



# en Action

May 30, 31 and June 1, 2006  
Federal Council

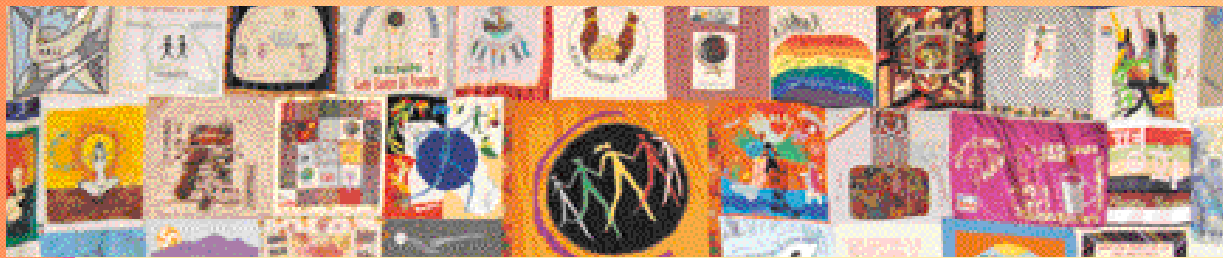
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(adresse de retour)  
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## Under the banner of solidarity

### FIIQ+ applies for affiliation to the SISP



The delegates responded very favorably to the Federation's application for affiliation to the *Secrétariat intersyndical des services publics* (SISP). The SISP currently includes the *Syndicat des professionnel-le-s du gouvernement du Québec* (SPGQ), the *Syndicat de la fonction publique du Québec* (SFPQ) and the *Centrale des syndicats du Québec* (CSQ). The current context, the importance of consolidating the bonds of solidarity to defend public services, and the SISP's orientations are some of the reasons that motivated the Executive Committee to present this application for affiliation to delegates.

As the President specified in her presentation, the Federation will offer the SISP its expertise in the fields of public services in general and health-care in particular, and will be able to benefit in turn from the expertise developed by the three founding organizations. This application for affiliation is also a logical extension of the common presence of the SISP's member organizations and FIIQ+ in *Public Services International* (PSI).

After welcoming the delegates, Lina Bonamie, President of the Federation, presented the topics to be discussed at this Regular Federal Council. She gave a brief overview of the activities of the past few months and recalled that *"we participated in many events that allowed us to show our resistance to the Charest government. At the May Day demonstration many of you were present, holding the FIIQ's green and white flags high. Other events also gave us the opportunity to recognize professions that are so essential to the network: nurses, nursing assistants and respiratory therapists."*

Reiterating the importance of solidarity among care professionals and with other unions, other groups of civil society and the population, the President presented the ongoing work on the Solidarity project. *"Panelists will talk about their experiences in struggle, action and solidarity, which each of them have lived in their own way, either initiating coalitions or actively participating in them. I hope that they will succeed in conveying their passion and their determination to change things."*



Ms. Bonamie reminded the delegates that the Federation presented its brief to the parliamentary committee on privatization on May 17. She told them that they would be given an assessment of the positions already presented to this parliamentary committee. Without revealing the contents of the report that would be delivered, the President was encouraged to find that all of the network's partners hope for public funding and services, and call for a wide-ranging debate on this question. *"Privatization finds its supporters among those who have private interests in health care, which is no surprise,"* she added.

In another vein, the President also announced that the delegates would have the pleasure of hearing from the renowned sexologist Jocelyne Robert, who would talk about hypersexualization of women, a topic likely to generate discussions. For the first time ever at a Federation, the President of the OPIQ will present her view-

point on the future orientations of the reform of initial education in respiratory therapy, thus enabling all delegates to learn about the issues involved in the education of respiratory therapists.

Among the other points on the agenda, the President indicated that last-minute information would be provided on the national and local negotiations and, of course, on the issue that has made headlines recently, pay equity. *"We hope we can meet with you before the summer, which will mean that we will have obtained a settlement. Finally, an important concrete step will have been taken to eliminate discrimination against women."*

The President also pointed out that another major step will be taken in the name change process. The amendment to the Constitution and By-laws will be tabled officially at this Council. A new name that will concretely reflect the Federation's evolution and the logo will be announced at the Special Convention scheduled for this fall.

She concluded by wishing everyone a good summer. *"Despite the local negotiations that will keep all of you busy in the months ahead and next year, I hope that you will be able to take advantage of the summer and, above all, have a rest. We have hired additional resources who will be available this summer to support you in your local negotiations."*

**Have a good vacation!**



# Continuing the SOLIDARITY PROJECT

At the Federal Council last March, delegates, divided into nearly 70 workshops, got personally involved in the discussions leading to a progress report on the issue of solidarity experienced or to be developed within or with FIIQ+, at every level of the organization. An overview of the questions raised in these discussions was presented by Brigitte Fauteux, 3rd Vice-President and Executive Officer responsible for the Solidarity project.

In the light of the information obtained, she said, we find that even though the debate is far from over, the workshop discussions allowed significant progress. Of course, several points require further thought for a better understanding of the basis of solidarity, but the Executive Committee already has invaluable information on the guidelines the delegates want to set for the project of establishing a Union Action Fund. This would have the purpose of supporting the extension of the influence of FIIQ+ and the involvement of its members through the development of solidarity at the local, regional, national and international levels.



