



**3. MINUTES OF THE  
1<sup>st</sup> FIQP CONVENTION  
FIQP-A21-C-I-D3**

**OUR CONVICTIONS  
THE DNA OF OUR ACTIONS**

**2<sup>nd</sup> CONVENTION  
JUNE 7, 9 AND 10, 2021**

*fiqp*

FIQ | SECTEUR PRIVÉ



# MINUTES OF THE 1<sup>st</sup> FIQP CONVENTION

## November 29, 2017

**POLITICAL OFFICER**

Sonia Mancier

**WRITTEN BY AND SECRETARIAT**

Diane T. Brousseau



FIQ | SECTEUR PRIVÉ

MINUTES OF THE 1<sup>ST</sup> CONVENTION OF THE FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC | SECTEUR PRIVÉ (FIQP) HELD ON NOVEMBER 29, 2017, AT THE LÉVIS CONVENTION AND EXHIBITION CENTRE.

WEDNESDAY, NOVEMBER 29, 2017

**1. OPENING MESSAGE**

Sonia Mancier, member of the interim Executive Committee of the FIQ | Secteur privé (FIQP) opened the 1st convention at 4:50 p.m. and addressed the delegation.

The FIQP dreamed big, was bold and trusted in its ability. The new federation will focus on protecting and promoting the needs and demands of healthcare professionals in healthcare settings in private subsidized institutions and private institutions, outside of CISSSs and CIUSSSs. The FIQ is big and the FIQP is agile – the FIQ has range and the FIQP has proximity – the FIQ has great numbers and the FIQP is bold.

And those were the first words written in the pages of the FIQP's great adventure. The members took their destiny into their hands and will be proud of what their organization will accomplish to improve care safety and the population's well-being.

Remember that whether public or private, the FIQ is still the FIQ.

Ms. Mancier finished by wishing everyone a wonderful convention.

**2. APPOINTMENT OF THE CHAIRPERSON AND MEETING SECRETARY**

**Presented by:** Sonia Mancier, member of the interim Executive Committee of the FIQP.  
**No reference document.**

Sonia Mancier tabled motion **FIQP-A17-C-I-01** (Mancier-Tremblay) and called a vote.

It was agreed that the delegates who hadn't received their right to vote upon registration could vote by identifying themselves with their name tag.

**FIQP-A17-C-I-01      BE IT MOVED:**

"To appoint Joanne Poulin as chairperson and Diane Brousseau as meeting secretary."

Sonia Mancier – Martine Tremblay

**CARRIED UNANIMOUSLY**

Joanne Poulin acted as chairperson and Sara Caron-Guay acted as an observer for part of the debates.

### 3. READING AND ADOPTION OF THE AGENDA

**Presented by:** Joanne Poulin, chairperson.

**Reference document:** FIQP-A17-C-I-D1 "Agenda."

Joanne Poulin read the agenda. Motion **FIQP-A17-C-I-02** (Tremblay-Mancier) was tabled. Since there were no interventions or questions, the chairperson called a vote.

**FIQP-A17-C-I-02 BE IT MOVED:**

"To adopt the agenda with the following additions:

4. The FIQP's Constitution and Bylaws
  - 4.1 Alignment of the Constitution and Bylaws and operating protocol of the RFIQ
5. Finances
  - 5.2 Adoption of the dues
7. Adoption of the minutes from the Founding Convention on October 5 and 6, 2016."

Martine Tremblay - Sonia Mancier

**CARRIED UNANIMOUSLY**

Following the usual procedure, the chairperson asked the delegation to submit, if applicable, any corrections of the minutes to the meeting secretary before adoption.

### 4. THE FIQP'S CONSTITUTION AND BYLAWS

**Presented by:** Sonia Mancier, member of the interim Executive Committee of the FIQP.

**Reference document:** FIQP-A17-C-I-D3 "The FIQP's Constitution and Bylaws: Alignment of the Constitution and Bylaws and operating protocol of the RFIQ."

Sonia Mancier gave a thorough reading of document D3.

Following the presentation, motion **FIQP-A17-C-I-13** (Mancier-Tremblay) was tabled.

A 20-minute plenary session was held concerning the presentation followed by a deliberation.

Since there were no interventions, the chairperson called a vote.

**FIQP-A17-C-I-13 BE IT MOVED:**

**"To adopt the FIQP's Constitution and Bylaws as amended."**

**Sonia Mancier – Martine Tremblay**

Level 1 vote of Document D3

Replace the text with the following:

“The FIQP adheres to the Statement of Principles of the Regroupement des FIQ, including its preamble, which is set out below.”

