

Vol 28 | No 10 | Dec. 2015  
Federal Council of December  
1, 2 and 3

# ENACTION

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

## A SECOND FREE ACCREDITED TRAINING

The Federation took the opportunity of this Federal Council to announce that, as of January, it will offer its members the chance to follow the free accredited training “*L'éthique pour les soignés et les soignantes*” (Ethics for patients and caregivers) which is a first generation project they can experience in the comfort of their homes.

This online training will first be offered only in French and is for the members who are not involved on the local union teams or the different committees stipulated in the Constitution and Bylaws of the Federation. The members will be able to recognize and understand the distress that the health professionals are experiencing.

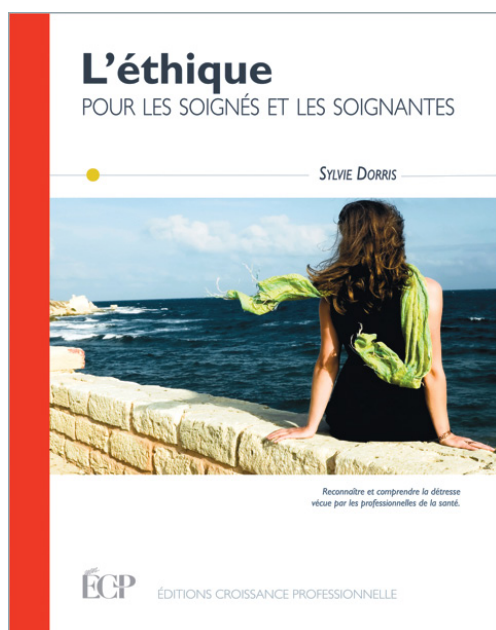
Hence, 1,000 members of the FIQ can register for this training, through its web site. However, certain quotas will

be applied, in order that the employees from the four job titles represented by the Federation will have access to it fairly.

The healthcare professionals who register for this accredited training can have it recognized by the *Ordre des infirmières et infirmiers du Québec* (OIIQ), the *Ordre des infirmières et infirmiers auxiliaires du Québec* (OIIAQ), the *Ordre professionnel des inhalothérapeutes du Québec* (OPIQ)

and the Canadian Society of Clinical Perfusionists for a period of 10 hours in the cases of the three professional orders and for 8 hours in the case of the Society. This time can then count towards the number of mandatory training hours that the healthcare professionals must follow.

Watch for the information on the FIQ website or with your local union team. The number of registrations being limited, first come, first served! ■



## 2016 WILL BE A DEFINING YEAR FOR THE FEDERATION

2016 will entail its share of challenges when the first effects of Bill 10 will be felt. It will be a defining year for the Federation, because once again, the Government is making changes which will entail modifications of its internal structures and to its rules of representativeness.

Despite this point, the FIQ will continue to take advantage of the situation by pursuing its actions in defending the interests of the healthcare professionals in Québec and the survival of the healthcare system. The conclusion of a new agreement and the impacts of the transformation of the network will be at the heart of the organization's actions for the months to come.

It is for this reason that the three following themes have been identified and adopted by the delegates as being the priorities for 2016:

- The deployment of the provincial provisions of the collective agreement and the preparation of the local negotiations;
- The voting period of union allegiance, resulting from Bill 10;
- The redefinition of the structures and the operations of the FIQ.

The actions which encompass these priorities will represent ample opportunities for promoting the vitality and the many strengths of the organization. In 2016, the union reps will work tirelessly so that the FIQ is the only union force of healthcare professionals in Québec!

**WORD FROM THE PRESIDENT**

**FIQ en Action, Vol. 28, No 10, December 2015** | Published by the Communication-Information Service after each FIQ Federal Council and Convention meeting | **Distribution:** 66,000 copies | **Translation:** Susan Millroy | **Graphic layout:** Josée Roy | **Photography:** Jacques Lavallée | **Cover photo:** Caroline Flageol, CHUM | **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)



**OUR VISION HAS PAID OFF**

*Régine Daurand*

Things are moving at lightning speed these days. While we were meeting in a Federal Council, our negotiating committee and the coordination of the negotiations undertook a blitz during which they were negotiating day and night. While we were following the progress at the sectoral table, the delegates continued their work and their reflections.

