

# EN ACTION

VOL 20 — NO 2 — JUNE 2007 FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC

Federal Council,  
June 5 and 6, 2007



## Mobilizing to change things

Lina Bonamie  
President

## MOBILIZING TO CHANGE THINGS

After welcoming the delegates, the President of the Federation, Lina Bonamie, began her address by relating the latest events on the Quebec political scene.



### SISP P.2

SISP Rules and Memorandum of Operation

### FINANCIAL ACTIVITIES P.3 — P.4

The FIQ is in good financial health

### NEGOTIATION P.5

The Quebec negotiations: an important meeting  
The local negotiations continue

Insurance contract — P.6

Activities within the context of the Forum social québécois — P.6

*“Since our last meeting, Quebec political life has been turbulent. After the election of a minority government and the tabling of a budget decried by many, Quebec voters faced a return to the polling booth. Despite last minute deals, it must be recognized that the population will not benefit from adequate funding of public services and will get tax cuts it doesn’t want. As we have said at many forums, the Charest government is behaving as if it’s alone in the world. It’s behaving as if it doesn’t care about the verdict of the last election.*

*“We have also publicly expressed our disagreement and dissatisfaction with the appointment of Claude Castonguay as Chair of a working group responsible to studying the financing of our health-care system. The many public statements made by Mr. Castonguay clearly indicate where he’s coming from. He certainly does not have the necessary neutrality in such a debate, because he is an open advocate of a user-pay system.*

*“We have called for the abolition of this working group, a proposal included*

*in the Liberal Government’s budget. We thus will pay close attention to the developments on this issue.”* The President also reported on meetings with the health spokespersons of the two opposition parties, Bernard Drainville of the PQ and Éric Caire of the ADQ. Ms. Bonamie took the opportunity to invite the delegates to start thinking about the potential role and involvement of the Federation on the Quebec political scene. This clearly is a debate to follow.

She continued with a brief presentation of the items on the agenda. *“At this Federal Council, we will share the latest news with you on the issues that concern us. We will review the Quebec negotiations, particularly the discussions under way on the classification of the nurse clinicians. We will take the opportunity to present an assessment of the local negotiations and the regional actions and mobilizations in support of these negotiations. Our presence has been noticed and our slogan To keep us, you have to negotiate! clearly indicated the reason for our actions. Let’s now*

*hope that some of the employers targeted will sit down at the table and negotiate.*

*“The Health-Care Sector, working on the issue of reasonable accommodation, offers us a keynote address by Rachad Antonius to help us continue our thinking on this issue. In addition, a progress report will be presented to you within the context of our participation at the Secrétariat intersyndical des services publics. Concerning the FIQ’s finances, we will study the report of the Internal Audit Committee and will adopt our audited financial statements. Finally, concerning the renewal of the insurance contract, we will present the results of the consultation of the care professionals, the analysis and the recommendations.”*

*At the adjournment of the Federal Council, the President wished everyone a good summer vacation and thanked the delegates warmly for their involvement, their activism and their everyday work defending care professionals. ■*

#### POSTE-PUBLICATION

Convention 40007983

(adresse de retour)

FIQ — Québec | 1260, boul. Lebourgneuf  
Bur. 300, Québec (Québec) G2K 2G2

# SISP Rules and Memorandum of Operation

## Compulsory overtime

### ACT COLLECTIVELY, ACT LOCALLY

The problem of overtime, whether voluntary or imposed, is at the centre of the FIG's concerns. In this issue you will find a publication that summarizes the professional rights and obligations of care professionals, some actions to take and a quick reference to help each individual evaluate her capacity to work overtime.

In addition, the delegates asked the FIG to make stickers, buttons and other materials available to the local teams so they can spread the word about the reality of care professionals faced with the problem of overtime.

Michèle Boisclair, Executive Officer in charge of the Health-Care Sector, accompanied by Marc Thibault-Bellerose, Consultant with that sector and Lina Bonamie, President of the Federation, presented the Rules and Memorandum of Operation adopted by the member organizations of the Secrétariat intersyndical des services publics (SISP). These were ratified by the delegates.

Ms. Boisclair pointed out that the SISP is not a central labour organization, but an alliance of organizations sharing a common mission and values. Thus, the FIG retains its full autonomy regarding the decisions it makes and the actions it carries out. However, these same organizations have agreed not to raid each other in the next raiding period.