**PREAMBLE**

Whether by its orientations or actions, the Regroupement des FIQ is committed, in the field of labour, social and economic struggles, to promoting a society that recognizes the priority of human rights over economic imperatives and that seeks greater justice and an equitable distribution of wealth and power, without affiliation to any political party.

Hence, the Regroupement des FIQ is committed to upholding and promoting the principles in the Quebec Charter of Human Rights and Freedoms.

**STATEMENT OF PRINCIPLES**

**THE REGROUPEMENT DES FIQ**

The Regroupement des FIQ is a labour organization that works primarily to uphold and promote the economic, social and professional interests of its members.

It strives to be a collective tool for consciousness-raising and advocacy.

**AN ORGANIZATION THAT IS OPEN AND DEMOCRATIC**

The Regroupement des FIQ is a democratic organization which promotes the participation of the largest number of members in decision-making by its structure. It is also committed to ensuring the involvement of women at the different decision-making levels by using the appropriate measures.

Its actions rest on the mobilization of its members and it is therefore committed to ensuring that all its members have access to the same quality of union life by recognizing their right to information, union education and the choice of union structure (local, regional or sectional) as essential conditions to the practice of democracy within its ranks.

**AN ORGANIZATION DEDICATED TO IMPROVING WORKING CONDITIONS**

In the field of negotiations and labour relations, the Regroupement des FIQ while taking into account the specificity of its membership, aims, by its actions, to promote and strongly uphold the right to collective bargaining, and to decent working and living conditions, as well as the right to work in a sound violence-free environment.

#### AN ORGANIZATION FOCUSED ON HEALTH CARE

Key actor in the health sector, the Regroupement des FIQ has a leading responsibility in the debates on the accessibility, universality, free-of-charge nature and quality of healthcare services.

The Regroupement des FIQ participates in the debates on the choices to be made in health services and makes it a point to denounce all sorts of abuse. It is committed, in this respect, to promoting and defending the public's right to health and the right of nursing and cardiorespiratory healthcare professionals to deliver care in an atmosphere of respect and dignity.

#### AN ORGANIZATION THAT PROMOTES WOMEN'S RIGHTS

The Regroupement des FIQ recognizes that a society cannot progress without promoting women's rights. For this reason, it is actively involved, together with other women's groups, in promoting and upholding these rights, and publicly denouncing the iniquities and prejudices suffered by women. More specifically, the Regroupement des FIQ pursues the struggle to counter poverty and violence, a struggle already begun by the international women's movement and is part of a context that threatens the fundamental rights of women.

#### AN ORGANIZATION UNDER THE BANNER OF SOLIDARITY

The Regroupement des FIQ initiates and strengthens solidarity with other labour, feminist and community groups, in accordance with its general orientations, whether at the regional, provincial or international level. It is also committed to reinforcing solidarity among its members.

#### AN ORGANIZATION WHICH RECOGNIZES ITS UNION REPRESENTATIVES

The Regroupement also recognizes the key role of the union representatives in the organization achieving its mission, namely for their invaluable knowledge of the work setting as healthcare professionals. It is committed to supporting and setting up the conditions that will ensure a succession for those who would want to get involved in the organization as elected officers, coordinators or employees.

#### AN ORGANIZATION GRATEFUL FOR AND RESPECTFUL OF EMPLOYEES

The Regroupement des FIQ recognizes the key role of the employees in the organization achieving its mission. It is committed to supporting and promoting the employees actions in a perspective of involvement and activism, at both the union and social level. It is also committed to deploying the necessary means to develop and promote the employees' commitment.

Sonia Mancier – Martine Tremblay

**CARRIED UNANIMOUSLY**

#### **FIQP-A17-C-I-04 BE IT MOVED: (amendment)**

Vote level 2 of Document D3

#### CHAPTER V - CONVENTION

#### Article 1 - Powers

In subparagraph 2), replace the words "**three (3)**" with "**four (4)**".

Sonia Mancier – Martine Tremblay

**CARRIED UNANIMOUSLY**

**FIQP-A17-C-I-05 BE IT MOVED: (amendment)**

Vote level 3 of Document D3

CHAPTER V - CONVENTION

Article 2 - Sitting of a convention or special convention

In subparagraph 1), replace the words “**three (3)**” with “**four (4)**”.

