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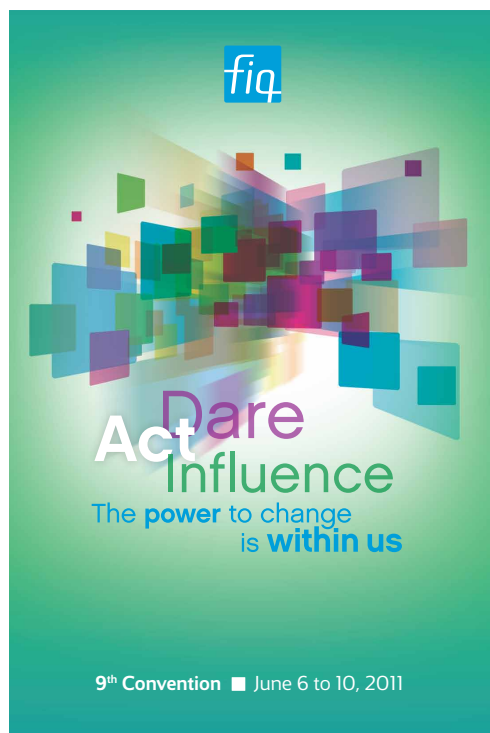
SPECIAL PRECONVENTION ISSUE

# ENACTION

FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC | [www.fiqsante.qc.ca](http://www.fiqsante.qc.ca)

## DARE - ACT - INFLUENCE THE POWER TO CHANGE IS WITHIN US

Over 900 delegates, representing healthcare professionals from every region of Quebec, will participate in the 9<sup>th</sup> Convention of the FIQ, which will be held from June 6 to 10 in Saint-Hyacinthe. Several discussions and debates will be on the agenda to define the organization's orientations for the next three years.



Under the theme "Dare - Act - Influence: The power to change is within us", this Convention is the logical continuation of the last Convention, held in 2008, when the delegates chose to make a major change of direction by committing the FIQ to social movement unionism. The objective of this change was for the FIQ to remain a credible organization, capable of obtaining gains for healthcare professionals and for the workers in general.

Thus, the visual for the Convention evokes the interrelations and cooperation among healthcare professionals. The superimposed graphic elements evoke the FIQ logo, the use of multiple colours and a set of transparencies symbolizes diversity and change. The depth effect creates a visual corridor that seems to "show the way", reminding us of the chosen theme.

### A UNIONISM THAT IS ALWAYS TIMELY

From Convention to Convention, the environment in which the healthcare professionals evolve is not very

cheerful and even seems to be gloomier. The effects of under-funding of the health network, the shortage of healthcare professionals, a deficient and disconnected management in the field and the growing reliance on the private sector combines to make the daily lives of respiratory therapists, perfusionists, licensed practical nurses and nurses a little worse each day.

The 2011 Convention thus is intended to be an implementation phase of social movement unionism. Today, more than ever, the FIQ is convinced that this cultural change is still necessary and that several efforts still have to be made. The more the FIQ's actions and demands will be defined by and rooted in its members' concerns, the more they will be likely to get involved and to promote them. The Federation will only be stronger and more influential as a result. The delegates will be invited to discuss this orientation.

### THE NEED TO GO ON THE OFFENSIVE

Faced with the gradual erosion of a health network that its members keep functioning through heroic effort, the

FIQ must adopt means of action and find strategies to win public favour and influence the decision-makers. It must also continue, with its allies, to build a society instilled with the values of justice, equality and solidarity.

To achieve this, it must have credibility. To achieve this, it must also have recognized expertise and knowledge of the environment. To achieve this, it must above all have the courage to demonstrate leadership and dare to change.

### ALSO UP FOR DEBATE

At the Convention, the delegates will be able to amend the Statement of Principles and the Constitution and Bylaws, as well as the Bylaws of the FIQ's Union Defence Fund, in particular. A report from each sector and service of the organization will be presented to them so that they can evaluate the activities and measure the work accomplished. The financial statements will also be presented to the delegates. Finally, they will elect the members of the Executive Committee and the statutory and standing committees. ■

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Follow the course of the Convention on the FIQ Website!

[www.fiqsante.qc.ca](http://www.fiqsante.qc.ca)

**WORD FROM  
THE PRESIDENT**

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**TOWARDS AGGRESSIVE AND  
PROACTIVE UNION STRATEGIES**

*Régine D'Auriant*



*For the Federation,  
it is urgent to act  
and put forward  
avenues of solution  
to counterbalance the  
Right Wing models.  
Together, dare, act  
and influence so that  
the power to change is  
within us.*

It is with great pleasure that I will be opening the 9<sup>th</sup> Convention, my first as president of the Federation. Even if three years have passed since the last Convention, the context in which the 60,000 healthcare professionals of the FIQ have evolved has remained essentially the same. Individualism, non-intervention by the State and privatization are the three key words marking that period of time.

