



EN ACTION

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SPECIAL POST-CONVENTION ISSUE

REGROUPEMENT DES FIQ | fiqsante.qc.ca | fiqp.org



OUR CONVICTIONS, THE DNA OF OUR ACTIONS

Women healthcare professionals chose to unite and create organizations that would later federate within the FIQ and FIQP because they believed that by joining forces, they would be able to better defend their interests. And it is by returning to that base, to what constitutes our DNA, that we must now take action.



This is exactly what the delegates expressed loud and clear by adopting all the recommendations at the 2nd Convention of the Regroupement des FIQ (RFIQ), 12th Convention of the FIQ and 2nd Convention of the FIQP.

In fact, the delegates adopted recommendations to counter the relentless political will to weaken public services in general, and the health network in particular. The RFIQ chose to use the strength and power of all its members to improve their working and living conditions as healthcare professionals, women, and citizens. The delegates were clear: recovering our DNA means winning by being progressive women, women of action and women fighting against systemic racism.

PROGRESSIVE WOMEN

To demonstrate that the values of the progressive women of the Federations are central to our union project and to our professions, the RFIQ wants political issues to be taken into account in all files. The healthcare professionals' working and living conditions must be improved but also the quality of the care given to the population. It is in our DNA as healthcare professionals to want patients and Québec to be healthy.

Obviously, our solutions are in complete opposition with the vision of those governing us who continue to cut public services. To make our members aware of this fact, to politicize them, we have created a health platform, based on the determinants of health, which will be available this fall. And, of course, the battle to pass a law on ratios will also be leverage in our efforts to politicize the members.

WOMEN OF ACTION

Instead of focusing on labour relations and legal actions as we have done until recently, the FIQ and FIQP women of action now want to focus on proximity to members and collective action. As such, the Federations and affiliated unions are committed to dedicating a significant part of their resources and energy to rebalancing union action, establishing a real collective balance of power and giving back control of union action to the members. The affiliated unions will also be consulted in order to set up a place for political action.

For the delegation, building a balance of collective power will be the priority from now on. We will need to unite to build our capacity to push for change, and then use grievances, legal action, meetings with employers and

communication campaigns to maximize this collective movement.

WOMEN FIGHTING AGAINST SYSTEMIC RACISM

Lastly, to the theme *Our convictions, the DNA of our actions*, it was only natural for the delegates to identify as women fighting against systemic racism. In light of our values and because these issues affect our members, our resolutely feminist labour organization has always stood out for its continued fight against sexism, gender-based discrimination and violence. The RFIQ has in turn applied this struggle to issues of racism. That is why the delegates adopted a clear, firm stance on systemic racism and the desire to eliminate it.

In addition to openly supporting Joyce's Principle and adding "The RFIQ is an organization that fights against all forms of racism and racial discrimination" to its Statement of Principles, the delegation demanded the creation of an ad hoc committee to record and analyze the determinants of racism, identify information channels and means of action to convert each member into racism eradication champions and to ensure the Federations integrate racial matters across the board. ■

POSTE-PUBLICATION

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Québec (Qc) G2K 0J1



Louise Latraverse wanted to say thank you
to healthcare professionals

WORD FROM THE PRESIDENT

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THE POWER TO MOVE MOUNTAINS

It is with great honour and pleasure that I address you with these few words. I feel privileged to have your trust to take on the important responsibilities that come with the privilege of being your president. The challenges are great and many, but it is with the same passion and determination that have characterized me since the very beginning of my union career that I intend to be fully and selflessly invested for the good of our organization and its members.

Now, if I take away one thing from this convention, it is the desire for change. We have taken a very courageous step over the last few days, and this makes me extremely proud of our organization. Instead of being complacent, we have had the courage to look in the mirror, to look at our daily actions from a critical perspective.

