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SPECIAL POSTCONVENTION ISSUE

# ENACTION

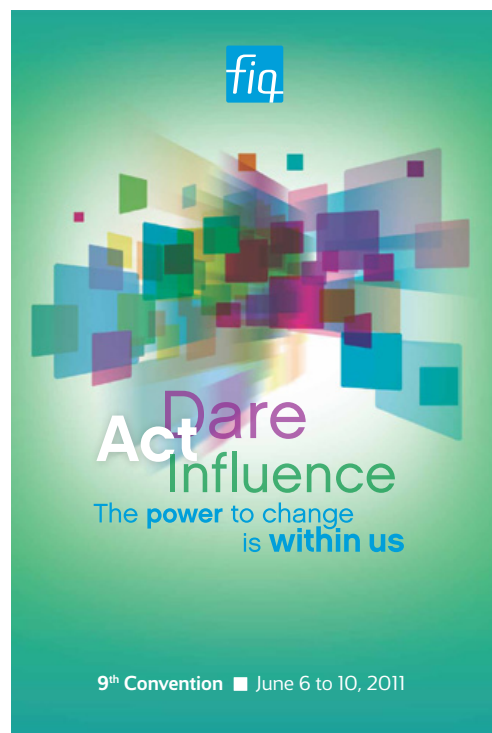
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## THE POWER TO CHANGE IS WITHIN US

In 2008, the delegates meeting at the convention chose to enrol their actions in social movement unionism. Three years later, they adopted recommendations that are a logical follow-up to that approach. More than ever, union action must ensure that the members feel involved.

Thus, the Federation must renew its ways of doing things by finding new means of informing its members, of consulting them and of getting the greatest number to support them. In this regard, the delegates at this 9<sup>th</sup> convention chose to adopt several orientations which will guide the actions of the Federation over the next three years. Here are a few of these orientations:

- Include the union practice of the Federation in an offensive and proactive approach focused on the development of innovative projects likely to maximize its bargaining power.
- Mobilize all the components of the Federation with the goal of developing new models that meet the needs of the population and the healthcare professionals, taking into account their respective characteristics.
- Look to form alliances with groups, if necessary, for the development or the improvement of new models.
- Develop mechanisms and places that allow for the development of models based on expertise, experience and the needs of healthcare professionals.
- Develop discussion forums at the Quebec level covering the development, application and follow-up of models with provincial scope. ■



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**WORD FROM THE PRESIDENT**

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**AN ORGANIZATION THAT IS STEADFASTLY AUDACIOUS**

*Régine Daurand*



*Going on the offensive and anchoring our actions in the proposal of concrete models on a systematic basis is crucial.*

If the right-wing political pundits believe that they are still the only ones on the public scene, they should think again because the FIQ firmly intends to make its presence felt even more. At its 9<sup>th</sup> Convention, the Federation, once again, demonstrated that it is a steadfastly audacious organization by committing to a real change in organizational culture.

This significant change that the Federation is making in its way of conducting its union action is not foreign to the assessment of recent years. It must be said that labour organizations have been stuck in a defensive role reacting to various governments which have tried, by whatever means, to slash social gains and promote the business world to the detriment of the workers.

This bargaining power in favour of management must be reversed. To achieve this, our labour organization can no longer limit itself only to a defensive logic. It is high time to go on the offensive. To achieve this, the Federation will invest energy and

resources in the goal of building innovative models which meet the desires and aspirations of the healthcare professionals, in addition to improving access and the quality of care given to the population.

If we are able to propose solutions rooted in the experience, expertise and everyday life of nurses, licensed practical nurses, respiratory therapists and perfusionists working in the Québec public health network, the FIQ is betting that the decision-makers will no longer be able to use the lack of alternatives to the inappropriate solutions of the right-wing, the government and the employers.

Going on the offensive and anchoring our actions in the proposal of concrete models on a systematic basis is crucial. Models that are innovative, progressive and that bring hope. Audacious projects which will allow us, like our Québec negotiations, to put into play concrete solutions to the problems that exist throughout Québec.