## Going beyond our everyday lives: solidarity

The starting point of a collective mobilization is always individual. We can ask ourselves whether the same principle applies to solidarity. Some delegates made a distinction regarding the factors that could encourage their commitment, specifying that these factors concern values such as social rights or social justice. The same is true for solidarity considered in its broadest sense, which extends beyond the organization's ranks and problems related to the working and living conditions of care professionals and goes farther than professional issues. The Federation has repeatedly expressed its solidarity and applied it in concrete action, but Ms. Fauteux insisted that it is time to bring this solidarity down to the level of local and regional experiences.

## Relying on FIIQ+

The delegates did not reconsider the relevance of the conditions that were proposed to them: triggering factors, rallying points, demands to defend, alliances to create, sufficient financial means, and individual and collective commitment. However, they recalled the importance of organizational support, and especially the indispensable role played by the leader or leaders who propose orientations, give meaning to the actions and fuel their motivation. Ms. Fauteux declared that the Federation will adopt the appropriate means to be able to assume its supporting role in the local and regional actions. Union reps who want to commit themselves will be able to count on the active presence of their federation and their union.

## Getting off the ground in the regions

Ms. Fauteux also announced the establishment of the regional action and consensus-building tables, which began with information meetings for the Saguenay-Lac-St-Jean and Côte-Nord/North Shore regions. The regional tables are forums to encourage and support regional collective action. Their purposes include promoting analysis and discussion on the issues that concern members as union members, as women and as citizens; making the necessary representations to the agencies or other bodies in a territory; creating and maintaining ties with other groups; defending social gains and expressing disagreement with certain policies.

## Building alliances

Delegates all understood that certain struggles on matters that go beyond their profession and their work environment require the development of alliances. But they questioned the means of supporting their members' commitment to others so that battles concerning social, regional and even national issues can be waged successfully. To help them in their reflection on this subject, they were invited to listen to a panel discussion on the coalitions and alliances necessary to carry on major struggles.



## SHAVED HEAD CHALLENGE

Two Federation employees wanted to show their solidarity with children suffering from cancer by participating in the Leucan Shaved Head Challenge. They went into action at the Federal Council and raised over \$2,000. Congratulations to Murielle Dufour and Marie-Reine Martineau for taking on the challenge!

## THE RÉSEAU DE VIGILANCE AND the right to health

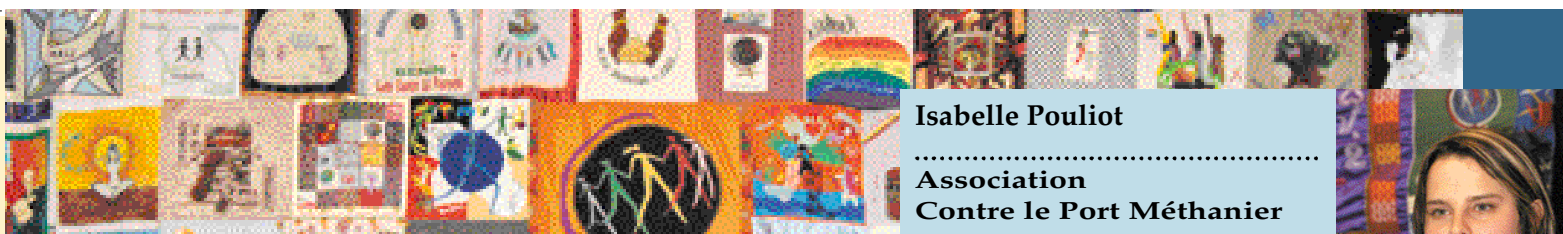
At the March Federal Council, the delegates learned of the new campaign organized by the *Réseau de Vigilance* to fight for the right to health. The Responsible executive officer, Michèle Boisclair, and Martine Éloy, consultant, reported on the actions currently in progress.

Two actions were discussed in particular. First of all, the slide show produced by the *Réseau de Vigilance*, dealing exclusively with the right to health and the opening of health care to privatization. This tool was developed as part of a popular education campaign and is available on the Federation's Web site. You are invited to download it and present it to your general assemblies or boards of directors, and to circulate it to your family, friends and colleagues.

The second action, which is currently under way, also follows in the wake of the Chaoulli judgment. It consists of a mass mailing to Premier Jean Charest. A form letter summarizing the concerns about opening the health-care network to privatization is available. Ask your local team for a copy and sign it to call on the government for public solutions in response to the Chaoulli judgment.

SOLIDARITY





## SHARING EXPERIENCES OF SOLIDARITY

Through a panel discussion bringing together speakers from different backgrounds who have in common an experience of solidarity alliances in the form of coalitions, delegates were asked to examine alliances as an essential tool of solidarity. The discussions allowed them to understand why these alliances are necessary, and how they are rewarding both for the members of the organization that joins a coalition and for the people they want to reach. Panelists shared a variety of interesting, meaningful, and above all, convincing experiences: without a coalition, some battles are lost in advance.

