

# EN ACTION

VOL 21 – NO 5 – DECEMBER 2008

FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC

Federal Council  
December 2, 3 and 4, 2008



## A commitment and a strength to consolidate

Lina Bonamie  
President

# A COMMITMENT AND A STRENGTH TO CONSOLIDATE



After having welcomed the delegates, Lina Bonamie, President of the Federation, presented the main points to be discussed during this Federal Council. “You will have the opportunity to learn the Federation’s action plan and to decide on the priority actions and the 2009-2010 financial forecasts. Additional resources have been provided in order to adequately meet the needs of the members, which have grown considerably over the last few years”.

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Madam Bonamie informed the delegates of the priority to be given to organization of work. “ We must give ourselves the means to exercise our leadership of organization of work. We want to work on the development of a workplace that offers satisfactory conditions to carry out duties in order to attract and retain care professionals and we will not accept simplistic solutions to counter the shortage from employers and not from the government either”.

The president specified that the Federation will continue its meetings with the MSSS and will continue to say loud and clear that the improvement of working conditions and life at work is the path to take. “The preparation of our draft collective agreement, which will be done over the next year, will be an opportune time to demand better working conditions, a better organization of work and lasting solutions to the identified problems”. She also indicated that she knew the results of the membership consultation on the SISP-Negotiation, a result indicating that the

members that ready to negotiate four matters in an interunion group in order to create more influential bargaining power.

The president also spoke on the provincial elections and the impact of the results on care professionals. “On December 8, the people of Quebec will elect a new government, an important choice for the FIQ because it will be with this government that we will continue our discussions on the orientations and actions to put forward to improve the health-care network and the working conditions of the care professionals that work in it”.

This Federal Council was also the opportunity to elect the members of the Negotiating Committee, the FIQ Information and Support Committee as well as the FIQ regional representatives for information and support and to adopt the first guidelines for the Youth Network. She indicated “that the young activists of the Federation will now have a place to discuss the issues that are

dear to them. It is a project that is as much promising as stimulating”.

At the end of the Federal Council, Madam Bonamie concluded by congratulating the delegates elected to the various bodies of the negotiation structure. “Thank you all for becoming involved in the next negotiations. You represent the concerns of care professionals and you will surely influence the discussions. I hope that we have a good negotiation and, that, above all, this one ends with gains for all the members of the Federation”.

Lastly, on a more sad note, the president emphasized, with regret, the death of Hélène Pedneault, a great soldier and committed literary writer who participated in the birth of the feminist movement in Quebec and also contributed to the fight for women’s equality. As an invited speaker on several occasions at decision-making bodies of the Federation, the delegates will surely remember her determination and her deep commitment to women’s causes. ■

#### POSTE-PUBLICATION

Convention 40007983

(adresse de retour)

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

## “AFGHAN WOMEN NEED OUR SOLIDARITY, NOT OUR WEAPONS”



Nancy Burrows, a member of the Women and Globalization Committee of the Fédération des femmes du Québec, presented the highlights of a feminist analysis of the war and militarization to the delegates in a speech that was greatly appreciated. Here is a summary of her remarks.

“We tend to forget it, because the war isn’t being fought in our territory, but Canada is currently at war. Even though there are no world wars like in the last century, the guns haven’t been silenced and there is a proliferation of conflicts that are all wreaking havoc: Iraq, Afghanistan, Democratic Republic of Congo, Sudan, Tchetchenia, Lebanon, Palestine, Georgia...

### THE WORLD IS INCREASINGLY MILITARIZED

In the past few years, in Canada and around the world, military spending has soared. In 2005, the Government of Canada committed to the biggest increase in the military budget since the Second World War: \$12.8 billion over five years, to which another \$5.3 billion has since been added. Yet in 2005, a mere \$10 billion over a five-year period was all that would have been needed to lift 800,000 Canadian children and their families out of poverty. According to the International Peace Research Institute in Stockholm, in 2006, military spending reached \$1,204 billion

around the world, a 37% increase in ten years. This increase in spending largely benefited the armaments industry. The world’s top 100 arms manufacturers thus reaped \$290 billion in 2005. It is clear that, for some, the military industry is very lucrative!