Sonia Mancier – Martine Tremblay

**CARRIED UNANIMOUSLY**

**FIQP-A17-C-I-06 BE IT MOVED: (amendment)**

Vote level 4 of Document D3

CHAPTER V - CONVENTION

Article 3 - Composition

In subparagraph 1), replace the number of members and the number of delegates with:

<u>Number of members</u>	<u>Number of delegates</u>
<b>0001 to 0050</b>	<b>1</b>
<b>0051 to 0100</b>	<b>2</b>
<b>0101 to 0150</b>	<b>3</b>
<b>0151 to 0250</b>	<b>4</b>
<b>0251 to 0350</b>	<b>5</b>
<b>0351 to 0500</b>	<b>6</b>
<b>0501 and more</b>	<b>7</b>

Sonia Mancier – Martine Tremblay

**CARRIED UNANIMOUSLY**

**FIQP-A17-C-I-07 BE IT MOVED: (amendment)**

Vote level 5 of Document D3

CHAPTER V - CONVENTION

Article 6 - Right to vote

Add the following paragraph to subparagraph 3):

**“Notwithstanding the above, the total number of votes may be divided among the delegates registered within the deadline, providing that the number of registered delegates represents a minimum of 70% of their total delegation;”**

Sonia Mancier – Martine Tremblay

**CARRIED UNANIMOUSLY**

**FIQP-A17-C-I-08 BE IT MOVED: (amendment)**

Vote level 6 of Document D3

CHAPTER VI - FEDERAL COUNCIL

Article 2 - Sitting of the Federal Council or Special Federal Council

In subparagraph 1), replace the words “**one (1)**” with “**two (2)**”

Sonia Mancier – Martine Tremblay

**CARRIED UNANIMOUSLY**

**FIQP-A17-C-I-09 BE IT MOVED: (amendment)**

Vote level 7 of Document D3

CHAPTER VI - FEDERAL COUNCIL  
Article 3 - Composition

In subparagraph 1), replace the number of members and the number of delegates with:

<u>Number of members</u>	<u>Number of delegates</u>
<b>0001 to 0050</b>	<b>1</b>
<b>0051 to 0150</b>	<b>2</b>
<b>0151 to 0400</b>	<b>3</b>
<b>0401 to 0600</b>	<b>4</b>
<b>0601 and more</b>	<b>5</b>

Sonia Mancier – Martine Tremblay

**CARRIED UNANIMOUSLY**

**FIQP-A17-C-I-10 BE IT MOVED: (amendment)**

Vote level 8 of Document D3

CHAPTER VI - FEDERAL COUNCIL  
Article 6 - Right to vote

Add the following paragraph to subparagraph 3):

**“Notwithstanding the above, the total number of votes may be divided among the delegates registered within the deadline, providing that the number of registered delegates represents a minimum of 70% of their total delegation;”**

Sonia Mancier – Martine Tremblay

**CARRIED UNANIMOUSLY**

**FIQP-A17-C-I-11 BE IT MOVED: (amendment)**

Vote level 9 of Document D3

CHAPTER VII - EXECUTIVE COMMITTEE  
Article 1 - Powers

Introduce the following paragraph after subparagraph 12):

**“to determine the second person who sits on the Provincial Executive Committee of the Regroupement des FIQ.”**

Sonia Mancier – Martine Tremblay

**CARRIED UNANIMOUSLY**



**FIQP-A17-C-I-12 BE IT MOVED: (amendment)**

Vote level 10 of Document D3

CHAPTER VIII – DUTIES AND POWERS OF THE MEMBERS OF THE EXECUTIVE COMMITTEE  
Article 1 - President

Introduce the following paragraph after subparagraph 6):

**“to sit as vice-president on the Provincial Executive Committee of the Regroupement des FIQ.”**

Sonia Mancier – Martine Tremblay

**CARRIED UNANIMOUSLY**

**FIQP-A17-C-I-13 BE IT MOVED:**

“To adopt the FIQP’s Constitution and Bylaws as amended.”

Sonia Mancier – Martine Tremblay

**CARRIED UNANIMOUSLY**

## **5. FINANCES**

### **5.1 2018 Financial Forecast**

**Presented by:** Martine Tremblay and Sonia Mancier, members of the interim Executive Committee of the FIQP.

**Reference document:** FIQP-A17-C-I-D2 “2018 Financial Forecast.”

To begin, Sonia Mancier reminded the delegation that following implementation of Bill 10, the delegation had agreed to reorganize the FIQ upon the introduction of the CISSSs and CIUSSSs. All of the unions had unanimously agreed to participate in the restructuring.

The sense of belonging to the FIQ was so strong that the regional unions that were solely with private institutions and private subsidized institutions expressed their desire to remain with the FIQ. The delegation therefore created the FIQP, an organization that will allow these institutions to maintain their affiliation with the FIQ, establish bargaining power and achieve an important goal: to create a central labour body (recommendation from 2014).

