



EN ACTION

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Special Convention of June 6 and 7
Federal Council of June 8 and 9

FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC | fiqsante.qc.ca



7,600 NEW MEMBERS AND 18 NEW UNIONS!

It was in high spirits that we welcomed the new members and new affiliated unions, following the period of union allegiance votes, and carried out our work at the Special Convention and Federal Council at the Lévis Convention and Exhibition Centre held on June 6 to 9, 2017.

Between the welcome 5 à 7, the warm applause upon the unions' official admission to the FIQ and the announcement of the opening of a new regional office in Montérégie, over 7,600 new members and 18 new affiliated unions became part of the FIQ at the Federal Council on June 8.

UNIONS OFFICIALLY ADMITTED TO THE FIQ

It was with great pride that the FIQ won victories in strategic regions during the last period of union allegiance votes. Following the merging of the institutions, the new unions also had to be officially welcomed by resolution. After the Administrative Labour Tribunal granted the certifications, the delegation officially admitted the 18 new unions:

- FIQ-Syndicat des professionnelles en soins infirmiers et cardio-respiratoires du Bas-Saint-Laurent
- FIQ-Syndicat interprofessionnel de Lanaudière
- FIQ-Syndicat des professionnelles en soins de Montérégie-Centre
- FIQ-Syndicat des professionnelles en soins des Laurentides
- FIQ-Syndicat interprofessionnel en soins de santé de l'Abitibi-Témiscamingue
- FIQ-Syndicat des professionnelles en soins de Chaudière-Appalaches
- FIQ-Syndicat des professionnelles en soins de Montérégie-Ouest
- FIQ-Syndicat des professionnelles en soins de l'Outaouais
- FIQ-Syndicat des professionnelles en soins de Montérégie-Est
- FIQ-Syndicat des professionnelles en soins de la Mauricie et du Centre-du-Québec
- FIQ-Syndicat des professionnelles en soins de santé du Centre-Sud-de-l'Île-de-Montréal
- FIQ-Syndicat des professionnelles en soins des Cantons-de-l'Est
- FIQ-Syndicat des professionnelles en soins du Saguenay-Lac-Saint-Jean
- FIQ-Syndicat des professionnelles en soins du Centre-Ouest-de-l'Île-de-Montréal
- FIQ-Syndicat des professionnelles en soins de la Capitale-Nationale
- FIQ-Syndicat des professionnelles en soins de l'Est-de-l'Île-de-Montréal
- FIQ-Syndicat des professionnelles en soins du Nord-de-l'Île-de-Montréal
- FIQ-Syndicat des professionnelles de soins de santé de l'Ouest-de-l'Île-de-Montréal

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At the microphone: 1. Marie-Josée Forget, CIUSSS de l'Estrie-CHUS 2. Claude Deschênes, CIUSSS du Centre-Sud-de-l'Île-de-Montréal 3. Nancy Hogan, CHU de Québec

WORD FROM THE PRESIDENT

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MAKING WAY FOR NEW SUCCESSORS

At the opening of the Special Convention on June 6, 2017, myself and four other members of the FIQ's Executive Committee announced our decision not to renew our mandate in November at the 11th Convention of the Federation. The other members who won't be renewing their mandate are the first Vice-President, Line Laroque, the second Vice-President, Daniel Gilbert, the third Vice-President, Claude Boucher and the fifth Vice-President, Linda Bouchard.

WELCOME, NEW UNION REPS!

At the opening of the last Federal Council, we had the pleasure of welcoming several new union reps from institutions that chose the FIQ during the last campaign for union allegiance votes. They quickly felt at home. They quickly felt at home. I would also like to welcome our 7,600 new members to the FIQ. We are very happy that you are joining us. The FIQ is your home now.

It was a pleasure to work alongside these exceptional union representatives who dedicated all of their energy and skills to serving healthcare professionals and patients. Over the years, they made many sacrifices for the common good, for the FIQ. Hats off to them! They have my admiration and gratitude. And while my wish to be a grandmother still hasn't come true, I am also going to retire. However, I am not gone yet and I will execute my work with the same energy and spirit over the next six months!