Strong with our 60,000 members, we have everything we need as the power to change will now be within us. ■



Mélanie Laroche, speaker. She is an associate professor at the School of Labour Relations at the *Université de Montréal* and a researcher at the Interuniversity Research Centre on Globalization and Work (CRIMT).

**TO COUNTER THE RIGHT-WING: UNION LEADERSHIP**

This was not Mélanie Laroche's first collaboration with the Federation. She was quickly identified as the best person to set the tone for the discussions surrounding the thematic of this 9<sup>th</sup> Convention.

Following her speech, it was obvious that unions must change their way of doing things to counter a right-wing movement that is more present and organized than ever. The time has certainly come to go on the offensive and to act in the media, but especially to have greater influence on the political decision-makers.

Madam Laroche's presentation, entitled "Daring to bring innovative projects: the effectiveness of the health-care system also comes about through an improvement in the quality of life of the healthcare professionals", was of great interest to the delegates. A reminder of the fact that the State is not neutral, but more disposed to acting when there are organized mass movements and political pressure exerted, certainly stirred up mobilization among the delegation.

**PROFESSIONAL LEADERSHIP**

From this point of view, the involvement of everyone is necessary. The healthcare professionals must demonstrate leadership to fight against the deterioration of their workplace and to promote a public health network. Since they are the ones facing the problems in their institutions every day, they are in the best position to find solutions. ■



**SPECIAL  
POSTCONVENTION  
ISSUE**

**Do things differently  
A public future in health, is it possible?**



Jean-François Lisée, speaker. He was an advisor to Premiers Jacques Parizeau and Lucien Bouchard for five years.

## DO THINGS DIFFERENTLY

In a humorous and dynamic fashion, Jean-François Lisée, Executive Director at the *Centre d'études et de recherches internationales de l'Université de Montréal (CÉRIUM)*, presented his vision of the context and the necessity for the progressive forces in Québec to propose innovative solutions.

According to Mr. Lisée, the monopoly of the right-wing forces change in order to defend public services. The healthcare professionals, who work in a critical sector where services are essential, are in the best position to propose solutions to optimize organization of work and the quality of care. The Federation and its members must develop the resilience for shaping management and political power proposals. Proposals that do not leave Quebecers indifferent because they have a great desire for change.

It is a significant and necessary change for the delegation but it will require that things are seen differently, because the healthcare professionals, used to providing a service, must think about being innovative. ■



## A PUBLIC FUTURE IN HEALTH, IS IT POSSIBLE?

A panel was suggested to the delegates in order to illustrate the notion of “new models” which are at the heart of the delegates’ orientations determined during the 2011 convention of the Federation.

Thus, the questions of funding care, the care given to the elderly and the community care offered in the regions were tackled. Using a presentation of the means aimed at an upgrading of the public network, the panelists demonstrated that completely public solutions exist and function.

**DARE:  
A PRIORITY FOR THE FIQ**

Because it is a credible and respected organization, the Federation established a trusting relationship with Quebecers with whom it shares values and demands. This closeness makes

the FIQ the ideal spokesperson to defend the public health network. To do this, it must adopt a positive and proactive approach. Dare must become an organizational priority and the healthcare professionals must invest in it individually and collectively.

More than ever, curiosity must be evident and find out how it is done elsewhere in Canada and in other societies, where care is offered differently but still governed by the State and without leading to bankruptcy or threatening the financial balance.

It is clear to the FIQ that a public health network is always possible and this is why it must propose avant-garde proposals and alternatives that will counterbalance the offensives and solutions from the supporters of privatization. A strict defensive approach, though still necessary, will no longer be enough. Solutions must be proposed that take into account the needs of the population and that recognize the expertise and the knowledge of the healthcare professionals. ■



From left to right: the three panelists: Bernard Roy, professor in the Faculty of Nursing Science at the Université Laval, François Béland, full professor in the *Département d'administration de la santé de la Faculté de médecine de l'Université de Montréal* and associate professor in the geriatric service on the Faculty of medicine at McGill University and Damien Contandriopoulos, associate professor on the Faculty of Nursing Science at the Université de Montréal.