Like all new structures, this one needs financial help to begin the project on the right foot. First, we looked at the possibility of redirecting part of the equalization paid to affiliated unions to the FIQP, but that would weaken the FIQP’s already unstable finances and would tarnish member services.

With the exception of private subsidized institutions (EPCs), which benefit from a certain number of subsidized leaves, private institutions get little to no union leaves. When delegates wish to participate in meetings, it’s often the union that must absorb the cost of the leaves.

In order to maintain adequate union life in all institutions, it is proposed to not touch the equalization and to transfer the FIQP the equivalent of the overall amount of equalization paid to FIQP affiliated unions: approximately \$147,000.

Martine Tremblay continued the presentation with document D2.

Motion **FIQP-A17-C-I-14** (Tremblay-Mancier) was tabled.

A 20-minute plenary session began.

Ms. Mancier specified that adjustments to the financial forecast will be made gradually.

A 10-minute deliberation began.

Ms. Mancier used her right to reply.

The chairperson called a vote.

<b>FIQP-A17-C-I-14</b>	<b>BE IT MOVED:</b>
"To adopt the 2018 financial forecast as presented."	
Martine Tremblay - Sonia Mancier	<b>CARRIED UNANIMOUSLY</b>

## **5.2 Adoption of the dues**

**Presented by:** Martine Tremblay and Sonia Mancier, members of the interim Executive Committee of the FIQP.

**No reference document.**

Martine Tremblay tabled and read motion **FIQP-A17-C-I-15** (Mancier-Tremblay).

A 10-minute plenary session was held followed by a 10-minute deliberation.

Sonia Mancier used her right to reply and then the chairperson called a vote.

<b>FIQP-A17-C-I-15</b>	<b>BE IT MOVED:</b>
"That the dues be as follows:	
1.24% of the 6th echelon of the licensed practical nurses', respiratory therapists' and nurses' salary scales for each dues-paying member. Starting on April 2, 2018, the dues will be 1.24% of the 9th echelon of the nurses' salary scale for nurse job titles."	
Sonia Mancier – Martine Tremblay	<b>CARRIED UNANIMOUSLY</b>

## **6. EXECUTIVE COMMITTEE AND INTERNAL AUDIT COMMITTEE ELECTIONS**

The chairperson told the delegation that the Executive Committee and Internal Audit Committee elections would be held on November 30 and the vote results would be added to the minutes.

<b>Executive Committee (5 members)</b>	
President	Sonia Mancier
Nurse vice-president	Patricia Conrath
Licensed practical nurse vice-president	Lyne Guerra
Secretary	Josée Chartré
Treasurer	Martine Tremblay

<b>Permanent Internal Audit Committee</b>	
Member	Dominique Boutin
Member	Marie-Ève Ringuet
Member	Isabelle Roy

## **7. ADOPTION OF THE MINUTES FROM THE FOUNDING CONVENTION ON OCTOBER 5 AND 6, 2016**

**Presented by:** Joanne Poulin, chairperson.

**Reference document:** **FIQP-A17-C-I-D4** “Minutes of the founding convention of the Fédération interprofessionnelle de la santé du Québec | Secteur privé (FIQP) held on October 5 and 6, 2016.”

Chairperson Martine Tremblay tabled and read motion **FIQP-A17-C-I-16** (Mancier-Tremblay). She stated that changes would be made to the attendance list.

### **FIQP-A17-C-I-16 BE IT MOVED:**

“To adopt the minutes from the Founding Convention on October 5 and 6, 2016.”

Martine Tremblay - Sonia Mancier

**CARRIED UNANIMOUSLY**

## **8. CLOSING WORD**

Sonia Mancier, member of the interim Executive Committee of the FIQP, spoke to the delegation saying that the FIQP just turned a new page. The organization is now ready and equipped to accomplish its big projects. After having laid the foundations in 2016, now it is time to build the walls and ensure its viability.

She finished by saying: *“Like me, you are proud to be a builder of this organization. I strongly believe that we will be happy with this new structure we have created. Now we must promote our federation and carve out its place on the union spectrum. You can count on me to make sure your voice is heard and I will count on you, your commitment, creativity and passion to enrich the FIQP with your talent.”*

**9. END OF MEETING**

The agenda was completed and the meeting ended at 5:50 p.m.