### A WAR TO FREE WOMEN?

How can anyone claim to be waging war to improve the living conditions of Afghan women, when ever since the occupation of their country, villages are bombed, homes destroyed, families decimated and thousands of women widowed, refugees in tent camps or on the roads. They face enormous difficulties to meet their families’ basic needs, because they no longer have access to food and water. Afghan women need our solidarity in their struggle for equality, not our weapons.

Despite this gloomy picture, the women’s movement bears hope. Many women are working hard to find negotiated solutions. Thus, women from different ethnic groups in Rwanda, Democratic Republic of

Congo and Burundi met around the same table to begin discussions. Indian women took the highly symbolic action of crossing the border to bring the solidarity quilt to their Pakistani sisters.

Like the World March of Women, the Fédération des femmes du Québec puts forward the following principles: reject war as a means of resolving conflicts; call for respect for international law, the Geneva Conventions and the UN resolutions in any armed conflict; resort to instruments such as the International Criminal Court and require the application of international treaties specific to women; prevent wars and seek political, peaceful and negotiated solutions to armed conflicts.”

After the speech, delegates expressed their awareness of the importance of this reality in today’s world. ■



## COMMEMORATION OF DECEMBER 6

Shots, shouts, more shots and the news bulletin from Radio-Canada announcing that 14 people have been killed, all women. This is how, at the Federal Council, the Status of Women Committee, started the commemoration of the tragic events at the École Polytechnique on December 6, 1989. Then, 14 women, dressed in white robes and carrying a candle introduced themselves, one by one, under the name of one of the victims. They extinguished the candle and reminded everyone “I was killed because I was a woman”. Then, three women reminded us that these women could have been our daughters, our sisters... and that it is particularly important not to forget.

*This presentation was inspired by the document recently published by the Fédération des femmes du Québec entitled “Femmes et guerres: Comment développer une perspective féministe sur les conflits armés?” (Women and war: How can we develop a feminist perspective on armed conflicts?), available at <www.ffq.qc.ca/pub/Femmes-et-guerre-2008.pdf>.*

## NEW PRACTICES IN SOLIDARITY

At the convention in June, the delegates adopted recommendations in order to enrich and renew the solidarity practices of the Federation. Michèle Boisclair, Executive officer in charge of the Sociopolitical Sector, accompanied by Karine Crépeau, Union Consultant for this sector, presented the first steps in the development of a solidarity plan of action to the delegates.

At the convention, a path has been put forward:

- to take a greater position in the large Quebec-wide and international files;
- to increase our presence at intervention bodies from foreign countries;
- to initiate union, professional and social projects of international cooperation;
- to financially support nursing and respiratory therapist graduates during international cooperation internships;
- to facilitate the participation of young members in internships or missions of international cooperation in which the Federation participates.

In order to improve the needed reflection on the development of the new solidarity practices, to define the objectives and conditions for implementation, an ad hoc committee, composed of union representatives and employees will be set up in January 2009. The progress in the work of this committee will be reported at future federal councils. Remember that one dollar per dues-paying member, per year, will be added to the Solidarity reserve starting January 1, 2009. ■

# PRIORITY ACTIONS 2009



The major issues, with which the Federation and all labour organizations are confronted, have forced us to resort to a new strategy. It is with this view that the Federation recently, at the June 2008 convention, turned to social movement unionism. Collective, unifying and rallying, this new union approach will become the corner stone of union action in the years to come and will colour the priority actions of the Federation.

Suzanne Lavoie, Secretary of the FIQ Executive Committee, accompanied by Daniel Gilbert, 2<sup>nd</sup> Vice-President, presented the proposed 2009 priority actions to the delegates. These actions are centered around three main priorities : the fight against privatization, the re-appropriation of organization of work, the mobilization of the members and the consolidation of the organization at all levels. She specified the reasons behind the choice of these three priorities.

1. With the constant assault of the private sector threatening the integrity and the perpetuity of the Quebec public health-care system, the fight against privatization must be a priority for the Federation. The battles carried out, following the announcements that CHSLD André-Perreault in St-Hyacinthe and the CHSLD Jacques-Viger in Montreal, would be closed, must, without a doubt, increase in number.
2. The FIQ and its affiliated unions must give themselves the means to exercise their leadership in the organization of work of care professionals. The Federation's great expertise in this field constitutes a strength and a rallying pride for all of its members.
3. If the Federation wants to offer a real resistance to the attacks and an alternative to union gloom, the consolidation of local union teams as well as the mobilization of the members must also be a priority for the coming year.