**SPECIAL  
POSTCONVENTION  
ISSUE**

**Alliances more necessary than ever  
Our professional diversity: a collective wealth  
Visit the FIQ website**



Stephanie Bloomingdale, invited guest.

## ALLIANCES MORE NECESSARY THAN EVER

Workers have always succeeded in obtaining gains by strength in numbers. Moreover, the FIQ itself is the result of a merger of three organizations and now includes about sixty unions. In addition, the last negotiations for the Federation would probably have had a different outcome without the support of union colleagues and without the backing of 630 organizations and of 126,000 people signing its petition.

Over the years, the Federation has always turned to ideological alliances to increase its bargaining power. In fact, the labour, community and feminist organizations are the “natural” allies which, by the values that they defend, are themselves essential in the different battles waged by the Federation.

However, it would also be apt to promote a “strategic” approach, by seeking circumstantial cooperation, according to the context, at the time when the possibility of joining together is available to the

organization. On the other hand, even if it warrants promoting the potential of so-called strategic alliances, this must never be done to the detriment of the values and deep convictions of the healthcare professionals. In this regard, the feminist and progressive principles driving the Federation must always guide the choices made.

### UNION MOBILIZATION IN WISCONSIN: A MODEL TO FOLLOW

Stephanie Bloomingdale, Secretary-Treasurer of the AFL-CIO, an important union presence in the

United States, came and spoke to the delegates about the current battle presently being waged in Wisconsin for the rights of State workers.

It can be hoped that the battles waged in Wisconsin will have an electroshock effect on the labour battles fought in Québec. They demonstrate that alliances and mobilization are of crucial importance! ■

### VISIT THE FIQ WEBSITE

Visit the FIQ website to watch or watch again the presentations and the discussion panels presented to the delegates at the 9<sup>th</sup> Convention. On the site you will also find the electronic versions of the convention documents as well as the information on the healthcare professional representatives elected to the statutory and standing committees of the Federation.

[www.fiqsante.qc.ca/congres2011](http://www.fiqsante.qc.ca/congres2011)

## OUR PROFESSIONAL DIVERSITY: A COLLECTIVE WEALTH

This panel allowed two previous members of the Executive Committee of the Federation, Monique Leroux and Jennie Skene, as well as two activists still active within the organization, Christian Pigeon and Éleine Trottier, to discuss their personal and professional career path with the delegates.

They each, in turn, highlighted the reality of healthcare professionals regarding their duties as an activist, in a context of professional diversity. In particular, they tackled the integration of the different job categories at the time of the merger of the union certifications, shared their experiences as a union representative for these different job categories and explained the type of leadership that they displayed throughout their time as an activist. A panel which provoked a lot of interest from the delegates, because many of them wanted to share their own experience and their vision on these subjects. ■



From left to right: the four panelists, Éleine Trottier, Respiratory Therapist Vice-President at the FIQ from 2005 to 2011, Jennie Skene, President of the FIQ from 1993 to 2005, Christian Pigeon, Clinical Perfusionist at the *Institut universitaire de cardiologie et de pneumologie de Québec* and political officer for clinical perfusionists for his union, and Monique Leroux, Licensed Practical Nurse Vice-President at the FIQ from 2005 to 2008, and the panel host, Françoise Guénette, journalist.

# FINANCIAL QUESTIONS

This convention was an opportunity for the delegates to learn about the auditors' report and the financial statements of the Federation. They learned that several events such as the construction of the new head office, the deployment of the Information Technology Master Plan and the Québec negotiations have had an impact on the financial situation of the organization since 2008.