We had the courage to look at ourselves and admit that our strategic approach may not be adapted to the challenges we are facing. We had the courage to accept that we will need training and support to significantly transform our everyday unionism. We had the courage to say to ourselves collectively that despite our values and beliefs, we most certainly have racial biases that contribute, often

unconsciously, to the perpetuation of a system of social injustice through systemic racism. We had the courage to adopt strong positions, which will form the basis of our action to eliminate discrimination against racialized people, whether they are members of the RFIQ or patients receiving care.

This courage is nothing compared to that shown by the healthcare professional who must work a 3rd MOT shift in one week, or who must cover 3 floors of patients because the employer does not replace absences. That is real courage.

Because we owed it to these brave 76,000 members, we dared to imagine new avenues that will allow us, I am convinced, to make the

miserable working conditions of our members a painful memory of the past. We will organize to win, and I am so proud of the orientations adopted at the convention.

Together, we have the power to move mountains. It is up to us to make it happen, to roll up our sleeves and, together, pursue our *raison d'être*: to improve the working and living conditions of the 76,000 healthcare professionals, women and citizens whom we proudly represent. ■



Linda Silas

LINDA SILAS

With her usual enthusiasm and energy, the president of the Canadian Federation of Nurses Unions (CFNU), Linda Silas, addressed the delegates at the virtual Convention of the RFIQ. Ms. Silas took the opportunity to point out, with several examples, how the issues Québec healthcare professionals face are identical to those faced by their colleagues in the rest of Canada.

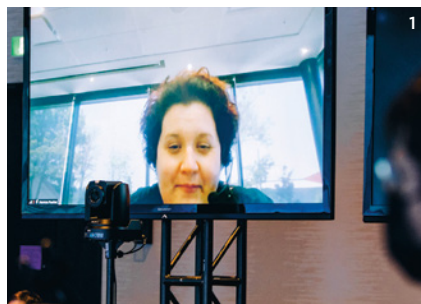
She reminded everyone that there have been 85,000 work accidents among Canadian nurses related to the health crisis, in addition to 50 deaths. While before the pandemic, 30% of Canadian nurses reported severe symptoms of

burnout, this percentage now stands at 60%.

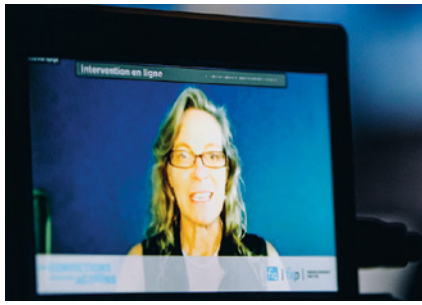
Ms. Silas intends to "rattle the cage" in the coming months when most of CFNU-affiliated nurses unions will be negotiating

new collective agreements with mostly conservative provincial governments. Ms. Silas had the same message for Québec healthcare professionals as for the nurses in English Canada: be strong and stay united to get respect! ■

1. Patricia Pouliot, CIUSS de Chaudière-Appalaches
2. Alicia Desruisseaux, CIUSSS de l'Estrie - CHUS
3. Debbie Piché, CIUSSS de la Mauricie-et-du-Centre-du-Québec



CONFERENCES

ORGANIZING TO WIN
SYSTEMIC RACISM: A COLLECTIVE FIGHT

Jane McAlevey, speaker



Marc Thibault-Bellerose and Frédéric Poisson, members of the 2021 convention team

ORGANIZING TO WIN

On the morning of June 9, Jane McAlevey gave a talk. She is a great woman and her conference was highly appreciated. A seasoned activist and fierce union negotiator, Ms. McAlevey has been active in the U.S. labour movement, primarily with hospital healthcare professionals.

Author of several books which have literally shaped the state of current thinking on trade unionism, she is now in demand all over the world and is helping, with a simple and proven method, to do what trade unionism is best at: making substantial gains for members.

For two hours, Ms. McAlevey eloquently captivated the audience as she talked about many cases in which the method was successful.