The *FIQ en Action* presents the objectives as well as the actions adopted by the delegates to attain these objectives below :

### FIGHTING PRIVATIZATION

Implement new means to inform the members and the public and raise awareness about the issues related to privatization of healthcare services and take action to counter them.

- Local, regional and Quebec-wide actions to counter reliance on private nursing agencies.
- Support to the local teams whose institutions are affected by a public-private partnership (PPP).
- Dissemination of information and popularization tools on privatization issues.
- Participation in the implementation of the Secrétariat intersyndical des services publics (SISP) action plan.
- Public interventions.

### RE-APPROPRIATION OF THE ORGANIZATION OF WORK

Consolidate and publicize the Federation's vision of organization of work to exercise a Quebec-wide, regional and local leadership.

- Implementation of the action plan on organization of work.
- Training of local union teams in organization of work.

- Distribution of a special feature publication on organization of work.
- Support and development of the implementation of innovative local projects on the organization of work.

### MOBILIZATION AND CONSOLIDATION

Develop an active and strong union life within the local teams; equip the local teams and promote their empowerment; develop means for orienting the FIQ and its unions to social movement unionism.

- Continuation of the campaign to recruit status of women officers and youth representatives on each local team and establishment of local committees in collaboration with the affiliated unions.
- Training blitz for new union representatives and local team members and distribution of the appropriate tools.
- Setting up a work group to propose an approach within the framework of the orientation adopted at the last Convention.
- Implementation of new methods within the context of the activities related to the negotiating process, including the preparation of the new collective agreement and the members' endorsement of the decisions concerning the SISP-N approach. ■



## TOUR OF THE NEW HEADQUARTERS

On December 3, the delegates were invited to Avenue Papineau in Montreal for a guided tour of the FIQ's new premises. They took the opportunity to have discussions with the members of the Executive Committee, the coordinating team, the general management and the staff. The three-storey building was designed to meet the needs of the organization, which has expanded in the past few years. This acquisition, a mark of pride for all members, shows that the Federation is solid and well established.

# THE ORGANIZATION OF WORK: AN ACTION PRIORITY



Daniel Gilbert, Carole Grant, Marc-André Courchesne and Murielle Tessier-Dufour

For the FIQ, 2009 promises to be a pivotal year in the organization of work. Following the profile of the roles, tasks, functions and responsibilities of care professionals, produced at the beginning of 2008, and the commissions held during the Federal Council last March, the FIQ developed an action plan on the organization of work for 2009.

Carole Grant and Daniel Gilbert, respectively Executive Officer for the Task and Organization of Work and Labour Relations Sectors, accompanied by the union consultants for the Task and Organization of Work Sector, Marc-André Courchesne and Murielle Tessier-Dufour, presented the action plan to the delegates. This plan proposes that the FIQ care professionals regain their recognized leadership as a labour organization to deal with the problems of the staff shortage and the employers' systematic union avoidance. Discussion points were presented to the delegates before the adoption of the action plan concerning the shortage and union avoidance, among other matters.

## THE SHORTAGE

The staff shortage in the health-care sector, particularly severe among nurses, currently poses many challenges and will continue to do so in the future. Indeed, all the forward-looking staff level analyses at the international, national and provincial levels go in the same direction: the nursing workforce renewal pool is shrinking with demographic changes and it seems unlikely that the number of nurses can be increased successfully in the medium and long term.

The solutions to this major problem reside, in particular, in the adoption of structuring attraction and retention measures, and in the improvement of the conditions of practice and working conditions. While the intention is to curb the shortage and reduce the negative impacts it produces on care professionals (continual excess workload, job dissatisfaction, desertion of the profession, burnout, loss of meaning of work, etc.), it must be admitted that the time for short-term remedies is definitely over. In these

circumstances, several solutions can be found particularly in the reorganization of work.

The reorganization of work undeniably must go beyond a simplistic response to the shortage of care professionals and the limits of the budgetary framework. According to the FIQ, the reorganization necessarily depends on the development of a healthy and dynamic work environment in which each care professional can apply her competencies to serve the patients under her responsibility. For this purpose, the implementation of Bill 90 for all care professionals and the establishment of the conditions necessary for implementation of the therapeutic nursing plan (TNP) are unavoidable conditions.