Thus, 2010 will end with financial stability. However, the data on the dues-paying members for the last two years shows a significant beginning to the wave of nurses retiring (at least 1,300 dues-paying member nurses).

The delegates agreed that the FIQ must reflect and work on preparing the necessary debates in order to maintain this financial health, debates that are essential to continue responding to the different needs of the members, the activists, the affiliated unions and to continue to be in the right place to defend and promote the public health-care system.

The 2010 financial statement was adopted unanimously. ■

**The Internal Audit Committee report presented by Pascal Beaulieu, Roberto Bomba and Jérôme Rousseau was adopted unanimously.**

<b>SOLIDARITY RESERVE</b>	<b>2010 (12 months)</b>	<b>2009 (12 months)</b>
<b>REVENUE</b>		
Administration Fund Contribution	162 744	164 037
<b>EXPENSES</b>		
Solidarity	125 526	118 757
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b><u>37 218</u></b>	<b><u>45 280</u></b>

<b>RESERVE FOR CONVENTION &amp; F.C.</b>	<b>2010 (12 months)</b>	<b>2009 (12 months)</b>
<b>REVENUE</b>		
Contribution from administration fund	2 161 667	2 143 256
<b>EXPENSES</b>		
Meetings (including Equalization)	1 767 448	1 779 842
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b><u>394 219</u></b>	<b><u>363 414</u></b>

<b>RESERVE FOR HEAD OFFICE</b>	<b>2010 (12 months)</b>	<b>2009 (12 months)</b>
<b>REVENUE</b>		
Contribution from administration fund	0	0
<b>EXPENSES</b>		
Head office	0	0
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b><u>0</u></b>	<b><u>0</u></b>

<b>ADMINISTRATION FUND</b>	<b>2010 (12 months)</b>	<b>2009 (12 months)</b>
<b>REVENUE</b>		
Regular Dues	26 697 141	26 052 093
Interest	115 134	154 120
Grants	49 440	47 368
Other revenue	103 089	56 669
<b>Total revenue</b>	<b><u>26 964 804</u></b>	<b><u>26 310 250</u></b>
<b>EXPENSES</b>		
Meetings and elected union officers	1 891 260	1 847 377
<b>SECTORS</b>		
Labour Relations	12 525 515	11 844 077
Sectors and Services	1 101 321	985 227
Sociopolitical	520 310	479 712
Status of Women	276 987	313 413
Occupational Health and Safety	282 637	223 040
Task and Organization of Work	401 014	373 677
Social Security	234 700	226 734
<b>Total for the sectors</b>	<b><u>15 342 484</u></b>	<b><u>14 445 880</u></b>
<b>SERVICES</b>		
Education-Animation	451 809	622 480
Union Organizing	622 614	555 148
Communication-Information	540 837	587 414
Translation	131 811	114 005
<b>Total for the services</b>	<b><u>1 747 071</u></b>	<b><u>1 879 047</u></b>
Equalization (see convention)	0	0
General Administration (including computer)	6 751 115	6 637 915
Human Resources	1 215 263	1 068 617
<b>Total expenses</b>	<b><u>26 947 194</u></b>	<b><u>25 878 836</u></b>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b><u>17 609</u></b>	<b><u>431 414</u></b>

<b>RESERVE FOR NEGOTIATIONS</b>	<b>2010 (12 months)</b>	<b>2009 (12 months)</b>
<b>ADMINISTRATION FUND CONTRIBUTION</b>		
Regular dues	1 600 000	2 180 000
Additional dues	5 072 223	0
Other revenue	0	0
<b>Total contribution</b>	<b><u>6 672 223</u></b>	<b><u>2 180 000</u></b>
<b>NEGOTIATIONS</b>		
Salaries and fringe benefits	1 019 116	771 929
Travel expenses	356 252	181 853
Rental expenses	43 576	42 319
Printing expenses	55 685	30 869
Courier and communications	28 993	12 633
Professional fees	110 474	108 181
Publications	406 417	110 554
Admission and membership fees	215 829	199 518
Federal Council meetings	1 921 967	909 609
Other expenses	1 390 855	152 707
Private sector negotiations	0	0
<b>Total for negotiation expenses</b>	<b><u>5 549 164</u></b>	<b><u>2 520 172</u></b>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b><u>1 123 059</u></b>	<b><u>(340 172)</u></b>



