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the OHS union representatives

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SPECIAL POSTCONVENTION ISSUE
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ENACTION

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10TH CONVENTION DECISIONS WHICH WILL SHAPE THE FACE OF THE FIQ

In addition to electing the members of the Executive Committee and the various standing and statutory committees for the next three years, the Convention is a time for taking important decisions which can substantially change the future of the Federation. The recent Convention therefore, enabled the delegates to take a position on a certain number of important issues.

The different recommendations that came out of the consultation exercise were among the subjects at the centre of the debates. In the end, the recommendations in the Convention thematic were adopted by an overwhelming majority and often even unanimously and some of them cover:

- **Continuing the reflection and the work on the implementation of the new models of care**

The union representatives, including the members of the Regional Action

and Consensus-Building Tables (TRAC) may be involved in the development and achievement of these new care settings on a human scale;

- **Undertake the joint construction of a new labour organization in health**

The union representatives in the organization share the view that an increase in bargaining power to defend working conditions and practice, as well as public healthcare

services, includes setting up a flagship organization in health, uniting the healthcare and medical professionals who work with the population of Québec, whether in the public sector health institutions or outside these institutions;

- **Enter into a process of research, development and implementation of new labour practices**

This is a significant change that the Federation will undertake in the coming months. In fact, this

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At the microphone: 1. Nissa Poisson-Thomas, McGill University Health Centre 2. Claudiane Gélinas, CSSS de l'Énergie

WORD FROM THE PRESIDENT

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PROUD TO PROVIDE THE MEANS TO ACHIEVE ITS GOALS

Régine Daurant

There are some very nice numbers surrounding the FIQ these days. The Federation turned 25 years old recently and it held its 10th Convention a few weeks ago. Pausing for a moment, we can say that we have taken the time to define ourselves, to create our universe, to question our values, our aspirations and the meaning that we give to our actions.

People interested in participating, people who believe in us and our projects, they exist. It's up to us now to forge ahead, to believe in it and to build this collective legacy that we are on the threshold of launching.

The FIQ has always been free to make its own choices and ambitions. Over time, it has plotted a one-of-a-kind path, sown with struggles and battles, but also with favourites and fraternity. It is in this spirit that we launched the 10th Convention of the FIQ. This Convention was historic and it paved the way for the future of our organization and the future of care on a human scale that can be given to the people of Québec. It also launched a new leitmotif: think outside the box!

What will drive us in the years ahead will lead us to unexplored territory, but this challenge is backed by several reassuring elements. The FIQ is a solid and credible organization and its 62,000 members are respected and committed healthcare professionals. The idea of giving ourselves the right to think outside the box has ignited a flame and I hope that it will feed the fire that will give us the momentum to dare to increasingly revolutionize our environments and shine on our success.

The politicians are sadly lacking the desire to set up concrete solutions

that meet the health care needs of the population. Well, too bad! Together, we are perfectly capable of putting the humanization of care, that has completely disappeared off the radar and from the priorities of the administrative machine in the healthcare network back on society's agenda. Already, two projects are in the process of being completed and will redefine front-line care on a human scale and offer a new path for seniors. We have already imagined, shared and publicized the solutions.

In order to fulfill our ambitions, the FIQ needs you. The projects launched by the Federation must be supported by everyone in the organization. To achieve this, we want to be connected with you, we want the small and the big successes to affect all the members of the FIQ. We want to promote the commitment of everyone through greater participation in the debates and the issues driving the members.

Together, we will also carry out a project that could change the place of the professionals in the healthcare

sector in the Québec labour scene. The FIQ hopes to jointly build a new labour organization with other labour partners which can deal with the concerns of all the professionals working in health care in Québec. This new organization, that the FIQ hopes to see emerge, must respect everyone and be in the image of all those that are a part of it.

By doing so, the FIQ, who will remain in control of its own destiny, can contribute an influence, along with the other health professionals, on the issues that are much greater than it is.