\_\_\_\_\_  
Sonia Mancier, President

\_\_\_\_\_  
Martine Tremblay, Treasurer

\_\_\_\_\_  
Diane T. Brousseau, Meeting Secretary

**Minutes adopted on** \_\_\_\_\_



## FIQ | SECTEUR PRIVÉ

Nom participante	Établissement	Présences	Statut
AGONOY, CHITA	574 - C.H.S.L.D. Bayview Inc.	X	Officielle
BEAULIEU, MARTINE	159 - Groupe Champlain Inc. (C Héb Champlain des Montagnes)	X	Officielle
BEDARD, AMELIE	1045 - Coopérative de solidarité SABSA		Officielle
BERNARD, CAROLINE	410 - Groupe Roy Santé Inc.	X	Fraternelle
BERNARD, MANON	1015 - Groupe Champlain Inc. (Chaudière- Appalaches)	X	Officielle
CARBONNEAU, MELISSA	530 - Centre d'Accueil Saint-Joseph de Lévis Inc.	X	Officielle
CHERFAOUI, KAMAL	1017 - Groupe Champlain Inc. (Montréal)	X	Officielle
CONRATH, PATRICIA	505 - Résidence Riviera Inc.	X	Officielle
CYR, PATRICK	575 - Groupe Champlain Inc. (Montréal)	X	Officielle
DEMMAD, AHCENE	309 - Vigi Santé Ltée (Montréal)	X	Officielle
DESCHAMPS, MANON	402 - Centre Le Cardinal Inc.	X	Officielle
DUMAS, JOSEE	1015 - Groupe Champlain Inc. (Chaudière- Appalaches)	X	Officielle
GERMAIN, JUDITH	370 - Résidence Angelica Inc.	X	Officielle
GIRARD, LINDA	485 - CHSLD Providence Notre-Dame de Lourdes Inc.	X	Officielle
GIROUX, MARIE-JOSEE	211 - Centre hospitalier St-François Inc.	X	Officielle
GODBOUT, LOUISE	477 - NOVA L'Ouest de l'Ile	X	Officielle
GRENIER, NANCY	598 - Groupe Champlain Inc. (Outaouais)	X	Officielle
GUERRA, LYNE	469 - Villa Medica Inc.	X	Officielle
KENNEY, DEBORAH	297 - Hôpital Shriners pour enfants (Québec) Inc.	X	Officielle
LACARNE, WAHIBA	1017 - Groupe Champlain Inc. (Montréal)	X	Officielle
LAFLAMME, ANIK	297 - Hôpital Shriners pour enfants (Québec) Inc.	X	Officielle
LAROCHELLE, MARYLOU	177 - Hôpital Ste-Monique Inc.	X	Officielle
LESSARD, NATHALIE	483 - La Corporation Notre-Dame de Bon- secours	X	Officielle
LORD, NATHALIE	463 - CHSLD Age3 Inc.	X	Officielle
MANCIER, SONIA	002 - PSSU	X	Officielle
MARLEAU, GAËTANE	367 - Manoir St-Patrice Inc.	X	Officielle

<b>Nom participante</b>	<b>Établissement</b>	<b>Présences</b>	<b>Statut</b>
MARTEL, PATRICIA	309 - Vigi Santé Ltée (Montréal)	X	Officielle
MORIN, SUZANNE	306 - Centre d'Accueil Marcelle Ferron Inc.	X	Officielle
NOISEUX, ISABELLE	575 - Groupe Champlain Inc. (Montréal)	X	Officielle
PAEZ, ROSALINA	574 - C.H.S.L.D. Bayview Inc.	X	Officielle
PAQUIN, YVES	651 - Jardins du Haut Saint-Laurent (1992) inc.		Officielle
PERLO, ANNE	448 - Vigi Santé Ltée (Montréal)	X	Officielle
QUIRION, LOUISE	008 - SPSQ	X	Officielle
RINGUET, MARIE-EVE	410 - Groupe Roy Santé Inc.	X	Officielle
ROY, ISABELLE	463 - CHSLD Age3 Inc.	X	Officielle
SAMSON, JACQUES	232 - Vigi Santé Ltée (Capitale-Nationale)	X	Officielle
TREMBLAY, GHISLAINE	448 - Vigi Santé Ltée (Montréal)	X	Officielle
TREMBLAY, MARTINE	001 - AIM	X	Officielle
TREMBLAY, SUZY	370 - Résidence Angelica Inc.	X	Officielle
TURBIDE, NATHALIE	306 - Centre d'Accueil Marcelle Ferron Inc.	X	Officielle
USE, MARIANNE	470 - Résidence Sorel-Tracy Inc.	X	Officielle

# OUR **CONVICTIONS** THE DNA OF OUR **ACTIONS**

## NOTES



FIQ | SECTEUR PRIVÉ

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