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**Financial questions (cont'd)**

<b>UNION DEFENCE FUND</b>	<b>2010 (12 months)</b>	<b>2009 (12 months)</b>	<b>BALANCE SHEET AS OF DECEMBER 31, 2010</b>	<b>Union Defence Fund</b>	<b>Adminis- tration Fund*</b>	<b>Total</b>
<b>REVENUE</b>						
Administration Fund Contribution						
<i>BENEFITS</i>						
Regular dues	847 058	314 839	<b>CURRENT ASSETS</b>			
Donations	0	0	Cash	1 191 982	885 038	2 077 020
Interest	12 104	15 112	Temporary investments	1 751 797	6 081 015	7 832 812
	<u>859 163</u>	<u>329 951</u>	Advances to Administration Fund	0	0	0
<i>UNION ORGANIZING</i>			Advance to Parity Ins.Comm.Fund	0	60 328	60 328
Regular dues	100 000	629 678	Advance to Union Defence Fund	0	66 716	66 716
Interest	21 328	3 253	Debtors	0	648 555	648 555
Other revenue	0	0	Expenses computable on next period	0	192 144	192 144
	<u>121 328</u>	<u>632 931</u>	Deferred expenses	0	8 417 726	8 417 726
<b>Total income</b>	<b>980 491</b>	<b>962 882</b>	<b>FIXED ASSETS</b>	<u>0</u>	<u>6 293 526</u>	<u>6 293 526</u>
<b>EXPENSES</b>			<b>TOTAL ASSETS</b>	<b><u>2 943 779</u></b>	<b><u>22 645 048</u></b>	<b><u>25 588 827</u></b>
<i>BENEFITS</i>			<b>CURRENT LIABILITIES</b>			
Union Defence Fund Committee	1 609	1 050	Suppliers and accrued liabilities	0	1 171 171	1 171 171
Salaries and fringe benefits	0	0	Deferred income	0	0	0
Fines and legal expenses	3 607	54 150	Human resources dev't	0	349 787	349 787
Professional fees	126 915	28 525	Debt coming to term within a year	0	0	0
Interest and bank charges	0	0	Accounts payable	0	5 648 005	5 648 005
Other expenses	685 514	34 931	<b>Advance from Administration Fund</b>	66 716	0	66 716
Financial aid	6 791	653	<b>LONG-TERM DEBT</b>	<u>0</u>	<u>0</u>	<u>0</u>
	<u>824 436</u>	<u>119 309</u>	<b>TOTAL LIABILITIES</b>	<b>66 716</b>	<b>7 168 963</b>	<b>7 235 679</b>
<i>UNION ORGANIZING</i>			<b>MEMBERS' EQUITY</b>			
Salaries, union leaves & fringe benefits	0	124 013	Accumulated surplus not assigned	2 877 063	(974 390)	1 902 673
Travel expenses	0	7 231	Assigned surplus movables/equipment	0	1 542 027	1 542 027
Rental expenses	0	0	Assigned surplus computer	0	4 751 499	4 751 499
Printing expenses	0	110	Assigned surplus-head office	0	8 417 726	8 417 726
Courier and communications	0	0	Surplus reserved for negotiations	0	954 352	954 352
Professional fees	0	9 993	Surplus reserved for solidarity	0	82 346	82 346
Other expenses	0	0	Surplus reserved for FC and Conv meetings	0	702 525	702 525
	<u>0</u>	<u>141 347</u>		<u>2 877 063</u>	<u>15 476 085</u>	<u>18 353 148</u>
<b>Total expenses</b>	<b>824 436</b>	<b>260 656</b>	<b>LIABILITIES AND EQUITY</b>	<b><u>2 943 779</u></b>	<b><u>22 645 048</u></b>	<b><u>25 588 827</u></b>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<b><u>156 054</u></b>	<b><u>702 226</u></b>				

\*Negotiations, solidarity, head office and Conv & FC meetings.