In the United States, Germany and Great Britain, healthcare professional unions were able to turn power dynamics around by using member participation as their driving force.

Whether by mapping all the members of a care unit, by identifying “organic” leaders and by soliciting them through recurrent “structure tests”, Ms. McAlevey has many examples where “super

majorities” (90% and more) of healthcare professionals in an institution are actively involved in their own empowerment through the union.

Highly enthusiastic, the FIQ delegates embarked on this path, saying “why not us”. Coming soon to an institution near you! ■



Samir Shaheen-Hussain, speaker



Isabelle Wallace, speaker

SYSTEMIC RACISM:
A COLLECTIVE FIGHT

In a conference entitled “Systemic racism: a collective fight” we were honoured to welcome Dr. Samir Shaheen-Hussain, Associate Professor, Faculty of Medicine at McGill University and pediatric emergency physician in Montréal, and Ms. Isabelle Wallace, Indigenous Nurse from the Malécite du Madawaska First Nation in New Brunswick.

Dr. Shaheen-Hussain demonstrated with flair why it is imperative to eliminate the structural impacts of racist and colonial policies on the social determinants of health and to decolonize the medical practice. He also demonstrated the presence of medical colonialism in Canada.

Dr. Shaheen-Hussain reminded us, with disconcerting clarity, that if we ask the question “why” enough, we will be able to determine the root cause of a problem which, if corrected, will have a significant and stable impact on care. On the other hand, if we stop the analysis at the first “why”, the solutions will be ineffective, since the elements on which the work will be done will be superficial or individual. It

is therefore imperative to make a fundamental change in the system and not just target the last events or individuals in the chain of errors.

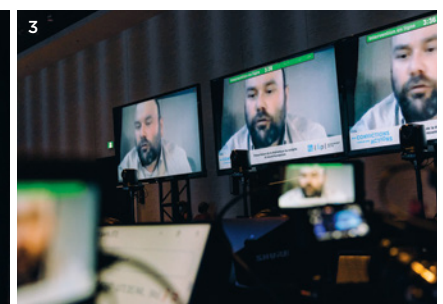
The delegation was also captivated by Ms. Wallace’s presentation, and her powerful story as an Indigenous woman. Her journey alone is a stark demonstration of the obstacles that Indigenous people face in their lives, but also in their career paths. It made the delegation aware that the history of Canada and Quebec hides the truth about the real impacts of colonialism on Indigenous peoples. Colonialism is not just a shameful parenthesis for Canada and Quebec, but the foundation of our history that continues to this day. A phrase she uttered will stay with us for a

long time: our life’s work as health professionals is to be self-critical, to identify the implicit biases we have, to stop, to deconstruct and to be better.

These two speakers, these two people, touched our hearts and allowed us to begin a reflection on systemic racism that will need to go deep. Ms. Wallace and Dr. Shaheen-Hussain also certainly contributed to the adoption of Joyce’s Principle by the delegation. ■



1. Chantal Tessier, member of the FDS Committee
2. Monika Schipper, CIUSSS de l'Estrie - CHUS
3. Cyril Gabreau, Inuulitsivik Health Centre



2017-2021 MANDATE

STANDING AND STATUTORY COMMITTEE REPORTS

STANDING AND STATUTORY COMMITTEE REPORTS



Youth Committee video

The 2017-2021 mandate was particularly challenging for the standing and statutory committees as the pandemic disrupted the health network. Union leaves were often difficult to obtain and the way in which they met had to be reviewed. Even their report presentation had to be done differently at this convention and, for the most part, the committees reported on their activities over the last four years in video format.



Cassandra Massé
Membre du comité Éducation-Animation

Education-Animation Committee video

YOUTH COMMITTEE

The various activities organized by the Youth Committee have greatly contributed to the activism and union involvement of healthcare professionals aged 35 and under and examined the various social and political issues from a youth perspective. The environment, democracy, mobilization, and activism have been the focus of the three latest publications of the Youth Network Bulletin. The Youth Committee also worked very hard to present and adopt a sustainable development policy by the RFIQ. This is a significant contribution to the organization.