#### SISP PROGRESS REPORT

Since joining the SISP, the Federation has carried out several actions in collaboration with its public service partners. For example, last December 15, a demonstration was organized in Quebec City in front of the National Assembly to commemorate a dark day in Quebec labour history, December 15, 2005, the date Law 43 (Bill 142) was adopted by invoking closure.

However, undoubtedly the action with the greatest scope carried out to date under the SISP was the tour on "Public services, the best of ourselves". This very rich tour certainly forged new solidarity among the members of the different organizations. Many of

them mentioned that they find it highly relevant that the problems experienced in the health and social services network are very similar to those experienced by workers in the education sectors and the public service.

More recently, the SISP members adopted a common position and action plan regarding the favourable decision of the International Labour Office [ILO] concerning the non-compliance of Law 43 with the international agreements duly signed by the government. On this issue, in each region, the representatives of the different organizations will meet with their MNAs, if this has not already been done, to inform them of the ILO decision and find out their intentions in this matter. Also, a petition calling on the government to comply with the ILO decision is currently circulating and will be deposited in the National Assembly before the end of the parliamentary session.

#### LES JOURNÉES DE LA CULTURE

"Les Journées de la culture" (culture days) will be held this September 28, 29 and 30 on the theme of "Innovation

by collaborating". For this occasion, the Presidents of the SISP member organizations have decided to mobilize their respective teams to participate in this event.

"Les Journées de la culture" were introduced in 1997 with the aim of enhancing and strengthening the efforts to democratize culture in Quebec. Through these events, it is possible to affirm and show the value and importance of the arts and culture in individual and collective development.

Thus, a working group has been created to think about the form the Federation's participation in this activity could take. During the summer, you will be invited to participate in "Les Journées de la culture" and given the details.

However, those of you who have an artistic streak are invited to start thinking now about what could be done for the "Journées". This is a great opportunity to share your artistic talents and your commitment with your SISP colleagues. ■



## HAPPY RETIREMENT!

The Federal Council noted the retirement of two Federation employees. Agathe Léveillée, Labour Relations Consultant and founder of the Alliance professionnelle des infirmières et infirmiers auxiliaires du Québec (APIAQ) and Lucie Girard, Status of Women Consultant and a great activist for gender equality, are leaving the organization for a well-deserved retirement. The members of the Executive Committee, the Federation's staff and the delegates wish them a healthy and happy retirement.

# The FIQ is in good financial health

The Treasurer of the FIQ, Lise Martel, accompanied by the Coordinator of Internal Services, Johanne Chouinard, and the Executive Director, Suzanne Charette, presented the audited financial statements for 2006 to the delegates. The Federation, which stabilized its revenue after the major voting campaign held in the health-care institutions, is in good financial health, as this balance sheet shows. In addition, the objective of replenishing the various funds and reserves has been achieved.

Ms. Martel talked to the delegates about the great importance the Federation attaches to its labour relations services. With over 10,000 new members and nearly 150 concurrent local negotiations, the FIQ invited in hiring 40 new employees, the majority of them labour relations consultants. The aim was to concretize the priority the Federation had adopted by applying the necessary resources and energy to conclude the local negotiations and thus offer the members all the services they need, despite the changes and the turbulence.

As usual, the Treasurer offered the delegates all the necessary explanations for a clear understanding of the revenue and expenditure fluctuations. The delegates unanimously adopted the 2006 financial report.

The members of the Internal Audit Committee, Isabelle Gauthier, Sylvain Lapalme and Danielle Renaud, presented their report for 2006 to the delegates.