### André Bélisle

#### Coalition Québec-vert-Kyoto

You're certainly heard about the Suroît project and its abandonment by the Quebec Liberal government in 2004. The delegates had the opportunity to hear André Bélisle, President of the *Association québécoise de lutte contre la pollution atmosphérique* (AQLPA), an anti-air pollution association that participated in the creation of the coalition that fought against the Suroît gas-fired thermal power plant. Mr. Bélisle related the origin and functioning of this coalition, which succeeded in blocking the project. He emphasized the need to create alliances and to believe in them and persevere, regardless of the difficulties that may be encountered.

*"Coalitions are increasingly important and this is the only way to win,"* Mr. Bélisle pointed out. Mentioning that it can become increasingly difficult to mobilize people, he is convinced that coalitions will acquire crucial importance in the years ahead. He also emphasized that, for some time, financial intimidation is used to scare off groups opposing certain projects. In the months and years ahead, it will thus be necessary to be increasingly bold and persuasive to mobilize the public and different groups around common battles. Integrity and honesty must always remain in the forefront of a coalition.

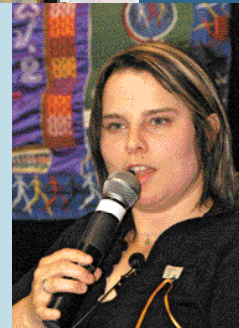


### Isabelle Pouliot

#### Association Contre le Port Méthanier

In addition to being a nurse, a union activist and a member of the FIIQ+ Status of Women Committee, Isabelle Pouliot is involved in a recently formed coalition, the *Association Contre le Port Méthanier* (ACPM). This is a group of Île d'Orléans residents opposed to the implementation of Rabaska, a construction project for a liquid natural gas tanker port east of Lévis, just across from Île d'Orléans.

In the past few months, a group of people on the island decided to establish the ACPM and orchestrate actions to inform and mobilize all of the island's residents. Ms. Pouliot told the delegates about the reasons that led to the creation of this coalition, and especially the common determination to ensure the rejection of such a project. She also talked about the challenges facing a young coalition. Among other things, it is important for a new coalition to build credibility with the public and the political decision-makers to increase its power to influence. It is also advantageous to have the support of known personalities or expert advisers.



### Anna-Maria D'Urbano

#### World March of Women

Anna-Maria D'Urbano, responsible for the strategy regarding the *World March of Women* (WMW), spoke about the alliances necessary to carry on such an event and make it a success. For her, it is important to get involved with

others and involve others. Her testimony showed the delegates the strength of the alliance among women because of their mutual commitment and common interest. But women also have different problems depending on their origin and culture. *"Differences must be respected and you must always remember that it is impossible to move forward by unanimous agreement,"* she mentioned.

The great international coalition represented by the WMW is better known in Quebec thanks to the interventions of the *Fédération des femmes du Québec* (FFQ). This independent feminist organization is associated with the *Bread and Roses March*, the *2000 World March of Women* and the *2005 World March of Women*. Often consulted and invited to express its view on different matters concerning women, the FFQ has a very high profile in Quebec. It reacts to the societal issues facing women by defending their interests and rights. On the international front, it focuses on developing ties of solidarity with other women's groups around the world.

### Vivian Labrie

#### Collectif pour un Québec sans pauvreté

Vivian Labrie is a spokesperson for the *Collectif pour un Québec sans pauvreté*, a coalition well established in Quebec, with 30 associated groups, thus assuring its presence in 14 regions. The will to promote more solidarity and greater equality in Quebec society began in 1998 and resulted in major gains for the *Collectif*, particularly in obtaining



the adoption, in December 2002, of the Act to combat poverty and social exclusion. The coalition had succeeded in getting the government to take action by depositing a petition of 215,307 signatures in the National Assembly.

Ms. Labrie firmly believes that Quebec can develop differently. However, she is aware that a coalition must deal with the false perception of some people that it isn't possible to change things. *"A coalition is an experience of bringing people together. We started alone, while sharing our idea with other groups and, little by little, we created alliances. Both the process and the result are important. Often gains are obtained in the last five minutes! You have to know how to continue and maintain solidarity when difficulties arise, and when gains are obtained."* In her opinion, creativity and democracy are a perfect mix.

### Lina Bonamie

#### FIIQ+

The President of the Federation also discussed the importance of coalitions. *"Of course, when we decide to join a coalition, we deeply believe in the struggle at stake. Also we are sometimes solicited directly by coalitions to contribute our expertise,"* the President pointed out. This includes expertise as health professionals, expertise in union rights and expertise on sociopolitical issues.

For Ms. Bonamie, alliances make a major contribution and reveal different perspectives on problems or issues that we might not have considered alone. *"It isn't always a perfect honeymoon and we may not win battles on all fronts, but one thing is certain – the only time a battle is really lost is when we refuse to fight,"* the President concluded.



#### FOLLOW-UP ON THE PROJECT

The Solidarity project has the 2007 Regular Convention as its target date. Until then, and in the wake of this panel, other work will be proposed for the project, whether looking a little more closely at the international aspect of solidarity or seeking more concrete ways to root it in action.



