



ENACTION

REGROUPEMENT DES FIQ

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SPECIAL POST-CONVENTION ISSUE
2017 Convention | November 27 to December 1



PROVIDING CARE: A COLLABORATIVE AFFAIR

The FIQ and FIQP are two organizations working in health care for the benefit of its members and the public. The Federation's very mission embodies this dual responsibility toward patients and its members.

The main orientations adopted at the 2017 Convention were inspired by a desire to make room for creativity and to dare to do things differently. They are particularly concerned with union renewal, a key issue for the FIQ and FIQP. It means that the unions will have to fight for the economic interests of their members while broadening their potential demands in other areas. What's more, healthcare professionals' demand for a rewarding organization of work and professional practice is central to our union renewal. Consequently, given their unique position, healthcare professionals need to make the daily inequalities they see visible.

This crucial issue was addressed during a reflection on union mobilization. It can be summarized as the capacity to organize our actions. In the era of super hospitals, a union should focus, for one, on developing **social capital**, meaning

member networks. **Natural leaders** in care settings are likely to emerge to support the union. A union should also further this reflection by growing its **spatial foundation**, meaning its geographical connections with the rest of civil society.

Furthermore, the FIQ and FIQP are committed to formulating bold demands that are perfectly aligned with its members' needs in order to give more weight to the actions they will engage in. When female healthcare professionals protest and take a stand, everything can change. During the Convention, the FIQ and FIQP celebrated and recognized the bold professionalism of its members and union reps who instinctively seek out roles as advocates. In other words, one need only realize that the energy put into disciplining, limiting and intimidating healthcare professionals

is no match for the hidden power they hold within.

Moreover, the Federations intend to make it known that issues in public health and working and practice conditions for healthcare professionals are two sides of the same coin. With this approach, they believe they can build stronger bargaining power and make major gains for their members in terms of health at work and professional integrity. These gains will of course have a direct effect on the public.

FIQ and FIQP members need to be bold and vocal healthcare spokespeople as well as guardians of the collective well-being! They must proudly fulfil their role and exert their full power—the power to provide care! ■

WHO IS CONSIDERED A NATURAL LEADER?

If you are able to stir your colleagues to action, then you are a natural leader. Your union will be counting on you to make your own unique contribution to this collective effort over the next few years.



WORD FROM THE PRESIDENT

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LINDA SILAS

The president of the Canadian Federation of Nurses Unions (CFNU) reminded the delegation that the FIQ and FIQP are doing very well compared to the overall state of unions internationally. Linda Silas also paid tribute to the FIQ's 30th anniversary. She said that as a proposal-oriented union, right from the start the FIQ has defended the status of women. In addition, given its strong, versatile new generation of union reps, it has laid the foundations for a promising future!



At the Convention, hundreds of FIQ union reps gathered to protest the untenable situation at the Hôtel-Dieu de Lévis. Several incidents have occurred there over the last months and, despite the union's interventions, management hasn't done anything.

ONWARD!

Dany Béland

The 2017 Convention was a huge success. We had discussions and debates that will help us to make headway on ambitious projects over the next four years.

We also listened to amazing speakers share their experiences. They spoke of their successes and challenges along the way. Their messages will help us face the many challenges ahead.

2018 ELECTION: THE FIQ'S VOICE WILL BE HEARD!

The next election in Quebec will be held in October 2018. We will use this window of opportunity to force the political parties to take a stance on our solutions for the healthcare system. We have clear demands and we expect the parties to be just as clear with their commitments. No political excuses. We will act boldly to support healthcare professionals, safe, quality healthcare and patients!

We are the solution. We need to strive to make our health network more humane. Minister Barrette's reform is a failure and the Liberal's budget cuts have done damage.

For years now, health care provision has been structured around medical power. Despite the increase in the number of doctors, access to health care is still a challenge for many patients.

We were obliged to merge to reduce the number of managers and institutions. This has resulted in more privatization, more remote services, an increase in work overload, more centralization and less care. Healthcare professionals and patients didn't get anything out of this reform. And because we believe

in public services, it is our duty to do everything in our power to stop the downward spiral set in motion by Liberal reforms.

THE VISION OF THE FIQ AND FIQP

The FIQ and FIQP built their vision of the health network and the organization of care based on patients' needs. In the coming weeks and months, we will be promoting that vision. We will continue to fight so that healthcare professionals can play a more central role in front-line services.

It goes without saying that healthcare professional-to-patient ratios will be a top priority. We have laid the groundwork to pave the way for real ratios in Quebec. Right now, the government is turning a deaf ear but we will do everything possible to make them listen. Ratios could very well become the best indicator of performance and quality for the health network. They can resolve many problems related to work overload, overtime and mandatory overtime. But above all, they guarantee higher quality and safer care for patients. Whenever ratios are implemented across the globe, care quality improves.

Over the next few years, we will speak freely. No more omertà. We will no longer tolerate a culture of repression when our members speak up about unjust situations. It isn't normal that someone speaking up for patients' welfare be penalized.

We have seen far too many of our members subject to intimidation. We are going to further cultivate a culture of advocacy. Healthcare professionals will stand up more than ever for patients.

LEADING THE PARADE!

Unionism is at a crossroads. Like any movement, we must evolve, adapt and modernize. I believe that the FIQ and FIQP are well ahead of the curve. The shift we set in motion a few years ago has brought us into the future. Our proposal-oriented unionism speaks to today's needs and healthcare professionals like this union stance. They identify with the FIQ. We are and will continue to be a professional union for professionals.

