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FROM THE PAST TO THE FUTURE, UNIONISM IS BOUND BY WE

The coming year will be particularly important for the FIQ and, especially, for the members that they represent. The transformation of the institutions into *centres intégrés (universitaires) de santé et de services sociaux (CISSS/CIUSSS)* will cause major changes in the organization of the work of the healthcare professionals on a daily basis, as well as in the structures of the Federation, at the regional and provincial levels.

As the political officer of the Youth Committee, I am convinced that the young members and union reps of the FIQ have a major role to play in this particular context. Their energy, vision and ideas must influence the major orientations of the Federation of tomorrow.

As the theme of this 12th edition of the Youth Network states: from yesterday to today, unionism is you, it's me, it's us! This is why, all together, we took advantage of the opportunity to have real discussions. The young participants were able to get acquainted with the labour movement or to expand their

knowledge of it. How do you see unionism today? What experience do you have? What are your expectations of your union? These are some of the questions which fuelled the reflection.

I sincerely believe that this edition of the Youth Network was able to show the participants the pertinence of the labour movement and the importance of nurturing and empowering it by getting involved, each in their own way.

Marie-Claude Ouellet, Political
Officer for the Youth Committee

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Anthony Bossé, Institut universitaire de cardiologie et de pneumologie

WHAT DOES THE FIQ MEAN FOR YOU?

An ice-breaker activity was proposed by the Youth Committee in order to encourage interactions between the participants and so that they can talk and get to know each other better in a fun atmosphere.

Thus, the participants were asked to write the answer on a star-shaped post-it note to the question: in one word describe what the FIQ means for you? They then stood up in turn, to announce the word chosen loud and clear.



Marie-Pier Guay, CIUSSS de la Capitale-Nationale



WHY UNIONS IN 2016?

To better understand the importance of the labour movement in 2016, the participants watched a video from the 1960's in which René Lévesque, then a minister in the Lesage government, explained why the pooling of the workers' interests helps to maintain a balance between the power of the employers and the employees in the enterprises.

Mr. Lévesque recalled that this balance is only possible when the State plays its role by helping to reduce the inequalities between the two parties. The major battles waged by the unions are often behind the laws reducing inequalities. Thus, the passing of the Minimum Wage Act, the Labour Code and the Workers Compensation Act at that time helped to reduce the gaps between the workers and the employers, by guaranteeing a better salary, greater safety and more dignity for the workers. The participants at the Youth Network were therefore able to see that collective battles are still pertinent in 2016 and that nothing can be taken for granted.



Caption: Jean-Noël Grenier, Associate Professor, Industrial Relations Department, Laval University

QUÉBEC UNIONISM AT A CROSSROADS

Jean-Noël Grenier proposed a conference to the participants of the Network that was greatly appreciated, in which he showed that the Québec labour movement is at a “crossroads”.

In fact, the labour movement has been facing numerous challenges for several years now. For example, there is more and more pressure to deregulate the labour market, the abolition of the Rand Formula has been demanded by many and we are seeing a growing de-unionization of enterprises.

In addition, the labour movement is being confronted with a division, a difference of opinions between the young and the old. We are seeing a certain tendency to individualize the relationship with work to the detriment of the collective relationship. Governments and public policies are clearly less favourable to unionization than before.

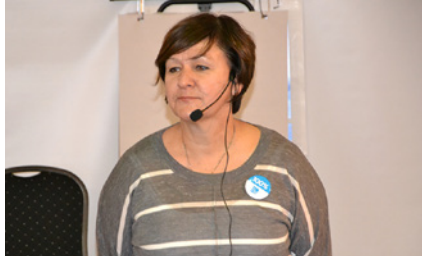
To face these new challenges and regenerate, union action should be in a proactive perspective and suggest alternatives. It is important to continue the battle

against the privatization of public services, maintain and increase the quality of jobs and denounce the management styles that favour individualization, overloading and insecurity.