At the next convention, we will elect the members who will make up the Executive Committee of the Federation for the next four years. As president, my first concern has always been to ensure a solid

succession. Today I am certain that there are talented successors who are ready to take the reins of this incredible labour organization. The FIQ's strong position paired with a solid succession are signs that now is the time to pass the torch.

Please know that being your president is an amazing honour. On a daily basis, in my eyes, you do the noblest work—providing care to and helping people. You are the heart of the health network. You are also the solution to so many of its problems. Keep fighting for your rightful place. Keep fighting for the patients and yourselves.

There are still a great deal of challenges ahead and the health network and patients need you.

Which is why our next convention is so very important. First, on an organizational level, it will be the time to cement important changes in our organization and our way of functioning. We will also adopt key orientations that will guide the FIQ's actions. By the way, the delegates at the Special Convention in June did tremendous work in adopting the Regroupement des FIQ's and FIQ's new Constitution and Bylaws.

In the past, we have always been innovative and the next convention won't be any different. We will do it for the patients, healthcare professionals and health network. ■



A PROJECT ON THE PLACE OF WOMEN AT THE FIQ

At the last Federal Council, the delegates were informed of the Federation's progress on developing a policy aimed at ensuring the fair representation of women in all places of power within the organization.

It was at the Federal Council in June 2016 that delegates started reflecting on and discussing the decreasing presence of women at several levels of power within the FIQ. The delegation then adopted a recommendation aimed at creating a project on the place of women at the FIQ.

So, for almost a year now, the Federation has been working on developing a policy that will propose measures to address obstacles that prevent women from participating and facilitate their involvement. Consultations by way of discussion groups are also being held with members and FIQ union reps. The work is progressing nicely and the policy will be submitted to the Federal Council in March 2018.

At the microphone: 1. Véronique Foisy, CIUSSS de l'Estrie-CHUS 2. Nissa Poisson-Thomas, McGill University Health Centre

FINANCES

2016 Financial Statements – The FIQ is in Good Financial Health



Roberto Bomba, Treasurer

2016 FINANCIAL STATEMENTS THE FIQ IS IN GOOD FINANCIAL HEALTH

FIQ Treasurer Roberto Bomba presented the 2016 financial statements to the delegates who could see that the Federation’s work was accomplished in line with its priorities. The amounts allocated to the various budgetary items enabled the FIQ to carry out its various activities.

The FIQ’s finances always undergo rigorous management. The various budgetary items are subject to monthly administrative monitoring to prevent or anticipate any cost overruns. In addition, the FIQ’s Executive Committee conducts a follow-up on a quarterly basis and makes any necessary adjustments to ensure budget targets are met. These procedures allowed the Federation to end 2016 with a surplus of \$489,281 despite an expected deficit of \$583,013.

The FIQ invested the human resources and funds necessary to achieve its priorities. For example, the amounts that were invested concerning Bill 10, in particular to complete the period of union allegiance votes and prepare the local negotiations that will keep the Federation busy in 2017 and 2018.

Despite a positive balance sheet, rigorous management is necessary to maintain the FIQ’s financial health and face the important changes brought on by Bill 10.

Delegates unanimously adopted the 2016 financial statements. ■

ADMINISTRATION FUND	2016 (12 months)	2015 (12 months)
REVENUE		
Regular Dues	32 898 871	31 952 919
Interest	64 297	128 873
Grants	60 964	56 931
Other revenue	<u>46 561</u>	<u>56 097</u>
Total revenue	33 070 693	32 194 820
EXPENSES		
Meetings and elected union officers	<u>2 260 180</u>	<u>1 969 668</u>
SECTORS		
Labour Relations	15 044 492	14 185 052
Sectors and Services	1 385 989	1 269 086
Sociopolitical	550 041	516 951
Status of Women	398 018	344 588
Occupational Health and Safety	386 933	379 442
Task and Organization of Work	558 835	619 083
Social Security	<u>249 500</u>	<u>246 152</u>
Total for the sectors	18 573 808	17 560 354
SERVICES		
Education-Animation	837 960	615 856
Union Organizing	617 244	898 230
Communication-Information	1 022 083	1 169 905
Translation and Web	<u>396 686</u>	<u>350 389</u>
Total for the services	2 873 973	3 034 380
General Administration (including IT)	7 454 074	7 345 531
Human Resources	<u>1 419 377</u>	<u>1 370 908</u>
Total expenses	32 581 412	31 280 841
EXCESS OF REVENUE OVER EXPENSES	<u>489 281</u>	<u>913 979</u>



The Internal Audit Committee, composed of Jérôme Rousseau, Pascal Beaulieu and Nathalie Gilman (not in the photo), presented its 2016 report to the delegation. In 2016, the committee met several times with the Federation’s treasurer, executive director and coordinator of administrative services to verify that the organization was in good financial health. Despite the fact that it was a trying year for the FIQ and the health network because of Bill 10, the committee is very satisfied with the management of the FIQ’s finances.