On a more personal note, this Convention literally changed my life. The delegates entrusted me with the role of spokesperson for 75,000 healthcare professionals. It is a huge responsibility. I would like to thank them and assure you that I will go the distance to defend you and your patients.

Onward. ■



PRIORITY ACTIONS



THE FIQ'S PRIORITIES FOR 2018 CONSOLIDATION AND MOBILIZATION

At the Convention, the delegates adopted the Federation's priority actions for 2018. It is clearer to the FIQ than ever before that it must speak up to ensure its members' working conditions are respected, fight for the causes it believes in and protest unjust situations.

In 2017, the FIQ turned the health network's restructuring into an opportunity and strengthened its position as an undeniable leader in the field of health in Quebec. 75,000-members strong with a solid base in almost all Quebec regions, the FIQ must maintain a strong presence in public and political debate.

To do this, the Federation must orchestrate further collective efforts to enable healthcare professionals to openly debate among themselves, mobilize, take collective action and take the floor in all regions to strengthen their identity as professionals, activists and feminists. Everyone must show solidarity and stay united around their Federation in speaking up for health care and taking collective action.

In 2018, the FIQ's priority actions must drive the members' consolidation and mobilization. There are challenging battles ahead but the Federation has fought and won many before! The key to its past and future success is the healthcare professionals' solidarity and ability to mobilize for causes they believe in and 2018 will be no exception. ■

INTERSECTORAL WORKSHOPS

On the second day of the convention, the delegates were asked to address several current union, legal and political topics. The seven interdisciplinary workshops, prepared by FIQ union consultants, were very diverse. They included debates on health inequality, work team exercises, discussions about harassment and violence in the workplace, reflection on union mobilization, talks on best practices for documenting union action, a presentation on the impact of right-wing populism on unionism, as well as an analysis of the interactions between our union democracy and information technology.

The workshops allowed participants to learn more about current issues and gain valuable perspective in order to analyze their own daily practice. They also sparked debates and very rousing discussions among participants.



THE FIQ'S PRIORITY ACTIONS IN 2018:

- Priority 1** - Local negotiations and Letter of Understanding No. 6 (Regarding the stability of positions, local negotiations and the deployment of the reserved activities set out in Bill 90).
- Priority 2** - Implementing the new service offer and supporting mobilization by taking into account each institution's specific situation and needs as per the five-pronged service offer approach.
- Priority 3** - Safe healthcare professional-to-patient ratios: Letter of Understanding No. 17 (regarding the analysis of the healthcare professional-to-patient ratios) and ratios project:
 - Continue the committee work on Letter of Understanding No. 17;
 - Increase union reps', members' and the public's awareness of the safe ratios project;
 - Mobilize the teams and members to establish a better balance of power with the government;
 - Release a publication that protests the system's current downfalls;
 - Provide members with direct training;
 - Continue research to develop the FIQ's Quebec-specific ratio model.
- Priority 4** - Have the Youth Committee work with other FIQ sectors and services to develop a strategic action plan to implement a sustainable development policy for the FIQ starting in 2018.

**INSPIRATIONAL
SPEAKERS**



PROVIDING CARE: A COLLABORATIVE AFFAIR



ENGAGED WITH AND FOR OTHERS

We were honoured by the presence of a great French political figure at the convention. Christiane Taubira, former Keeper of the Seals (Minister of Justice) from 2012 to 2016 in France, is an engaged left-wing activist.

“A stalk of wheat is all wheat.
A feather is a live bird that sings.”

- Octavio Paz

Her conference captivated the delegation. The foundation of her message is built on the hope that it's possible to build a more just world through activism, a hope that unionists have a duty to nurture. No matter what the goal, as long as it is for the common good, it will always be possible to achieve progress through mobilization.

Taking a stand as an individual is no small feat, especially when we are increasingly isolated and torn between many loyalties. And yet engagement is absolutely essential to maintaining democracy and ensuring that all voices are heard and not just the voices of those in power. The social contract we have with our governments is increasingly

fragile and unions need to speak up about it.

Christiane Taubira encourages all citizens to jump in and take action to protect the well-being of others and, in turn, their own. ■



DISOBEDIENCE OR PROFESSIONAL LEADERSHIP?

Amélie Perron spoke to the union reps about what disobedience means and how to apply it in healthcare settings. She sees disobedience not so much as opposition to authority but rather an affirmation of one's will. A nurse by profession, Amélie wanted to raise awareness among her peers about how important it is to remain critical of pretty words that appease and cover up concerns inherent in health issues.

What's more, she urged healthcare professionals to listen to their critical thoughts. Thoughts that continuously come up in the course of a day, whether it be while working, participating in work groups or being consulted on upcoming organizational changes.

Here are a few questions that everyone should ask themselves now

and then to rattle organizations', at times, unremitting rhetoric: Who stands to benefit from this change? Who is excluded from the discussions? What is being left out or hidden? What are the alternatives? Where will this project lead us in the next few months? How does this project maintain or disrupt the status quo? If this process was going to be made

public, would I feel comfortable defending it?

According to Amélie Perron, you can use **disobedience** to affirm your political identity and emancipate yourself. ■



FEMINISM AND ACTIVISM

Elizabeth Plank, a young, inspirational woman who has caused feminism to go viral on social media, delivered a powerful message to the delegation. With lots of supporting evidence in tow, the Montrealer made a solid case to show that we have not achieved gender equality.

