of the *FIQ | Secteur privé* came to an end with the applause of the delegation.

**Question of privilege:**

- On behalf of the president of the FIQ, Régine Laurent, and the organizing committee, Marie-Claude Ouellet, Executive Committee of the FIQ, thanked the provisional executive committee of the FIQP for the warm words with regard to them.

She continued by emphasizing that in response to the desire by the members of the *Syndicat des professionnelles en soins de Québec* (SPSQ), the provisional executive committee agreed that henceforth places are reserved so that the FIQP delegates can be together at the decision-making meetings.

The agenda being completed, the meeting ended at 11:45.

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Martine Beaulieu, Grievance Agent  
Groupe Champlain Inc.

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Josée Chartré, Lead Union Representative  
Groupe Roy Inc.

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Sonia Mancier, Local President  
Vigi Santé Ltée (Montréal)

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Geneviève Rouleau, Grievance Agent  
Groupe Champlain Inc. (Outaouais)

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Martine Tremblay, Local President  
Groupe Champlain Inc. (Montréal)

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Fabienne Pouliot, Meeting Secretary

***Minutes adopted on***

**Liste des présences**  
**Congrès de fondation de FIQP 5 et 6 octobre 2016**

<u>Déléguée</u>	<u>Syndicat / Établissement</u>
BEAULIEU, ANNIE	470-001 - Résidence Sorel-Tracy Inc.
BEAULIEU, MARTINE	159-008 - Groupe Champlain Inc. (C Héb Champlain des Montagnes) / Membre CE provisoire
BEAULIEU, MICHELLE	530-008 - Centre d'Accueil Saint-Joseph de Lévis Inc.
BEDARD, NANCY	Comité exécutif fédéral
BISSONNETTE, SYLVIE	FIQ Montréal
BLAIS, GILBERT	505-001 - Résidence Riviera Inc.
BOIVIN, NANCY	402-007 - Centre Le Cardinal Inc.
BOMBA, ROBERTO	Comité exécutif fédéral
BOUCHARD, JULIE	FIQ Québec
BOUCHARD, LINDA	Comité exécutif fédéral
BOUCHER, CLAUDE	Comité exécutif fédéral
BOUTIN, DOMINIQUE	211-008 - Centre hospitalier St-François Inc.
CAMERON, DANY	485-001 - CHSLD Providence Notre-Dame de Lourdes Inc.
CARBONNEAU, MELISSA	530-008 - Centre d'Accueil Saint-Joseph de Lévis Inc.
CHARPENTIER, CHRISTIANE	410-007 - Groupe Roy Santé Inc.
CHARPENTIER, MICHÈLE	Conférencière
CHARTRE, JOSEE	410-007 - Groupe Roy Santé Inc. / Membre CE provisoire
CHERFAOUI, KAMAL	1017-007 - Groupe Champlain Inc. (Montréal)
CHRETIEN, JOSEE	636-008 - Pavillon Bellevue Inc.
CONRATH, PATRICIA	505-001 - Résidence Riviera Inc.
CÔTÉ, JEAN-FRANÇOIS	FIQ Québec
CYR, PATRICK	575-001 - Groupe Champlain Inc. (Montérégie)
DESCHAMPS, MANON	402-007 - Centre Le Cardinal Inc.
DESSUREAULT, LUCE	FIQ Montréal