EDUCATION-ANIMATION COMMITTEE

Since the last convention, the Education-Animation Committee was able to diversify activities, taking into account the delegation's recommendations. While continuing its activities related to the already well-established Animation component, it further developed its contribution to the Education component. Consequently, new training courses were designed and others were updated.

STATUS OF WOMEN COMMITTEE

Three publications of the Women's Network, six Network lunches and the important events on December 6 and March 8 defined the Status of Women Committee's mandate. Among their main focuses, the Status of Women Committee participated in and had an influence on the implementation

and Monitoring Committee for the Policy on the Fair Representation of Women in Positions of Power and Decision-Making, researching solutions to ensure a feminist perspective informs the entire organization, and creating the "Introduction to feminism" workshop to foster feminist solidarity in affiliated unions.

ELECTION COMMITTEE

After having met the challenges it faced at the 2017 Convention, the Election Committee focused on developing new work instruments and improving some existing ones. From the end of November 2020, the Election Committee began its work on the elections at the 2021 Convention. The Committee reviewed the Election Policy to ensure that the voting process is adapted to the virtual format of the bodies. After having experienced a very busy election process, the Election Committee recommended to the delegation that a union consultant from the Legal Team and a secretary assist them in the future and made recommendations on ballots and the voting period.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

After two publications on the OHS Network (Spotlight on OHS key actors in 2018 and another addressing the issue of violence in 2019), as well as three publications for OHS Week (2018: Mental Health - Is your workplace safe?, 2019: Let's get serious about fatigue, 2020: Your physical and mental

health during a pandemic), the OHS Committee maintained its role as a leader in exposing the problems experienced by healthcare professionals in occupational health and safety. The committee also proposed imaginative ways to encourage the local teams' and members' participation in the activities in the various health institutions.

PUBLICATIONS REVIEW COMMITTEE

The 2017-2021 mandate was the last for the Publications Review Committee. In fact, following a reflection on the committee's functioning and mandate, its members recommended that it be replaced by a Communication Committee with a mandate to discuss communication and social media issues, new trends in communications, measure the impact of FIQ and FIQP communication instruments and evaluate communications from the Federations to ensure they meet the needs and demands of the members and affiliated unions. Having received the delegation's approval, the election of the five members to the first Communication Committee will take place at the Provincial Council in December. ■

NEW COMMUNICATION COMMITTEE

Keep an eye on the Federation's website this fall for the election notice and how to submit your candidacy. The elections will take place at the Provincial Council in December 2021.



Status of Women Committee video



Election Committee



Occupational Health and Safety Committee video



Publications Review Committee video

STATUS OF WOMEN COMMITTEE

2021-2025 ACTION PLAN – POLICY ON THE FAIR REPRESENTATION OF WOMEN IN POSITIONS OF POWER AND DECISION-MAKING



PIMC Committee

2021-2025 ACTION PLAN POLICY ON THE FAIR REPRESENTATION OF WOMEN IN POSITIONS OF POWER AND DECISION-MAKING

The Policy Implementation and Monitoring Committee (PIMC) gave a report on its first action plan adopted in December 2018. Despite the pandemic, three actions, a support measures guide, mentorship program pilot project and a training program on speaking at meetings and on the electoral process, were carried out while only one was postponed.

The members of the PIMC also proposed a 2021-2025 action plan to the delegation. The following measures were adopted:

- A trial meeting schedule: start at 12 noon on the first day and end at 4 pm the last day unless the Provincial Executive Committee evaluates that another start time improves family-work-study balance. This measure is renewed from the last action plan.
- Hybrid councils: evaluate, in collaboration with meeting logistics and the general secretariat, the impact of including virtual tools in decision-making meetings on women's participation in regular decision-making meetings if part of the delegation is in-person, and the other part is virtual attendance.
- Training: a survey will be conducted to determine the union reps' current needs.
- Daycare services at a decision-making meeting: analyze, in collaboration with meeting logistics and the general secretariat, if this measure encourages the involvement of women.