REVENUE AND EXPENSES FOR THE PERIOD AND BALANCE OF ALL FUNDS AS OF DECEMBER 31, 2016

	Union Defence Fund	Administration Fund	Negotiation Reserve	Solidarity Reserve	F.C. and Convention Reserve	Total
BALANCE AS OF DECEMBER 31, 2015	3 821 139	16 397 858	(4 909 489)	186 569	(536 227)	14 959 850
Adjustment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Balance after correction as of December 31, 2015	3 821 139	16 397 858	(4 909 489)	186 569	(536 227)	14 959 850
Revenue for the 2016 period	1 173 745	33 070 693	1 600 000	181 812	2 653 333	38 679 583
Expenses for the 2016 period	<u>3 424 267</u>	<u>32 581 412</u>	<u>1 120 149</u>	<u>178 873</u>	<u>2 611 033</u>	<u>39 915 734</u>
Excess for the 2016 period	(2 250 522)	489 281	479 851	2 939	42 300	(1 236 151)
BALANCE AS OF DECEMBER 31, 2016	<u>1 570 617</u>	<u>16 887 139</u>	<u>(4 429 638)</u>	<u>189 508</u>	<u>(493 927)</u>	<u>13 723 699</u>
Assigned surplus-furniture/equipment		1 021 980				
Assigned surplus-head office		7 077 521				
Assigned surplus-computer		3 824 832				
Accumulated surplus-not assigned		4 962 806				

Note: Difference is due to rounding off of decimals.

FINANCES

2016 Financial Statements – The FIQ is in Good Financial Health (cont'd)

RESERVE FOR NEGOTIATIONS	2016 (12 months)	2015 (12 months)
<i>ADMINISTRATION FUND CONTRIBUTION</i>		
Regular dues	1 600 000	1 600 000
Additional dues	0	0
Other revenue	0	0
Total contribution	1 600 000	1 600 000
<i>NEGOTIATIONS</i>		
Salaries and fringe benefits	610 608	1 514 203
Travel expenses	61 379	586 502
Rental expenses	11 511	18 125
Printing expenses	128 332	43 921
Courier and communications	21 065	31 579
Professional fees	7 988	84 486
Publications	14 157	331 458
Admission and membership fees	0	0
Federal Council meetings	210 320	2 423 496
Other expenses	58 091	179 228
Ads/surveys/campaigns	(4 559)	2 383 688
Private sector negotiations	1 257	0
Total for negotiation expenses	1 120 149	7 596 686
EXCESS OF REVENUE OVER EXPENSES	<u>479 851</u>	<u>(5 996 686)</u>

UNION DEFENCE FUND	2016 (12 months)	2015 (12 months)
REVENUE		
Administration Fund Contribution		
<i>BENEFITS</i>		
Regular dues	384 887	374 710
Donations	0	20
Interest	13 600	20 548
	<u>398 487</u>	<u>395 278</u>
<i>UNION ORGANIZING</i>		
Regular dues	769 775	749 421
Interest	5 483	17 061
Other revenue	0	0
	<u>775 258</u>	<u>766 482</u>
Total revenue	1 173 745	1 161 760
EXPENSES		
<i>BENEFITS</i>		
Union Defence Fund Committee	151	1 662
Salaries and fringe benefits	0	0
Fines and legal expenses	0	0
Professional fees	8 998	8 050
Interest and bank charges	0	0
Other expenses	17 479	17 466
Financial aid	180	10 176
	<u>26 808</u>	<u>37 354</u>
<i>UNION ORGANIZING</i>		
Salaries, union leaves & fringe benefits	522 156	80 484
Travel expenses	110 632	9 820
Rental expenses	15 118	0
Printing expenses	13 930	12 624
Courier and communications	481 343	0
Professional fees	98 054	0
Other expenses	2 156 226	170 332
	<u>3 397 459</u>	<u>273 260</u>
Total expenses	3 424 267	310 614
EXCESS OF REVENUE OVER EXPENSES	<u>(2 250 522)</u>	<u>851 146</u>