From the budget of the Federation to the commissions specific to each one of the job categories, from insurance to the reflection on the involvement of women, we worked looking towards the future. Because that is the FIQ, union reps and members passionate about the major issues and the interest of the healthcare professionals.

We are a labour organization which is constantly preparing the future, meticulously, and as forward thinkers. It is thanks to our ability to wage battles on several fronts at the same time that we are always leading the way. That is how we were able to conclude an historical tentative agreement for the healthcare professionals.

If this agreement is adopted by the members, it will improve the working conditions and the conditions of practice for the nurses, licensed practical nurses, respiratory therapists and the clinical perfusionists. It is also an agreement which, ultimately will ensure the people of Québec safer and better quality care.

What we have obtained are major gains for the healthcare professionals. If we were successful, it is because of the hard and rigorous work of your representatives on the negotiating committee of the FIQ.

It is also thanks to the reflection and the mobilization of all the union representatives and of you,

the members of our organization. Without you, we would not have succeeded. That is why I want to thank you and congratulate you. This agreement, it is yours!

I also want to thank all the groups from diverse backgrounds for their support and their backing during these negotiations. A special thank you to the artists like Vincent Vallières, Jean-Pierre Ferland and Marie-Thérèse Fortin who loaned their voices and their pen to support us.

I hope that the other health workers obtain satisfactory and respectful agreements. The FIQ wants to express its complete solidarity with them. ■

We can be proud of the FIQ. We are one of a kind and unbeatable.



**ELECTION TO THE EXECUTIVE COMMITTEE WELCOME LINDA LAPOINTE!**

Congratulations to Linda Lapointe who was elected to the position of 6<sup>th</sup> vice-president respiratory therapist on the Executive Committee of the Federation, a position left vacant following the departure of Michel Mailhot.

Before being elected, Ms Lapointe held the position of labour relations officer on the local union team at the SICHU de Québec.

**ORGANIZATION OF WORK**

**Knowledge, Will, Power – An approach for more effective intervention**



**KNOWLEDGE, WILL, POWER  
AN APPROACH FOR MORE  
EFFECTIVE INTERVENTION**

During this Federal Council, the delegates met in nurse, licensed practical nurse, respiratory therapist and perfusionist commissions according to their respective job titles to exchange on the professional practice and interprofessional care that they experience every day in their institution.

During the exchanges in the commissions the delegates were able to identify the components which interact on the respective scope of practice and to better understand the importance of the role that interprofessional care plays on professional practice and on the patients.

The delegates were also able to identify the obstacles which interfere with the practice of the healthcare professionals, on performing the roles entrusted to them and on the interprofessional care, and to identify the causes.

The delegates then explored the various possible solutions likely to facilitate the full performance of the scopes of practice entrusted to the healthcare professionals and to promote interprofessional care at the local level.

These commissions were also about finding the means to act at the union level for contributing to the creation of the conditions encouraging quality, motivating, rewarding, collaborative professional practice focused on the patient, while respecting the scope of practice, the organization of

work and the working conditions of the healthcare professionals.

The Commissions, a body recognized in the FIQ Constitution and Bylaws, submitted recommendations to the Federal Council; a report from the commissions will be presented to a future Federal Council and the delegates will have the opportunity to vote on these recommendations. ■



**FINANCIAL FORECASTS**

**Financial forecasts for 2016 – A prudent and responsible budget**



**FINANCIAL FORECASTS FOR 2016  
A PRUDENT AND RESPONSIBLE BUDGET**

The delegates learned about the next FIQ budget presented by the treasurer, Roberto Bomba. Prudent and responsible, this budget responds to the priorities of the organization while respecting its human and financial resources.

The 2016 budget adopted by the delegates takes into account planning for the two subsequent years, until 2018. It was also developed based on the three priorities of the Federation for the next year: the deployment of the provincial provisions of the collective agreement and the preparation of the local negotiations, the voting period resulting from Bill 10 and, lastly, the redefinition of the structures of the FIQ, a direct consequence of Bill 10.