In this respect, the different policies advanced by recent governments reflect these tendencies that are strongly associated with the Right Wing. Policies that have concrete impacts on the everyday life of all the healthcare professionals, both on the quality of their life at work and on the quality of their personal life. And the problems that exist in the health network are not diminishing, on the contrary, they are persisting and getting worse with time.

The government demands that the institutions in the network do "more with less". Considering that most of the expenses are allocated to the labour force, the healthcare professionals are squeezed a little more each day like lemons by the administrators of the healthcare institutions. Ironically, these institutions continue to grant enticing contracts to the private healthcare placement agencies; in 2009-2010,

the expenses for using personnel from private agencies reached nearly 231 million dollars.

Moreover, no politician has proposed an increase in income taxes in order to improve healthcare services. On the contrary, the State chose, over the last several years, to decrease them so that it is the wealthier who have seen their income taxes decrease. There has been no difference for the majority of the population. What's more, to compensate for this lack of revenue for public finances, recent governments have advocated two measures: increase the fees and taxes and cut expenses and services.

Thus, for most of the population, the portrait is as follows: the decreases in income tax are not much, taxes and fees increase and access to services as well as their quality are deteriorating when they are not

simply given over to the private sector. It is normal to question public services in such a context!

For the Federation, it is urgent to act and put forward avenues of solution to counterbalance the Right Wing models. The FIQ therefore is moving on the offensive in order to have a health network which will allow nurses, licensed practical nurses, respiratory therapists and perfusionists to blossom as both healthcare professionals and also as women and citizens.

You are all invited to share your innovative ideas. Together, dare, act and influence so that the power to change is within us. ■

**DARING TO PROPOSE NEW MODELS**

It is essential for the FIQ to change its approach, go on the offensive and propose new models to contribute to the improvement of the working and living conditions of healthcare professionals, but also to participate in the advancement of Quebec society.

This Convention is a first step, which will allow the delegates to reflect together on the different orientations that could guide the development of the new models. In the next few years, every level of the organization and all members of the FIQ will be asked to participate in developing and choosing new models to propose.

**HOW CAN WE DEFINE  
NEW MODELS?**

For the FIQ, "new model" means a different representation of something. It refers to change, innovation, originality, audacity, inspiration and creativity. The new models would offer proposals on varied subjects, related not only to the organization's primary mission - to defend its members' working

conditions - but more broadly to its role as an agent of social change.

**AT THE FEDERATION LEVEL**

At the Federation level, the search for new models could particularly focus on changes to the public health system. Overcrowded emergency rooms, front-line services, the home care programs for seniors, access to palliative care

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**Daring to propose new models (cont'd)  
Acting and influencing by strengthening solidarity**



**DIFFERENT  
MODELS,  
COMMON  
OBJECTIVES**

The delegates will be asked to discuss, share and take a decision on the objectives pursued in the implementation of new models. The FIQ will propose that the new models meet one of the following objectives:

- Favour strengthening of the public health system.
- Seek to end the treatment of health services as a commodity.
- Protect the quality of care and the patients' quality of life.
- Guarantee the best possible working conditions.
- Aim for the union's participation in the development, application and monitoring of models.
- Give the workers directly concerned the right to speak.
- Allow the renewal of union action to give greater consideration to the members' diversity.

services or even network funding are all subjects on which reflection could be done with the objective of proposing solutions.

Reflection could also be developed around professional practice. In the past several years, the FIQ has called for a more rigorous application of Bill 90, but some employers still refuse to take action. Would it be possible to consider changes to certain aspects of practice or to look to use the expertise of nurses, licensed practical nurses, respiratory therapists or perfusionists to its maximum effect in the spheres of activities where they are less evident?

**AT THE LOCAL LEVEL**

Different problems experienced in the institutions, particularly related to labour relations, the organization of work, or reconciliation of family, personal life and work, could also

be the focus of new models. For example, to counter the reliance on staff from private healthcare placement agencies, a union team could propose other measures for the composition of the care teams and for awarding positions, replacements and overtime in connection with certain negotiated measures or tools obtained during the last negotiations.

The creation and development of such proposals would require everyone's involvement, particularly the union reps and healthcare professionals directly concerned by the project.

**AT THE REGIONAL LEVEL**

Models could also be developed to take into account the specific concerns of certain regions faced with problems regarding the institutions, healthcare professionals or the general public. For example,

the Regional Action and Consensus Building Tables (TRAC), set up by the Federation and present in each region, could be a place where these models would be debated.

The development of new models is the route to favour in order to maximize the FIQ's bargaining power. The Convention will be the opportunity for the delegates to debate the winning conditions to be combined in order to ensure that such a change of direction becomes operational. ■

**ACTING AND INFLUENCING BY  
STRENGTHENING SOLIDARITY**

In the development or implementation of new models, external solidarity, by participation in alliances or coalitions, and internal solidarity, by the involvement and cohesion of the members, are essential means of strengthening the FIQ's union power.

**EXPERTISE ROOTED  
IN ACTION**

Of course, in the search for success in labour struggles, support by the members is nothing new. However, the FIQ believes that their adherence to the union project must be considered in a different way. The members' experience, expertise and imagination are more essential than ever to develop, adapt and lead union positions.