<u>Déleguée</u>	<u>Syndicat / Établissement</u>
DIONNE, MANUEL	FIQ Montréal
DORISMOND, SHIRLEY	001 - AIM
DORVIL, CATHELINE	1017-007 - Groupe Champlain Inc. (Montréal)
DUMAS, JOSEE	1015-008 - Groupe Champlain Inc. (Chaudière-Appalaches)
DUPONT, MAURICE	Président FADOQ / Invité
GAGNON, STEPHANE	Conférencier
GAUTHIER, MURIELLE	FIQ Montréal
GILBERT, DANIEL	Comité exécutif fédéral
GIRARD, LINDA	485-001 - CHSLD Providence Notre-Dame de Lourdes Inc.
GIROUX, MARIE-JOSEE	211-008 - Centre hospitalier St-François Inc.
GIROUX, PIERRE	FIQ Montréal
GUERRA, LYNE	469-001 - Villa Medica Inc.
HERVIEUX, GENEVIEVE	469-001 - Villa Medica Inc.
HUPE, MARGUERITE	177-008 - Hôpital Ste-Monique Inc.
KENNEY, DEBORAH	297-002 - Hôpital Shriners pour enfants (Québec) Inc.
LAFLAMME, ANIK	297-002 - Hôpital Shriners pour enfants (Québec) Inc.
LAMONTAGNE, ANDRÉE	Présidente RIIRS
LAMOTHE, CAROLINE	007 - SRPSQ
LAPIERRE, KARINE	FIQ Montréal
LAPOINTE, LINDA	Comité exécutif fédéral
LAROCHELLE, MANON	008 - SPSQ
LAROCHELLE, MARYLOU	177-008 - Hôpital Ste-Monique Inc.
LAROCQUE, LINE	Comité exécutif fédéral
LAURENT H, REGINE	Comité exécutif fédéral
LAVALLÉE, DIANE	Conférencière

<u>Déléguée</u>	<u>Syndicat / Établissement</u>
LEGER, MICHEL T.	002 - PSSU
LEJEUNE, JULIE	FIQ Montréal
LESSARD, NATHALIE	483-008 - La Corporation Notre-Dame de Bon- secours
LORD, NATHALIE	463-007 - CHSLD Age3 Inc.
MANCIER, SONIA	002 - PSSU / Membre CE provisoire
MARLEAU, GAÉTANE	367-001 - Manoir St-Patrice Inc.
MARTEL, MARIE-CLAUDE	FIQ Montréal
MARTEL, PATRICIA	309-002 - Vigi Santé Ltée (Montérégie)
MARTIN, CHANTAL	FIQ Montréal / Présidence des débats
MORIN, SUZANNE	306-002 - Centre d'Accueil Marcelle Ferron Inc.
NICOL, MANON	160-008 - Vigi Santé Ltée CHSLD Vigi Notre- Dame de Lourdes
NOISEUX, ISABELLE	575-001 - Groupe Champlain Inc. (Montérégie)
OUELLET, MARIE-CLAUDE	Comité exécutif fédéral
PAQUET, JOSÉE	FIQ Montréal
PAQUIN, YVES	651-008 - Jardins du Haut Saint-Laurent (1992) inc.
PELLETIER, DANIE	008 - SPSQ
POIRIER, MICHELLE	FIQ Montréal
POULIN, JOANNE	FIQ Estrie / Présidence des débats
POULIOT, FABIENNE	FIQ Québec / Secrétariat d'assemblée
QUIRION, LOUISE	1015-008 - Groupe Champlain Inc. (Chaudière-Appalaches)
RENAUD, JOSÉE	FIQ Québec
RINGUET, MARIE-EVE	410-007 - Groupe Roy Santé Inc.
ROULEAU, GENEVIEVE	598-711 - Groupe Champlain Inc. (Outaouais) / Membre CE provisoire
ROY, BERNARD	Conférencier
ROY, ISABELLE	463-007 - CHSLD Age3 Inc.

<u>Déleguée</u>	<u>Syndicat / Établissement</u>
SAMSON, JACQUES	232-008 - Vigi Santé Ltée (Capitale-Nationale)
SÉGUIN, AMÉLIE	FIQ Montréal
TETREAUULT, DANIELLE	309-002 - Vigi Santé Ltée (Montérégie)
TOUTLOFF, NANCY	598-711 - Groupe Champlain Inc. (Outaouais)
TREMBLAY, GHISLAINE	448-002 - Vigi Santé Ltée (Montréal)
TREMBLAY, MARTINE	575-001 - Groupe Champlain Inc. (Montérégie) / Membre CE provisoire
TREMBLAY, SABRINA	651-008 - Jardins du Haut Saint-Laurent (1992) inc.
TREMBLAY, SUZY	370-001 - Résidence Angelica Inc.
TURBIDE, NATHALIE	306-002 - Centre d'Accueil Marcelle Ferron Inc.
USE, MARIANNE	470-001 - Résidence Sorel-Tracy Inc.
WILLIAMSON, SHIRLEY	159-008 - Groupe Champlain Inc. (C Héb Champlain des Montagnes)

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a collaborative  
affair

## NOTES



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