

# EN ACTION

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FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC

Federal Council  
June 1<sup>st</sup>, 2 and 3, 2009



## New president of the Federation

Régine Laurent  
President

# RÉGINE LAURENT ELECTED AS PRESIDENT OF THE FIQ

This Federal Council was an important one for the delegates because they elected the new president of the Federation. They were also able to see all the work accomplished by the Federation recently because they received a follow-up of the majority of the files.



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Indeed, the priority file concerning organization of work and labour relations, negotiations, finances, sociopolitical, status of women, occupational health and safety, development of information technology as well as social security files were all presented. In addition, three invited speakers, one on organization of work, one on solidarity and the other on womens' rights captivated the delegates with their speeches.

The high point of this meeting was, without a doubt, the election of the president of the FIQ. Régine Laurent thus succeeds Lina Bonamie. Congratulations! The following is a part of the message that the new president delivered to the delegation.

"This election was an opportunity for a real democratic debate. First, I want to salute Daniel Gilbert, the other candidate, and to offer him my respect. Mr. Gilbert immediately rallied around the delegates' choice of president which is in the best interest of the organization. He is an important collaborator, proven by his work and

determination, and in whom I have total confidence.

It is with much enthusiasm and pride that I am taking over control of this formidable organization which is the FIQ, a federation of more than 57,000 care professionals. I am a woman who believes in team work and I intend to get to work right away with my colleagues on the executive committee and all the employees at the FIQ in order to defend our members.

I also want to share with you some of my concerns and my commitments. I will work tirelessly in the negotiations of our next collective agreement in order to maintain cohesion in our ranks, to keep us where we really belong within the Common Front and to preserve our specific character as care professionals. I promise to defend our demands with the energy of someone who believes that anything is possible.

The Federation has made organization of work its battle cry for many years, a fight that must continue. I want organ-

ization of work to be seen as a tool that will return caregivers and care to their rightful place in our healthcare network and that will maintain or return care to a more humane form. I would like that a large number of care professionals join in this belief and that the Quebec public support it.

I want to work beside you so that the FIQ remains a democratic and accessible organization, an organization that encourages the involvement of the greatest numbers in decision-making, by, among others, mobilization, access to union education and by the right to information. It is at the FIQ that I, like many other women, learned about the power of women, a power that must be preserved in order to continue the fight for equality between men and women.

Lastly, I have been involved in all the battles at the FIQ for more than 25 years and as president, I want to double the enthusiasm for defending the FIQ positions on all public forums. I want to defend the care professionals with heart, honor and action." ■

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(adresse de retour)  
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# OCCUPATIONAL HEALTH AND SAFETY



From left to right: Hélène Caron, Éline Trottier and Roxanne Michaud

At this Federal Council, Éline Trottier, Executive Officer in charge of the Occupational Health and Safety Sector, as well as Hélène Caron and Roxanne Michaud, Union Consultants in this sector, gave the delegation some information on the annual Occupational Health and Safety Week and the vaccination campaign against seasonal influenza.

## ANNUAL OHS WEEK

The FIQ's 2008 OHS Week was a frank success. The theme, "Speed Hurts", as well as the material was greatly appreciated by the local teams and the members. The goal of making care professionals and the employers aware of the sources of potential danger linked to speed during work performance was achieved. For 2009, the FIQ OHS Committee has chosen to deal with the physical and verbal violence that care professionals are victims of in their work environment. The promotional poster, illustrating the theme and the slogan "A Violence-Free Workplace, a priority!", was revealed. The OHS Week will be held October 18 to 24, 2009.

