



Vol 27 | No 2 | February 2014  
PRECONVENTION SPECIAL

# EN ACTION

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

## VISION. PROGRESS. ACTION.

Nearly 900 delegates will participate in the activities surrounding the 10<sup>th</sup> Convention of the Federation, from April 7 to 11, 2014, at the Quebec City Convention Centre. The FIQ is at a defining moment in its existence and this Convention will make it possible to once again mark the history of Québec unionism and the progress of the status of women.

The 2014 Convention lies undeniably in the continuity of the 2008 and 2011 Conventions. A clear vision of what the FIQ can, and must be, emerged from them and this vision must now be transformed into concrete actions. Thus, after having consulted the members, the delegates will have to decide on the following orientations:

### IMPLEMENT THE FIRST GENERATION OF NEW MODELS IN THE DELIVERY OF HEALTH CARE AND SERVICES

The new models of care aim to reinforce the public health network and the end of the commodification of healthcare services. By being complementary to the network, the new models compete with the for-profit private sector for services for which the State is constantly divesting its responsibility. Inspired by social and solidarity economy, they are managed democratically and the professionals can work there to their full potential.

Whether through a cooperative or a non-profit organization, the

participation of the workers, labour organizations, users and the population will be essential to the success of the new models of care. In this context, the FIQ will have to exercise leadership in their implementation, by soliciting the participation of citizens to better respond to the needs identified.



### JOINTLY BUILD A LABOUR ORGANIZATION THAT INCLUDES THE LARGEST NUMBER OF PROFESSIONALS WORKING IN HEALTH CARE IN QUÉBEC

While the right is constantly attacking the labour movement, it seems timely

to mount a united front to combat these salvos, by solidifying union forces. Some battles, like defending the pension plans and the Rand Formula, can be difficult to wage alone, especially if they concern the entire labour movement. That being said, labour organizations can maximize their bargaining power by uniting the largest number of workers possible, by having more of a presence in the media and by ensuring consistency in the demands made and in the message conveyed.

The sharing of information is also an obvious advantage to the creation of special ties with other labour organizations. The reality of some organizations, whether they are in Québec or elsewhere, may make it possible to guide the future choices and actions of the FIQ.

### The medical professionals

The reality of the medical professionals, grouped under Class 4 in the health and social services network, have a great number of similarities with those of the members of the FIQ. Most of the time, they are part of the interdisciplinary

CONT'D p. 2 and P. 3



We must find ways to provide neighbourhood services on a community scale. We must also innovate by setting up neighbourhood clinics and small homes for seniors in the image of the values and the convictions of the Federation. Lastly, the employees from these new settings must be welcomed in order to defend their rights and to promote their specific needs, while spreading these models to all of the FIQ.

Follow the progress of the Convention on the FIQ website  
[fiqsante.qc.ca](http://fiqsante.qc.ca)

**PRECONVENTION SPECIAL**

**FIQ en Action, Vol. 27, No. 2, February 2014** | Published by the Communication-Information Service after each FIQ Federal Council and Convention meeting | **Translation:** Susan Millroy, Union Consultant, Translation Service | **Distribution:** 60,000 copies | **Graphic layout:** Josée Roy | **Convention visual image:** Upperkut | **Printing:** Solisco | Reprint of any article or excerpt must indicate "reprint from the publication *FIQ en Action*" | 100% recycled paper | To only subscribe to the electronic version of FIQ publications, send a request to [info@fiqsante.qc.ca](mailto:info@fiqsante.qc.ca) | ISSN 1913-1755 (Print) | ISSN 1913-1763 (Online) | [fiqsante.qc.ca](http://fiqsante.qc.ca) | [info@fiqsante.qc.ca](mailto:info@fiqsante.qc.ca)

**VISION. PROGRESS. ACTION.**

(CONT'D)

teams and work in the same work areas: a reality that is not likely to change soon, quite the contrary.

These medical professionals also have to face the problems related to the funding of activities, management, organization of work, to name only a few, the same way as the members of the FIQ. Not at all surprising considering that they also have to deal with the same employers, the same health agencies and the same guidelines from the Ministry of Health and Social Services as the healthcare professionals in Class 1. In addition, the Class 4 personnel is composed of a majority of women who fulfill the tasks, roles and responsibilities of professionals.

A union of the healthcare professionals and the other medical professionals forces would facilitate a sharing of expertise: the process of reflection would take into account the reality of all the professionals working in the Québec health sector, enriching even more the work. The development of such complicity makes it possible to face the challenges to come with even more passion and conviction.

**FORGE ALLIANCES OUTSIDE THE BORDERS OF QUÉBEC**

**The CFNU**

For several years now, the FIQ has enjoyed a special relationship with the Canadian Federation of Nurses Unions (CFNU). This partnership allows it to establish important ties with the nurses unions in the rest of Canada, even though it is not a full-fledged member.