All these actions aim to achieve the non-binding target of 75% of women at RFIQ decision-making meetings and provincial committees, as set out in the Policy on the Fair Representation of Women in Positions of Power and Decision-Making. ■



Shirley Dorismond, Political Officer for the Status of Women Sector



Caroline Marie Flageol and Caroline Gravel, members of the Status of Women Committee

END OF MEMBERSHIP WITH THE FFQ

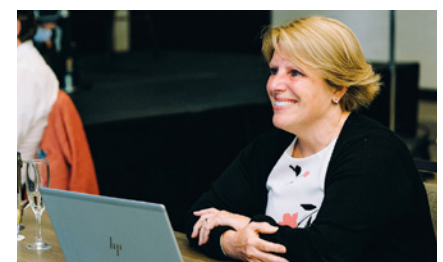
In 1990, at the 1st Convention of the FIQ (FIIQ at the time), the delegation approved the membership in the Fédération des femmes du Québec (FFQ). The FIQ proudly participated in the activities organized by this feminist group which has marked Québec history, including the Bread and Roses March in 1995.

For several years, the FFQ has faced several difficulties, especially with democratic governance, creating a growing gap with the FIQ's values. The FIQ's membership with the FFQ was discussed by the Convention delegates and they decided to end the membership.

However, the FIQ remains determined to be actively involved in the Québec feminist movement to protect women's rights and fight for true de facto gender equality. ■

TRIBUTE TO RETIREES

Considering the virtual form of this Convention, Nancy Bédard and the Provincial Executive Committee paid tribute to two exceptional union representatives, Linda Lapointe, Vice-President and Marie-Claude Ouellet, Provincial Executive Committee Secretary in a pre-recorded video. Through their limitless dedication and involvement, these two women really made a difference at the Federations. They will be greatly missed by everyone. Both of them had an opportunity to express their thanks to the delegation and their relatives and convey their best wishes to everyone. The FIQ and FIQP wish them a great retirement and well-deserved rest!



ELECTIONS

CONGRATULATIONS TO THE NEW UNION REPS!

CONGRATULATIONS TO THE NEW UNION REPS!

Here are the union representatives elected to the FIQ Executive Committee, to the FIQP Executive Committee, to the RFIQ provincial committees, and to the FIQ and FIQP federal committees. They will represent you for the next four years.

Congratulations!

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)



Patrick Guay, Vice-President, Labour Relations, Negotiations, Research Reserved nurse position
Nurse, CISSS de l'Outaouais
(FIQ-SPS de l'Outaouais)



Kathleen Bertrand, Vice-President, Union Organizing, Education-Animation
Nurse Clinician Assistant-Head-Nurse, CIUSSS du Nord-de-l'Île-de-Montréal (FIQ-SPS du Nord-de-l'Île-de-Montréal)



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



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



Isabelle Groulx, Vice-President Social Security, Occupational Health and Safety, Human Resources Reserved respiratory therapist position
Respiratory Therapist, CISSS de la Montérégie-Ouest (FIQ-SPS de la Montérégie-Ouest)



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



Roberto Bomba, Treasurer
Nurse Clinician, 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 (Montréal)
(FIQP-UHCP)



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



Isabelle Noiseux, LPN Vice-President
Licensed Practical Nurse, Groupe Champlain inc. (Montréal)
(FIQP-AIM)



Justine Shepherd, Secretary
Licensed Practical Nurse
Vigi Santé Ltée (Montréal)
(FIQP-UHCP)



Martine Tremblay, Treasurer
Licensed Practical Nurse, Groupe Champlain inc. (Montréal)
(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