## VACCINATION CAMPAIGN AGAINST SEASONAL INFLUENZA

A review of the 2008-2009 antifu vaccination campaign of the *Association paritaire pour la santé et la sécurité du travail du secteur affaires sociales* (ASSTSAS) was presented. Remember that the Minister of Health and Social Services (MSSS) gave them the mandate to create a kit to promote the vaccination of healthcare professionals against seasonal influenza, for which the Federation expressed some concerns and made known its dissatisfaction. Because a second mandate has been granted to them for the 2009-2010 campaign, a new parity consultative committee has been set up in order to validate the tools to be distributed. ■

## INTERSECTORIAL NEGOTIATIONS

The recommendations regarding salaries, retirement, parental rights and regional disparities have been submitted to the members for consultation, within the framework of the work involved in defining the demands on the intersectorial matters. Sylvie Savard, Executive Officer in charge of negotiations, accompanied by Gino Pouliot, Coordinator of negotiations presented the delegates with the results of the consultation.

All of the proposals have been adopted at local assemblies by a very large majority. The delegation approved the intersectorial draft as presented. The other member union organizations of the *Secrétariat intersyndical des services publics-Négociation* (SISP-N), the APTS, the CSQ, the SFPQ and the SPGQ are also in the process of adopting the intersectorial draft. The next step will then be to harmonize the demands within the SISP-N.

Subsequently, another harmonization will be carried out between the three member organizations of the Common Front: SISP, CSN and FTQ. Thus, the delegates at the September Federal Council will adopt the intersectorial draft collective agreement that will be tabled with the management party by the Common Front.



From left to right: Lise Martel, Paul Chaput and Jean Perron

## NEW TECHNOLOGIES FOR MEMBER SERVICES

The executive officer in charge of the Computer-Documentation Service, Lise Martel, as well as Paul Chaput and Jean Perron, Coordinator and Assistant Coordinator of this sector, presented the delegation with a progress report on the Federation's Information Technology Master Plan.

After having realized that the technology systems of the Federation needed more than an updating, particularly following the integration of 12,000 new members in 2005, a change in the technology was necessary and imperative. Since then, many changes have been carried out. In addition to renewing the data processing of the Federation, new software has already been installed and others will be installed soon.

Online services, via the internet, will be available for all the unions and local teams to help them in the management of complaint files, arbitration procedures, filing of grievances as well as for providing them with important updates regarding the data needed for the proper functioning of the union. The installation of these new information technologies will continue until 2011. ■

# A FEDERATION IN EXCELLENT FINANCIAL HEALTH

<b>SOLIDARITY RESERVE</b>		
	<b>2008 (12 months)</b>	<b>2007 (12 months)</b>
<b>REVENUE</b>		
Administration Fund Contribution	107,022	107,022
<b>EXPENSES</b>		
Solidarity	106,795	107,401
<b>EXCESS OF REVENUE/EXPENSES</b>	<b><u>227</u></b>	<b><u>(379)</u></b>

<b>RESERVE FOR CONVENTION &amp; F.C.</b>		
	<b>2008 (12 months)</b>	<b>2007 (12 months)</b>
<b>REVENUE</b>		
Administration Fund Contribution	2,323,316	1,443,526
<b>EXPENSES</b>		
Meetings (including equalization in 2008)	2,508,604	1,278,819
<b>EXCESS OF REVENUE/EXPENSES</b>	<b><u>(185,288)</u></b>	<b><u>164,707</u></b>

<b>RESERVE FOR HEAD OFFICE</b>		
	<b>2008 (12 months)</b>	<b>2007 (12 months)</b>
<b>REVENUE</b>		
Administration Fund Contribution	0	1,437,334
<b>EXPENSES</b>		
Head office	0	0
<b>EXCESS OF REVENUE/EXPENSES</b>	<b><u>0</u></b>	<b><u>1,437,334</u></b>

<b>RESERVE FOR NEGOTIATIONS</b>		
	<b>2008 (12 months)</b>	<b>2007 (12 months)</b>
<b>ADMINISTRATION FUND CONTRIBUTION</b>		
Regular dues	1,600,000	4,824,913
Special assessment	0	0
Other revenue	0	0
<b>Total contribution</b>	<b>1,600,000</b>	<b>4,824,913</b>
<b>NEGOTIATIONS</b>		
Salaries and fringe benefits	1,080,338	3,509,707
Travelling expenses	111,459	401,695
Rental expenses	6,626	0
Printing expenses	238,258	27,261
Courier and communications	294	36,378
Professional fees	191,020	152,345
Publications	33,996	0
Special projects	0	0
Federal Council meetings	179,360	83,110
Other expenses	0	200,866
Private sector negotiations	0	735
<b>Total for negotiation expenses</b>	<b>1,841,351</b>	<b>4,412,097</b>
<b>EXCESS OF REVENUE/EXPENSES BEFORE CONTRIB.</b>	<b><u>(241,351)</u></b>	<b><u>412,816</u></b>