A formal alliance with the CFNU would offer a certain number of benefits, like:

- A closeness exists between the CFNU and the FIQ on the nature of the files deemed to be a priority, particularly the labour shortage, work overload, the fight against privatization and organization of work
- The participation of the FIQ in the CFNU activities promotes the sharing of precious information with the labour organizations in



the other provinces, enabling it to enrich its own analysis and to draw on the practices of its colleagues.

However, there would be drawbacks, because:

- The vast majority of the member organizations of the CFNU only represent nurses and lobby in this respect;
- The CFNU demands greater federal government intervention in health while the FIQ has always defended that health comes under provincial jurisdiction;
- Affiliating to the CFNU also involves, *de facto*, joining the Canadian Labour Congress (CLC), a somewhat umbrella organization of workers in Canada. An affiliation to the CLC, in addition to being questionable on the duplication of some services, poses a problem of a political nature. In fact, the CLC has always supported the New Democratic Party (NDP) while the FIQ Statement of Principles clearly forbids this type of support.

**Therefore, we think it would be appropriate for the FIQ to maintain special collaborative ties with the CFNU without affiliating as an official member.**

**Global Nurses United**

During the last Convention of National Nurses United (NNU), the largest nurses union in the United States, labour organizations from 14 different countries, representing hundreds of thousands of healthcare workers in Africa, the Americas, Asia,

Australia and Europe, agreed to set up Global Nurses United (GNU), an organization that puts its objectives at the heart of its action. The CFNU is among these organizations. The formal creation of GNU is scheduled for September 2014.

Despite their varied origins, all the organizations hoping to establish GNU describe similar negative impacts on their members and the population regarding the passing of restrictive budget policies that fit in with the neoliberal agenda.

And the group is adopting orientations and values that are perfectly consistent with those of the FIQ and that respect the guidelines established in the context of its 2011 Convention. In addition, just like the FIQ, GNU does not only have nurses as members. In fact, it is a very large spectrum of health professionals who are represented by the labour organizations creating this group.

**It seems appropriate that the FIQ continue to actively participate in setting up Global Nurses United and that it register as an active member of GNU.**

**IMPLEMENT A MECHANISM TO CHANNEL THE CREATIVE POTENTIAL FOR INNOVATION OF THE FIQ IN ORDER TO HAVE AN ENGINE TO GATHER, EVALUATE AND SHARE ALL THE GOOD IDEAS**

The context surrounding the labour movement has not become more favourable over the last few years and the related findings are not any more so: unionism is not particularly popular, the members are not particularly mobilized, the populist rhetoric, amply covered by the mass media is repeated by the unionized workers.



**The creation of such an alliance will solidify the forces of nearly 100,000 professionals in the Québec health sector. Such a number of professional members, all stemming from the same sector of activity, is more likely to impose respect and listening.**

**PRECONVENTION SPECIAL**

**Vision. Progress. Action.**  
(CONT'D)



Without a doubt, the Federation is seeking new means to get closer to its members, to project its union action, to boost its practices and to integrate effective consultation methods.

It is obvious that the FIQ is not lacking in ideas and that the potential for innovation is enormous. However, to date, there is no drop point for sharing, evaluating and solidifying all these good ideas.

**In order to deploy all the best that the FIQ has to offer its members, it is important to set up a permanent mechanism aimed at identifying new practices, compiling information on them and evaluating the opportunity of setting up projects involving all segments of the organization.**

Over the years, through the numerous consultations held with the union representatives of the FIQ, there was often the question of the need to recognize the existing distinctions between the various job categories, without an appropriate response emerging. In the initial context of the merger of certification units, the emphasis was obviously put on the ties uniting the members, while the differences were smoothed out as often as possible. The priority was therefore to strengthen the consistency and to reinvent the identity of a FIQ that will now have new healthcare professionals from multiple backgrounds and with their own union experience.

Since then, there has been a lot of water under the bridge and now is a good time to re-evaluate the usefulness and the functioning of the commissions. The FIQ has succeeded in redefining its identity

and adopting an inclusive approach, allowing everyone to find their place.

However, a FIQ united and in solidarity does not mean that the characteristics unique to every one of the job categories is denied or diminished. On the contrary, it is beneficial for the Federation to tap the wealth of all the healthcare professionals' experience and to take advantage of the scene that can grow from the expression of all its colours.