<b>REVENUE AND EXPENSES FOR THE PERIOD AND BALANCE OF ALL FUNDS AS OF DECEMBER 31, 2010</b>						
	<b>Union Defence Fund</b>	<b>Administration Fund</b>	<b>Negotiation Reserve</b>	<b>Solidarity Reserve</b>	<b>F.C. and convention Reserve</b>	<b>Total</b>
<b>BALANCE AS OF DECEMBER 31, 2009</b>	2 721 008	13 719 253	(168 706)	45 128	308 307	16 624 990
Adjustment	0	0	0	0	0	0
Balance after correction as of December 31, 2009	<b>2 721 008</b>	<b>13 719 253</b>	<b>(168 706)</b>	<b>45 128</b>	<b>308 307</b>	<b>16 624 990</b>
Income for the 2010 period	980 491	26 964 803	6 672 223	162 744	2 161 667	36 941 928
Expenses for the 2010 period	<u>824 436</u>	<u>26 947 194</u>	<u>5 549 164</u>	<u>125 526</u>	<u>1 767 448</u>	<u>35 213 768</u>
Excess for the 2010 period	<b>156 055</b>	<b>17 609</b>	<b>1 123 059</b>	<b>37 218</b>	<b>394 219</b>	<b>1 728 160</b>
<b>BALANCE AS OF DECEMBER 31, 2010</b>	<b><u>2 877 063</u></b>	<b><u>13 736 862</u></b>	<b><u>954 353</u></b>	<b><u>82 346</u></b>	<b><u>702 526</u></b>	<b><u>18 353 150</u></b>
Assigned surplus-movables/equipment		1 542 027				
Assigned surplus-head office		8 417 726				
Assigned surplus-computer		4 751 499				
Accumulated surplus-not assigned		(974 390)				

Note: Difference is due to rounding off of decimals.

**SPECIAL  
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**H.E.L.P.: To improve the quality of life in Haïti  
A collective international force**



Dr. Michel Henry Brutus, speaker.

## H.E.L.P.: TO IMPROVE THE QUALITY OF LIFE IN HAÏTI

The delegates attended the presentation given by Dr. Michel Henry Brutus, founder of the Health Education Learning Resources Projects (H.E.L.P.) organization with great interest. The main mission of this nongovernmental organization is to develop and implement projects that will improve the quality of life for the most vulnerable groups in the rural communities of Haïti.

Dr. Brutus presented the current situation in Haïti. His words greatly moved and overwhelmed the delegation which gave several accounts of support and courage while faced with the challenges by the numerous craftsmen involved in this organization.

As so eloquently said by Dr. Brutus, “Haïti is not a lost cause. The time has come to unite our strength and build worthwhile work”.

Remember that, thanks to the mobilization of the affiliated unions and members of the FIQ, an amount of \$47,352 was collected and given to the H.E.L.P organization following the earthquake in Haïti in January, 2010. ■



Paul Moist, speaker.

## A COLLECTIVE INTERNATIONAL FORCE

The delegates had the chance to hear Paul Moist, Vice-President of the Public Services International (PSI) at this convention. He spoke to the delegation on global union activism and the need to develop solidarity between the public sector employees across the globe.

Mr. Moist also informed the delegates about the “Quality Public Services – Action Now!” campaign. The PSI is actively participating in it in collaboration with other world union groups. For more information on the campaign, go to [www.qpsactionnow.org](http://www.qpsactionnow.org).

