



# RÉSEAU jeunes



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BULLETIN DU RÉSEAU DES JEUNES DE LA FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC



## IT CLICKS WITH GENERATION FIQ!

A few months before the 10<sup>th</sup> Convention of the Federation, the anticipation is beginning to be felt! Different committees are actively working to identify what will be the priorities for the FIQ for the next three years. Several forums have already been used to share the fruit of those reflections with those who are the most concerned: the union reps and the members! Everyone has to see themselves in these priorities, particularly the young members!

Therefore, it was with the theme *Ça clique avec Génération FIQ!* (It clicks with Generation FIQ!) that nearly 80 young members – a record – spent two days in the beautiful region of Quebec City. Accompanied by several representatives of the FIQ, they had the opportunity to address several questions. Do you really know the FIQ? What services do they offer the members and why is the FIQ their organization of choice for the healthcare professionals? For young people? Given the current context, what are the elements that will have an influence on the coming years? How does the Federation intend to be innovative in its actions in order to meet the challenges that it is faced with today for its members, and also for the public healthcare system? What bonds must it build to carry out its influence and its bargaining power?

Like the others, this 9<sup>th</sup> edition of the Youth Network turned out to be a very rewarding time to exchange views!

*Marie-Claude Ouellet, Political Officer for the Youth Committee*

The next generation...



At the microphone:  
Rabi El Bouzaydy, CSSS de Saint-Jérôme

## What is your perception of the Federation?

That was the question the participants were asked to answer during the icebreaker exercise. A perfect opportunity to get to know each other, while sharing the fruit of everyone's reflections!

## SECTORS AND SERVICES: A BROAD RANGE

Although some of them are more familiar, several sectors and services making up the Federation remain little known. To remedy this situation, the participants at the Network had the pleasure of passing an entire day with the members of the FIQ Executive Committee. Who is better placed to explain the whole range of services offered and to answer the questions that could come to the minds of the young members!

As the one responsible for the Youth Committee, Marie-Claude Ouellet had the privilege of starting off the day. In addition to being the secretary of the Executive Committee, she is responsible for the organization and follow-up of the decision-making bodies, such as the Federal Councils and the Conventions, for applying the action plan and the priority actions of the Federation, of the General Secretariat as well as the Translation Service. Ms Ouellet is also the guardian of the FIQ Constitution and Bylaws.



Marie-Claude Ouellet



Régine Laurent

A distinctly recognizable figure, it is as president of the FIQ, but also as the political officer for the Communication-Information-Web Service, that Régine Laurent first addressed the participants. Secondly, replacing her colleagues, Linda Bouchard and Daniel Gilbert who could not be present, she also presented the Labour Relations Sector, one of the fundamental pillars of the Federation. Did you know that the FIQ has no less than 60 unions, working in 152 health institutions?

The first morning of the Network ended with Roberta Bomba. As the treasurer, it is he who sees to the finances of the Federation: a big responsibility when we know that the FIQ is composed of 62,000 members. He is also responsible for the Union Defence Fund, the Solidarity File, the Information-Technology-Documentation Service, the administration and human resources. What is his priority? The good financial health of the organization, through sound, transparent management.



Roberto Bomba



Sylvie Savard

As 4<sup>th</sup> vice-president, Sylvie Savard is responsible for the Task and Organization of Work Sector at the FIQ. One of her files is certainly known to you: the initial training of nurses. Ms Savard is also joint officer of a crucial sector of the Federation: the Negotiation Sector. Did you know that the FIQ collective agreement for healthcare professionals ends in 2015, but that the work for its renewal has already started?

## SECTORS AND SERVICES: A BROAD RANGE (CONT'D)

The  
next  
generation...

Holding the position reserved for the respiratory therapist job title, Michel Mailhot is the 6<sup>th</sup> vice-president of the FIQ. He is jointly responsible for the Union Organizing Service, whose main mandate is to support the affiliated unions and the local union teams in the organization and carrying out of their mobilization actions. Mr. Mailhot also assumes responsibility for the Social Security and Occupational Health and Safety Sectors, as well as the Legal Team. You might have seen the material for the Annual OHS Week circulating in October? This year's theme was: I lighten my load – I protect my back.