Lise Martel, Treasurer of the FIQ, accompanied by Marie-Claude Martel, Executive Director, presented the 2008 audited financial statements to the delegates. The Federation is in very good financial health as confirmed by this statement.

Lise Martel informed the delegation of the importance that the Federation puts on the services offered to the unions and members. The priorities determined by the Federation are shown in the investment of the financial resources required to fulfill these priorities. The amounts invested in the acquisition and move of the head office and the other amounts linked to the information technology plan have been fully explained by the treasurer. As for the specific questions asked of the treasurer, she gave the delegates all the details needed to understand the fluctuations and the differences in the revenues and expenses. Satisfied with the 2008 financial statement, the delegates adopted it unanimously.

The members of the Internal Audit Committee, Pascal Beaulieu, Jacques Poulin and Jérôme Rousseau, gave their report for 2008 to the delegates. The committee members were very satisfied with the rigorous management of FIQ assets and declared that the financial health of the FIQ was excellent. ■

<b>ADMINISTRATION FUND</b>		
	<b>2008 (12 months)</b>	<b>2007 (12 months)</b>
<b>REVENUE</b>		
Regular Dues	26,038,709	20,651,369
Interest	339,894	614,682
Grants	47,082	51,195
Other revenue	57,586	40,353
<b>Total revenue</b>	<b>26,483,271</b>	<b>21,357,599</b>
<b>EXPENSES</b>		
Meetings and elected union officers	1,700,921	1,709,138
<b>Sectors</b>		
Labour Relations	11,641,279	9,987,647
Sectors and Services	773,707	751,554
Sociopolitical	288,737	296,389
Status of Women	154,050	150,254
Health and Safety at Work	252,437	136,769
Task and Organization of Work	268,958	197,831
Social Security	194,376	219,591
<b>Total for the sectors</b>	<b>13,573,544</b>	<b>11,740,035</b>
<b>Services</b>		
Education-Animation	502,528	577,086
Union Organizing	548,689	510,198
Communication-Information	595,191	644,690
Translation	92,865	109,367
<b>Total for the services</b>	<b>1,739,273</b>	<b>1,841,341</b>
Equalization	0	772,728
General Administration	5,021,840	4,342,082
Human Resources	928,979	826,291
<b>Total expenses</b>	<b>22,964,557</b>	<b>21,231,615</b>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b><u>3,518,714</u></b>	<b><u>125,984</u></b>