## UNION AVOIDANCE

Today's economy is dominated and controlled by the adherents of neoliberalism. This doctrine leaves its stench in the decisions of international financial institutions and in the day-to-day management of health-care institutions. The current economic crisis gives no reason to believe that anything will change in the short term.

It is then necessary to evaluate the objectives of neoliberal management in relation to the shortage of care professionals and the means used to deal with this problem to date. Regarding the implementation of Bill 90 in the care environments, the current management of the institutions is sometimes distressing. The few glitches in implementing the legislation partly result from the fact that the managers integrate the possibilities offered by the law without reviewing the organization of work in the institutions, when everything should go together.

The unions must try to change this tendency by using the tools at their disposal to review the organization of work in the environments and by avoiding Committees on Care, when everything should go together. The main consequence is easy to observe: the unions play a very meagre role in these reorganizations. However, reliance on outside firms or consultants is common practice. Thus, even though this is not always the case, there is a tendency to union avoidance in the organization of work.

It is imperative to regain control of the organization of work to prevent the employers from unilaterally initiating, deciding and implementing any more transformations and to ensure that the "colour" of the local organization of work is in harmony with one that the care professionals identify as personally, professionally and collectively satisfactory. To ensure that the network's employers finally establish the conditions necessary for the implementation of Bill 90 and the TNP, the organization of work must be a privileged path and become a strong union practice integrated into the everyday union activities of the union reps and the members.

Several delegates talked about situations where an employer makes unilateral decisions on the organization of work or proposes shortsighted solutions that do in no way improve the working conditions of care professionals. At the end of the deliberations, the delegates therefore voted unanimously in favour of making the organization of work a priority in 2009 and adopted a plan of action based on six lines.

**SIX LINES ON THE ORGANIZATION OF WORK****1. Affirmation of union leadership in the organization of work through the Committee on Care**

The affirmation of union leadership in the organization of work depends on using the full potential of the Committee on Care, a tool under agreement. The goal is to make the Committee on Care a forum for regular discussion with the employer, where all the subjects related to the organization of work can be raised. Quite often, the Committees on Care are used only to discuss workload cases. To be proactive, reassume union leadership and make gains on the organization of work, the Committee on Care remains the ideal structure. But to be proactive on the organization of work, communication between the union and its members must be fluid, bidirectional and structured. This communication allows the union to keep informed continuously of the problems of organization of work in the field.

**2. Deployment of Bill 90 and the TNP**

The deployment of Bill 90 and the TNP is an essential objective in the organization of work. To support or back the local approaches on the organization of work, a succinct assessment of the process of deployment of Bill 90 and the TNP must be produced rapidly. Such an assessment will allow the FIQ to take the pulse of the situation and evaluate the necessity of intervening with the professional orders (TNP), the MSSS and the agencies (Bill 90).

**3. Development of tools and support to the local teams on the organization of work**

Regaining control of the organization of work, affirming its union leadership and developing effective actions on the organization of work necessitate the FIQ's support for the local teams. For this purpose, the FIQ will produce training tools on the organization of work, offer training sessions to the union reps and organize specific activities on the organization of work, such as conferences during the regional action and consensus building tables (TRAC).

**4. Development of knowledge for a local intervention on the organization of work based on a critical analysis**

The Federation will also develop tools and produce documentation on different subjects relating to the organization of work, with the aim of developing a better knowledge of the organization of work at every level of the FIQ.

**5. Shortage of care professionals, attraction/retention**

Regarding the shortage, active participation and contribution of solutions at the Quebec Tables that respond to the problems of care professionals must continue. In addition, the employers will be challenged on the importance of proceeding with workforce planning that includes structuring measures instead of proposing palliative strategies such as reliance on personnel agencies.

**6. Evolution of professional practice**

To ensure that the FIQ's care professionals can develop a professional practice that corresponds to their aspirations, it is essential to maintain the dialogue with the different professional orders (OIIQ, OIIAQ, OPIQ) and with the MSSS. ■

## MEANS TO ENCOURAGE ACTIVISM AMONG MEMBERS



In December 2003, the FIQ created a bank of union leaves of 350 days, the cost of which is shared with the affiliated unions, in order to support the participation of union representatives in local and regional collective actions.

