



# 10. COMPOSITION OF RFIQ NETWORKS

RFIQ-A21-C-I-D10

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

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



FIQ | SECTEUR PRIVÉ

REGROUPEMENT  
DES FIQ



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**POLITICAL RESPONSIBILITY**

Marie-Claude Ouellet

**COORDINATION**

Lynda Lachance

**REVISION**

Communication Service

## COMPOSITION OF THE RFIQ NETWORKS WOMEN'S, YOUTH, OHS AND OWPP

At the time of its founding, the Federation had a principle aimed at the participation of as many members as possible in decision-making. As a result, its constitution and bylaws set out large decision-making bodies composed of union reps from every work setting (CH, CHSLD, CLSC, EPC, etc.).

When the institutions were merged to create the CSSSs and following the passing of Bills 25 and 30 in 2003, the delegation ensured that the democratic and accessible nature of the organization was maintained. Its constitution and bylaws were adjusted to provide for the representation, as much as possible, of union reps from each of the missions that made up the new CSSSs.

At the 2017 Convention, the delegates acknowledged that the Federation should be able to continue counting on all its union reps. Moreover, they confirmed the relevance of maintaining the composition of the provincial and Federation decision-making bodies – Convention and Federal and Provincial Council – according to the conditions adopted in the FIQ, FIQP and RFIQ Constitutions and Bylaws.

In the same way, the composition of the RFIQ Networks (Women's, Youth, OHS and OWPP), like the composition of the delegation at meetings, must be based on equitable representation from each of the CISSS, CIUSSS, non-merged institutions and the unions that make up the FIQP. The number of sites covered by the unions affiliated to the Federations must also be taken into account. Again, in the interests of fairness, it is important to review the nature of the different networks.

The composition of the Networks also provided for the participation of one union rep from each of the Regional Action and Consensus-Building Tables (TRAC). Considering the TRACs will end in 2021, it is necessary to foresee that this union rep will cease to participate as of the dissolution.

The table below shows the current composition of the RFIQ Networks:

COMPOSITION OF THE RFIQ NETWORKS	
For each local network, CSSS or institution	1 local officer for the Status of Women, OHS or Youth Committee, depending on the Network concerned
In addition, there are ▼	
For each local network, CSSS or institution of:	
1,000 to 2,000 members	1 union rep
2,001 members and more	2 union reps
For each local network or CSSS of 5 sites and more	1 union rep
For each regional or sectional union	1 local officer for the Status of Women, OHS or Youth Committee, depending on the Network concerned
For each of the FIQ standing committees	1 union rep
For each of the Regional Action and Consensus-Building Tables	1 union rep
For the RIIRS	1 union rep, in the case of the Women's and OHS Network

The table below shows the proposal for the new composition of the RFIQ Networks:

NEW COMPOSITION OF THE RFIQ NETWORKS	
For each CISSS, CIUSSS, non-merged institution and private and private subsidized institutions	1 local officer for the Status of Women, OHS or Youth Committee, depending on the Network concerned
In addition, there are (cumulative) ▼	
For each CISSS, CIUSSS and non-merged institution of 1,000 to 5,001 members and more	1 union rep per 1,000 members
For each CISSS, CIUSSS and non-merged institution of 5 sites and more	1 union rep
For each CISSS, CIUSSS and non-merged institution of 25 sites and more	1 union rep
For each CISSS, CIUSSS and non-merged institution of 50 sites and more	1 union rep
For each CISSS, CIUSSS and non-merged institution of 100 sites and more	1 union rep
Composition for the following situations:	
For each CISSS, CIUSSS and non-merged institution which has between 500 and 1,000 members (in addition to the above number)	1 union rep
For each regional or sectional union of 5 institutions and more	1 union rep
For each of the FIQ standing committees	1 union rep
For the RIIRS	1 union rep, in the case of the Women's, OHS and OWPP Network

**Whereas** the passing of Bill 10 (Act to amend the organization and governance of the health and social services network, notably by abolishing regional agencies), the creation of CISSSs and CIUSSSs and at the same time the creation of the FIQP;

**Whereas** the current composition of the different Networks is not representative of the number of members by CISSS, CIUSSS, non-merged institution and union affiliated to the FIQP and that it is appropriate to preserve the stability and cohesion of the union and political action of the RFIQ;

**Whereas** the relevance of ensuring consistency between the participation of union reps in decision-making bodies and participation of union reps in the FIQ Networks (Women’s, Youth OHS, OWPP);

**The Executive Committee recommends:**

The following composition of the RFIQ Networks (Women’s, Youth, OHS, OWPP), until a future Convention decides otherwise.