## Quebec Negotiations

### Latest news



Sylvie Savard, senior Executive Officer responsible for the negotiations, presented the latest information on the national negotiations to delegates. At the last Federal Council, the negotiating team worked actively to agree on the wording of the Quebec provisions by March 31, so that they clearly reflected what had been negotiated. *"The negotiations were difficult to the very end. We finally reached an agreement on April 4,"* Ms. Savard said. *"This fall, we have to set up the Parity Committee on Task and Organization of Work. This committee will determine the guidelines for the creation of pilot projects on the restructuring of work time. We will also do a joint evaluation with the CPNSSS of the work of the outpost and northern clinic nurses to arrive at a clear understanding of their realities."*

Ms. Savard informed the delegates that, at the beginning of September 2006, decrees in lieu of a collective agreement will be sent to the institutions for distribution to members. She also reminded them that the two-day training sessions on the decree have begun and that 440 union reps will be trained by June 21. This training will continue in the fall.

In conclusion, Sylvie Savard warmly thanked the members of the Negotiating Committee for all the work accomplished in a very difficult context and congratulated them on their determination. The delegates gave her a long round of applause.



## Local Negotiations

### Maintaining our consistency

The Executive Officer responsible for the local negotiations, Sylvie Savard, the Executive Officer responsible for the Labour Relations Sector, Daniel Gilbert, and Linda Perron and Chantal Pagé, consultants for the local negotiations, reported to the delegates on the progress of the work on the local negotiations in the different unions.

Ms. Savard recalled that the unions had all the tools they needed to begin the local negotiations. She emphasized the importance of carrying out the local negotiations in solidarity so as not to reduce the care professionals' bargaining power, a barely veiled aim of the employers and the government.

149 local negotiations represented by the FIIQ will be held in the different networks, 59 of which should be concluded within the next 12 months. 36 unions will begin their local negotiations by the end of June. Mr. Gilbert provided this information to the delegates, specifying that the priority efforts will focus on unions that have less than 12 months to complete their negotiations. To carry out all the local negotiations successfully, the Federation has increased the number of additional resources in the Labour Relations Sector.

The Responsible Executive Officers answered several questions from the delegates concerning the draft local collective agreement. They took the opportunity to remind them that the Federation had provided each union with the same local draft in order to maintain consistency in members' conditions of employment. This draft arises from the Quebec draft and corresponds to the commitments made to all members during the consultations on the draft collective agreement.

Ms. Savard and Mr. Gilbert also emphasized the importance of negotiating a local collective agreement that abides by the Federation's major guidelines and orientations, preserves acquired rights and does not create disparities between the different regions or between the different networks of the same region. The delegates therefore asked the Federation to provide the unions with the orientations determined by the FIIQ so that they can use them as guidelines in the local negotiations.

## THE FEDERATION

### at the parliamentary committee

On May 17, the President, Lina Bonamie, appeared at parliamentary committee hearings to present the highlights of the Federation's brief on the Quebec government consultation document entitled *Guaranteeing Access. Meeting the challenges of equity, efficiency and quality*. Several groups also participated in this consultation. Michèle Boisclair, 1<sup>st</sup> Vice-President and Executive Officer responsible for the Health-Care Sector, accompanied by consultants Florence Thomas and Lucie Mercier, presented a first, non-exhaustive report on the positions presented.

#### IMMINENT LEGISLATION

As we go to press, this parliamentary committee, conducted by the Minister of Health and Social Services, Philippe Couillard, was scheduled to end on June 7. Once it is over, the Minister could table a bill in the National Assembly at the adjournment of the current parliamentary session, scheduled for mid-June. We should remember that the document on guaranteeing access was tabled this February and is intended as the Quebec Government's response to the Supreme Court judgment in the Chaoulli case.

#### DIVIDED POSITIONS

The Federation's position is clear: the Charest government has attached very great importance to this judgment and openness to privatization is a solution that would not respond to the known problems in the public system and that inevitably would create a system favouring the more affluent. However, opinions are divided. After analyzing thirty briefs, the Health-care Sector observes that nearly half the groups categorically reject any form of privatization within the public health system, while the others would be favourable to different forms of private participation.

However, a very clear consensus emerges: all of the participants call for a broad public debate on the funding of health and social services to respond to certain challenges, such as population aging and development of new ways of caring, and especially, to respond to the development of home care, which will accelerate in the years ahead.

#### A CLOSELY WATCHED ISSUE

In reading these findings, the Federation will pay close attention to this parliamentary committee's developments. A special issue of *FIIQ Actualités* this fall will be completely dedicated to this issue.



Sylvie Savard, executive officer responsible for pay equity, and Sophie Fontaine and Francine Roberge, consultants assigned to this issue, presented a report on the work currently in progress with the *Conseil du trésor* and answered the delegates' questions.

This April 12, the *Conseil du trésor* announced to the *Intersyndicale*, then composed of the CSN, CSQ, FTQ and FIIQ, that it intended to launch a sprint with the objective of settling this major issue for the summer, targeting June 15 as a possible settlement date. The government informed the union organizations, at this meeting, that the recurring problem of new programs poses a major challenge and that, among other things, it is impossible for it to consider that a job class ultimately could obtain a different salary depending on the equity programs under which it was evaluated.