With the creation of the regional action and consensus building tables (TRAC), the delegates had previously decided that it would be the responsibility of each regional table to determine the use of the bank of

union leaves, according to the number of days allocated to them.

Brigitte Fauteux, Executive officer in charge of the Union Organizing Service, accompanied by Guy Drouin, Union Consultant in the same service, presented the delegates with new conditions for the use of the bank of union leaves.

To encourage activism and increase member participation, the delegates decided to use this bank to carry out

and implement the actions put forth in the action plans of each regional table. It can also be used to delegate, respectively, a young representative and a woman per regional table to the FIQ Réseau des jeunes and the Réseau des femmes.

In the same manner, the delegation increased the TRAC operating budget by 0,25 \$ per member per region to give themselves additional means during actions and mobilization. ■

# NEW BARGAINING POWER FOR THE NEXT NEGOTIATIONS



At this Federal Council, Sylvie Savard, Executive Officer in charge of the Negotiation Sector, and Gino Pouliot, Coordinator for the Negotiations, presented the results of the consultation of the FIQ's members on the conditions for creating an alliance of the member organizations of the Secrétariat intersyndical des services publics (SISP) for the next round of negotiations: the SISP-N.

Remember that the Special Federal Council of October 20, 21 and 22 had pursued the discussions on the possibility of an SISP-N alliance for the next round of negotiations, on the following four matters: remuneration, parental rights, regional disparities and retirement plan.

Thus, they were able to discuss the importance of creating alliances in a context in which labour organizations are confronted with an increasingly intransigent government, which, instead of negotiating, imposes the working conditions and salaries of State employees by legislation.

The SISP-N ad hoc alliance for the next round of negotiations thus seemed, in such a context, to be the best strategy to increase the FIQ's bargaining power.

At the same October Federal Council, the delegates extensively

discussed the rules of the memorandum that would govern such an alliance.

## THE MEMBERS OF THE FIQ SAID YES

After the October Federal Council meeting, the FIQ launched a wide-ranging consultation of its members on the rules set forth in the memorandum of commitment within the context of an SISP-N alliance. They voted more than 92% in favour of the proposed rules.

As initially foreseen, the decision to join the SISP-N was made at this Federal Council. The delegates adopted the recommendation for the FIQ to participate in this alliance, based on the following rules:

- the designation of the SISP to act on behalf of the five organizations within the context of negotiation of the following matters: remuneration, parental rights, regional disparities and retirement.

- adoption of a common strategic framework, action plan and communications plan;
- establishment of specific decision-making bodies;
- a mechanism for consensus decision-making;
- setting up a team (negotiation, action-mobilization) specific to the SISP-N;
- a non-raiding memorandum.

The five labour organizations, representing 300,000 members, including nearly 250,000 employees who account for the majority of public and parapublic sector personnel, are now ready to get down to work, with the aim ensuring a successful conclusion to the next round of negotiations. ■



Photo : Marie Lebreton

## SIGNATURE OF THE SISP-N MEMORANDUM

On December 9, the General Assembly of the Secrétariat intersyndical des services publics (SISP) proceeded to sign the memorandum of understanding. Lina Bonamie, President of the FIQ, Réjean Parent, President of the CSQ, Lucie Martineau, General President of the SFPQ, Dominique Verreault, President of the APTS and Gilles Dussault, President of the SPGQ officially sealed this alliance for the next round of negotiations. A few days later, a press conference was held to announce the creation of the SISP-N.

## REFORM OF THE SYSTEM OF NEGOTIATIONS : THE DISCUSSIONS HAVE BROKEN OFF

Sylvie Savard, Executive officer in charge of the Negotiation Sector, informed the delegates that the Secrétariat intersyndical des services publics (SISP), of which the FIQ is a member, withdrew from the discussions on the reform of the system of negotiations started with the representatives of the Conseil du trésor.

The meetings started in September and, two months later, the discussions were still superficial. The representatives from the Conseil du trésor did not have a clear mandate to seriously discuss the changes that the SISP wants to see brought to the current system of negotiations. So, the Secrétariat intersyndical decided to re-evaluate the situation following the Quebec elections. The FIQ wants the government elected at the end of the electoral campaign to undertake a real reform of the system of negotiations, and this, in collaboration with labour organizations (SISP, FTQ and CSN), in order to regain the right to negotiate and to restabilize bargaining power. ■

## A FIRST YOUTH NETWORK IN 2009



Michèle Boisclair, Sara Caron-Guay, Catherine-Lawrence Laporte, David Lambert and Marc Thibault-Bellerose

At last June's Convention, the delegates voted to create a Youth Network with the aim of giving the members of this generation a forum for exchanges and discussions on the issues that concern them.

