

Here are the details on the elections for the negotiation structure. This text is an excerpt from the “An Updated Negotiation Structure” document as adopted at the Special Provincial Council on November 12 and 13, 2018 and posted on FIQ Militantes.

## Negotiation Committee

### Recommendation 9 – as adopted

- ◆ “That the Negotiating Committee is composed of the following people:
  - ◆ 5 members elected from among the delegation;
  - ◆ 2 members of the Provincial Executive Committee, also members of the Negotiation Coordination Committee;
  - ◆ The other members of the Negotiation Coordination Committee, without the right to vote on the Negotiating Committee.”

### Recommendation 10

“That the people who applied for the Negotiating Committee and not elected, are considered as substitutes if there are vacancies.”

### Recommendation 11

- ◆ “That in accordance with the strategic framework of the negotiations, the powers of the Negotiating Committee are:
  - ◆ To decide on the internal functioning as well as the rules on confidentiality and ethics;
  - ◆ To participate in the negotiation strategy and course of the negotiations with the Negotiation Coordination Committee, when necessary;
  - ◆ To determine the orientations for proposals and counter-proposals;
  - ◆ To make recommendations to the Provincial Executive Committee on pressure tactics and action according to the course of the work;
  - ◆ To participate in the development and distribution of information from time to time;
  - ◆ To perform all work inherent to the negotiations: inquiries and information research;
  - ◆ To authorize the initialling of all agreements concluded during the negotiations;
  - ◆ To make recommendations to the Provincial Executive Committee on accepting a tentative agreement.”

## Negotiation Council

The Negotiation Council is an innovative structure which enables the affiliated unions to be directly in the action between the Regroupement des FIQ Provincial Councils. It becomes the communication and information interface between the RFIQ and affiliated unions.

Consulted regularly, it receives information on the negotiations from the Negotiating Committee and Negotiation Coordination Committee. It can discuss different subjects related to negotiations and can make recommendations. Because this structure is less restrictive in terms of the number of people on it, it will be easier for the union representatives to fully express themselves. It will be easier for the Negotiating Committee and Negotiation Coordination Committee to know what is happening in the institutions, kept aware of mobilization, how the union reps react to the alignments or proposals to make during the negotiations, etc.

Composed of union reps duly appointed by each affiliated union, the members on the Negotiation Council represent the reality of their institution and region while being concerned with improving working conditions for all the members in the Regroupement des FIQ. Hence, the Negotiation Council will be composed of union reps from the nurses, licensed practical nurses, respiratory therapists and clinical perfusionists job-title groups. In the event there is no one in a job category, elections will be held to ensure fair representativeness. The composition of the Negotiation Council as well as the procedure for filling vacancies on this structure can be found in an appendix to this document.

Due to its specific nature which can be described as an extension of the Negotiating Committee, it is vital that the person delegated by her union to attend the Negotiation Council is always the same.

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The proposed negotiation structure stipulates that the Negotiation Council is composed of one person duly appointed by each union affiliated to the Regroupement des FIQ. Among all the union representatives who will hold a place in this structure, the Regroupement des FIQ believes that all the job-title groups will be “naturally” represented. Therefore, nurse, licensed practical nurse, respiratory therapist and clinical perfusionist union representatives should be on it. Failing to find at least one person from these four groups, elections will be held to ensure the representativeness of the job-title groups.

Before holding elections to fill the absence of a job-title group, the affiliated unions must send the name of their union representative to the Regroupement des FIQ specifying the job-title group before January 6, 2019. On that date, the Negotiation Sector will identify the presence or absence of union reps for each of the job-title groups. In the case where one or more job-title groups would not be filled, elections must be held at next Regroupement des FIQ Provincial Negotiation Council. The position(s) thus filled will bolster the overall number of people in terms of representativeness stipulated in Appendix 1 of this document. The people who have applied and not elected will be automatically appointed as substitutes in the event of a vacancy in one of the job-titles.

In order to prevent any problems of vacancy on the Negotiation Council, substitutes will be elected in the case of only one or two union reps from a job-title group are appointed at the deadline mentioned in the previous paragraph.

### **Recommendation 6 – as adopted**

“That the Negotiation Council is composed of the following people:

- ◆ 1 person, or her replacement, duly appointed by each Regroupement des FIQ affiliated union;
- ◆ 5 elected members on the Negotiating Committee;
- ◆ 2 members of the Provincial Executive Committee, also members of the Negotiation Coordination Committee;
- ◆ The other members of the Negotiation Coordination Committee, without the right to vote on the Negotiation Council.”

### **Recommendation 7**

“That the Negotiation Council is represented by a minimum of one union representative from each of the following job-title groups: nurse, licensed practical nurse, respiratory therapist, and clinical perfusionist. Failing a union rep from these groups, elections are held at a Regroupement des FIQ Provincial Negotiation Council to fill the vacant position(s). Unelected union representatives will be considered substitutes.”

### **Recommendation 8**

“That the powers of the Negotiation Council in the RFIQ negotiation structure are:

- ◆ To decide on its internal functioning and rules on confidentiality and ethics;
- ◆ To receive the information on the negotiations from the Negotiating Committee and Negotiation Coordination Committee and transmit it to the members at the local level between meetings of the Regroupement des FIQ Provincial Negotiation Council;
- ◆ To make recommendations to the Negotiating Committee and Negotiation Coordination Committee on subjects affecting the negotiations.”