



9.

Executive Committee

MINUTES OF THE 10th CONVENTION APRIL 7 TO 14, 2014

Decision RFIQ-A17-C-I-D9

providing care:
a collaborative
affair



FIQ | SECTEUR PRIVÉ

REGROUPEMENT
DES FIQ

2017 CONVENTION

From November 27 to December 1, 2017
at the Lévis Convention and Exhibition Centre



providing care: a collaborative affair

POLITICAL RESPONSIBILITY

Marie-Claude Ouellet, Secretary

COORDINATION

Sylvie Bissonnette, Coordinator, Sectors and Services

Sylvie Charbonneau, Coordinator, Sectors and Services

WRITTEN BY

Josée Boismenu, Administrative Assistant

Diane T Brousseau, Administrative Assistant

TRANSLATION

Susan Millroy, Union Consultant,
Communication-Information-Web-Translation Service

SECRETARIAT

Josée Boismenu, Administrative Assistant

Diane T Brousseau, Administrative Assistant

Fabienne Pouliot, Administrative Assistant

Luce Dessureault, Secretary,
Communication-Information-Web-Translation Service



MINUTES OF THE 10TH CONVENTION OF THE *FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC* HELD FROM APRIL 7 TO APRIL 11, 2014 AT THE QUEBEC CITY CONVENTION CENTRE

MONDAY, APRIL 7, 2014

1. OPENING MESSAGE

After having verified the quorum, Régine Laurent, President of the Federation, accompanied by Michèle Boisclair, 1st Vice-President, Political Officer for the Status of Women and Sociopolitical Sectors, Daniel Gilbert, 2nd Vice-President, Joint Political Officer for the Negotiation, Labour Relations and Research Sectors, Brigitte Fauteux, 3rd Vice-President, Political Officer for the Education-Animation Service and Joint Political Officer for the Union Organizing Service, Sylvie Savard, 4th Vice-President, Political Officer for the Task and Organization of Work Sector and Joint Political Officer for the Negotiation Sector, Linda Bouchard, 5th Vice-President, Joint Political Officer for the Labour Relations and Research Sectors, Michel Mailhot, 6th Vice-President, Political Officer for the Social Security, Occupational Health and Safety Sectors, the Legal Team and Joint Political Officer for the Union Organizing Service, Marie-Claude Ouellet, Secretary, Political Officer for the Organization and follow-up of meetings, the action plan and the priority actions, the Translation Service, the Youth Committee and the General Secretariat and Roberto Bomba, Treasurer, Political Officer for the treasury, the Union Defence Fund (FDS), Solidarity, the Information-Technology-Documentation Service, the Human Resources Services and the Administration, opened the meeting at 13:03.

Ms. Laurent greeted the distinguished guests attending the Convention with a warm and friendly welcome.

2. APPOINTMENT OF THE CHAIRPERSON AND THE MEETING SECRETARY

Presented by: Régine Laurent, President.
No reference document.

A14-C-I-01 BE IT MOVED:

“To appoint Martine Caron, Mélissa Lacroix, Chantal Pagé and Joanne Poulin as chairpersons and Diane Brousseau and Josée Boismenu as meeting secretaries.”

Régine Laurent – Marie-Claude Ouellet

CARRIED UNANIMOUSLY

4. REPORT FROM THE EXECUTIVE COMMITTEE

Presented by: Régine Laurent, President.
Reference document: The scrutineers distributed the narrative of the report of the Executive Committee. A video montage was shown on the screens at the same time.

Ms. Laurent gave a short history of the FIQ from 1989 to today. In addition, she pointed out that the 25th anniversary of the FIQ has served as a starting point towards a renewed vision. Having matured, the Federation has moved into high gear and is turning to the future. The organization is determined to remain indispensable in matters of health and the defence of the healthcare professionals and wants to spread out

everywhere in Québec. Some of the Federal Councils have been held in the regions for a few years now and the media impact and the mobilizing aspect are indisputable.