At the government's invitation, the work therefore intensified, both on job evaluations and on how to calculate the adjustments to be paid for the female job classes (estimate of gaps).

On April 28, the *Pay Equity* Committee, composed of government and *Intersyndicale* representatives, met again. At this session, the government stated its firm intention to propose legislative amendments to the *Pay Equity Act*. These amendments involve the creation of two distinct enterprises in the public sector: the public service enterprise (public servants, government professionals) and the public sector enterprise (health and education). In the enterprise composed of the health and education sector, the possibility of requesting a distinct program is eliminated.

### LEGISLATIVE AMENDMENTS

This amendment has the effect of consolidating all the union organizations present in health and education under the same program (in addition to the organizations already present, the *Alliance du personnel professionnel et technique de la santé et des services sociaux* (APTS), the *Centrale des syndicats démocratiques* (CSD), the *Fédération indépendante des syndicats autonomes* (FISA), the *Fédération autonome collégiale* (FAC), the *Syndicat professionnel des diététistes et nutritionnistes du Québec* (SPDNQ), the *Syndicat des professionnelles et professionnels du gouvernement du Québec* (SPGQ), etc.) and the non-union personnel of these two sectors would be included, with the objective of agreeing on a single salary per job class subject to the program. Intensive discussions were then conducted to obtain support for these changes from all of the organizations and to ensure that the spirit of the *Pay Equity Act* was respected to minimize the possibilities of contestation.

These amendments, creating two distinct enterprises and a new mode of designation of members of the *Pay Equity* Committee for the parapublic sector, were thus tabled in the National Assembly on May 18 and adopted on May 25. Starting the next day, the new *Pay Equity* Committee, composed of representatives of the *Intersyndicale* organizations (CSN, CSQ, FTQ et FIIQ) and one representative of the APTS, one representative of the CSD (for other health-care employees) and one representative of the FISA (for other education employees) met to endorse the posting of the program and sign the relevant documents.

The *Pay Equity* Committee also decided to add a member from the APTS to the technical committee responsible for moving the discussions ahead on job evaluation and the other technical aspects. The APTS thus has participated since May 12.

The government seems to have a very clear intention to reach a settlement by June 15. On the union side, all energies are being deployed to achieve this goal. Despite some rumours about the adjustments that could benefit FIIQ+ members, the work still has not reached a conclusion. It therefore would be hazardous, while the discussions are still in progress, to speculate on the size of the adjustments that will actually be paid. If such a settlement occurs in the next few days, the Federal Council delegates will most certainly receive the report on the work by the end of June.

### A SECOND POSTING

The first posting stipulated in the *Pay Equity Act* must be repeated to account for the new classes integrated into the new single program covering the health and education sectors and account for the organizations now represented. By comparison with the previous posting the changes are minor, but it is nonetheless an obligation to repeat this step. You will find the relevant information on the FIIQ+ site at the following address: <[www.fiiq.qc.ca/equite.asp](http://www.fiiq.qc.ca/equite.asp)>

### A SPECIAL PROBLEM: PERFUSIONISTS

A dispute still persists regarding the predominance to be retained for the perfusionist class. Previously, this class was predominantly male. Since a final decision has not yet been made by the *Pay Equity* Committee, a blank space appears in the posting with the mention that a decision will be made at the end of this posting period. This is an issue to watch, and FIIQ+ does not exclude the possibility of resorting to the *Commission de l'équité salariale* to help settle this question.

## Mediation-arbitration costs

The discussions initiated with the delegates at the March Federal Council on mediation-arbitration costs continued. Sylvie Savard recalled the legal framework of the mediation-arbitration process prescribed in Bill 30.

This legislation stipulates that mediation-arbitration fees and expenses must be shared equally between the Union and the Employer. To offer all unions the same means to negotiate and represent their members, regardless of their structure and size, delegates decided that, within the context of local negotiations, expenses engendered by mediation-arbitration would be assumed by the Federation.



## Jennie Skene honoured

The Federation is proud to say that two prizes highlight the contribution of one of its determined and committed activists. Madam Jennie Skene, who devoted 11 years of her life as president of the FIIQ, received two important prizes last May. Firstly, for her remarkable contribution to the recognition of the nursing profession, the *Ordres infirmières et infirmiers du Québec* gave her the **Florence – Hommage 2006** award. A source of inspiration and motivation for many, Madam Skene also received the **Gérard-Tremblay 2006 award** at the 61<sup>st</sup> *Congrès des relations industrielles*. Congratulations!