SOLIDARITY RESERVE	2016 (12 months)	2015 (12 months)
REVENUE		
Administration Fund Contribution	181 812	178 977
Other revenue	0	0
Total contribution	181 812	178 977
EXPENSES		
Solidarity	178 873	187 108
EXCESS OF REVENUE/EXPENSES	<u>2 939</u>	<u>(8 131)</u>

RESERVE FOR CONVENTION & F.C.	2016 (12 months)	2015 (12 months)
REVENUE		
Administration Fund Contribution	2 653 333	2 615 000
Other revenue	0	0
Total contribution	2 653 333	2 615 000
EXPENSES		
Meetings (including Equalization)	2 611 033	2 360 804
EXCESS OF REVENUE/EXPENSES	<u>42 300</u>	<u>254 196</u>

RESERVE FOR HEAD OFFICE	2016 (12 months)	2015 (12 months)
REVENUE		
Administration Fund Contribution	0	0
EXPENSES		
Head office	0	0
EXCESS OF REVENUE/EXPENSES	<u>0</u>	<u>0</u>

BALANCE SHEET AS OF DEC. 31, 2016	Union Defence Fund	Adminis- tration Fund*	Total
CURRENT ASSETS			
Cash	1 901 036	823 638	2 724 674
Temporary investments	2 289 487	3 097 879	5 387 366
Advances to Administration Fund	0	0	0
Advance to Parity Ins.Comm.Fund	0	643 982	643 982
Advance to Union Defence Fund	0	2 619 907	2 619 907
Debtors	0	2 694 919	2 694 919
Expenses computable on next period	0	179 760	179 760
Deferred expenses	0	7 077 521	7 077 521
Fixed assets	0	4 846 813	4 846 813
TOTAL ASSETS	<u>4 190 523</u>	<u>21 984 419</u>	<u>26 174 942</u>
CURRENT LIABILITIES			
Suppliers and accrued liabilities	0	2 223 936	2 223 936
Deferred income	0	0	0
Dev't of human resources	0	363 948	363 948
Debt coming to term within a year	0	0	0
Accounts payable	0	7 243 453	7 243 453
	0	<u>9 831 337</u>	<u>9 831 337</u>
Advance from AF	2 619 907	0	2 619 907
LONG-TERM DEBT	0	0	0
TOTAL LIABILITIES	<u>2 619 907</u>	<u>9 831 337</u>	<u>12 451 244</u>
MEMBER'S EQUITY			
Accumulated surplus not assigned	1 570 616	4 962 806	6 533 422
Assigned surplus furniture/equipment	0	1 021 980	1 021 980
Assigned surplus computer	0	3 824 832	3 824 832
Assigned surplus-head office	0	7 077 521	7 077 521
Surplus reserved for negotiations	0	(4 429 638)	(4 429 638)
Surplus reserved for solidarity	0	189 508	189 508
Surplus reserved for FC and Conv. meetings	0	(493 927)	(493 927)
	<u>1 570 616</u>	<u>12 153 082</u>	<u>13 723 698</u>
LIABILITIES AND EQUITY	<u>4 190 523</u>	<u>21 984 419</u>	<u>26 174 942</u>

* Negotiations, solidarity, head office and Conv. & F.C. meetings.

STATUS OF WOMEN

**7,600 New Members and 18 New Unions! (cont'd)
For a Better Family-Work-Education Reconciliation
Thank you!**



7,600 NEW MEMBERS AND 18 NEW UNIONS!

(CONT'D)

While the resolution was a “formality,” it completed the administrative phase of admitting the new unions into the FIQ. Next on their agenda in the coming months will be general assemblies, elections and local negotiations. There was a warm round of applause once the resolution was adopted. Welcome to the FIQ!

CHEERS!

After three days of meetings, the delegation gathered in the lobby of the Convention Centre for a welcome 5 à 7 and a well-deserved break. Delegates mingled and chatted while enjoying a nice glass of wine.