ADMINISTRATION FUND	2006 (12 months)	2005 (12 months)
<b>REVENUE</b>		
Regular Dues	20 663 278	18 996 313
Interest	284 211	469 849
Grants	57 450	40 375
Other revenue	<u>12 340</u>	<u>9 654</u>
<b>TOTAL REVENUE</b>	<b>21 017 279</b>	<b>19 516 191</b>
<b>EXPENSES</b>		
Meetings and elected union officers	1 509 165	1 468 806
<b>Sectors</b>		
Labour Relations	9 252 153	8 953 356
Sectors and Services	716 736	857 143
Health-Care	285 391	268 925
Status of Women	191 408	180 008
Health and Safety at Work	202 196	156 744
Task and Organization of Work	180 747	217 082
Social Security	<u>181 465</u>	<u>213 741</u>
<b>TOTAL FOR THE SECTORS</b>	<b>11 010 096</b>	<b>10 846 999</b>
<b>Services</b>		
Education-Animation	673 294	611 345
Union Organizing	489 512	651 383
Communication-Information	521 750	257 049
Translation	<u>106 173</u>	<u>112 663</u>
<b>TOTAL FOR THE SERVICES</b>	<b>1 790 729</b>	<b>1 632 440</b>
Equalization	774 936	502 212
General Administration	4 122 744	3 763 357
Human Resources	<u>1 076 957</u>	<u>649 459</u>
<b>TOTAL EXPENSES</b>	<b>20 284 627</b>	<b>18 863 273</b>
<i>EXCESS OF REVENUE OVER EXPENSES</i>	<u><b>732 652</b></u>	<u><b>652 918</b></u>

RESERVE FOR NEGOTIATIONS	2006 (12 months)	2005 (12 months)
<b>BALANCE, BEGINNING OF PERIOD</b>	19 116	1 213 711
<b>ADMINISTRATION FUND CONTRIBUTION</b>		
Regular dues	2 675 313	1 600 000
Special assessment	0	0
Other revenue	<u>0</u>	<u>0</u>
<b>TOTAL CONTRIBUTION</b>	<b>2 675 313</b>	<b>1 600 000</b>
<b>PROVINCIAL NEGOTIATIONS</b>		
Salaries and fringe benefits	1 875 904	852 708
Travelling expenses	308 517	411 271
Rental expenses	77 295	100 317
Printing expenses	104 617	75 838
Courier and communications	46 218	105 115
Professional fees	32 357	19 174
Publications	58 040	191 984
Special projects	0	0
Federal Council meetings	92 261	1 032 607
Other expenses	97 625	3 852
Private sector negotiations	<u>1 593</u>	<u>1 731</u>
<b>TOTAL FOR NEGOTIATION EXPENSES</b>	<b>2 694 427</b>	<b>2 794 597</b>
<i>EXCESS OF REVENUE/ EXPENSES BEFORE CONTRIBUTION</i>	<u><b>(19 114)</b></u>	<u><b>(1 194 597)</b></u>

SOLIDARITY RESERVE	2006 (12 months)	2005 (12 months)
<b>REVENUE</b>		
Administration Fund Contribution	99 132	82 184
<b>EXPENSES</b>		
Solidarity	<u>101 597</u>	<u>96 492</u>
<i>EXCESS OF REVENUE/EXPENSES</i>	<u><b>(2 465)</b></u>	<u><b>(14 308)</b></u>

RESERVE FOR CONVENTION & F.C.	2006 (12 months)	2005 (12 months)
<b>REVENUE</b>		
Contribution from administration fund	1 590 299	1 210 911
<b>EXPENSES</b>		
Convention & F.C. meetings	<u>1 244 938</u>	<u>1 393 177</u>
<i>EXCESS OF EXPENSES/REVENUE</i>	<u><b>345 361</b></u>	<u><b>(182 266)</b></u>

RESERVE FOR HEAD OFFICE	2006 (12 months)	2005 (12 months)
<b>REVENUE</b>		
Contribution from administration fund	4 236 930	1 020 000
<b>EXPENSES</b>		
Head office	<u>0</u>	<u>34 746</u>
<i>EXCESS OF REVENUE/EXPENSES</i>	<u><b>4 236 930</b></u>	<u><b>985 254</b></u>