# A year of financial activities to match the upheavals



<b>ADMINISTRATION FUND</b>	<b>2005</b>	<b>2004</b>
	<b>(12 months)</b>	<b>(12 months)</b>
<b>REVENUE</b>		
Regular Dues	18 996 313	16 931 836
Interest	469 849	81 578
Grants	40 375	40 470
Other revenue	<u>9 654</u>	<u>82 448</u>
<b>Total revenue</b>	<b>19 516 191</b>	<b>17 136 332</b>
<b>EXPENSES</b>		
Meetings and elected union officers	1 468 806	1 012 011
<i>Sectors</i>		
Labour Relations	8 953 356	7 807 684
Sectors and Services	857 143	770 205
Health-Care	268 925	194 895
Status of Women	180 008	160 742
Health and Safety at Work	156 744	183 159
Task and Organization of Work	217 082	88 741
Social Security	<u>213 741</u>	<u>163 760</u>
<b>Total for the sectors</b>	<b>10 846 999</b>	<b>9 369 186</b>
<i>Services</i>		
Education-Animation	611 345	490 919
Union Organizing	651 383	435 001
Communication-Information	257 049	258 468
Translation	<u>112 663</u>	<u>109 310</u>
<b>Total for the services</b>	<b>1 632 440</b>	<b>1 293 698</b>
Equalization	502 212	538 113
General Administration	3 763 357	3 516 836
Human Resources	<u>649 459</u>	<u>534 974</u>
<b>Total expenses</b>	<b>18 863 273</b>	<b>16 264 818</b>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b><u>652 918</u></b>	<b><u>871 514</u></b>

<b>RESERVE FOR NEGOTIATIONS</b>	<b>2005</b>	<b>2004</b>
	<b>(12 months)</b>	<b>(12 months)</b>
BALANCE, BEGINNING OF PERIOD	1 213 711	514 184
ADMINISTRATION FUND CONTRIBUTION		
Regular dues	1 600 000	1 600 000
Special assessment	0	0
Other revenue	<u>0</u>	<u>0</u>
<b>Total contribution</b>	<b>1 600 000</b>	<b>1 600 000</b>
<b>PROVINCIAL NEGOTIATIONS</b>		
Salaries and fringe benefits	852 708	393 398
Travelling expenses	411 271	114 076
Rental expenses	100 317	30 133
Printing expenses	75 838	30 815
Courier and communications	105 115	31 667
Professional fees	19 174	10 880
Publications	191 984	46 429
Special projects	0	0
Federal Council meetings	1 032 607	225 355
Other expenses	3 852	55
Private sector negotiations	<u>1 731</u>	<u>17 666</u>
<b>Total for negotiation expenses</b>	<b>2 794 597</b>	<b>900 474</b>
<b>EXCESS OF REVENUE / EXPENSES BEFORE CONTRIB.</b>	<b><u>(1 194 597)</u></b>	<b><u>699 526</u></b>

The Treasurer of FIIQ+, Lise Martel, accompanied by all the members of the coordinating committee, presented the audited financial statements for 2005 to the delegates. The Federation, which saw both its revenues and expenditures increase in the past year, is in good financial health, as this balance sheet shows, despite the upheavals. In addition, the objective of restoring an adequate General Administration Fund (GAF) for FIIQ+ was met.

The Treasurer provided the delegates with the reasons for the increase. The higher revenues can be explained by the affiliation of two new unions, the APIQ and the APIAQ, as well as the addition of new members throughout the year following the votes on the bargaining unit mergers. The increase in expenditures was due to the integration of APIQ and APIAQ staff, the activities related to the vast voting campaign, the Quebec negotiations and the start of the local negotiations, the work on pay equity and the negotiation of the conditions of employment of employees, managers and Executive Committee members.

All in all, the Federation is in a good financial position and the Treasurer concluded by recalling that a Special Convention on finances will be held in March 2007. The Federation's revenues having been stabilized, delegates will take the opportunity at this Convention to debate issues with financial implications and make decisions in the best interests of all of members.

<b>SOLIDARITY RESERVE</b>	<b>2005</b>	<b>2004</b>
	<b>(12 months)</b>	<b>(12 months)</b>
<b>REVENUE</b>		
Administration Fund Contribution	82 184	83 810
<b>EXPENSES</b>		
Solidarity	<u>96 492</u>	<u>82 737</u>
<b>EXCESS OF REVENUE / EXPENSES</b>	<b><u>(14 308)</u></b>	<b><u>1 073</u></b>

<b>RESERVE FOR CONVENTION &amp; F.C.</b>	<b>2005</b>	<b>2004</b>
	<b>(12 months)</b>	<b>(12 months)</b>
<b>REVENUE</b>		
Contribution from administration fund	1 210 911	1 040 136
<b>EXPENSES</b>		
Convention & F.C. meetings	<u>1 393 177</u>	<u>1 346 594</u>
<b>EXCESS OF REVENUE / EXPENSES</b>	<b><u>(182 266)</u></b>	<b><u>(306 458)</u></b>

<b>RESERVE FOR HEAD OFFICE</b>	<b>2005</b>	<b>2004</b>
	<b>(12 months)</b>	<b>(12 months)</b>
<b>REVENUE</b>		
Contribution from administration fund	1 020 000	250 000
<b>EXPENSES</b>		
Convention & F.C. meetings	<u>34 746</u>	<u>0</u>
<b>EXCESS OF REVENUE / EXPENSES</b>	<b><u>985 254</u></b>	<b><u>250 000</u></b>