Public Services International (PSI) is a global federation of unions representing more than 600 public service unions in 140 countries. Its aim is to defend and promote the rights and interests of public sector employees and to insure quality public services throughout the world. ■



During the convention, representatives from the Federation's Montérégie Regional Action and Consensus Building Table (TRAC Montérégie) collected funds to assist the flood victims in that region. An amount of \$26,500 was collected and given to the SOS Richelieu organization.



**SPECIAL  
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**9<sup>th</sup> Convention in photos**



# 9<sup>TH</sup> CONVENTION IN PHOTOS



The first delegates arrived for registration as of 08:30.



At 11:00, the president of the Federation, Régine Laurent, opened the 9<sup>th</sup> Convention by delivering the executive committee's report to the delegation.



On the first day, the invited guests, elected officers, delegates and employees got together in the evening to mark the retirement of the secretary, Suzanne Lavoie, the treasurer, Lise Martel, and the 6<sup>th</sup> vice-president, Éleine Trottier. Madam Martel could not attend the evening celebration for personal reasons.



The delegates met in small groups for a workshop on "An organization adapted to the needs of the members" in order to discuss and reflect on the ways to bring the Federation even closer to its members.



The political humour troupe, *Les Zapartistes* gave the delegation the opportunity to relax, and take a break for the evening.





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**9<sup>th</sup> Convention in photos**



Discussions, shared reflections, interventions at the microphones, important votes and the election of the representatives at the federal level are part of the duties and responsibilities of the delegates attending the Convention.



In order to push their reflection on the political role of labour organizations even further, the delegates participated in an interactive theatre activity entitled "The Verdict" proposed by the TAC Com company. They enjoyed answering the different questions on this subject with the help of an instantaneous answer system.



The president of the Canadian Federation of Nurses Unions (CFNU), Linda Silas, addressed the delegates on the problems experienced by her members. Drawing on the programme, *Tout le monde en parle*, she was given a "You're the Best" card. She now has the privilege of visiting the delegation whenever she wants!

Congratulations to the winning team of the awareness-raising activity of "Géniales en herbe", Chicoutaou (Saguenay-Lac-St-Jean and Outaouais), who quickly answered the questions and showed their knowledge of the following themes: sociopolitics, women and equality, unionism, spelling, acronyms and the convention thematic.







## YOUR 2011-2014 FIQ REPRESENTATIVES

Here are the members elected by the delegates at the 9<sup>th</sup> Convention to the Executive Committee and the statutory and standing committees. Some activists were re-elected and others are new members on the committees. All are ready to defend the interests of the healthcare professionals and to face the challenges of the organization over the next three years. Good luck!

### EXECUTIVE COMMITTEE

#### President

**Régine Laurent**, Nurse  
Hôpital Santa Cabrini  
(AIM)



#### 1<sup>st</sup> Vice-President

**Michèle Boisclair**, Nurse  
West Island Health and Social  
Services Centre  
(UHCP)



#### 2<sup>nd</sup> Vice-President

**(nurse position)**  
**Daniel Gilbert**, Nurse Clinician  
CSSS de Beauce  
(SPSQ)



#### 3<sup>rd</sup> Vice-President

**Brigitte Fauteux**, Nurse  
CSSS Institut universitaire  
de gériatrie de Sherbrooke  
(SPSE)



#### 4<sup>th</sup> Vice-President

**Sylvie Savard**, Nurse  
C.H. universitaire de Québec  
(ASIC du CHUQ)



#### 5<sup>th</sup> Vice-President, (licensed practical nurse position)

**Linda Bouchard**  
CSSS Alphonse-Desjardins  
(SPSQ)



#### 6<sup>th</sup> Vice-President (respiratory therapist position)

**Michel Mailhot**  
CSSS de la Haute-Yamaska  
(SPSIR de la Haute-Yamaska)



#### Secretary

**Marie-Claude Ouellet**, Respiratory  
Therapist  
CSSS Pierre-De Saurel  
(SPS de Sorel-Tracy)



#### Treasurer

**Roberto Bomba**, Nurse Clinician  
Jewish Rehabilitation Hospital  
(UHCP of Laval)



### STATUTORY COMMITTEES

#### Election Committee

**President: Renald Parent**, Nurse, CRAT Chaudière-Appalaches (SPSQ)  
**Assistant: Lucie Lachambre-Girard**, Nurse, CSSS de Dorval-Lachine-Lasalle (UHCP)  
**Assistant: Huguette Lajeunesse**, Respiratory Therapist, C.H. universitaire de Sherbrooke (SISCHUS)