Independent labour is an unfinished battle. One of the doubtful forms of management frequently seen in the health network is the use, at high cost, of employees from private healthcare employment agencies. This has become the cure-all to fill the daily staffing needs and it makes the public network weak and dependent on private agencies. To counteract this phenomenon, the Federation has adopted an action plan aimed at having the private agency employees recognized as members of an affiliated union of the FIQ. The organisation fully intends to pursue this battle, as the fight will only be over once the private healthcare employment agencies have disappeared.

And, the Lean projects only continue to multiply under the Charest government. The FIQ has conducted an inquiry on the Proaction firm and in the majority of cases, the method used has had negative impacts on the organization of work of the healthcare professionals. If efficiency is through schedules where there are no breaks or meal periods, unpaid overtime and an increase in distress, then efficiency goes hand in hand with exploitation and the FIQ will not tolerate it!

In September 2011, the FIQ tabled a memorandum calling into question the use of the for-profit private sector to meet the needs of the elderly with loss of autonomy. Health is a common good, and accessibility, no-cost and equality are not negotiable.

In June 2012, the OIIQ demanded that the Government of Québec establish a new standard of entry to the nursing profession, the Bachelor of Science. Six (6) months later, Minister Hébert announced the setting up of a partnership ministerial focus group on the training/education of the next generation of nurses and the FIQ was part of this group. The Federation then proposed its "Initial training, An integrated Québec model" in order to increase the number of nurses with a bachelor's degree. The key idea of this model was to not impose a bachelor's degree on the next generation, but instead to set up measures encouraging university education. At the beginning of 2014, like the Federation demanded, the Minister of Health and Higher Education announced the setting up of a process that includes overall work to be done to take an enlightened decision on the initial training needed for access to the nursing profession. It is clear that the FIQ will never endorse an upgrade in training which would dismiss the value of work experience and undermine the career opportunities for the nurses who are currently working. The acquiring of knowledge, through initial training, continuing education or work experience constitutes a value added to the skills of the nurses.

In the wake of the work on the initial training of nurses, it was obvious that the professional qualifications of the licensed practical nurses remain under-utilized. Even if Bill 90 has broadened their field of practice, certain employers put off offering them interesting positions or integrating them in certain centres of activities. For the Federation, the success of an effective care team rests on the interprofessional collaboration. The knowledge of the field of practice and responsibilities for each one of the members on it are critical. The contribution of the licensed practical nurses with the patients must be maximized.

The special status of Outaouais obtained in 2007, imparts better conditions for the healthcare professionals in the region to avoid their exodus to Ontario and to attract the next generation. The struggle waged has led to the renewal of this agreement until the end of the collective agreement.

Last February, the FIQ concluded an agreement on the compensation of the clinical perfusionists. The Federation will continue to mobilize to denounce the poor management in certain institutions and the decisions affecting the delivery of health services. It will also continue to be active in alerting the media.

The last Common Front was created after the SISP-N. When the FIQ joined, the Common Front protocol disturbed the lines of communication and the issue of representativeness. At the SISP, the rotation of spokesperson set up sometimes sustained the perception, of the union reps, that the FIQ was overlooked in the SISP-N. Nevertheless, a survey conducted with the members, shows that more than 70% of them consider the FIQ was present in the media throughout the negotiations.

More than 80% feel that this presence was relevant, that it had a positive impact on the results of the negotiations and that the gains obtained are significant.

In 2006, the FIQ rejoined the ranks of the SISP, an alliance bringing together the employee organizations in the public sector, which first and foremost covered the defence of public services. This alliance was then transformed into the SISP-N as part of the 2009-2011 provincial negotiations. After having evaluated the process during the negotiations, the Federation realized that this alliance no longer corresponded to its expectations.

In 2009, the FIQ filed a motion in Superior Court to have some of the provisions in the Pay Equity Act declared invalid, as the changes made to this Act were discriminatory and considerably reduced the rights and the benefits initially stipulated. Last January, after a long battle, the decision of Judge Martin nullified certain modifications, including the possibility of a retroactive salary correction. The judge gave the government one year to correct the wrong. However, the fight is not over as the government decided to appeal the decision in this file.