# FINANCIAL ACTIVITIES

## BALANCE SHEET AS OF DEC. 31, 2005

	Union Defence Fund	Adminis- tration Fund*	Total
<b>CURRENT ASSETS</b>			
Cash	536 814	499 990	1 036 804
Temporary investments	0	4 691 155	4 691 155
Advance payment on benefits	3 253	0	3 253
Advance to Insurance Comm. Fund.	0	36 243	36 243
Advance to Union Defence Fund	0	853 847	853 847
Debtors	0	1 694 569	1 694 569
Expenses computable on next period and long-term	0	128 267	128 267
	<u>540 067</u>	<u>7 904 071</u>	<u>8 444 138</u>
FIXED ASSETS	0	<u>613 199</u>	<u>613 199</u>
<b>TOTAL ASSETS</b>	<b>540 067</b>	<b>8 517 270</b>	<b>9 057 337</b>
<b>CURRENT LIABILITIES</b>			
Suppliers and accrued liabilities	28 563	1 161 141	1 189 704
Deferred income	0	0	0
Human Resources dev't	0	53 665	53 665
Advance from Administration Fund	584 080	0	584 080
Debt coming to term within a year	0	0	0
Accounts payable	0	4 424 546	4 424 546
<b>TOTAL LIABILITIES</b>	<b>882 410</b>	<b>5 639 352</b>	<b>6 521 762</b>
LONG-TERM DEBT	0	0	0
	<u>882 410</u>	<u>5 639 352</u>	<u>6 521 762</u>
<b>MEMBER'S EQUITY</b>			
Accumulated surplus	(342 343)	2 000 972	1 658 629
Reserve for head office	0	1 235 254	1 235 254
Reserve for negotiations	0	19 115	19 115
Solidarity reserve	0	2 465	2 465
Reserve for convention	0	(379 888)	(379 888)
	<u>(342 343)</u>	<u>2 877 918</u>	<u>2 535 575</u>
<b>LIABILITIES AND EQUITY</b>	<b>540 067</b>	<b>8 517 270</b>	<b>9 057 337</b>

\* negotiations, solidarity, head office and Conv.&F.C. meetings.

UNION DEFENCE FUND	2005 (12 months)	2004 (12 months)
<b>REVENUE</b>		
Administration Fund Contribution		
<b>Benefits</b>		
Regular dues	236 009	205 214
Donations	0	0
Interest	0	0
<b>Union Organizing</b>		
Regular dues	449 495	203 770
Interest		
<b>Special projects</b>		
Other revenue - Distribution of penalties	<u>48 024</u>	<u>258 134</u>
<b>Total income</b>	<b>733 528</b>	<b>667 118</b>
<b>EXPENSES</b>		
<b>Benefits</b>		
Union Defence Fund Committee	870	354
Salaries and fringe benefits	0	0
Fines and legal expenses	0	0
Professional fees	29 114	35 988
Interest and bank charges	18	18
Other expenses	45 780	45 876
Financial aid - strike	0	0
	<u>75 782</u>	<u>82 236</u>
<b>Union Organizing</b>		
Salaries, union leaves & fringe benefits	678 527	500 212
Travelling expenses	107 741	84 626
Rental expenses	5 142	11 334
Printing expenses	79 029	91 183
Courier and communications	148 564	67 634
Professional fees	98 157	163 450
Other expenses	<u>85 437</u>	<u>93 061</u>
	1 202 597	1 011 500
<b>Special projects</b>		
Salaries and fringe benefits	42 862	237 082
Travelling expenses	453	3 449
Financial aid - strike	0	0
Other expenses	<u>4 710</u>	<u>17 603</u>
	48 025	258 134
<b>Total expenses</b>	<b>1 326 404</b>	<b>1 351 870</b>
<b>EXCESS OF EXPENSES</b>		
<b>OVER REVENUE</b>	<b>(592 876)</b>	<b>(684 752)</b>

## REVENUE AND EXPENSES FOR THE PERIOD AND BALANCE OF ALL FUNDS AS OF DECEMBER 31, 2005

	Union defence Fund	adminis- tration Fund	Negotiation Reserve	Solidarity Reserve	F.C. and convention Reserve	Head office Reserve	Total
<b>BALANCE</b>							
As of 31-12-04	250 533	1 348 054	1 213 711	16 773	(197 622)	250 000	2 881 449
Adjustment	0	0	0	0	0	0	0
Balance after correction as of 31-12-04	250 533	1 348 054	1 213 711	16 773	(197 622)	250 000	2 881 449
<b>Income</b>							
for the 2005 period	733 528	19 516 191	1 600 000	82 184	1 210 911	1 020 000	24 162 814
<b>Expenses</b>							
for the 2005 period	<u>1 326 404</u>	<u>18 863 273</u>	<u>2 794 596</u>	<u>96 492</u>	<u>1 393 177</u>	<u>34 746</u>	<u>24 508 688</u>
<b>Excess</b>							
for the 2004 period	(592 876)	652 918	(1 194 596)	(14 308)	(182 266)	985 254	(345 874)
<b>BALANCE</b>							
<b>AS OF DECEMBER 31, 2005</b>	<b>(342 343)</b>	<b>2 000 972</b>	<b>19 115</b>	<b>2 465</b>	<b>(379 888)</b>	<b>1 235 254</b>	<b>2 535 575</b>

Note: Difference is due to rounding off of decimals

## A good retirement!

The time to retire has come for three Federation employees. Fernande Martin, a passionate labour relations consultant, Céline Bourassa, a secretary appreciated by everyone for her impeccable French, and Thérèse Théroux, who dedicated her last years of faithful service to coordinating human resources, are leaving the organization for a well-deserved retirement. The members of the Executive Committee, the Federation's employees and delegates wish you a happy and healthy retirement.