ELECTED TO THE PROVINCIAL AND FEDERATION COMMITTEES



Anthony Bossé, President of the Election Committee

ELECTED TO THE PROVINCIAL AND FEDERATION COMMITTEES

RFIQ PROVINCIAL COMMITTEES

Election Committee

Anthony Bossé, Nurse, IUCPQ (FIQ-SIIQ de l'IUCPQ)

Elise Champoux, Nurse Clinician, ICM (FIQ-SPIC de l'ICM)

Isabelle Thibault, Licensed Practical Nurse, CISSS des Laurentides (FIQ-SPS des Laurentides)

Marie-Claude Cyr (substitute), Nurse Clinician, CHU de Québec (FIQ-SICHU de Québec)

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

Union Defense Fund Committee

Hélène Cadotte, Licensed Practical Nurse, CISSS de la Montérégie-Est (FIQ-SPS de la Montérégie-Est)

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

Manon Dupuis (substitute), Nurse Clinician, CIUSSS de l'Est-de-l'Île-de-Montréal (FIQ-SPS de l'Est-de-l'Île-de-Montréal)

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

Status of Women Committee

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

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

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

Valérie Fortier, Licensed Practical Nurse, CISSS de la Montérégie-Centre (FIQ-SPS de la Montérégie-Centre)

Kime Gobeil, Respiratory Therapist, CHUM (FIQ-SPSS du CHUM)

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

Isabelle Michaud (substitute), Nurse Clinician-Assistant-Head-Nurse, CISSS des Laurentides (FIQ-SPS des Laurentides)

Hélène Vézina (substitute), Licensed Practical Nurse Team Leader, CISSS des Laurentides (FIQ-SPS des Laurentides)

Joëlle Bilodeau (substitute), Licensed Practical Nurse, CIUSSS du Centre-Sud-de-l'Île-de-Montréal, (FIQ-SPSS du Centre-Sud-de-l'Île-de-Montréal)

Youth Committee

Alexandre Gosselin, Nurse, CIUSSS de la Capitale-Nationale (FIQ-SPS de la Capitale-Nationale)

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

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

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

Mélyna Tremblay, Nurse, CIUSSS du Saguenay-Lac-St-Jean (FIQ-SPSSLJ)

Maude Girard (substitute), Licensed Practical Nurse, CISSS des Laurentides (FIQ-SPS des Laurentides)

Sandra Perrier (substitute), Licensed Practical Nurse, CISSS des Laurentides (FIQ-SPS des Laurentides)

Occupational Health and Safety Committee

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

Emilie Brodeur, Licensed Practical Nurse, CIUSSS de l'Estrie - CHUS (FIQ-SPS des Cantons-de-l'Est)

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

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

Nathalie Thibault, Licensed Practical Nurse, CIUSSS de l'Est-de-l'Île-de-Montréal (FIQ-SPS de l'Est-de-l'Île-de-Montréal)

Fannie Thivierge, Licensed Practical Nurse, CISSS de la Montérégie-Est (FIQ-SPS de la Montérégie-Est)

Jennyfer Rocheleau (substitute), Nurse Clinician-Assistant-Head-Nurse, CISSS de la Montérégie-Ouest (FIQ-SPS de la Montérégie-Ouest)

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

Education-Animation Committee

Isabel Baron, Nurse Clinician, CIUSSS du Saguenay-Lac-St-Jean (FIQ-SPSSLJ)

Joëlle Bilodeau, Licensed Practical Nurse, CIUSSS du Centre-Sud-de-l'Île-de-Montréal, (FIQ-SPSS du Centre-Sud-de-l'Île-de-Montréal)

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

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

Marie-Pier Harvey, Nurse Clinician, CIUSSS du Saguenay-Lac-St-Jean (FIQ-SPSSLJ)

FIQ AND FIQP FEDERATION COMMITTEES

FIQ Internal Audit Committee

Hélène Cadotte, Licensed Practical Nurse, CISSS de la Montérégie-Est (FIQ-SPS de la Montérégie-Est)