#### Union Defence Fund Committee

**Sonia Mancier**, Licensed Practical Nurse, Vigi Santé Ltée (Montréal) (UHCP)  
**Éric Martin**, Nurse, Jewish Rehabilitation Hospital (UHCP of Laval)

#### Internal Audit Committee

**Pascal Beaulieu**, Nurse, CHA universitaire de Québec (SPSIC du CHA)  
**Carl Picard**, Nurse, CSSS de Beauce (SPSQ)  
**Jérôme Rousseau**, Nurse Clinician, Institut universitaire de cardiologie et de pneumologie de Québec (SIIQ)

### STANDING COMMITTEES

#### Status of Women Committee

**Claire Alarie**, Nurse, CSSS du Sud de Lanaudière (SI de la santé de Lanaudière Sud)  
**Marie-Eve Bertrand**, Licensed Practical Nurse, CSSS du Lac-des-Deux-Montagnes (SPS du Lac-des-Deux-Montagnes)  
**Caroline Flageol**, Respiratory Therapist, C.H. de l'Université de Montréal (SPPSS du CHUM)  
**Véronique Foisy**, Nurse Clinician, CSSS de la Haute-Yamaska (SPSIR de la Haute-Yamaska)  
**Patricia Lajoie**, Nurse, CSSS de la Vieille-Capitale (SPSQ)  
**Line Mercier**, Nurse Clinician, CSSS de Beauce (SPSQ)

#### Youth Committee

**Francis Charbonneau**, Respiratory Therapist, CSSS d'Antoine-Labelle (SPSICR Antoine-Labelle)  
**Julie Côté**, Respiratory Therapist, CSSS Haut-Richelieu-Rouville (SPS Haut-Richelieu-Rouville)  
**Karl Gauvreau**, Nurse, CSSS Institut universitaire de gériatrie de Sherbrooke (SPSE)  
**Claudiane Gélinas**, Nurse, CSSS du Lac-des-Deux-Montagnes (SPS du Lac-des-Deux-Montagnes)  
**Jocelyn Marcoux**, Nurse, C.H. universitaire de Québec (ASIC du CHUQ)

#### Occupational Health and Safety Committee

**Sylvain Allard**, Licensed Practical Nurse, CSSS Dorval-Lachine-Lasalle (UHCP)  
**Sara Caron-Guay**, Nurse Clinician, C.H. universitaire de Québec (ASIC du CHUQ)  
**Karine Paiement**, Nurse, CSSS Dorval-Lachine-Lasalle (UHCP)  
**Jean-Louis Pelland**, Nurse, CSSS du Nord de Lanaudière (SPSS du Nord de Lanaudière)  
**Joëlle Thiébaud**, Nurse Clinician, C.H. affilié universitaire de Québec (SPSIC du CHA)  
**Céline B. Tranquille**, Respiratory Therapist, McGill University Hospital Centre (UNCRP of MUHC)

#### Education-Animation Committee

**Pascal Beaulieu**, Nurse, CHA universitaire de Québec (SPSIC du CHA)  
**Shirley Dorismond**, Nurse Clinician, CSSS Jeanne-Mance (AIM)  
**Linda Lapointe**, Respiratory Therapist, C.H. universitaire de Québec (ASIC du CHUQ)  
**Karine Paiement**, Nurse, CSSS Dorval-Lachine-Lasalle (UHCP)