# Reform of initial training in respiratory therapy

The President and the Chief Executive Officer of the *Ordre professionnel des inhalothérapeutes du Québec* (OPIQ), Céline Beaulieu and Josée Prud'Homme, visited the Federal Council to present the highlights of a consultation document on the reform of initial education in respiratory therapy. The preliminary orientations proposed by the OPIQ seek to adapt this education to the new requirements of professional practice for respiratory therapists in Quebec.

Daniel Gilbert, Executive Officer responsible for the Task and Organization of Work Sector, accompanied by consultant Thérèse Laforest, presented the main comments, questions and suggestions transmitted by the Federation to the OPIQ regarding the document as a whole and the proposed orientations.

## The DEC-BAC formula

In general, the Federation shares the OPIQ's interpretation of the changes in the practice of respiratory therapy and the incompleteness of the existing training programme to meet the cardiorespiratory needs of the various clientele. The Federation thus agrees with the relevance and necessity of going ahead with the integrated DEC-BAC formula for initial education in respiratory therapy.

The OPIQ thus proposes the addition of a two-year Bachelor's program, for which the college (CEGEP) respiratory therapy program would be a prerequisite, resulting in a single access path. The Federation considers that if this reform is adopted, it would also be necessary to consider an in-depth reform of the CEGEP program and explore the possibility of increasing its initial duration. This is an essential condition for the success of such a formula because, as presented by the OPIQ, there is reason to fear that some competencies currently included in the CEGEP program henceforth would be part of the university program. The addition of a university program should not be detrimental to the CEGEP program.



## Professional practice

If the DEC-BAC is adopted, the OPIQ proposes that certain sectors of activity be reserved for holders of a Bachelor's degree. However, practitioners' acquired rights would be respected on certain conditions. Thus, there would be a differentiation of practice strictly based on graduation level. The Federation has always refused such a differentiation and considers it to be a negation of the value of the experience and expertise acquired through practice over the years. It believes instead that any differentiation should be based on three criteria: education, experience and competencies.

## Other concerns

The Federation also informed the OPIQ that it disagreed with the two possibilities presented regarding the conditions of practice. The possibility of issuing two permits to practice to distinguish the practice of DEC holders from DEC-BAC holders is unnecessary. The *Ordre des infirmières et infirmiers du Québec* (OIIQ) is a good example. There is only one permit to practice, even though a DEC-BAC program exists in the nursing profession and the boundaries between the types of activities and the places of practice are clear. The other possibility of issuing a single permit to practice by attaching a specialist certificate for DEC-BAC holders also poses a problem for the Federation. The specialist certificate is attached to a Master's degree, not a Bachelor's degree.

The delegates present, particularly the respiratory therapists, were also able to exchange views with the OPIQ representatives and express their comments and concerns regarding various aspects of this consultation document. The Federation will follow the next steps very closely and hopes that the OPIQ will consider its comments and suggestions when determining the final orientations on initial training in respiratory therapy.



## Hypersexualization of girls and women



### THE NEED FOR AWARENESS

Jocelyne Robert, a respected sexologist and pedagogue, has worked for years with young people and their parents. An author of books, numerous articles and pedagogical booklets, she contributes to *Enfants Québec* magazine and gives lectures in Quebec and abroad. On the initiative of the Status of Women Committee of the Federation, Ms. Robert was invited to discuss the hypersexualization of girls and women with the delegates.

According to Ms. Robert, this is the new form of oppression of girls and women. After rapidly describing sexuality over the past 50 years, she concluded that despite the efforts made in the 70s, sexuality among young people today is a performance activity, not a pleasure. She pointed out that pornography has been democratized instead of sexuality. She considers that it is difficult to compete with this wave, which oppresses girls and women, but that it is urgent nonetheless to propose other modes that allow sexuality to be experienced in dignity, respect, desire and reciprocity.

Following Ms. Robert's lecture, many delegates wondered what it was possible to do as a woman, parent and citizen to fight this oppression.

The Federation, as a member of the *Réseau québécois d'action pour la santé des femmes*, will be an active participant in a large-scale campaign on body image organized by the *RQASF*. On this basis it will solicit union reps and members concerned about this phenomenon, which is increasing in scope.

We are currently re-organizing our central data base, following the waves of votes, in order to add all the new members. During this period, you may receive more than one copy of the *FIIQ Actualités*. Please excuse us for this inconvenience.

Don't forget to inform us if you are moving!

[info@fiiq.qc.ca](mailto:info@fiiq.qc.ca)

## HAPPY HOLIDAYS!

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