Michèle Boisclair, Executive Officer in charge of the Sociopolitical Sector, Marc Thibault-Bellerose, Union Consultant to this sector, and three members of the Youth Committee, Sara Caron-Guay, David Lambert and Catherine-Lawrence Laporte, gave a presentation to the delegates on the outcome of their reflections and debates on the objectives and conditions of preparation of a first Network of young care professionals.

The delegates adopted recommendations regarding the Network's objectives and composition, thus encouraging the creation of an aware and committed new generation of activists.

### OBJECTIVES:

- inform and raise the awareness of the Federation's youth members about social and labour movements, with the perspective of sensitizing them to social movement unionism;

- stimulate a debate among young care professionals to think about their common concerns;
- extend the concerns and positions of young care professionals to every level of the Federation.

### COMPOSITION:

- one union rep age 30 or under, responsible for the Youth Committee at the local level for each local network CSSS or institution;
- one union rep age 30 or under, for each local network, CSSS or institution with 1000 to 2000 members, and two union reps for each local network, CSSS or institution with 2001 members or less;
- one union rep age 30 or under for each local network or CSSS with five or more sites;

- one union rep age 30 or under, responsible for the Regional Youth Committee for each regional or sectional union;
- one union rep age 30 or under for each FIQ standing committee;
- one union rep age 30 or under for each regional action and consensus-building tables (CRAC).

The creation of the Youth Network goes hand in hand with the Federation's intention to become part of social movement unionism. For this approach to obtain the expected success, it is imperative that it be carried out by and for young union members.

The more young people express their views on their organization's positions and actions, the more likely they will be to mobilize and participate actively in union life. The first FIQ Youth Network will be held in autumn 2009. ■

## A BUDGET FOR ACTIONS



The Treasurer of the Federation, Lise Martel, accompanied by the Executive Director, Marie-Claude Martel, and Johanne Chouinard, Coordinator of Internal Services, presented the financial forecast for 2009. This forecast meets all the required amounts needed to reach the objectives pursued by the Federation and carry out the ensuing actions.

Remember that this year significant amounts were allocated to the Labour Relations Sector and to the Negotiation Reserve in order to give the necessary support to carry out the local negotiations in the institutions. For all intents and purposes this mandate is finished, and the available money will be invested in improving service to members, to unions and to carry out the 2009 priority actions voted on by the delegation.

So, permanent and temporary positions were added to the sectors of Labour Relations, Occupational Health and Safety, Task and Organization of Work, Sociopolitical and Status of Women. Other amounts were also allocated to encourage activism in FIQ members and others to increase the budget allocated to the Solidarity file. Sums have already been provided to carry out the mandates for the change of union allegiance period and the negotiation of the next collective agreement.

The delegates unanimously adopted the 2009 financial forecasts and learned of the financial statement to September 30, 2008, tabled by the Treasurer. ■



Happy Holidays!

## UNION REPRESENTATIVES GET INVOLVED IN THE NEXT ROUND OF NEGOTIATIONS

At the Federal Council, the delegates elected the Negotiating Committee, the FIQ Information and Support Committee and the FIQ regional information and support representatives. Here are the elected candidates who will all play an important role in the success of the next negotiation of the collective agreement because they are at the heart of the preoccupations of care professionals and the new realities of the workplaces. Congratulations to these newly elected union representatives.

### NEGOTIATING COMMITTEE

The Negotiating Committee consists of 10 members and 5 substitutes, consisting of at least one member per job category (nurse, nursing assistant and respiratory therapist). In addition, a member of the Executive Committee and three union consultants (without the right to vote) are on this committee and also make up the Coordination Committee.