Thinking outside the box means being able to overcome the constraints that seem unchangeable and the elements of the context that seem to us to be unavoidable. Thinking outside the box is to believe that blue skies lie ahead. Our sky will be much nicer because we will have reversed the trend of general doom and gloom. More blue, more FIQ, because we can accomplish our mission! ■



HAPPY RETIREMENT!

The second day, an evening was held for the elected officers, the delegates, the employees and invited guests to gather to mark the retirement of three vice-presidents of the Federation: Sylvie Savard, Michèle Boisclair and Brigitte Fauteux.

A NEW FORUM FOR DISCUSSION FOR THE OHS UNION REPRESENTATIVES

The need to use a new tool for greater intervention in prevention and in occupational health and safety (OHS) at the local level has been found. The FIQ Occupational Health and Safety Committee proposed the creation of a Network of OHS union representatives, like the Women's Network and the Youth Network of the Federation.

This new OHS Network will make it possible for the local union representatives to have an excellent opportunity to adopt the contents developed for the Annual OHS Week, to discuss their concerns and to promote the sharing of information and knowledge on occupational health and safety in their setting.

The delegates unanimously adopted the recommendation on the experiment of holding an OHS Network. Two meetings will be held before the 2017 Convention, when an evaluation of these meetings will be tabled. At that time, the delegates will decide if they will make the FIQ OHS Network permanent and determine the terms and conditions, if applicable. ■

**SPECIAL
POSTCONVENTION
ISSUE**

**Decisions which will shape the face of the FIQ
Moving towards the Convention – The culmination
of a vast consultation exercise**



**DECISIONS WHICH WILL SHAPE THE FACE OF THE FIQ
(CONT'D)**

recommendation is a change of culture at all levels of the organization, with only one goal in mind: getting closer to the concerns of the members.

GREATER PRIORITY FOR THE COMMISSIONS

The delegates decided on a set of recommendations aimed at breathing new life into a forum that has already existed for several years, but little used: the commissions.

groups represented by the FIQ, be held at least once a year and that it has the power to make recommendations to the Federal Council.

The holding of nurse, licensed practical nurse, respiratory therapist and perfusionist commissions will allow the union reps to share the concerns related to their respective professions and to make recommendations to the entire delegation. ■

All the members, delegates and employees of the FIQ will be at the centre of the work developing and executing the recommendations adopted at this Convention.

These recommendations, which enjoyed broad support from the delegates, allow the Federation to move forward now with a clear mandate to accomplish these mobilizing and unifying ideas.

The delegation unanimously supported the recommendations insuring that this discussion forum, reserved for the different job title

**MOVING TOWARDS THE CONVENTION
THE CULMINATION OF A VAST
CONSULTATION EXERCISE**

As part of the reflection process leading to this 10th Convention, the Federation wanted to be inspired by the concerns of the union reps from all levels of the organization, continuing in a process of social movement unionism.

Thus was created a vast consultation exercise that started in fall 2013 and ended just before the Convention was held. First, using innovative and participative methods, several hundred union reps, delegates and employees of the organization were consulted about their concerns, but also on their vision of what the FIQ should be in 10 years.

of events, both as part of the usual union assemblies and in informal ways, where they could share the recommendations to be debated at the Convention with the greatest number of members possible.

high and the comments made during the consultation will help the organization in starting the implementation of these recommendations.

As part of the February 2014 Special Federal Council, the FIQ then invited the entire delegation to set in motion the last chapter of this consultation exercise with great fanfare! In fact, the delegates were invited to organize a wide range

To do this, the FIQ provided unprecedented innovative consultation tools for its delegates, including a video clip and a leaflet summarizing the orientations that would be proposed at the Convention. After compiling the data, it is with pride that the Federation can state that this exercise was a great success! In fact, the rate of commitment to the ideas proposed was very

This exercise would not have been possible without your participation and the FIQ thanks you for your contribution in making this consultation a success, marking at the same time, a significant change in practice for the Federation. ■

The consultations served as a basis for developing the thematic document for the 2014 Convention.