Ms. Plank, named in 2015 as one of the top 30 Under 30 in Media by Forbes Magazine, shared her observations concerning gender inequality. The New York-based journalist sheds light on what men can do to give up privileges in order to create a healthier society. Her message: men need

to be deliberate allies for women in order to end sexism.

As a predominantly female organization, this message fitted perfectly into our feminist ideas. The delegation was able to see how far we've come through the eyes of a bold,

young woman, as well as what is left for us to do to achieve gender equality and fairness. ■

You can follow feminist Elizabeth Plank on social media on:
Twitter: <https://twitter.com/feministabulous>
Instagram: [feministabulous](#)
Facebook: [feministabulous](#)

FINANCIAL FORECAST

**2018 FINANCIAL FORECAST – A YEAR OF MAJOR CHALLENGES!
1st CONVENTION: A BOLD VISION FOR THE FIQP**



**2018 FINANCIAL FORECAST
A YEAR OF MAJOR CHALLENGES!**

The 2018 FIQ budget adopted by the delegates is focused on the organization’s financial stability. FIQ Treasurer Roberto Bomba presented the budget which was developed based on the organization’s three priorities: the Federation’s new service offer for affiliated unions, local negotiations and Letter of Understanding No. 6 as stipulated in the collective agreement, and the healthcare professional-to-patient ratios.

2018 will undoubtedly be an important and pivotal year. We must remain vigilant, continuing to provide quality services and meet the needs of healthcare professionals, affiliated unions and the Federation. The 2018 income accounts for 68,424 dues-paying members. The budgetary margin that opened up with the 7,600 new members was dedicated in large part to adding resources to the FIQ in order to properly support the affiliated unions.

ONLINE TRAINING

In the next few months, the Federation will reassess its methods of meeting local teams’ and members’ needs in response to changes instituted by Bill 10. A new project will begin in 2018 to analyze and develop the online training programs.

NEW SERVICE OFFER

To better equip and meet the needs of affiliated unions, the FIQ will continue to implement

the new service offer and provide the necessary support for its implementation.

OCCUPATIONAL HEALTH AND SAFETY

The 2018 budget includes a loan package earmarked to support healthcare professionals who need to contest employer decisions with regard to the protective reassignment of the pregnant or breastfeeding worker (RPTE).

NEGOTIATIONS AND UNION DEFENCE FUND

The FIQ has earmarked a significant budget for the 2019 raiding period and the provincial negotiations that will begin in 2020. The organization needs to maintain its current standing and plan for the coming years.

AMENDMENT TO THE CONSTITUTION AND BYLAWS

The FIQ’s Constitution and Bylaws were amended at the Convention. During the last provincial

negotiations, several gains were made fuelled by complaints filed over pay equity. As a result, several nurse, licensed practical nurse and respiratory therapist salaries changed in ranking and echelon.

The delegates adopted the proposal to amend the article on dues to make it fair for all healthcare professionals. From now on, dues for nurses who have a college degree will be calculated based on the 9th echelon (out of 18 echelons), instead of the 6th echelon (out of 12-echelons). The amendment was based on a 36.25-hour scale and will come into effect on April 2, 2018.

No change will be made for licensed practical nurses and respiratory therapists. ■



1st CONVENTION: A BOLD VISION FOR THE FIQP

“We dared to dream big, act boldly and believe in ourselves.” It is with these words that Sonia Mancier, the first president of the Fédération interprofessionnelle de la santé du Québec | Secteur privé-FIQP, opened the convention of an organization that intends to continue to build momentum and flourish.

Given the size of the private sector, there is a real need to improve care quality and safety there too, which is what the FIQP aims to do. Meanwhile, 2018 is slated to be a time for transition and to identify new union potential. The FIQP is brimming with ambitious projects. Ms. Mancier pointed out that the institutions represented are not part of the CISSS and CIUSSS structures and emphasized the differences in terms of their size and distance.

After having adopted the amendments to the Constitution and Bylaws—in order to align them with those of the RFIQ—the financial overview was presented with an estimated \$150,000 in revenue. Questions and comments focused primarily on the financial forecast, which will be adjusted after seeing how the first year plays out. It will therefore be important to present progress reports to properly assess the finances of the newly

implemented structure. As the FIQP turned this new page, the members of the Executive Committee said they are ready and equipped to achieve great things.

After laying the foundations in 2016, they took on the task of building the walls and ensuring the viability of the ambitious organization. ■

GROUP INSURANCE

A ONE-TIME 15-MONTH RENEWAL AND BROAD MEMBER CONSULTATION



**GROUP INSURANCE
A ONE-TIME 15-MONTH
RENEWAL AND BROAD MEMBER
CONSULTATION**

The delegates were informed of the outcome of the negotiations between the FIQ and Desjardins Financial Security insurance company concerning the terms of renewal for the 15-month group insurance contract for FIQ and FIQP members, from January 1, 2018 to March 31, 2019.

DID YOU KNOW THAT...?

Since September 15, 2015, pharmacists must include their fees, the price of the Régie de l'assurance maladie du Québec (RAMQ) and the wholesale mark-up on the bill when a drug is purchased. More transparency means the insured can compare costs which may vary greatly from one pharmacy to another. This way you can generate individual and group savings for your group insurance plan.