**Linda Bouchard**  
Nursing assistant  
Hôpital Hôtel-Dieu de Lévis (SPSQ)



**Guy Boudreau**  
Nurse  
CSSS de Rivière-du-Loup (SPSQ)



**Sylvie Boulet**  
Nurse  
Hôpital Maisonneuve-Rosemont (PSSU)



**Renée Coulombe**  
Nurse  
Hôpital Charles LeMoyne (AIM)



**Carl Delisle**  
Nurse  
CSSS Maria Chapdelaine (SPSICR)



**Shirley Dorismond**  
Nurse  
CSSS Jeanne-Mance (AIM)



**Véronique Foisy**  
Nurse  
CSSS de la Haute-Yamaska (SPSIR)



**Rita Lamothe**  
Nurse  
CSSS de la Vieille Capitale (SPSQ)



**Sylvie Pépin**  
Nursing assistant  
CSSS Institut Universitaire de gériatrie de Sherbrooke (SPSE)



**Dave Perkins**  
Respiratory therapist  
CUSMcGill (SPSIC du CUSM)

### Substitutes members



**Johanne Boies**  
Nursing assistant  
Hôpital Robert-Giffard (SPS)



**Jacques Dubé**  
Nursing assistant  
Hôpital Maisonneuve-Rosemont (PSSU)



**Caroline Flageol**  
Respiratory therapist  
CHUM (SPPSS)



**Huguette Lajeunesse**  
Respiratory therapist  
CHUS (SISCHU)



**Marco St-Martin**  
Nurse  
CHUQ (ASIC du CHUQ)

### FIQ INFORMATION AND SUPPORT TEAM

The FIQ Information and Support Team consists of two members and one substitute as well as one union consultant.



Michel Mailhot and Josée Renaud

**Sylvie Lachance**, nurse (substitute)  
CSSS Richelieu-Yamaska (SPSS Richelieu-Yamaska)  
*Does not appear on the picture*  
**Michel Mailhot**, respiratory therapist  
CSSS de la Haute-Yamaska (SPSIR de la Haute-Yamaska)  
**Josée Renaud**, nurse  
CHA Universitaire de Québec (SPSICR du CHA)

### FIQ INFORMATION AND SUPPORT REGIONAL REPRESENTATIVES

There are 18 regional representatives for 18 regions, chosen on a regional basis by and among the union representatives from that region.

#### Bas St-Laurent/ Gaspésie-Îles-de-la-Madeleine

**Sharron Tanguay**, nursing assistant  
CSSS de Rivière-du-Loup (SPSQ)

#### Saguenay-Lac St-Jean/ Côte-Nord/Nord-du-Québec

**Hélène Perras**, nurse  
CSSS Domaine-du-Roy (SPSICR du Centre de santé  
Domaine-du-Roy)

#### Québec/Chaudière-Appalaches

**Stéphane Caron**, nursing assistant  
CSSS de la Vieille Capitale (SPSQ)  
**Brigitte Godbout**, nurse  
CSSS Montmagny-L'Islet (SPSICR du CSSS Montmagny-L'Islet)  
**Linda Lapointe**, respiratory therapist  
CHUQ (ASIC du CHUQ)  
**Michael Savard**, nurse  
Hôpital Hôtel-Dieu de Lévis (SPSQ)

#### Montréal/Laval/ Lanaudière/ Laurentides

**Raymonde Bélanger**, nursing assistant  
CSSS des Pays-d'en-Haut (SRPSQ)  
**Diana Della Foresta**, nurse  
CSSS de la Montagne (SPS du CSSS de la Montagne)  
**Stéphane Gagnon**, nurse  
CSSS du Nord de Lanaudière (SPSS du Nord de Lanaudière)  
**Éric Martin**, nurse  
Hôpital Juif de Réadaptation (PSSU de Laval)  
**Chantal Tancrède**, nurse  
CSSS Pierre Boucher (AIM)  
**Annie Valiquette**, nursing assistant  
CSSS Thérèse-de-Blainville (SRPSQ)

#### Outaouais

Position to be filled

#### Estrie

**Madeleine Guillemette**, nurse  
CHUS (SISCHU)

#### Montréal

**José Grignon**, nursing assistant  
Hôpital Charles-LeMoyne (AIM)  
**Marie-Claude Ouellet**, respiratory therapist  
CSSS Sorel-Tracy (SPS de Sorel-Tracy)

#### Abitibi-Témiscamingue

**Micheline Lévesque**, nurse  
CSSS les Eskers de l'Abitibi (APSS d'Amos)

#### Mauricie/ Centre-du-Québec

**André Vaillancourt**, nurse  
CSSS Drummond (SPSIC de Drummond)