RECOMMENDED COMPOSITION OF THE RFIQ NETWORKS	
For each CISSS, CIUSSS, non-merged institution and private and private subsidized institutions	1 local officer for the Status of Women, OHS file, Youth or OWPP Committee, depending on the Network concerned
In addition, there are ▼	
For each CISSS, CIUSSS and non-merged institution of 1,000 to 5,001 members and more	1 union rep per 1,000 members
For each CISSS, CIUSSS and non-merged institution of 5 sites and more	1 union rep
For each CISSS, CIUSSS and non-merged institution of 25 sites and more	1 union rep
For each CISSS, CIUSSS and non-merged institution of 50 sites and more	1 union rep
For each CISSS, CIUSSS and non-merged institution of 100 sites and more	1 union rep
Composition for the following situations:	
For each CISSS, CIUSSS and non-merged institution which has between 500 and 1,000 members (in addition to the above number)	1 union rep
For each regional or sectional union of 5 institutions and more	1 union rep
For each of the FIQ standing committees	1 union rep
For the RIIRS	1 union rep in the case of the Women’s, OHS and OWPP Network

## Appendix

### New composition of the different Networks Women's, Youth, OHS, OWPP:

UNIONS AFFILIATED TO THE FIQ AND FIQP	Current composition of the RFIQ Networks	New composition of the RFIQ Networks
FIQ – Syndicat des professionnelles en soins infirmiers et cardiorespiratoires du Bas-Saint-Laurent	11	6
FIQ – Syndicat des professionnelles en soins du Saguenay-Lac-Saint-Jean	13	6
FIQ – Syndicat interprofessionnel du CHU de Québec	4	6
Syndicat interprofessionnel de la santé de l'IUCPQ	2	2
FIQ – Syndicat des professionnelles en soins de la Capitale-Nationale	15	9
FIQ – Syndicat des professionnelles en soins de la Mauricie et Centre-du-Québec	14	10
FIQ – Syndicat des professionnelles en soins des Cantons-de-l'Est	20	10
Syndicat des professionnels et des professionnelles en soins de santé du CHUM	4	5
Union of Nursing and Cardiorespiratory Care Professionals of the MUHC (FIQ)	4	5
Syndicat des professionnelles en soins infirmiers et cardiorespiratoires de l'ICM	1	2
FIQ – SPS de l'Ouest-de-l'Île-de-Montréal	10	7
FIQ – SPS du Centre-Ouest-de-l'Île-de-Montréal	10	6
FIQ – SPSS du Centre-Sud-de-l'Île-de-Montréal	14	8
FIQ – SPS de l'Est-de-l'Île-de-Montréal	11	8
FIQ – SPS du Nord-de-l'Île-de-Montréal	7	7
FIQ – SPS de l'Outaouais	14	7
FIQ – SISS de l'Abitibi-Témiscamingue	13	5
Syndicat nordique des infirmières et infirmiers de la Baie James (FIQ)	1	1
FIQ – SPS de Chaudière-Appalaches	15	7

UNIONS AFFILIATED TO THE FIQ AND FIQP	Current composition of the RFIQ Networks	New composition of the RFIQ Networks
FIQ – SPS de Lanaudière	10	7
FIQ – SPS des Laurentides	17	8
FIQ – SPS de Montérégie-Centre	7	6
FIQ – SPS de la Montérégie-Est	9	8
FIQ – SPS de Montérégie-Ouest	12	6
Syndicat Nordique des infirmières et infirmiers de la Baie d’Hudson (FIQ)	1	1
Syndicat des infirmières et infirmiers de la Baie d’Ungava	1	1
AIM + 8 institutions	9	9
UHP + 11 institutions	12	12
SRPSQ + 5 institutions	6	6
SPSQ + 13 institutions	14	14
Syndicat des salariées de la Coopérative de solidarité SABSA (FIQ)	1	1
SIIA du Centre Champlain de Gatineau	1	1
RIIRS	1	1
<b>Total</b>	<b>287</b>	<b>198</b>
TRAC representatives	12	0
<b>Total</b>	<b>299</b>	<b>198</b>



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## NOTES



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### **FIQ Montréal** | Head Office

1234, avenue Papineau, Montréal (Québec) H2K 0A4 |  
514 987-1141 | 1 800 363-6541 | Fax 514 987-7273 | 1 877 987-7273 |

### **FIQ Québec** |

1260, rue du Blizzard, Québec (Québec) G2K 0J1 |  
418 626-2226 | 1 800 463-6770 | Fax 418 626-2111 | 1 866 626-2111 |

fiqsante.qc.ca | info@fiqsante.qc.ca