Characterized by continuity, 2016 will be marked, once again, by major challenges. But as usual, the Federation will exercise strict monitoring of the expenses while adequately responding to the needs of the healthcare professionals and the affiliated unions.

The revenue for 2016 includes a slight increase in dues-paying members in relation to the previous year for a total of 60,604 members. Because of this increase, the budgets for the Solidarity Reserve and the Union Defence Fund are increased for 2016. Almost half the expenses of the Federation are linked to the Labour Relations Sector in order to support the affiliated unions and to ensure the defence of the members, particularly in arbitration, before the CSST and the employers.

**OCCUPATIONAL HEALTH AND SAFETY**

The 2016 budget still provides the loan envelope to support the healthcare professionals who must contest a decision by their employer regarding a protective reassignment (RPTE).

To follow-up on a decision from the last Convention when the delegates endorsed a pilot project of a second edition of the *Réseau des militantes en santé et sécurité du travail* (Network of OHS union representatives) to be held in 2016. So, it will be at the 2017 Convention that the decision to make this network permanent will be taken.

**SUPPORT OF THE AFFILIATED UNIONS**

In order that the local teams can fully carry out their role of union representative and respond to the needs of their members, significant amounts of money are allotted for the giving of new training sessions, particularly the one that will be developed on the application of the new collective agreement.

**APPLICATION OF BILL 10**

A part of the budget is also dedicated to allow the FIQ and its affiliated unions to be able to meet the challenges from the application of Bill 10 and its repercussions. It is

with this in mind that the budget has been increased for the Regional Action and Consensus-Building tables (TRAC), the favoured setting for a given territory to exchange information, to consult and raise the power of the organization's influence.

The creation of the *centres intégrés de santé et de services sociaux* (CISSS) or the *centres intégrés universitaires de santé et de services sociaux* (CIUSSS) will greatly change the face of the Federation. Thus, the amounts necessary for supporting the deployment and the implementation of the new offer of service by the FIQ have been provided. ■

The 2016 budget is consistent with the previous years where rigour and transparency are on the agenda. A sound budget which takes into account the established priorities and the amounts required to achieve the objectives pursued by the Federation.



At the microphone:  
1. Nagia Idel Mehdaoui, Cree Board of Health and Social Services of James Bay

**STATUS OF WOMEN**

**How to promote the involvement and participation of women?  
Women's Manifesto – To switch from anger to power**



From left to right: the three panelists, Eve-Lyne Couturier, Pascale Navarro and Francis Dupuis-Déri, accompanied by the union consultant in the Status of Women Sector at the FIQ and moderator of the panel, Florence Thomas

**HOW TO PROMOTE THE INVOLVEMENT AND PARTICIPATION OF WOMEN?**

Eve-Lyne Couturier, Pascale Navarro and Francis Dupuis-Déri, invited to form a panel, shared their thoughts with the delegation on the involvement and participation of women. Why promote a bigger role for women in our society? How to achieve this? What contribution do men make in their relationship with the feminist movement? All questions that the three panelists tried to answer.

Like every year, in the wake of the commemorations of December 6, 1989, when 14 young women were killed at the Polytechnique, a minute of silence was observed in their memory.



Eve-Lyne Couturier, who works at the *Institut de recherche et d'information socioéconomique* (IRIS) on the impact of public policies on women in particular, presented a portrait of the situation of women to the delegates. The latter are more likely to live a precarious life and their rise to positions of power proves difficult. Feminism not only helps to promote better work-family-personal life balance, it also presents the political, social and economic benefits on a larger scale. There is a positive link between an egalitarian society and human development.

Faced with such findings, how to promote a real involvement of women in the seats of power? Pascale Navarro, Journalist, cultural

columnist and author of several feminist works, studied the question. Parity policies must guide the composition of political parties and the various bodies of power. The main issue rests in the need to integrate this equality in the institutions. Parity must not rest on the shoulders of certain individuals, at the discretion of their individual and changing desires, but on the entities to install clear and lasting rules.