You can access a variety of secure online services at desjardinsassurancevie.com:

- Print a payment card for you and your dependents
- View your drug coverage and average prices for generic equivalents
- Submit claims and fill out forms online
- Access claim reports for income tax

You can also download the Desjardins 360° mobile app from Google Play or Apple Store.

The FIQ negotiated the new contract after gaining 7,600 new members last May. The substantial increase in members led to a decrease in some of the insurer's administrative fees, which in turn resulted in savings for the entire membership.

The delegation approved the contract renewal as well as a member consultation on group insurance to be held in the next year. It will be an opportunity for members to express their views on different group insurance plans and insurance needs.

TEMPORARY RENEWAL AND PREMIUM HOLIDAY

To facilitate a renewal that will begin on April 1 every year from now on, the current contract will last 15 months exceptionally. The premium rates will remain stable for the duration of the contract. The extension will give us time to hold the member consultation. Depending on the consultation's findings, members will have the option to change their level of group insurance coverage before the renewal on April 1, 2019. This correction will allow us to fully benefit from the additional

government contribution gained at the last collective agreement negotiations and to grant members a premium holiday. The renewal of the group insurance contract will now coincide with salary increases as opposed to at the beginning of the year when various withholding taxes are reactivated or adjusted.

TABLE OF PAID PREMIUM RATES

COVERAGE	Rate paid in 2017	Rate paid ¹ from January 1, 2018 to March 31, 2019
BASIC PLAN		
Basic drug²		
Individual	\$41.73	\$44.91
Single parent	\$53.84	\$57.95
Family	\$99.09	\$105.56
Basic health extended plan III		
Individual	\$6.88	\$7.64
Single parent	\$6.88	\$7.64
Family	\$13.70	\$15.22
EXTENDED PLAN I (Dental care)		
Individual	\$13.44	\$14.42
Single parent	\$25.51	\$27.36
Family	\$37.59	\$40.32
EXTENDED PLAN II		
Basic life and ADD ³ for insured	\$0.32/\$5,000	\$0.32/\$5,000
Additional life and ADD	\$0.084/\$1,000	\$0.084/\$1,000
Life - dependent children	\$0.05	\$0.05
Long-term disability	1.085% of gross salary	1.126% of gross salary
Additional life insurance - Vested rights	Rate grid by age, gender, tobacco	Rate grid remains stable with age, sex, tobacco

Contract modifications applicable as of January 1, 2018:

- Maximum out-of-pocket expenses for drugs is increased from \$750 to \$800
- Reimbursements for audiologists or audiology therapists, speech-language pathologists or speech therapists will decrease from 100% to 80% but still have no limits on the maximum eligible amount. ■

1. Rate paid excluding the 9% provincial tax
 2. Rate including the employer's contribution
 3. ADD: Accidental death and dismemberment

**COMMITTEES
REPORT**

**DEEPER UNDERSTANDING FOR SOLID DEVELOPMENT
PILOT PROJECT—A NEW NETWORK FOR FIQ AND FIQP MEMBERS!**



**STANDING AND STATUTORY COMMITTEES REPORT
DEEPER UNDERSTANDING FOR
SOLID DEVELOPMENT**

Throughout the 2014-2017 term, there was a lot of work to do on the standing and statutory committees. Budget cuts, the health network reform, raiding and voting all affected the work and shaped the agendas of the committees, which each adapted in their own way.

Lively—a good word to describe how the Youth Committee members presented their report; they took over the room, popping up strategically at the various microphones. The report showcased their strong, dynamic networks and an important reflection on the environment, as well as a detailed analysis of the youth's role at the FIQ. Next, the delegation adopted two proposals on raising the age of eligibility. From now on members aged 35 and under are eligible to participate in the Youth Network, meanwhile members who will be 35 and under for the duration of the four-year term are eligible for a spot on the provincial Youth Committee.

The highlights of the Status of Women Committee's mandate were the five networks, eight luncheons and key meetings on December 6 and March 8. Some other notable moments of solidarity were: the World March of Women in 2015, adopting the family-work-study balance platform at the Federal Council in March 2016 and the Women's Summit, also in 2016. One quote from the summit inspired committee members to remain involved: "Where some see a risk, they see human potential,"

As for the Occupational Health and Safety Committee, its efforts

remain focused on the annual OHS Week, which the committee was tasked with creating 30 years ago. The topics for the OHS weeks from 2014 to 2017 were: team outlook, ergonomics, moral distress and rights and obligations. During the same period, a pilot project for a Network of OHS Union Representatives was started. Following an evaluation, a proposal to make the Network permanent and hold it once a year was adopted so that the union reps would gain leverage in the OHS component of the service offer. Moreover, OHS Network union reps should be involved in OHS in their institutions.

The Education-Animation Committee, dubbed the "CPR committee" because it resuscitates the meetings, aimed to offer tools to better handle the context and lighten the atmosphere. The committee members feel they fully achieved the goal of creating stimulating events, but now they are going to focus just as much energy and originality on the education component.

The Publications Review Committee, which tried a new, faster evaluation method at more frequent intervals, says it is pleased with all of the documents it reviewed throughout its mandate, especially since

feedback was taken into account to improve upon them. The committee especially loved the FIQ Special Report, the campaign "That's enough. Caring for patients comes first," and the new website. The next step is to put publications online to make them even more accessible to members.