Cyril Gabreau, Nurse Clinician, Inuulitsivik Health Centre (FIQ-SNII de la Baie d'Hudson)

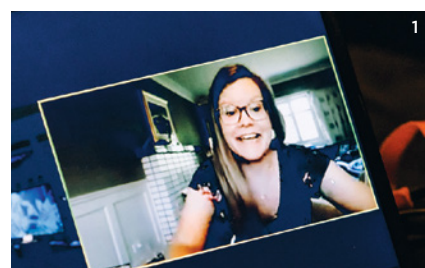
David Lambert, Nurse Clinician-Assistant-Head-Nurse, CIUSSS de l'Estrie - CHUS (FIQ-SPS des Cantons-de-l'Est)

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

Marie-Claude Carrière (substitute), Nurse, CIUSSS du Nord-de-l'Île-de-Montréal (FIQ-SPS du Nord-de-l'Île-de-Montréal)

FIQP Internal Audit Committee

Elections to be held at the Provincial Council in December 2021



1. Mélyna Tremblay, CIUSSS du Saguenay-Lac-Saint-Jean
2. Nathalie Bélanger, CHUM
3. Francis Charbonneau, CISSS des Laurentides



SUSTAINABLE DEVELOPMENT

WE ARE
THE SOLUTION.



ADOPTION OF SUSTAINABLE DEVELOPMENT AND RESPONSIBLE SOURCING POLICIES



At the convention, the delegation adopted a sustainable development policy and a responsible sourcing policy. These policies will be key tools to reassert and consolidate the Federations' commitment to preserve the environment, social justice, and economic equity.

These three objectives are the social determinants of health. Consequently, it is natural for the FIQ and FIQP to advocate and take actions so that their activities and projects help to reduce health inequality. The objectives of improving the working conditions of the most disadvantaged, consolidating public services and reducing our environmental footprint, on which these policies are based, are part of an environmental health perspective. An action plan and list of suppliers meeting responsible procurement criteria will be presented at a future provincial council. ■



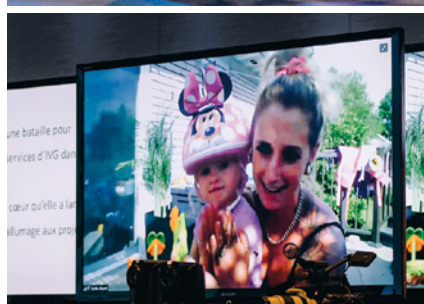
PRESENTATION OF THE RÉGINE LAURENT INDIVIDUAL AND GROUP PRIZE

Group prize

This prize is to reward a group of members or union reps having distinguished themselves by initiating one or more collective advocacy actions. This year, the group prize went to the healthcare professionals in the operating rooms at Maisonneuve-Rosemont and Santa Cabrini Hospitals who mobilized to oppose the hiring of unqualified staff in their unit. Congratulations!

Régine Laurent individual prize

This prize is to reward a member or union rep having distinguished herself by taking an advocacy action that reflected her exceptional union commitment. The first recipient of this prestigious prize is none other than Émilie Ricard who, by posting her heartfelt cry of inadequate ratios on Facebook, ignited the spark for the ratio projects. Congratulations, Ms. Ricard! ■



Émilie Ricard

BROWSE THE 2021 CONVENTION ARCHIVES

Once again this year, the Convention could be followed on social media and the Federation's website. Thanks to several publications, the FIQ and FIQP members and union reps not registered for the Convention were able to find out what was going on.

If you couldn't be there, or you want to relive some of these important moments, we suggest you watch the videos at www.fiqsante.qc.ca/congres2021. You will find the opening message from the president, Nancy Bédard, the reports from the provincial committees, pictorial summaries of each day, and much more!

You will also have access to all the documents discussed at the Convention on this page. Feel free to take a look at them!