The elected officials, the civil servants, the directors and, especially, the Minister of Health, are not the people who understand the situation and who can find real solutions to the system's problems. Healthcare professionals are not only in the best position to propose changes to the organization of work and their work environment, but to propose the transformations

that will ensure the quality of care for the population. They are the privileged stakeholders to put forward the necessary new models.

**STRATEGIC EXTERNAL  
COLLABORATION**

To confront a united, organized Right that is present in the media, the organizations that oppose its positions, more than ever, must develop their own vision of society and speak out. This is the context in which the FIQ wants to promote new models and broaden its participation in alliances and coalitions, so that it strengthens its capacity to influence decision-makers.

The FIQ would also like to obtain a broad consensus and create real synergy around concrete, realistic and innovative proposals. Public

support would also be essential to generate discussions and debates in all appropriate forums, including the media. This consensus would provide leverage to begin negotiations with the political decision-makers.

In this sense, the Federation will propose different means to the delegates at the Convention for developing models based on the expertise, experience and needs of the healthcare professionals and that should better respond to the needs of the public. ■

**SPECIAL  
PRECONVENTION  
ISSUE**

**THE FIQ,  
A STRONG VOICE,  
ACTIONS THAT COUNT**



## MANY ACHIEVEMENTS

At this 9<sup>th</sup> Convention, the Federation will present its report of activities for the last three years. The FIQ proudly presents a positive statement, because in addition to investing a lot of energy in the Quebec negotiations, the organization had several other achievements.

The delegates will have the opportunity to evaluate and comment on this assessment just like at every Convention. The FIQ has oriented its actions and its demands according to the important change made at the last Convention, the change to social movement unionism. To tackle this change which is based on the members' concerns, the FIQ has counted on the efforts, time, energy and work of 200 employees, spread over 15 sectors and services.

In a context where the prevailing wind is blowing more and more to the Right and has significant repercussions on the everyday life of the healthcare professionals, the next Convention will be an opportune time to reflect on the orientations to put forward over the coming years. ■

### JOIN A COMMITTEE!

The FIQ is inviting its members to submit their candidacy for the different positions up for election on the standing and statutory committees. These committees are an opportunity for the elected union reps to meet, discuss, make known the reality that exists in their workplace, express their opinions and influence the debates.

Whether on the Status of Women, Youth, Occupational Health and Safety, Education-Animation, Election, Union Defence Fund or Internal Audit Committee, about forty positions are vacant and this will enable you to better know your labour organization, to acquire new skills and to create ties.

As with the members of the statutory committees, the members of the standing committees can attend the regular meetings, the Federal Councils and the Conventions as fraternal delegates.

Being a member of a committee at the FIQ means having an enriching experience and participating in a democratic union life. Contact your local union team for all the necessary forms.

## 9<sup>th</sup> CONVENTION - JUNE 6 TO 10, 2011 NOTICE OF ELECTION

To all members of unions affiliated to the FIQ

### STATUTORY COMMITTEES

In accordance with the Constitution and Bylaws of the FIQ, we hereby notify you that at the June 6, 7, 8, 9 and 10, 2011 Convention which will be held in Saint-Hyacinthe, there will be elections of the:

#### Executive Committee (9 members)

- President
- First vice-president
- Second vice-president nurse
- Third vice-president
- Fourth vice-president
- Fifth vice-president licensed practical nurse
- Sixth vice-president respiratory therapist
- Secretary
- Treasurer

- |                           |  |
|---------------------------|--|
| <b>Election</b>           | 3 members (1 president and 2 assistants) |
| <b>Union Defence Fund</b> | 2 members                                |
| <b>Internal Audit</b>     | 3 members                                |

### STANDING COMMITTEES

- |                                       |  |
|---------------------------------------|--|
| <b>Status of Women</b>                | 6 members and 2 substitutes                    |
| <b>Youth</b>                          | 5 members age 30 and younger and 2 substitutes |
| <b>Occupational Health and Safety</b> | 6 members and 2 substitutes                    |
| <b>Education-Animation</b>            | 6 members and 2 substitutes                    |

### FOR THE EXECUTIVE COMMITTEE, THE STATUTORY AND STANDING COMMITTEES

- Nominations may be accepted up to 24 hours after the official opening of the Convention;
- The candidates must be a member in good standing of a union affiliated to the FIQ, complete the nomination form provided for this purpose and return it, accompanied by the declaration of a member in good standing, to the FIQ head office at:  
 President of the Election Committee  
 1234 Papineau Ave.  
 Montreal (Quebec) H2K 0A4
- Nominations must be received no later than May 27, 2011 at 17:00 or submitted to the President of the Election Committee at the Convention;
- The candidates may obtain a copy of the nomination form at the local union office, or by calling Dominique Trudeau at 514 987-1141 or 1 800 363-6541, or from the Election Committee at the Convention;
- The candidates must send a brief presentation of themselves with the nomination;
- Any advertising must first be approved by the Election Committee.

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