REAL ESTATE AND HUMAN RESOURCES ADJUSTMENTS

In order to maintain the level of the quality of service provided to members and to improve the proximity to services, it was resolved that the FIQ would invest in a new office in Montérégie. The new office will include 15 work stations and a meeting space, which will also be available to affiliated unions. It will be located in a commercial space in Longueuil in the Saint-Hubert borough.

Just as the offices in Montreal and Quebec City were purchased,

the FIQ would prefer to purchase an office in Montérégie, thus contributing to the FIQ’s members’ share capital. Funds will also be put toward upgrading the FIQ’s other regional offices.

With the arrival of the new members and the roll out of the new service offer, which will be a gradual process, the adjustments to human resources were finally presented to the delegates. The FIQ is currently in a period of significant growth but will take the time do things properly. ■

+ Newsletter

REGISTER!

To stay informed of the activities at the FIQ, register for our FIQ Express newsletter at figsante.qc.ca. (follow the English link)

FOR A BETTER FAMILY-WORK-EDUCATION RECONCILIATION

At the Federal Council, delegates had the opportunity to discuss recommendations submitted during nurses’, licensed practical nurses’, respiratory therapists’ and clinical perfusionists’ commissions held at the Federal Council last March. The delegation adopted several of the recommendations.

The purpose of the commissions held last March were to discuss the challenges, if not the impossibility, for healthcare professionals to reconcile their work with other areas of their lives, and to identify possible collective solutions to promote reconciliation.

One of the recommendations adopted by the delegates was that the FIQ proceed with the necessary representations with government authorities in order to implement a new family-work-education reconciliation policy.

The delegates also adopted a recommendation that the FIQ research courses of action implemented elsewhere in the world regarding public policies which promote family-work-education reconciliation and evaluate their potential for application in Quebec. The delegates also adopted a recommendation aimed at overhauling the training session on the status of women offered by the Federation.

Lastly, the FIQ was mandated to evaluate possible strategies to force

employers to apply solutions to be added to the provincial collective agreement, such as the Letter of Understanding No. 19 regarding the organization of work time, family leaves, etc.

Following the adoption of various recommendations, the Federation will propose courses of action that will be presented at the next Federal Council. ■



THANK YOU!

FIQ President Régine Laurent highlighted the departure of two FIQ employees who are changing paths. Pierre Desnoyers will be leaving the FIQ after over 32 years of service for a well-deserved retirement. Mr. Desnoyers, who took on roles both as a union consultant and coordinator, is a strong advocate of the labour movement and was one of the FIQ’s founders. We wish him a wonderful retirement! Julie Bouchard, who also worked as a dedicated union consultant and coordinator, is leaving the organization after 16 years of service to take on new challenges. We wish her every success!

CONVENTION

Here, we understand health care.



FOUNDING CONVENTION OF THE REGROUPEMENT DES FIQ

The creation of the *Regroupement des FIQ* (RFIQ), composed of the FIQ and *FIQ Secteur privé* (FIQP), was ratified at the Special Convention held on June 6 and 7. The RFIQ is essentially a union and political structure. Its main orientations will be adopted at the provincial convention, which will be held every four years. This new federation enables the FIQ and FIQP to coexist under one entity

EMPOWERING NEPALESE WOMEN WITH SCARVES

At the last Federal Council, the FIQ's Status of Women Sector and Status of Women Committee sold scarves from the Unako Project, which raises funds to help marginalized women and girls in rural Nepal. "Unako" means "her" in Nepalese and for these women, the scarves are a symbol of hope. Women wear these scarves in many countries, including Canada, thanks to a Canadian-registered non-profit organization called IWEN, which has been selling the scarves to raise funds since 2012.

iwenunako.com
You too can encourage the Unako Project by buying a scarf on their website (select the FIQ as your "hostess" when placing your order).

Photo: Line Larocque, first Vice-President of the FIQ, Émilie Racine, Caroline Flageol, Caroline Rioux, Line Mercier and Julie Daignault, members of the Status of Women Committee.