The Election Committee introduced electronic voting during their term. After a promising test run and a few adjustments, electronic voting is here to stay. It increases efficiency and provides results faster. The next objective is to reduce the use of paper for promoting candidates! Lastly, the Election Committee revised their election policy.

All of the committees proposed and developed new projects and practices and analyzed their potential benefits. The standing and statutory committee reports came about during a time of analysis and adaptation and are collective works that deepen understanding for solid development. ■

**PILOT PROJECT—A
NEW NETWORK
FOR FIQ AND FIQP
MEMBERS!**

Over the last few months, the union reps made it clear that there is a real need to become better equipped to manage the organization of work and that it is crucial to continue the work on safe healthcare professional-to-patient ratios. In order to properly address these needs, the delegates approved a pilot project to form an Organization of Work and Professional Practice Network (OTPP).

Three Networks will be held by 2021 so that local officers have time to discuss and come up with ideas concerning issues with the organization of work and professional practice. After these three meetings, the members of the delegation will be able to determine whether the OTPP Network should be made permanent or not.



At the microphone:

1. Véronique Foisy, CIUSSS de l'Estrie-CHUS
2. Caroline Flageol, CHUM
3. Sébastien Bouchard, IUCPQ
4. Laurier Ouellet and union reps from the CISSS de Chaudière-Appalaches
5. Kathleen Bertrand, CIUSSS du Nord-de-l'Île-de-Montréal

HERE AND ABROAD

**HOSTING AN INTERNATIONAL MEETING AT THE CONVENTION
MOBILIZATION ACTIONS FOR WOMEN
HERE AND ABROAD**



HOSTING AN INTERNATIONAL MEETING AT THE CONVENTION

In 2017, the FIQ hosted the Global Nurses United’s (GNU) annual meeting at its Convention. Founded in 2014, GNU is a strategic alliance that works to prevent the privatization of public systems, erosion of social safety nets and to decrease inequality. Representing union associations, such as the FIQ, GNU focuses on issues that affect healthcare professionals around the world.

Every year, GNU representatives come together from around the world to pool their expertise and best practice methods. During their meeting at the FIQ Convention, delegates from 17 countries discussed approaches to collective negotiation, workplace violence

and safe care, as well as the impact of trade agreements on the health network.

To enable these guests to share their valuable experiences with the delegation, several of them were asked to sit on a panel to discuss

public services. Representatives from South Korea, Greece, Ireland, New Zealand and the Philippines shared their stories about fighting against austerity and the deprivation of public health services. ■



**MOBILIZATION ACTIONS FOR WOMEN
HERE AND ABROAD**

Like every year, the delegates commemorated the memory of the 14 women murdered at the École Polytechnique on December 6, 1989. After observing a minute of silence, the members of the Status of Women Committee each read a part of the declaration adopted at the last Women’s Network. They each made a promise to:

- break silence and isolation;
- support victims in reporting unacceptable situations;
- take a stand to protest all types of aggression by declaring “Me too” with a unified voice;
- continue working together to end harassment and violence against women;
- call on male colleagues to break their silence and help build an EQUAL, UNITED society.

In support of the Quebec coalition of sexual assault centers (CALACS), the Status of Women Sector and Committee invited delegates to join the “Ensemble, créons une chaîne de solidarité” (together, let’s build a chain of solidarity) movement to fight against sexual assault. The delegation showed their support for the cause by wearing a short chain made of paper clips.

NEPALESE SCARVES

The scarves for the Unako project sold so well at the Federal Council in June 2017 that the Status of Women Committee decided to hold another sale. It generated \$1,580 in profits which will be sent to the IWEN organization to help marginalized women and girls in rural Nepal. Information: iwenunako.com



TRIBUTE TO THE FIQ AND ITS RETIREES



THE FIQ AS SEEN THROUGH THE EYES OF YOUTH AGES 30 AND UNDER

On December 2, 2017, the FIQ celebrated 30 years of activism. For decades, the labour market's workforce has been undergoing rapid changes. A new generation of workers is quickly inundating the labour market, and the Federation is seeing this demographic trend firsthand. Very soon, the FIQ's labour force and union reps will be composed primarily of people who weren't around for the FIQ's key historical union moments.

In order to preserve this collective memory, the Federation gathered together several healthcare professionals ages 30 and under to remember and tell the stories of a few fundamental battles. Without delving into the FIQ's full history, the panelists tried to describe the mood at times when important collective decisions were being made.

They took a look at unionism in the health industry during the 1970s and 1980s and put it into perspective. At the time, there was fierce competition between unions to represent healthcare professionals and it soon became clear that the most logical way to proceed would be to join forces. So three federations merged to form the FIQ in 1987. The three merging federations were: the Fédération québécoise des infirmières et infirmiers (FQII), the Fédération des syndicats professionnels des infirmières et infirmiers du Québec

(FSPIIQ) and the Fédération des infirmières et infirmiers unis (FIIU).

One cannot speak of the FIQ's history without mentioning the strikes in 1989 and 1999. Ultimately, Bill 160, adopted a few years earlier to end striking in the Quebec public service sector, hit the Federation's members hard. The strike and the years to follow were characterized by deep solidarity within the workers' collective. In 1989, through their commitment and mobilization, the Federation's members were able to render null and void some of the bill's provisions that were intended to divide them.