## FINANCIAL ACTIVITIES

P.4

BALANCE SHEET AS OF DEC. 31, 2006			
	Union Defence Fund	Adminis- tration Fund*	Total
<b>CURRENT ASSETS</b>			
Cash	639 837	855 463	1 495 300
Temporary investments	0	7 319 854	7 319 854
Advance payment on benefits	325	0	325
Advance to Parity Ins.Comm.Fund	0	28 550	28 550
Advance to Union Defence Fund	0	162 940	162 940
Debtors	0	4 125 564	4 125 564
Expenses computable on next period and long-term	0	173 938	173 938
Deferred expenses	<u>0</u>	<u>495 144</u>	<u>495 144</u>
<b>FIXED ASSETS</b>	<u>0</u>	<u>1 224 020</u>	<u>1 224 020</u>
<b>TOTAL ASSETS</b>	<b>640 162</b>	<b>14 385 473</b>	<b>15 025 635</b>
<b>CURRENT LIABILITIES</b>			
Suppliers and accrued liabilities	513	1 359 920	1 360 433
Deferred income	0	0	0
Dev't of human resources	0	46 736	46 736
Advance from Administration Fund	162 940	0	162 940
Debt coming to term within a year	0	0	0
Accounts payable	0	4 807 535	4 807 535
<b>TOTAL LIABILITIES</b>	<b>163 453</b>	<b>6 214 191</b>	<b>6 377 644</b>
<b>LONG-TERM DEBT</b>	<u>0</u>	<u>0</u>	<u>0</u>
	<b>163 453</b>	<b>6 214 191</b>	<b>6 377 644</b>
<b>MEMBER'S EQUITY</b>			
Accumulated surplus	476 709	2 733 624	3 210 333
Reserve for head office	0	5 472 184	5 472 184
Reserve for negotiations	0	0	0
Solidarity reserve	0	0	0
Reserve for convention	<u>0</u>	<u>(34 526)</u>	<u>(34 526)</u>
	<u>476 709</u>	<u>8 171 282</u>	<u>8 647 991</u>
<b>LIABILITIES AND EQUITY</b>	<b>640 162</b>	<b>14 385 473</b>	<b>15 025 635</b>

UNION DEFENCE FUND	2006 (12 months)	2005 (12 months)
<b>REVENUE</b>		
Administration Fund Contribution		
<b>Benefits</b>		
Regular dues	304 175	236 009
Donations	1 000	0
Interest	0	0
<b>Union Organizing</b>		
Regular dues	608 350	449 495
Interest	0	0
<b>Special projects</b>		
Other revenue - Distribution of penalties	<u>0</u>	<u>48 024</u>
<b>TOTAL INCOME</b>	<b>913 525</b>	<b>733 528</b>
<b>EXPENSES</b>		
<b>Benefits</b>		
Union Defence Fund Committee	0	870
Salaries and fringe benefits	1 728	0
Fines and legal expenses	0	0
Professional fees	20 622	29 114
Interest and bank charges	21	18
Other expenses	44 024	45 780
Financial aid	<u>10 650</u>	<u>0</u>
	77 045	75 782
<b>Union Organizing</b>		
Salaries, union leaves & fringe benefits	0	678 527
Travelling expenses	600	107 741
Rental expenses	0	5 142
Printing expenses	0	79 029
Courier and communications	0	148 564
Professional fees	16 814	98 157
Other expenses	<u>13</u>	<u>85 437</u>
	17 427	1 202 597
<b>Special projects</b>		
Salaries and fringe benefits	0	42 862
Travelling expenses	0	453
Financial aid - strike	0	0
Other expenses	<u>0</u>	<u>4 710</u>
	0	48 025
<b>TOTAL EXPENSES</b>	<b>94 472</b>	<b>1 326 404</b>
<b>EXCESS OF EXPENSES OVER REVENUE</b>	<b>819 053</b>	<b>(592 876)</b>

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

### REVENUE AND EXPENSES FOR THE PERIOD AND BALANCE OF ALL FUNDS AS OF DECEMBER 31, 2006

	Union defence Fund	Adminis- tration Fund	Negotiation Reserve	Solidarity Reserve	F.C. and convention Reserve	Head office Reserve	Total
<b>BALANCE</b>							
As of 31-12-05	(342 343)	2 000 972	19 116	2 465	(379 887)	1 235 254	2 535 577
Adjustment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Balance after correction as of 31-12-05	(342 343)	2 000 972	19 116	2 465	(379 887)	1 235 254	2 535 577
Income for the 2006 period	913 525	21 017 278	2 675 313	99 132	1 590 299	4 236 930	30 532 477
Expenses for the 2006 period	<u>94 472</u>	<u>20 284 626</u>	<u>2 694 429</u>	<u>101 597</u>	<u>1 244 938</u>	<u>0</u>	<u>24 420 062</u>
Excess for the 2006 period	819 053	732 652	(19 116)	(2 465)	345 361	4 236 930	6 112 415
<b>BALANCE AS OF DECEMBER 31, 2006</b>	<b><u>476 710</u></b>	<b><u>2 733 624</u></b>	<b><u>0</u></b>	<b><u>0</u></b>	<b><u>(34 526)</u></b>	<b><u>5 472 184</u></b>	<b><u>8 647 992</u></b>

Note: Difference is due to rounding off of decimals

## THE QUEBEC NEGOTIATIONS: an important meeting



Sylvie Savard, 4<sup>th</sup> vice-president of the FIQ.