The FIQP is a newer federation, created in October of 2016 after Bill 10 was passed and the CISSSS and CIUSSSs were created to represent members of the FIQ working in particular in private subsidized health institutions and private institutions. From now on, the RFIQ's Provincial Convention will ratify, among other things, the rules of the Equalization system and the Union Defence Fund, and will elect the president (who will automatically be the president of the FIQ), as well as the provincial committees. As for the Provincial Council, it will conduct the follow-ups between the provincial conventions and decide on the negotiations structure.

The RFIQ's Provincial Executive Committee will be composed of the nine members of the Executive Committee of the FIQ and of two members of the Executive

Committee of the FIQP. It will meet at least four times a year. One of its mandates will be to contribute to the RFIQ's influence, in collaboration with the presidents of the affiliated regional unions, and determine its main action priorities. At the Special Convention, the delegates adopted the RFIQ's Constitution, Bylaws and Operating Protocol.

THE FIQ AND FIQP'S CONSTITUTION AND BYLAWS

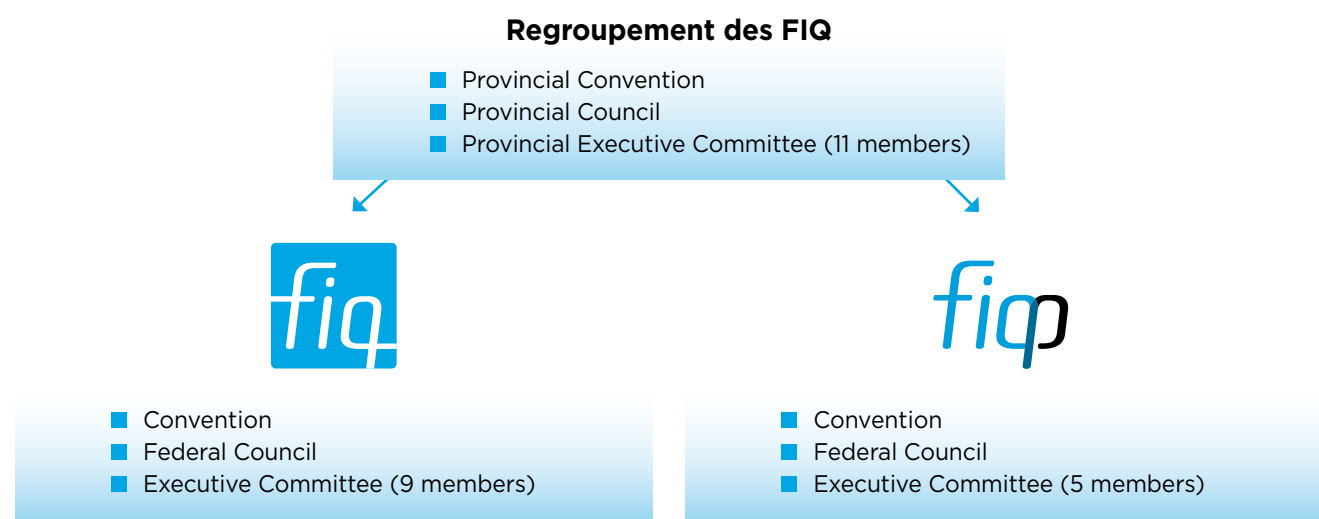
At the Special Convention, the delegates adopted amendments to the FIQ's Constitution and Bylaws so as to align them with those of the RFIQ. They also decided that the FIQ's convention would be held every four years. The Federal Council, which determines the FIQ's specific activities between conventions, will be held twice a year. The FIQ's and FIQP's Executive Committees will hold their own meetings at least six times a year.

The FIQP's Constitution and Bylaws were adopted in October of 2016. It will operate in the same way as its twin organization, the FIQ. However, its Executive Committee has five positions, whereas the FIQ's has nine, including that of the president who will be the official spokesperson for the FIQ and RFIQ. Moreover, the FIQP benefits from the FIQ's consulting services. Additional administrative services will be determined by agreement and ratified by the FIQ's Federal Council.

THE FIQ'S 11TH CONVENTION

At the Federal Council on June 8 and 9, the delegates adopted the proposed agenda for the first RFIQ convention, the 11th FIQ convention and first FIQP convention. The convention will be held on November 27 to December 1, 2017, in Lévis. ■

DECISION-MAKING STRUCTURE OF THE THREE FEDERATIONS



At the microphone: Francis Morel, CISSS de l'Abitibi-Témiscamingue