<b>UNION DEFENCE FUND</b>			<b>BALANCE SHEET AS OF DEC. 31, 2008</b>			
	<b>2008</b> (12 months)	<b>2007</b> (12 months)		<b>Union</b> <b>Defence Fund</b>	<b>Administration</b> <b>Fund*</b>	<b>Total</b>
<b>REVENUE</b>			<b>CURRENT ASSETS</b>			
Administration Fund Contribution			Cash	1,961,987	1,290,061	3,252,048
<b>Benefits</b>			Temporary investments	0	4,301,160	4,301,160
Regular dues	309,704	293,352	Advances to Administration Fund	54,258	0	54,258
Donations	0	4,000	Advance to Parity Ins. Comm. Fund	0	13,919	13,919
Interest	0	0	Advance to Union Defence Fund	0	0	0
<b>Union Organizing</b>			Debtors	2 538	390,660	393,198
Regular dues	619,473	587,188	Expenses chargeable to next			
Interest	0	0	period and long-term	0	200,103	200,103
<b>Special projects</b>			Deferred expenses	0	8,864,461	8,864,461
Other revenue - Distribution of penalties	0	0	<b>FIXED ASSETS</b>	0	4,587,060	4,587,060
<b>Total income</b>	<b>929,177</b>	<b>884,540</b>	<b>TOTAL ASSETS</b>	<b>2 018 783</b>	<b>19,647,424</b>	<b>21,666,207</b>
<b>EXPENSES</b>			<b>CURRENT LIABILITIES</b>			
<b>Benefits</b>			Suppliers and accrued liabilities	0	748,783	748,783
Union Defence Fund Committee	1,241	0	Deferred income	0	0	0
Salaries and fringe benefits	0	0	Dev't of human resources	0	195,255	195,255
Fines and legal expenses	0	0	Due to Union Defence Fund	0	54,258	54,258
Professional fees	50,255	23,753	Debt coming to term within a year	0	0	0
Interest and bank charges	14	24	Accounts payable	0	5,245,084	5,245,084
Other expenses	41,266	108,011	<b>TOTAL LIABILITIES</b>	0	6,243,380	6,243,380
Financial aid	979	0	<b>LONG-TERM DEBT</b>	0	0	0
	<b>93,755</b>	<b>131,788</b>		<b>0</b>	<b>6,243,380</b>	<b>6,243,380</b>
<b>Union Organizing</b>			<b>MEMBER'S EQUITY</b>			
Salaries, union leaves & fringe benefits	0	0	Accumulated surplus not assigned	2,018,783	(163,682)	1,855,101
Travelling expenses	0	0	Assigned surplus movables/equipment		4,587,060	4,587,060
Rental expenses	0	0	Assigned surplus-head office		8,864,461	8,864,461
Printing expenses	2,547	0	Surplus reserved for negotiations	0	171,465	171,465
Courier and communications	0	0	Surplus reserved for solidarity	0	(152)	(152)
Professional fees	9,406	33,355	Surplus reserved for FC and Conv. meetings	0	(55,108)	(55,108)
Other expenses	794	0				
	<b>12,747</b>	<b>33,355</b>		<b>2,018,783</b>	<b>13,404,044</b>	<b>15,422,827</b>
<b>Special projects</b>			<b>LIABILITIES AND EQUITY</b>	<b>2,018,783</b>	<b>19,647,424</b>	<b>21,666,207</b>
Salaries and fringe benefits	0	0				
Travelling expenses	0	0				
Financial aid - strike	0	0				
Other expenses	0	0				
<b>Total expenses</b>	<b>106,502</b>	<b>165,143</b>				
<b>EXCESS OF EXPENSES</b>						
<b>OVER REVENUE</b>	<b>822,675</b>	<b>719,397</b>				

\* Negotiations, solidarity, head office and Conv. &amp; F.C. meetings.

<b>REVENUE AND EXPENSES FOR THE PERIOD AND BALANCE OF ALL FUNDS AS OF DECEMBER 31, 2008</b>	<b>Union</b> <b>Defence Fund</b>	<b>Administration</b> <b>Fund</b>	<b>Negotiation</b> <b>Reserve</b>	<b>Solidarity</b> <b>Reserve</b>	<b>F.C. and Convention</b> <b>Reserve</b>	<b>Total</b>
<b>BALANCE AS OF DECEMBER 31, 2007</b>	1,196,108	9,769,126	412,818	(379)	130,181	11,507,854
Adjustment	0	0	0	0	0	0
Balance after correction as of 31-12-07	1,196,108	9,769,126	412,818	(379)	130,181	11,507,854
Income for the 2008 period	929,177	26,483,271	1,600,000	107,022	2,323,316	31,442,786
Expenses for the 2008 period	106,502	22,964,557	1,841,352	106,795	2,508,604	27,527,810
Excess for the 2008 period	822,675	3,518,714	(241,352)	227	(185,288)	3,914,976
<b>BALANCE AS OF DECEMBER 31, 2008</b>	<b>2,018,783</b>	<b>13,287,840</b>	<b>171,466</b>	<b>(152)</b>	<b>(55,107)</b>	<b>15,422,830</b>
Assigned surplus-movables/equipment		2,151,038				
Assigned surplus-head office		8,864,461				
Assigned surplus-computer		2,436,022				
Accumulated surplus-not assigned		(163,682)				

Note: Difference is due to rounding off of decimals.