SPEAKERS WHO DARED TO THINK OUTSIDE THE BOX

Although they were not born in the same era, or in the same place, the guest speakers all have in common the fact that they have questioned and refused the established order. Through their commitment, they lead by example and prove that it is possible to change things. Here is a summary of their messages which support several angles of the delegation's reflection on the thematic of the Convention.

“TAKING ACTION”

Claude Béland was president of the *Mouvement Desjardins* from 1987 to 2000, when he retired. At age 82, he is an associate professor at the *École des sciences de la gestion* at the *Université du Québec à Montréal*, sits on numerous boards of directors and has not lost his analytical capacity. His definition of democracy: a real societal project guided and influenced by the fundamental human values of freedom, equality, solidarity and fraternity.

In the space of a few decades, neo-liberalism has profoundly changed social values. Our society has moved from social democracy to values inspired by American capitalism. We are no longer defined by what we are, but by what we do and what we possess. Public finances are no longer a collective tool, because the more a country is indebted, the more it loses its sovereignty to the benefit of international markets which dictate the norms. It is no longer civil society that establishes the values, but economic power.

And yet, the capitalist system values investment, exploitation, domination, greed and increases inequalities. Continuing along this path means running head first into a wall.

We must re-learn how to live together and to revitalize citizen participation. Individuals are not only consumers, they are also citizens and they are responsible for their own destiny. Social economy is a means to put the person front and centre and to give ourselves the collective means to change things. In the cooperative movement, property belongs to a community where people participate, share the goods and services and the wealth is inalienable. The values must come from the heart, not be in the money. We cannot succeed if we do not work together; if one wants to rule, we cannot be divided. For Mr. Béland, the change can come from us. We have to agree on the end result: in what kind of society, with which values, do we want to live and consequently act without getting “tangled up” in the details.

“CONFIDENCE, STRUGGLE AND SOLIDARITY”

Gabriel Nadeau-Dubois is best known as a major stakeholder in the 2012 student movement, often referred to as the “maple spring”. At the time he acted as the spokesperson for the *Coalition large pour une solidarité syndicale étudiante*: the CLASSE. He had an extraordinary mobilizing experience.

For several years now, many stakeholders in the political class, the financial world or the media have demanded that the labour movement limit itself to acting only in the defence of its members rights and that it abandon political action. According to Mr. Nadeau-Dubois, the labour movement has responded pretty well to this criticism. In fact, instead of maintaining talk directed at implementing numerous social changes while at the same time maintaining activities defending the members every day, the labour movement needs to find an intelligent and consistent way to tie these two fronts together.



Whether it is Claude Béland (1), Gabriel Nadeau-Dubois (2), Alexandre Jardin (3) or Angela Davis (4), each one has left their mark by their commitment. Their words and their actions must inspire us in implementing the recommendations adopted by the delegates at the Convention.

SPECIAL POSTCONVENTION ISSUE

Speakers who dared to think outside the box (CONT'D)

VISIT THE FIQ WEBSITE

We can watch the report from the Executive Committee of the Federation and some of the conferences presented to the delegates at the 10th Convention on the FIQ website. You will also find the electronic version of the Convention thematic document on the same site.

<http://sortonsducadre.info/>

We must not be ashamed of all our demands. Neither should we be afraid to be effectively assertive, we are fighting for good working conditions, to keep rights won through hard fought battles and above all, that our goal, our desire, is to extend the gains obtained to all of society. We have to refuse to choose between the social demands and defending our members and not hesitate to fight to win on these two fronts.

Resuming an aggressive strategy to achieve this is inevitable. The political and financial elite have long understood that they have to defend their interests with an offensive strategy and confrontation. Despite it all, the labour movement will inevitably be accused of looking for confrontation, of acting in bad faith and of wrecking havoc when, in fact, it is not initially responsible.