The Executive Officer in charge of the Negotiation Sector, Sylvie Savard, accompanied by Francine Roberge, Consultant to the Sector, reported to the delegates on the discussions held at a May 28 meeting of the FIQ, the Ministère de la Santé et des Services sociaux (MSSS) and the Conseil du trésor (CT). This meeting was organized at the Federation's request to discuss the different issues considered to be priorities.

### NURSE CLINICIANS

The meeting began with the tabling of a petition addressed to the Minister of Health and Social Services and to the President of the Conseil du trésor, asking them to enter into discussions with the FIQ in order to find solutions to the situation experienced by the nurse clinicians. Thousands of care professionals signed in support of the nurse clinicians. The Federation clearly set out its concerns about the effects of the pay equity settlement on the nurse clinicians' salary scale. A university-educated nurse at the lowest echelons receives a lower salary than a college-educated nurse at the same echelon. The MSSS and Conseil du Trésor representatives, aware of the problem expressed their intention to settle this issue by the end of June or early September.

### PERFUSIONISTS

The discussions between the MSSS and the Conseil du trésor continued regarding recognition of schooling:

a 4-year Bachelor's program will now be recognized for these professionals. In September, the FIQ will begin working with the MSSS on evaluation of the job title and the adoption of a new salary scale.

### NURSING ASSISTANTS

An agreement had been made to offer an incentive to employees eligible for retirement who are still pursuing their career. For the Conseil du trésor and the MSSS, this measure is intended for job categories with a staff shortage, which they claim is not the case for nursing assistants. Contrary to their claim, the FIQ argued that the nursing assistants work a lot of overtime every day and that this number of hours is increasing. The MSSS agreed to review the issue from this perspective and to continue the discussions this autumn.

### PILOT PROJECTS

The Federation took the opportunity to point out that few pilot projects on restructuring of work time

seemed to be obtaining MSSS assent and reiterated the importance of working in partnership, since the FIQ is a participant in these projects.

With the special recurring situation in the Outaouais region, the MSSS is meeting with different stakeholders and wants to try to implement new models. The establishment of a pilot project on restructuring of work time is being considered. The FIQ assured the MSSS of its participation and reminded it of the importance of having structuring projects to improve the situation.

Finally, the MSSS stated its intention to create a small workforce planning committee (PMO) at the Quebec level, composed of about ten stakeholders, including the FIQ.

Ms. Savard concluded by emphasizing that this meeting had raised hopes regarding the possibilities of settling major issues in the near future. ■

## The local negotiations continue

Sylvie Savard and Daniel Gilbert, Executive Officers in charge of the negotiations, accompanied by Chantal Pagé and Guy St-Hilaire, Consultants for the local negotiations, presented a quantitative assessment of the local negotiations and a brief report on the various regional mobilization activities.

From the outset, Ms. Savard said that the news was better than at the last Federal Council. She announced that 56 local negotiations had been concluded. However, more than 50 are currently in progress and the deadlines to reach an agreement will expire very soon. The Executive Officer in charge thus reminded the delegates of the importance of mobilizing the members to support their bargaining table. Several employees are trying to roll back the status quo in the current collective agreement and this approach is unacceptable. Finally, Ms. Savard reiterated that, for the negotiations that will continue in front of a mediator-arbitrator, it is crucial to protect acquired rights. Mediation must not, under any pretext, turn into cut-rate negotiations.

### REGIONAL MOBILIZATION ACTIONS

To break the isolation and give a boost to the various local negotiations, mobilization activities were organized in several regions, in collaboration with the Federation. There was reason to believe that these actions would have positive effects at the different bargaining tables, and this was the case! Thus, in Quebec City, Joliette, Longueuil, Montreal, East Angus, Bécancour and Hull, mobilization actions were held in the past few weeks, including symbolic picketing combined with a press briefing, press conferences or a caravan cruising the streets. In most cases, these activities benefited from excellent media coverage. This made it possible to explain to the public the issues

related to the local negotiations and denounce the closed attitude of certain employers. Above all, it had a beneficial effect at the bargaining tables. Congratulations for these acts of solidarity! ■