The panelists also analyzed the strike in 1999. In previous years, the effects of the voluntary retirement of thousands of healthcare professionals, institution closures and fiscal austerity approach to achieve a zero deficit, meant a huge stress was put on the remaining

healthcare workers. The Federation's members were well aware of the unavoidable impact Bill 160 would have and very willingly went on strike to emphasize the importance of their demands.

Clearly this is a very brief summary of what were serious, complex events. The Quebec labour relations system has constantly shown opposition to unions, but the Federation and its affiliated unions have been able to rise above in a democratic and coherent manner for three decades. If the past is any indication of the future, one can bet that the Federation will be able to overcome the new challenges of the recent health network reform.

The Federation would like to thank Joannie Hallé, Jessyka Bédard, Anthony Bossé and Michael Potvin who all graciously agreed to step out of their comfort zone and sit on the panel. ■



TRIBUTE TO RETIREES

On November 28, the FIQ held a festive evening to pay tribute to four members of the Executive Committee who were retiring. Régine Laurent began the evening by recognizing the years of dedication and hard work of Claude Boucher, Linda Bouchard and Daniel Gilbert. Each of them took a moment to thank the delegation and wish all the best to those staying on. The FIQ and FIQP wish them a wonderful retirement!

Next, a special tribute was paid to the FIQ's outgoing president. A great surprise was planned to the soundtrack of Régine's favourite songs. In the *En direct de l'univers*-style, we went on a journey highlighting Régine's career and accomplishments. Her favourite songs guided us back through her union career. Once she had run the gamut of emotions, the outgoing president expressed just how proud she was to have represented Quebec's healthcare professionals for the last eight years. We wish you an amazing retirement, Régine!



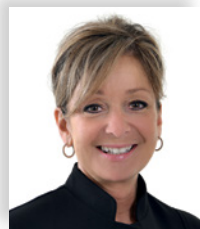
ELECTIONS

CONGRATULATIONS TO THE NEWLY ELECTED UNION REPS!

CONGRATULATIONS TO THE NEW UNION REPS!

Here is a list of the union reps elected to the FIQ's Executive Committee, the FIQP's Executive Committee, the RFIQ's provincial committees and the FIQ and FIQP's federal committees. They will be representing you for the next four years. Congratulations and have a great term!

FIQ EXECUTIVE COMMITTEE



Nancy Bédard, President
Nurse, CHU de Québec
(FIQ-SICHU de Québec)



Shirley Dorismond, Vice-President Sociopolitical, Solidarity, Status of Women
Nurse Clinician, CIUSSS du Centre-Sud-de-l'Île-de-Montréal (FIQ-SPSS du Centre-Sud-de-l'Île-de-Montréal)



Cynthia Pothier, Vice-President Labour Relations, Negotiation, Research reserved position - nurse
Nurse, CISSS de la Montérégie-Est (FIQ-SPS de Montérégie-Est)



Denyse Joseph, Vice-President Labour Organization, Education-Animation
Nurse, CUSM (FIQ-SPSICR du CUSM)



Jérôme Rousseau, Vice-President Organization of Work and Professional Practice, Legal
Nurse Clinician, IUCPQ (FIQ-SIIQ de l'IUCPQ)



Nathalie Lévesque, Vice-President Labour Relations, Research, reserved position - licensed practical nurse
Licensed Practical Nurse, CISSS de la Montérégie-Est (FIQ-SPS de Montérégie-Est)



Linda Lapointe, Vice-President Social Security, Occupational Health and Safety, Human Resources, reserved position - respiratory therapist
Respiratory Therapist, CHU de Québec (FIQ-SICHU de Québec)



Marie-Claude Ouellet, Secretary
Respiratory Therapist, CISSS de la Montérégie-Est (FIQ-SPS de Montérégie-Est)

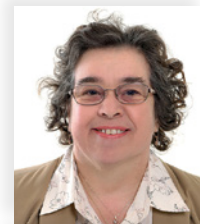


Roberto Bomba, Treasurer
Nurse Team Leader, CIUSSS du Centre-Ouest-de-l'Île-de-Montréal (FIQ-SPS du Centre-Ouest-de-l'Île-de-Montréal)

FIQP EXECUTIVE COMMITTEE



Sonia Mancier, President
Licensed Practical Nurse, Vigi Santé Ltée Montérégie (FIQP-PSSU)



Patricia Conrath, Vice-President nurse
Nurse Clinician Assistant-Head-Nurse, Résident Riviera inc. (FIQP-AIM)



Lyne Guerra, Vice-President licensed practical nurse
Licensed Practical Nurse, Villa Medica inc. (FIQP-AIM)



Josée Chartré, Secretary
Licensed Practical Nurse Team Leader, Groupe Roy Santé inc. (FIQP-SRPSQ)
(Absent for photo)



Martine Tremblay, Treasurer
Licensed Practical Nurse, Groupe Champlain inc. Montérégie (FIQP-AIM)

RFIQ PROVINCIAL EXECUTIVE COMMITTEE

The Regroupement des FIQ's (RFIQ) Provincial Executive Committee is composed of the nine members of the FIQ's Executive Committee and two members of the FIQP's Executive Committee. The president of the FIQ is also the president of the RFIQ.

ELECTIONS

CONGRATULATIONS TO THE NEWLY ELECTED UNION REPS!