The answer must be given without hesitation or doubt that we didn't go looking for a fight, it found us! It is not the labour movement making cuts in education, in health and who threatens the pension plans! It is not the cooperative or feminist movement that throws workers out on the street or who makes cuts in employment insurance. As part of these struggles, we must be able to count on real solidarity in order to show a united front and consistent demands. Solidarity that is demonstrated when movements or struggles go beyond the organizations themselves and it is the mobilization of the members that is in the forefront. Solidarity like was seen during the 2012 student demonstrations.

"AUX ACTES CITOYENS!"

Alexandre Jardin, author and French filmmaker, generously accepted to share his vision of citizen participation with the delegates. In 1999, he founded the "*Lire et faire lire*" (Read and Get to Read) campaign to stimulate the fun of reading to

combat school failures. Today, there are 1,400 volunteers who read to 400,000 children in French schools. He recently founded the *Bleu Blanc Zèbre* movement in France. The following extract from their website speaks for itself: "*Avec Les Zèbres, prenez-vous en main, gouvernez vous-même! Rejoignez les citoyens actifs qui réenchangent concrètement le pays.*" (With the Zebras, take your future in your own hands, govern yourselves! Join the active citizens who are concretely transforming the country)

Although he was born in the mid 1960's, Mr. Jardin swears he has been inspired by the 1940 *France libre* movement which did not accept defeat or collaboration. He uses his notoriety and associates with doers, not talkers to facilitate taking charge of the concrete problems and "doing". It is time to stop waiting for the top to do something or after whomever and to govern ourselves. The *Zèbres* don't make promises, they act! They have the power because they act! They don't intend to go into politics, but to mobilize a civil society that takes over, that is vibrant and not submissive.

The *Zèbres* want to force the government to work with them, in joint construction and they intend to cooperate with local power to be closer. They are starting a war against the right-wing and the rise of nationalism, in France like in Europe. They want to reason outside the box. To find out more: <http://bleublanczebre.fr/>

A LIFE OF STRUGGLES

Angela Davis was born of activist parents in Birmingham, Alabama, a town which became the centre of the struggle for Afro-American civil rights. When she was asked what inspired her fight against racism and inequalities, she says that it was her mother who continually told her in early childhood that this was not how things were supposed to work

and that she had to imagine another life where racial segregation was eradicated.

At the beginning of the 1970's, she was put on the FBI's 10 most wanted fugitives list. Tried and imprisoned for 18 months, she gained her freedom with a global campaign for her release. For several years, she has been particularly interested in the concept of the "prison industrial complex".

Incarceration is first a dominating method of punishment and the phenomenon of incarceration in the United States is racist. In fact, the black, Latino, Native American and Muslim populations are over represented in the prisons and one of the contributing factors is the racial profiling by the police. Favouring incarceration is denying that things can change and makes the problems invisible.

For Ms Davis, there is no doubt that a public health approach has to be developed, to intervene on the determinants of health and above all, refuse that there are second-class citizens. Everyone is entitled to housing, health, individual well-being and that of their communities, to care, to education, to biodiversity, and this, without regard to colour, nationality or economic status. A person has to come before profits.

She told the delegates that the battle is never over, that organized movements can change the world and that first we have to get out of the first prison in which we put ourselves: fear. We have to fight for justice, equality and peace. Accepting injustices undermines justice. ■



BEYOND QUÉBEC: SAME BATTLES

On the second day of the Convention, the delegates had the opportunity to hear three invited guests known outside the borders of Québec. Through their presentations and stories, they made it possible for the delegation to realize to what point healthcare professionals, whether working in Québec, or outside the province, or even the country, are facing the same issues and are waging the same battles.

Just like the members consulted in the weeks preceding the Convention, the delegates strongly supported the recommendations aimed at maintaining special ties with the CFNU and the FIQ participating in setting up a major network for exchange, collaboration and solidarity between the healthcare professionals in Québec and the United States, within Global Nurses United.