Michel Mailhot



Michèle Boisclair

The 1<sup>st</sup> vice-president, Michèle Boisclair, is the political officer for two sectors that are closely linked: Sociopolitical and Status of Women. If political decisions that affect the organization and funding of health care and services are of particular interest for the first one, the second is dedicated to women's causes, whether they are healthcare professionals or not. The FIQ holds dear the values of equality between men and women, equity and justice as does Ms Boisclair who took the opportunity to remind the participants that 92% of the FIQ members are women.

As the 3<sup>rd</sup> vice-president, Brigitte Fauteux is jointly responsible for the Union Organizing Service and responsible for the Education-Animation Service. Furthermore, in that role she gave the participants a brief presentation on the various training sessions offered by the FIQ: essential tools for the union reps to fully carry out their role. Among these training sessions are an Introduction to Union Life, New Grievance Agent, Medical Arbitration and the most recent, a sociopolitical training session, entitled *Petit cours d'autodéfense intellectuelle* (Short Intellectual Self-Defence Course).



Brigitte Fauteux

As for the two members of the Executive Committee who could not accept the invitation from the Youth Network:

- Daniel Gilbert, 2<sup>nd</sup> Vice-President, holds the position reserved for the nurse job title. He is jointly responsible for the Labour Relations and Negotiation Sectors, and the Research Team.
- Linda Bouchard, 5<sup>th</sup> Vice-President, holds the position reserved for the licensed practical nurse job title and she is jointly responsible for the Labour Relations Sector and the Research Team.

Many participants asked questions of the members of the Executive Committee.



From left to right: Lucie Mercier, Michelle Poirier and Julie Martin, Union Consultants in the Sociopolitical, Labour Relations and Task and Organization of Work Sectors respectively



At the microphone:  
Marilyne Gélinas Marcouiller, *CSSS de l'Énergie*

## WHAT IS THE ALTERNATIVE?

If the FIQ has a duty to defend its members, it must also come to the defence of the most vulnerable, that is, those who need care. To do this, the Federation intends to develop care delivery models that are innovative and progressive, models that bring hope, that are accessible, creative and in which the individual is the master of his choices.

Within the scope of their presentation, the three speakers gave an overview of all the changes that have occurred in mental health, in front-line care and in residential accommodations for the elderly over the last decades. Thanks to this exercise, the problems that have to be attacked with these new models were clear for the participants of the Youth Network.

One finding emerged: the answer to these problems cannot be found in the health network as it currently exists. A profound transformation has to take place, but the remedy for the existing ailments is certainly not in the for-profit private sector. Other solutions exist.

The FIQ, as an agent of social transformation, is convinced that it must intervene to insure humanized, safe living environments for the elderly and those with loss of autonomy where the person comes before making a profit. The care models that it intends to propose, must, clearly, be put at the heart of the issues. In addition, more power in the management of care, must undeniably be given to the professionals, in order to be close to the reality and the needs of the population.



## Protections offered to the members: a quiz

The participants played a game! A quiz, on group insurance and retirement, was an opportunity not only to have fun, but also to learn a little more about the protections offered to the members of the FIQ.

The white team beat the blue team by a score of 6 to 3.

# Generation

THE FIQ,  
A STRONG VOICE,  
ACTIONS THAT COUNT



## IN 2023, THE FIQ WILL BE...

The members of the 2014 FIQ Convention team attended this Youth Network that was one of the most popular. After being informed of the team's reflections regarding the thematic for the upcoming Convention, the participants took part in a workshop entitled In 2023, the FIQ will be... An exercise in foresight and creativity.

### You said context?

So that they could better understand the positions adopted by their organization, the participants at the Youth Network were given a presentation of the context, that is, the elements that are likely to have an influence on the orientations and the choices of the Federation.

The objective: bring out new ideas and develop courses of action in order to get closer to the dream and avoid a catastrophic scenario for the Federation.

Here are a few concepts that the participants came up with:

DREAM SCENARIOS	CATASTROPHIC SCENARIOS
Repatriation of the staff in the private healthcare placement agencies in the public network	Abolition of the Rand Formula
Abolition of mandatory overtime in the health institutions	Privatization of health care
Mobilization by the labour organizations and their members for social causes	Reduction of the number of nurses because of the obligation for a bachelor's degree as the standard of admission for the profession



## For a last time

For the last Network of their mandate, the members of the Youth Committee took a few minutes to express the great pleasure they have had with this involvement in the union. The same message was on everyone's lips: get involved, you won't regret it.

Remember that the next elections for the various federal committees will take place at the April 2014 Convention.

Therefore, there will only be one issue of the Youth Network in 2014, the one in November.