**THINK OUTSIDE THE BOX**

With both feet on the ground, even firmly entrenched in reality, and despite the threats that await the Federation, it is possible to see a promising future on the horizon. To defy fate, it is critical to transcend the barriers ahead and to see the potential in every new situation. We must dare to do things otherwise, we must think outside the box. ■



**PROMOTE THE WEALTH OF THE PROFESSIONAL DIVERSITY OF ALL THE MEMBERS**

At the 2005 Convention, the Federation adopted an amendment to its Constitution and Bylaws granting the Executive Committee the power to recommend the transformation of a Federal Council into nurse, licensed practical nurse and respiratory therapist commissions.

Since their creation, three commissions have been held: the first, in 2005, dealt with organization of work, the second, in 2008, addressed the roles, tasks, duties and responsibilities of the healthcare professionals, and lastly, in 2012, the issue of the initial training of nurses was discussed.



**The vehicle that makes it possible for the different professions to gather together to address the issues specific to their experience exists, but it has not yet been used to its full potential. The holding of commissions more frequently at the FIQ is a principle which fits in with the shift towards social movement unionism and which corresponds to the desire for innovative and unifying consultations.**

**CONSULTATIONS IN THE INSTITUTIONS**

From now until the Convention in April, preconvention general assemblies will be held in the various health institutions in order to consult the members about the orientations that the Federation intends to adopt. If not already done, don't forget to attend your local general assembly. Your participation is important!

**ALSO ON THE AGENDA FOR THE CONVENTION**

- ➔ Report from the Executive Committee
- ➔ Amendments to the Constitution and Bylaws
- ➔ Report of activities from the sectors, services and standing committees
- ➔ Elections to the Executive Committee and to the standing and statutory committees

**PRECONVENTION  
SPECIAL**

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



## A VISUAL IMAGE THAT ALSO THINKS OUTSIDE THE BOX

The visual image for the 2014 Convention definitely goes outside the box, considering the use of a photograph rather than using what has been used in past years. The close-up of the asphalt evokes the battles that the Federation has won in the streets. This close-up of the ground clearly demonstrates the concrete aspect of the 2014 Convention that the FIQ hopes to “land” its vision. The inscription on the ground indicates moreover that this vision is well grounded in the spirit of the union representatives in the organization.

The healthcare professional, running shoes on her feet, is a reminder of the video clip made for the 25 year anniversary of the Federation. The green seal where we see “Vision. Progress. Action.”, similar to a green light, attests to the desire of the FIQ to move forward. The colour green means hope. Lastly, using a period after each word in the seal supports the words and makes them stronger. ■

## 10<sup>TH</sup> CONVENTION – APRIL 7 TO 11, 2014 NOTICE OF ELECTION

### JOIN ONE OF THE FIQ COMMITTEES!

The FIQ invites 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, and make known the reality of their workplace, to express their opinion and to 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 available and will enable you to better know your labour organization, to acquire new knowledge and to create ties.

Just like the members of the statutory committees, the members of the standing committees can attend the regular decision-making meetings, the federal councils and the conventions as fraternal delegates.

Being a member of a FIQ committee is to live an enriching experience and participate in a democratic union life. Talk to your local union team who has all the necessary forms on hand.

To all members of unions affiliated to the FIQ,

#### STATUTORY COMMITTEES

In accordance with the Constitution and Bylaws of the FIQ, we are hereby notifying you that at the Convention on April 7, 8, 9, 10 and 11, 2014, which will held in Quebec City, there will be an election to the following positions:

##### Executive Committee (9 members)

- President
- First vice-president
- Nurse second vice-president
- Third vice-president
- Forth vice-president
- Licensed practical nurse fifth vice-president
- Respiratory therapist sixth vice-president
- Secretary
- Treasurer

<b>Election</b>	3 members and 2 substitutes
<b>Union Defence Fund</b>	2 members and 2 substitutes
<b>Internal Audit</b>	3 members and 2 substitutes

#### 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>	4 members and 2 substitutes

#### PROCEDURE TO FOLLOW

- Nominations will be accepted up to 24 hours after the official opening of the Convention;
- The candidate must be a member in good standing with a union affiliated to the FIQ, have completed a nomination form provided for this purpose and returned it, with the declaration of a member in good standing, to the head office of the Federation at: President of the Election Committee  
1234, avenue Papineau  
Montréal (Québec) H2K 0A4
- The nominations must be received no later than March 26 at 17:00, or given to the president of the Election Committee during the Convention.
- The candidates may obtain a copy of the nomination form from their local union office, by contacting Josée Paquet at 514 987-1141, ext. 363, or 1 800-363-6541, or from the Election Committee at the Convention.
- The candidates must send a short text of presentation along with their candidacy forms;
- All campaigning material must be previously approved by the Election Committee.
- A presentation time of 5 minutes is allotted to the candidates for the Executive Committee during the meeting, except for candidates for the position of president whose presentation cannot exceed 10 minutes.