Linda Silas, President of the Canadian Federation of Nurses Unions (CFNU), first shared with the delegation the similarity that exists between the battles waged by the healthcare professionals in Québec and that of their colleagues in the rest of Canada. While the nurses in Nova Scotia are demanding adequate patient/healthcare professional ratios, those in Ontario are facing significant cuts in positions and those in Saskatchewan are fighting to take part in the changes affecting their organization of work. Ms Silas insisted on the relevancy of pooling our knowledge and collaborating in the search for solutions.

Then, Jean Ross, Co-President of National Nurses United (NNU), the largest nurses' union in the history of the United States, stressed the admiration that American nurses have for the battles waged by the healthcare professionals of their neighbour to the north, including those in Québec, for maintaining a public healthcare system. She

recognized that the battle must continue to be waged to insure adequate public funding for quality care and services. As a nurse working in a private for-profit healthcare system, she sees first-hand how the search for profits is the engine that runs American hospitals, and this, sometimes to the detriment of the patients' health.

It is in this context that the NNU set up the "Nurses Campaign to Heal America" campaign aimed at insuring access to health care for everyone and to act on the health determinants. Moreover, a parallel international campaign, "Heal the World", was jointly conducted with the NNU and Public Services International, in which the FIQ is a member. It is clear for Ms Ross that the healthcare professionals throughout the world are coming up against the same neoliberal economic agenda that promotes the privatization of health care. She is convinced that the solidarity of the healthcare professionals can

advance the social demands and that solidarity can be exercised outside traditional structures.

Lastly, as the secretary for the North American sub-region of Public Services International (PSI), Mark Langevin presented the mission and the major priorities of this large organization to the delegates. Bringing together 20 million public service employees in more than 150 countries across the world, PSI fights for everyone to have the right to quality public services and, more globally, for greater social justice and respect of human rights.

PSI does not hesitate to intervene in the field to support union leaders who are victims of serious acts of violence, to establish standards insuring a healthy and safe environment for workers everywhere or still for real equality between women and men. ■



Jean Ross (1), Mark Langevin (2) and Linda Silas (3) raised the issue of protecting public services in the context of a neoliberal globalization of the economy and launched a call for pursuing the solidarity of public services workers at the international level in this fight.

THE DELEGATES ARE GIVEN THE FLOOR

The theme chosen for this 10th Convention is very revealing of the range of initiatives that the Federation intends to develop. Think outside the box is a nice project, but the FIQ needs to be able to meet this challenge itself. Therefore, it was in a climate of openness that the first open forum was held at the Convention.

At the FIQ, an open forum is the antithesis of a traditional work session at a meeting where everything is planned to the minute and where there is no room for improvisation. Thus, all the delegates were invited to submit a subject that could generate an interesting discussion. They were given a guarantee: no censorship would be applied. Both taboo ideas and more controversial subjects were welcome.

More than 30 ideas were submitted and the delegates were able to participate at their discretion in every one of the discussion groups that interested them during this activity. Each one of the forums evolved according to the participants who attended and the diversity of the subjects and there was something to be gained by everyone. Here are a few of the subjects that were discussed:

- How can we have more members attend our general assemblies?

- Expectations created by the Committee on Care: pertinence – result – delay.
- What are the working conditions of pregnant women in the health field in 2014?
- Is it possible to humanize care in a capitalist society?
- Prostitution: feminist vision of the healthcare professionals.
- Promote our licensed practical nurse profession with the population.

Your union representatives, who are elected in each one of your institutions, are the eyes and ears of the FIQ on the ground and it was awesome to give them free rein for this activity. The objective of several of the subjects discussed in the open forum was to share tips, experiences and above all good ideas for being better equipped and better represent you.

However, some of the workshops dealt with dissatisfaction and concerns directly related to the FIQ. The mere fact that the Federation accepted to be part of an activity that could lead to being criticized without trying to shy away is tangible proof that it wants to use everyone's contribution and that it is not afraid to do things otherwise. Note that a follow-up and the taking of responsibility for the key ideas that came out of each one of the workshops held during the open forum will be carried out during a future decision-making meeting.