# INTERNATIONAL SOLIDARITY

Michèle Boisclair, Executive Officer in charge of the Sociopolitical Sector, and Karine Crépeau, Union Consultant, in this sector, informed the delegates of the work of the Solidarity ad hoc Committee, composed of union representatives and FIQ employees. Two meetings have been held to date and have led to the determination of the preferred orientations that will lead to the development of new solidarity practices at the FIQ.



Richard Simard

The first meeting of the committee was an opportunity to share a common concept on international solidarity, to become familiar with the issues in solidarity and to shed a critical eye through invited speakers. This meeting was greatly appreciated by the participants. They realized the complexity and scope of solidarity and international cooperation. Indeed, there are several agents of international cooperation who, although they subscribe to the same values, are sometimes distinguished by the goals they pursue and by the means they use to achieve these goals.

At the second meeting, four large categories of activities were identified which will be the subject of a greater analysis:

- information and education activities about international solidarity;
- training sessions;
- activities for financially supporting projects to reinforce solidarities;

- political action activities.

Using these orientations, a Solidarity Programme Project will be written and presented to the December 2009 Federal Council.

## WHAT SHOULD INTERNATIONAL SOLIDARITY BE?

Among the speakers invited to exchange ideas with the Solidarity Committee, Richard Simard, in charge of international programmes in Latin America with Development and Peace, one of the most important agents in the country for international cooperation, gave a presentation that was both educational and inspirational. Mr. Simard was then invited to the Federal Council to share his passion and concept for international solidarity with the delegates.

Mr. Simard, who has more than 20 years of experience in international solidarity, explained the role and evolution of Canadian aid to international development, the different types and approaches

of cooperation which exist in the field of solidarity and international cooperation. According to him, the main objective "is, as a northern partner, to be able to sense the social movement, dialogue with civil society and to allow communities to identify their needs and models of development themselves. This approach can only be carried out over the long term and it implies that we accept people as they are".

He also looked at what enlarging the solidarity practices at the FIQ could mean. For him, the key words "care professionals, promotion of health, access to healthcare, fight against privatization, mobilization, women" are very revealing characteristics of what the Federation is. They are rich and strong as groundwork for solidarity. Lastly, he revealed the five ingredients which, according to him, make up the recipe for international cooperation: confidence, patience, diversity of the players we represent, flexibility in management and the capacity for daily creativity. ■

## QUEBEC SOCIAL FORUM

The second edition of the Quebec Social Forum will be held in Montreal from October 8 to 12, 2009, with the theme "A New Quebec is on its Way!". The FIQ, as well as the *Secrétariat intersyndical des services publics* (SISP), will attend this important event and will lead a workshop. Check the following web site for more details: <[www.fsq2009.org](http://www.fsq2009.org)>.

## FIGHT AGAINST PRIVATIZATION

The *Secrétariat intersyndical des services publics* (SISP) presented an opinion paper entitled "*Le projet de loi n° 34 - Une confirmation du développement d'un réseau de soins de santé privé parallèle*" within the scope of the specific consultations on Bill 34. Lina Bonamie, the existing president of the FIQ, represented the SISP before the Social Affairs Commission on May 26<sup>th</sup>.

### To read the opinion paper:

<[www.fiqsante.qc.ca/documents\\_publications/avis\\_memoires.php](http://www.fiqsante.qc.ca/documents_publications/avis_memoires.php)>

### To view the presentation at the parliamentary commission:

<[www.assnat.qc.ca/fra/travaux/Debats/banquevideo/cas/centresmedicaux-34.html](http://www.assnat.qc.ca/fra/travaux/Debats/banquevideo/cas/centresmedicaux-34.html)>