RFIQ PROVINCIAL COMMITTEES

Election Committee

Caroline Bernard, Licensed Practical Nurse Team Leader, Groupe Roy Santé inc. (FIQP-SRPSQ)

Danielle Deguire, Licensed Practical Nurse, CHUM (FIQ-SPPSS du CHUM)

Nathalie Gilman, Licensed Practical Nurse, CHUM (FIQ-SPPSS du CHUM)

Kime Gobeil (substitute), Respiratory Therapist, CHUM (FIQ-SPPSS du CHUM)

Jean-François Gagné (substitute), Nurse Clinician, CIUSSS de la Mauricie-et-du-Centre-du-Québec (FIQ-SPSMCQ)

Union Defence Fund Committee

Chantale Tessier, Assistant-Head-Nurse, CIUSSS de la Mauricie-et-du-Centre-du-Québec (FIQ-SPSMCQ)

Isabelle Trépanier, Respiratory Therapist, CHU de Québec (FIQ-SICHU de Québec)

André-Luc Deschênes (substitute), Nurse in a northern clinic, Centre de santé Inuulitsivik (FIQ-SNII de la Baie-d'Hudson)

Status of Women Committee

Amélie Barrette, Nurse, CIUSSS du Saguenay-Lac-St-Jean (FIQ-SPSSLSJ)

Kathleen Bertrand, Nurse Clinician Assistant-Head-Nurse, CIUSSS du Nord-de-l'Île-de-Montréal (FIQ-SPSNIM)

Caroline Flageol, Respiratory Therapist, CHUM (FIQ-SPPSS du CHUM)

Caroline Gravel, Nurse, CIUSSS de la Capitale-Nationale (FIQ-SPSCN)

Line Mercier, Nurse Clinician, CISSS de Chaudière-Appalaches (FIQ-SPSCA)

Caroline Rioux, Respiratory Therapist, CIUSSS de la Mauricie-et-du-Centre-du-Québec (FIQ-SPSMCQ)

Michèle Piché (substitute), Licensed Practical Nurse, CISSS des Laurentides (FIQ-SPS des Laurentides)

Constance Foisy (substitute), Nurse Team Leader, CISSS de la Montérégie-Centre (FIQ-SPS de Montérégie-Centre)

Youth Committee

Myriam Gilbert-Paquette, Respiratory Therapist, CISSS de la Montérégie-Ouest (FIQ-SPS de Montérégie-Ouest)

Mathieu Lahaie, Respiratory Therapist, CIUSSS de la Mauricie-et-du-Centre-du-Québec (FIQ-SPSMCQ)

Virginie Lambert-Bérubé, Nurse Clinician, CISSS de la Montérégie-Est (FIQ-SPS de Montérégie-Est)

Shany St-Amand, Licensed Practical Nurse, CIUSSS de l'Estrie (FIQ-SPS des Cantons-de-l'Est)

Karina Therrien, Licensed Practical Nurse, CHUM (FIQ-SPPSS du CHUM)

Hugo Desjardins (substitute), Nurse, CISSS des Laurentides (FIQ-SPS des Laurentides)

Michael Potvin (substitute), Licensed Practical Nurse, CISSS de l'Outaouais (FIQ-SPS de l'Outaouais)

Occupational Health and Safety Committee

Sylvain Allard, Licensed Practical Nurse, CIUSSS de l'Ouest-de-l'Île-de-Montréal (FIQ-SPSS de l'Ouest-de-l'Île-de-Montréal)

Patrice Dulmaine, Nurse Clinician, CIUSSS du Saguenay-Lac-St-Jean (FIQ-SPSSLSJ)

Isabelle Groulx, Respiratory Therapist, CISSS de la Montérégie-Ouest (FIQ-SPS de Montérégie-Ouest)

David Lambert, Assistant-Head-Nurse, CIUSSS de l'Estrie (SPS des Cantons-de-l'Est)

Sébastien Simard, Nurse, CISSS de la Montérégie-Centre (FIQ-SPS de Montérégie-Centre)

Céline Tranquille, Respiratory Therapist, CUSM (FIQ-SPSICR du CUSM)

Constance Foisy (substitute), Nurse Team Leader, CISSS de la Montérégie-Centre (FIQ-SPS de Montérégie-Centre)

Isabelle Audet (substitute), Nurse Clinician, CIUSSS de la Mauricie-et-du-Centre-du-Québec (FIQ-SPSMCQ)

Education-Animation Committee

Cassandra Massé, Respiratory Therapist, CUSM (FIQ-SPSICR du CUSM)

Nathalie Perron, Nurse Clinician, CIUSSS de la Mauricie-et-du-Centre-du-Québec (FIQ-SPSMCQ)

Jérôme Savard, Licensed Practical Nurse, CIUSSS du Saguenay-Lac-St-Jean (FIQ-SPSSLSJ)

Jonathan Tremblay, Nurse Clinician, IUCPQ (FIQ-SIIC de l'IUCPQ)

Mathieu Dumont (substitute), Licensed Practical Nurse, CIUSSS de la Mauricie-et-du-Centre-du-Québec (FIQ-SPSMCQ)

Nagia Idel Mehdaoui (substitute), Care Counsellor Nurse, Cree Board of Health and Social Services of James Bay (FIQ-SNII de la Baie-James)

FIQ AND FIQP EXECUTIVE COMMITTEES

FIQ Internal Audit Committee

Véronique Foisy, Nurse Clinician, CIUSSS de l'Estrie (FIQ-SPS des Cantons-de-l'Est)