Without a doubt, the greatest challenge for the labour movement is to increase participation and to encourage the members’ commitment to union life. Young people have to take their place in order to influence their labour organization and ensure that it reflects them. This involvement must take place at the local level and not necessarily within the structures or according to the usual ways of doing things.

In conclusion, Mister Grenier reiterated the importance of being committed and speaking out, as it is a question of advancing workers’ rights.





Diane Brassard, Union Consultant, Union Organizing Service

A VOTE TO BE WON

The Union Organizing Service took advantage of the Youth Network to meet the participants, go over a bit of history and remind them of all the ins and outs of the upcoming vote in the healthcare sector.

Bill 10 which created the CISSSs and the CIUSSSs, just like Bills 25 and 30 passed in 2003, is causing the merger of union certifications within an institution and is forcing the holding of a vote per category of employees. There are four categories of employees within a healthcare institution and the nursing and cardiorespiratory healthcare professionals are part of category 1.

The voting period will be held from January 30 to February 24, 2017. The ballot will be sent by mail to the employees' homes. The union with the most votes will be appointed to represent the employees of the category concerned.

It is undeniable that the FIQ is the number one choice to represent the nursing and cardiorespiratory healthcare professionals of category 1, in all the CISSSs/

CIUSSSs in Québec. In addition to being the most influential in matters of health, the FIQ is the only organization composed of 100% healthcare professionals. Therefore, it is they who have the greatest expertise on the different workplaces of the healthcare professionals. During the last two rounds of negotiation, they were able to obtain major and significant gains for all the healthcare professionals.

Diane Brassard ended her presentation by addressing the issue of the insurance coverage, the union dues and the pay equity file. She also reminded the participants that it is crucial that the healthcare professionals exercise their right to vote between this coming January 30 and February 24, in order to be represented by an organization that reflects them, which is 100% healthcare professionals.





From left to right:
 Sara Caron-Guay, Union Consultant,
 Education-Animation Service,
 Marie-Pier Tremblay, Nurse, Éleine
 Trottier, retired respiratory therapist
 and union representative, Brigitte
 Fauteux, retired nurse and union
 representative

THE INSPIRING STORY OF FOUR FIQ ACTIVISTS

There are several ways to get involved and to be committed to one's labour organization. Thus, the four invited guests for the *Pourquoi et comment s'impliquer syndicalement?* (Why and how to be involved in the union?) panel shared their experiences with all the participants at the Network. Their stories are different, but nevertheless they feel that they have contributed, each in their own way, to improving the working conditions of the healthcare professionals and to putting certain critical issues for society on the front burner.

The participants at the Network also had the opportunity to continue the exchanges with the panelists during a "5 à 7" which followed.

INTRODUCTION TO UNION LIFE

At the FIQ, several training sessions on different themes are offered to the union representatives. The participants at the Youth Network were lucky enough to receive a part of the "Introduction to Union Life" training session, the first training session given to union representatives who get involved at the FIQ.

Those people present no doubt already know some of the workings of the Federation. However, on the eve of a voting period, it is always a good idea to refresh the memory in order to be able to vote knowing the cause thoroughly. This extract of the training given was therefore a recap of the history of the Federation as well as a brief presentation of their values, democracy and services.



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RALLY THE YOUTH

At the Youth Network, the rally is a formula which has proven itself in helping the participants assimilate the concepts addressed during the different presentations.

Here are a few of the questions that they had to answer and their responses:

When will the vote to choose my union be held?

- a) Sunday, November 20, 2016
- b) From December 22, 2016 to January 1, 2017
- c) On February 29, 2017
- d) From January 30 to February 24, 2017

Answer: d

The services from the FIQ are only offered in Montréal and Quebec City?

- a) True, because they are the biggest cities in Québec.

b) True, because everything happens in Montréal and Quebec City anyway.

c) False, the FIQ has regional offices in 6 regions of Québec, in addition to the offices in Montréal and Quebec City.

d) True, because the people living in the regions never have any problems.

Answer: c

True or false? The FIQ is the only labour organization to reimburse 100% of the costs for medical expert opinions to their members in cases of salary insurance and a work accident?

Answer: true



Generation