For the FIQ, thinking outside the box means first and foremost being fuelled by the members that it represents and to embody a model of consultation and innovative labour practices that are at their service. Being a strong voice and with actions that count cannot be embodied without being directly connected with the aspirations and desires of the healthcare professionals. ■



The holding of an open forum enabled the delegates to discuss more than thirty subjects that they wanted to address, notably on the political role of the FIQ, violence in the workplace, the working conditions of pregnant women, the use of the Web for mobilization, the place of the licensed practical nurses and the nurse-patient ratios.

YOUR FEDERAL REPRESENTATIVES 2014-2017



This 10th Convention was an opportunity for the delegates to elect the members of the Executive Committee and the statutory and standing committees of the Federation. Congratulations to all the elected union reps and have a successful mandate!

EXECUTIVE COMMITTEE



President
Régine Laurent, Nurse
Hôpital Santa Cabrini
(AIM)



1st vice-president
Line Larocque, Nurse Clinician
McGill University Health Centre
(UNCRCP of MUHC)



2nd vice-president
(nurse reserved position)
Daniel Gilbert, Nurse Clinician
CSSS de Beauce
(SPSQ)



3rd vice-president
Claude Boucher, Nurse
CSSS de Bécancour-Nicolet-Yamaska
(SPS Bécancour-Nicolet-Yamaska)



4th vice-president
Nancy Bédard, Nurse
CHU de Québec
(SICHU de Québec)



5th vice-president
(licensed practical nurse reserved position)
Linda Bouchard, Licensed Practical Nurse
CSSS Alphonse-Desjardins (SPSQ)



6th vice-president
(respiratory therapist reserved position)
Michel Mailhot, Respiratory Therapist
CSSS de la Haute-Yamaska
(SPSIR de la Haute-Yamaska)



Secretary
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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, *CR en dépendance de Chaudière-Appalaches* (SPSQ)
Assistant: Lucie Lachambre-Girard, Nurse, *CSSS de Dorval-Lachine-LaSalle* (UHCP)
Assistant: Huguette Lajeunesse, Respiratory Therapist, CHUS (SISCHUS)

Union Defence Fund

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Carl Picard, Nurse, *CSSS de Beauce* (SPSQ)

STANDING COMMITTEES

Status of Women Committee

Claire Alarie, Nurse Team Leader, *CSSS du Sud de Lanaudière (SI de la santé de Lanaudière Sud)*
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Caroline Flageol, Respiratory Therapist, CHUM (SPSS du CHUM)
Patricia Lajoie, Nurse Clinician, *CSSS de la Vieille-Capitale* (SPSQ)
Line Mercier, Nurse Clinician, *CSSS de Beauce* (SPSQ)
Nancy Moss, Respiratory Therapist, *CSSS de Saint-Jérôme (SPS de Saint-Jérôme)*

Youth Committee

Isabelle Bouchard, Licensed Practical Nurse, *CHU de Québec (SICHU de Québec)*
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Francis Charbonneau, Respiratory Therapist, *CSSS d'Antoine-Labelle (SPSICR Antoine-Labelle)*
Claudiane Gélinas, Nurse, *CSSS de l'Énergie (SPS du CSSS de l'Énergie)*
Shany St-Amant, Licensed Practical Nurse, *CSSS de la Haute-Yamaska (SPSIR de la Haute-Yamaska)*

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Sylvain Allard, Licensed Practical Nurse, *CSSS Dorval-Lachine-LaSalle* (UHCP)
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David Lambert, Assistant-Head-Nurse, *CSSS La Pommeraie* (SPSE)
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Shirley Dorismond, Nurse Clinician, *CSSS Jeanne-Mance* (AIM)
Karine Gallant-Blaquière, Licensed Practical Nurse, *CHU de Québec* (SICHU de Québec)
Manon Larochelle, Nurse, *CSSS Alphonse-Desjardins* (SPSQ)