### Congratulations to the winners

Within the context of *Health Month*, which this year had the theme *Thank you for being there!*, The Personal Insurance Company held a draw for three digital cameras. Here are the winners:  
**Diane Beaulieu,**  
Saint-Eustache  
**Sylvie Bellemare,**  
Saint-Charles-Borromée  
**Caroline Ménard,**  
Charlesbourg

### Assessment as of May 30, 2007

147 negotiations in progress, including:

56 agreements concluded

21 negotiations with a June or July 2007 deadline

30 negotiations with a September 2007 deadline

19 mediations requested

## HAVE A GOOD VACATION!



### KEYNOTE ADDRESS ON REASONABLE ACCOMMODATION

Michèle Boisclair, Executive Officer in charge of the Health-Care Sector, was visibly pleased to introduce Rachad Antonius, Professor with the Department of Sociology at UQAM, to the Federal Council. Mr. Antonius shared his thoughts with the delegates on reasonable accommodation.

On the issue of immigration, the speaker emphasized the fact that it must not be assumed that newcomers will necessarily adopt Quebec values. Since some of these values are relatively new, it is essential to show humility and flexibility. Mr. Antonius supported this idea with different examples regarding male-female relations, which have clearly evolved since the 1940s. Mentioning the hypersexualization of young girls, he pointed out that Quebec's value system also has its excesses and that there need to be reconsiderations and adjustments. He appealed for relativism.

Mr. Antonius then explained to the delegates what reasonable accommodation means. It is a legal concept that allows better participation in society. Reasonable accommodation is not intended to exempt individuals from certain laws. It represents an individual right, not a collective right, and there is a distinction between such accommodation and management of cultural diversity.

Since many requests of different kinds are made regularly, they cannot be codified. It is therefore essential to show good judgment. Mr. Antonius concluded his address by setting out some concrete cases related to the health-care sector.

Several delegates took the floor to ask questions or make comments. This question is in its infancy and the debate will certainly continue.

## CHANGES TO THE INSURANCE CONTRACT IN JANUARY 2008

The Executive Officer in charge of the Social Security Sector, Monique Leroux and the Consultant, Hélène Gauvin, reported to the delegates on the results of the consultation of FIQ members by the Léger Marketing firm concerning the insurance contract.

Since its creation, the Federation regularly consults its members on the content of the group insurance contract to verify whether the coverage provided still meets the members' needs and expectations. Because many new members had joined, the time was right for this consultation. Nearly 1,700 members completed the questionnaire, a number which allows the FIQ to interpret the survey results as very representative of the will of all members. The recommendations presented to the delegates thus reflected these results.

A majority of the delegates adopted a single amendment to the contract. Effective from the next renewal, on January 1, 2008, the eligible fees for services of health professionals (except psychologists) will increase from \$20 to \$35 per treatment, without changing the annual overall maximum claim of \$500 per year. The delegates also decided to maintain the other coverage currently in force without any change. ■

## Activities within the context of the Forum social québécois

The Forum social québécois will be held from August 23 to 26, 2007, at the UQAM campus and at Parc Émilie-Gamelin in Montreal. Lise Martel, Treasurer of the Federation, informed the delegates about the activities that will be held as part of this Forum.

More than 180 activities, presented by different groups, are already part of the program. Major evening lectures will be presented. On Friday and Saturday evening and on Sunday, August 26, the Assembly of social movements will be held, during which discussions on the challenges facing Quebec will continue.

As the delegates have already been notified, the FIQ will participate in this Forum and contribute to it financially. On Saturday, August 25, it will hold a workshop on the theme: "Privatization of health: analyses and consequences of a bad remedy". A lecture/round table will discuss the struggle against the conversion of health-care into a commodity. The President, Lina Bonamie, will be accompanied by three guests to enrich the debate: Marie-Claude Prémont of the Faculty of Law of McGill University, François Béland of the Faculty of Medicine of the *Université de Montréal* and Mélanie Bourque of the Department of Administrative Sciences of the *Université du Québec en Outaouais*.

Ms. Martel invited the affiliated unions to bring a strong turnout to this very rewarding event, including their next generation of activists. ■

### VOLUNTEERS SOUGHT

The Forum's organizers are looking for volunteers for the first aid team.

Interested persons can register up to July 6 with Ms Lucille Auger

< lauger@fiqsante.qc.ca >.