### HEALTH SOLIDARITY COALITION

The Health Solidarity Coalition, launched a campaign against user fees for health care as part of its plan of action to fight privatization. The Coalition produced a questionnaire in order to gather accounts from people who have been charged for the care received. These accounts will demonstrate that health care is less and less accessible. To find out more and to complete the questionnaire: <[www.cssante.com](http://www.cssante.com)>. ■

# ORGANIZATION OF WORK: HISTORICAL, CONTEMPORARY AND FUTURE CHALLENGE OF UNIONISM



Jean-Noël Grenier

Jean-Noël Grenier, Professor in the Industrial Relations Department of the Faculty of Social Sciences at the Université Laval, whose field of expertise is organization of work, is particularly interested in the restructuring of services and jobs in the public and parapublic sectors. He was able to enthusiastically demonstrate to the delegates the importance of the unions taking over the field of organization of work.



From left to right: Adèle Gorman, Céline Chénard, Claire Savard and Murielle Tessier Dufour

Mr. Grenier explained that if the Minister of Health and Social Services decides to use the Toyota method, this will make the workload heavier because the goal of this method is to do more with less. It is a style that is not adapted at all to a work environment dedicated to providing services to people. According to Mr. Grenier, since organization of work is intimately linked to working conditions and the collective agreement, if labour organizations do not deal with it then it will be the employer's technical and efficiency logic that will lead to the choices in organization of work.

If unions are proactive in this field, the decisions will reflect the values and concerns of the employee more. In other words, if unions invest in the discussions then the costs alone will no longer determine the organization of work. The conditions in which work is performed will be more humane and consequently so will the care.

#### **FOLLOW-UP ON THE PLAN OF ACTION**

Carole Grant, and Daniel Gilbert, Executive Officers in charge of the Organization of Work and Labour Relations Sectors respectively, as well as Marc-André Courchesne,

Union Consultant in the Organization of Work Sector, explained the implementation of the plan of action in organization of work, which includes developing knowledge, training and support tools as major lines of action. In addition, a completely new leaflet "Act on Organization of Work at the Local Level" was presented by Thèse Laforest, Union Consultant in the Organization of Work Sector. This leaflet contains the history of the FIQ actions in organization of work and completes the information given during the first wave of training offered to union representatives.

#### **COMMITTEES ON CARE: INSPIRING EXPERIENCES**

Three union representatives, who are actively involved in their Committee on Care, shared their experience with the delegation concerning using committees on care. Thus, Céline Chénard from the Centre hospitalier universitaire de Québec, Claire Savard from the Institut universitaire en santé mentale de Québec and Adèle Gorman from the CSSS de Papineau gave enlightening and moving accounts through an interview led by Murielle Tessier Dufour, Union Consultant in the Organization of Work Sector.

According to them, the involvement of the local team and its members is essential for the committee on care to be successful. Initiative and imagination are the essential ingredients for finding solutions. They all agreed that the fallout is positive for care professionals.

The setting up of a committee on care in each institution is a major element in the Federation's plan of action for organization of work. This committee allows the discussion of work overloads that the union members are experiencing. However, its mandate goes much further because the committee can deal with any issue concerning care, which makes it the place of preference for discussion and for finding solutions for all re-organization of care and work. ■

#### **ELECTIONS**

**Carolane Bibeau, from the CSSS Pierre-De Saurel (SPS de Sorel-Tracy) was elected to the Youth Committee.**

## **YOUTH COMMITTEE**

Michèle Boisclair, Executive Officer in charge of the Sociopolitical Sector and Marc Thibault-Bellerose, Union Consultant in this sector, and two members of the Youth Committee, Sara Caron-Guay and Jérôme Rousseau, informed the delegates of two activities which will be held soon. First, the Youth Committee will attend the summer school of the *Institut du Nouveau Monde*, from August 27 to 30 in Montreal. The young union representatives of the Federation are invited to register for this activity whose theme is "Et si on prenait le pouvoir?" (And if we took over the power?). For more information: <[www.inm.qc.ca](http://www.inm.qc.ca)>. There will also be the first Youth Network held October 22 and 23, 2009 under the theme "Generation FIQ". More details will be available later on the FIQ web site.