As for men and their relationship with the feminist movement, Francis Dupuis-Déri, Professor, researcher and writer, in particular on the issues of feminism and anti-feminism, for his part, expressed his reservations about the participation of men in feminist mobilization. He talked about disempowerment

for supporting the idea that pro-feminist men must reduce their individual and collective powers regarding women in order to give them all the space they deserve.

The three panelists agreed about saying that exclusive space for women is critical in order that they can all discuss and debate common subjects, regardless of their political allegiances. Mixed space is also critical so that men and women can interact and converge on a common objective which is attaining gender equality. ■



Martine Desjardins

**WOMEN'S MANIFESTO TO SWITCH FROM ANGER TO POWER**

Martine Desjardins, known for her involvement as a student activist from 2011 to 2013 with the FEUQ and more recently as a commentator on current events and a blogger came to present a manifesto exposing the demands of several women of influence to the delegation.

Headed by the former minister and columnist, Lise Payette, these women, among whom are Martine Desjardins and Léa Cousineau, the first woman to chair the executive committee of the City of Montréal, are talking about the requirements and changes necessary for the evolution of Québec society with the purpose of attaining de facto equality between men and women. In this manifesto, they are demanding, among other things, gender parity in all government organizations as well as in the decision-making bodies within the entities and businesses which receive public funding.

This manifesto received the backing of about fifty sponsors among whom can be found the president of the FIQ, Régine Laurent. This collective project will culminate on March 4 next by the holding of a "Women's Summit" where the manifesto will be presented to the leaders of the political parties and they will hear what the latter intend to put forth to attain real gender equality.

**GROUP INSURANCE**

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



## GROUP INSURANCE RENEWAL FOR 2016

At this Federal Council, the delegates endorsed the result of the negotiations of the Federation with *Desjardins Sécurité financière* on the terms for the renewal of the group insurance contract for 2016.

Effective January 1, 2016, the clause on the reimbursement of the costs for psychologists and specialized psychotherapy nurses will be changed to include the reimbursement of the costs of psychotherapists who hold a permit issued by the Order of Psychologists. In addition, the expenses covered by travel insurance will henceforth be subject to a maximum lifetime reimbursement of \$5,000,000 per insured.

Your employer will receive pamphlets from the insurer, *Desjardins Sécurité financière*, during the month of January providing details on the renewal terms. ■

### DID YOU KNOW?

It is your premiums which are used to pay the claims made under the group insurance contract. Each one of you can make a contribution so that the cost of the insurance plans remain at a level that is accessible for all the healthcare professionals of the FIQ. Here are a few tips:

- Send your claims (medications, all types of treatments, income replacement indemnity) to the correct body. For example, the medications or treatments after a work accident should be reimbursed by the CSST and not by the group insurance;
- Choose to use generic drugs when these are available. In doing so, you will receive the same level of treatment and just as effective at a lower cost;
- Renew your prescriptions for two or three months at a time instead of monthly. You will thus save on the professional fees of the pharmacist. This type of claim is accepted by the insurer, *Desjardins Sécurité financière*.

## CAR, HOME AND BUSINESS INSURANCE

The FIQ offers its members a car, home and business group insurance plan with The Personal General Insurance. The company is authorized to solicit the members by telephone. However, it is understood that The Personal agrees not to divulge the list of names of the members of the FIQ to anyone. Under the Act respecting the protection of personal information in the private sector, the members can refuse that their name and their contact information (personal address and telephone number) be sent to service providers. Thus, **the members who refuse that their contact information be communicated to The Personal** must complete the form below and return it to the address indicated before January 31, 2016. ■

### CAR, HOME AND BUSINESS INSURANCE

I, undersigned, explicitly refuse that my personal information held by the FIQ be used for the purpose of commercial canvassing and solicitation regarding the agreement that it has reached with The Personal for its members.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ Province: \_\_\_\_\_ Postal Code: \_\_\_\_\_

Telephone (residence): \_\_\_\_\_ Telephone (work): \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Return to FIQ Québec, attn. Édith Côté, 1260 du Blizzard St., Quebec City (Québec) G2K 0J1, by fax at 418 626-2111 or by email to [ecote@fiqsante.qc.ca](mailto:ecote@fiqsante.qc.ca)