Nagia Idel Mehdaoui, Care Counsellor Nurse, Cree Board of Health and Social Services of James Bay (FIQ-SNII de la Baie-James)

Sébastien Simard, Nurse, CISSS de la Montérégie-Centre (FIQ-SPS de Montérégie-Centre)

Line Mercier (substitute), Nurse Clinician, CISSS de Chaudière-Appalaches (FIQ-SPSCA)

Nancy Légaré (substitute), Licensed Practical Nurse, CHU de Québec (FIQ-SICHU de Québec)

FIQP Internal Audit Committee

Dominique Boutin, Licensed Practical Nurse, Centre hospitalier St-François inc. (FIQP-SPSQ)

Marie-Eve Ringuet, Nurse Clinician Assistant-Head-Nurse, Groupe Roy Santé inc. (FIQP-SRPSQ)

Isabelle Roy, Licensed Practical Nurse, CHSLD Age3 inc. (FIQP-SRPSQ)

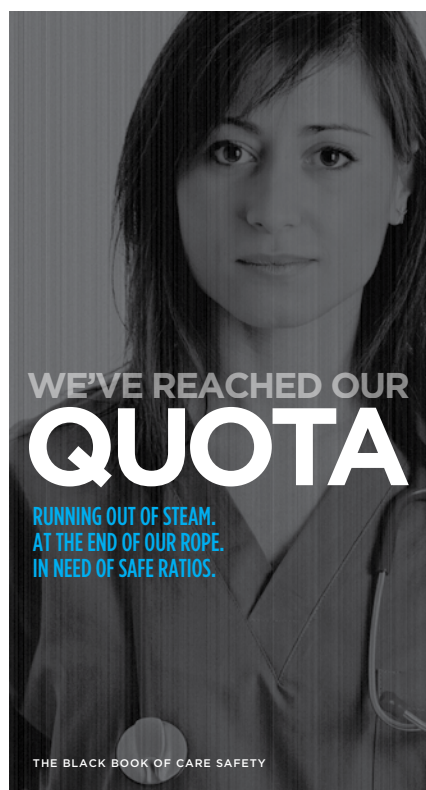
Mélissa Carbonneau (substitute), Licensed Practical Nurse, Centre d'accueil St-Joseph de Lévis (FIQP-SPSQ)

Isabelle Noiseux (substitute), Licensed Practical Nurse, Groupe Champlain inc. Montérégie (FIQP-AIM)



**POST-CONVENTION
SPECIAL ISSUE**

**Providing care:
a collaborative affair**



THE *BLACK BOOK OF CARE SAFETY* LAUNCH

RFIQ President Nancy Bédard and FIQ Treasurer Roberto Bomba took some time during the convention to launch *We've Reached Our Quota* on November 30. They explained that the purpose of *The Black Book of Care Safety* is to speak out against the critical condition of care safety in Quebec and to demand healthcare professional-to-patient ratios. They also asked patients, their loved ones and citizens to add their voice to the struggle by sharing their experiences and observations of the health network.

The Black Book is based on numerous reports and studies, conclusive international examples, a population survey and the experiences of FIQ and FIQP members. It tells the hard truth: care quality and safety is at risk in Quebec. Excessive workload, fatigue and distress result in care omissions, errors and adverse events, making it extremely difficult to deliver quality, humane care.

- 80% of Quebecers said they got the impression that healthcare professionals are overloaded in Quebec.
- 1,326—the number of incidents and accidents that happen in healthcare settings in Quebec every day.
- In less than a year, healthcare professionals filled out 2,000 forms reporting situations where their conditions of practice prevented them from providing safe care to their patients.

The FIQ and FIQP will tour the province using *The Black Book of Care Safety* to alert the Quebec population, distributing the book as widely as possible. With over 100,000 copies in print, the *Black Book* is also available online at fiqsante.qc.ca. Citizens can also submit their stories and observations online. ■

A CONVENTION THAT GARNERED ATTENTION

The last Convention attracted a lot of attention outside of the Lévis Convention and Exhibition Centre. Many stayed up to date on what was happening by visiting the Convention website and FIQ Facebook page before, during and after the decision-making meeting. For example, nearly 6,000 people watched outgoing president Régine Laurent's opening message, as well as new president Nancy Bédard's closing word.

You can watch or re-watch Convention highlights and videos at: fiqsante.qc.ca/congres-2017.

CAR, HOME AND BUSINESS INSURANCE



The FIQ offers its members group car, home and business insurance with The Personal General Insurance. The company is authorized to solicit members by phone. However, The Personal has agreed not to divulge the list of the FIQ's members to anyone. According to the *Act Respecting the Protection of Personal Information in the Private Sector*, members have the right to refuse that their name and contact information (address, phone number) be sent to service providers. **Any members who do not wish to have their contact information sent to The Personal** must complete and return the form below to the address on the form before February 28, 2018. ■

CAR, HOME AND BUSINESS INSURANCE

I, the undersigned, hereby declare that I do not wish for the FIQ to share my personal information for marketing or solicitation purposes with regard to the agreement it has with The Personal for its members.

Name: _____

Address: _____

City: _____ Province: _____ Postal code: _____

Telephone (home): _____ Telephone (work): _____

Signature: _____ Date: _____

Send by mail: FIQ Québec, attn. Édith Côté, 1260, rue du Blizzard, Québec (Québec) G2K 0J1, or by fax: 418-626-2111 or by email: ecote@fiqsante.qc.ca