Access to education should never be dependent on the capacity to pay or to go into debt. Access to education is an inalienable right and the responsibility for its funding must be taken on collectively. It was this model of intergenerational solidarity that the student movement was defending, bearer of a social project where people are put before profits. Considering its importance, the subject of the student struggle was the subject of a full debate at the June 2012 Federal Council in Chicoutimi.

The FIQ has often conducted collective actions on transforming the society in which they evolve. Whether it is the right to an abortion, the recognition of midwives, the control of firearms or choices in end-of-life care, the FIQ has already taken positions on these delicate subjects. It goes without saying that the Federation would take a position on the Charter of Secularism. The healthcare professionals understand their duty of confidentiality and conflict of interest in their helping relationship with the patients. If the Charter is a step forward, it will not alone settle all the forms of discrimination. The FIQ has to remain vigilant.

Over the last three years, the Federation has intervened in different files such as the voluntary retirement savings plans in September 2013, the file on the autonomy insurance fund in November 2013 and Bill C-377 in May 2013.

The Executive Committee has maintained a balanced budget during the last fiscal years. The adoption of a governance plan and a code of ethics has also contributed to establishing a balance in the practices of the Federation.

It is under the theme, *Think Outside the Box* that the renewal of the FIQ action goes through a regular, innovative and mobilizing consultation process. Over the last few months, the Federation has held several consultations based on participation where it could listen to the employees, activists in the Youth Network and the Women's Network, the members appointed by the TRACs and the presidents of the affiliated unions. In February, the organization presented its results to the Federal Council so that the delegates could, in turn, consult the members before the Convention. And, the Federation is seeking new ways to get closer to their members, to spread union action, to make their practices more dynamic and to integrate efficient methods of consultation. Furthermore, the Negotiation Sector also opted for new methods of consultation in order to begin their reflections on the draft collective agreement. The new sociopolitical training session will enable union reps to discover a different perspective of what union action can be. The FIQ is also counting on the next generation to help pave the way and the Executive Committee is counting on all of their members to pass on the message. The FIQ is an innovative organization which is proposing solutions for the healthcare network and for society.

3. ADOPTION OF THE AGENDA

Presented by: Mélissa Lacroix, Chairperson.

Reference document: A14-C-I-D1 “Agenda”.

Mélissa Lacroix acted as chairperson and read the agenda. Motions A14-C-I-02 and A14-C-I-03 (Ouellet-Laurent) were tabled.

A plenary session began. There were no interventions and the Chair called the vote.

A14-C-I-03 BE IT MOVED:

“To adopt the agenda.”

Marie-Claude Ouellet – Régine Laurent

A14-C-I-02 BE IT MOVED: (amendment)

“To add the following to the Convention agenda: negotiating Committee: Presentation of candidates.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

A14-C-I-03 BE IT MOVED: (as amended)

“To adopt the agenda as amended.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

5. MESSAGE FROM THE PRESIDENT

Ms. Laurent opened the 10th Convention of the Federation on April 7, World Health Day and the day of the provincial elections. This evening, we will know who will be our counterpart for the next round of negotiations. The FIQ has a past, experience and we have reached a certain maturity. That also means that we took the time to define ourselves, to create our universe, to question our values, aspirations and the sense that we give to our actions. This 10th Convention will be the first step in the achievements for the next twenty-five years.

The speakers will surely light a flame which will feed a fire, which will bring the organization to do things differently, and which will give us the momentum to “*Think Outside the Box*”.

The Convention will be historic because the FIQ has decided to stand out with their openness to others. The organization has always been free to make their choices and ambitions. Over time, they have laid out a remarkable path, interspersed with struggles and battles, but also with favourites and brotherhood. Because the upcoming battles may seem concerning, the FIQ is looking to forge strong ties in order to make a positive difference, both for society as well as for all those that the FIQ represents on a daily basis.

For many people, the Federation is perceived as being populated by Amazons, those female warriors from Greek mythology. To be an Amazon, is to be an independent, volunteer and activist woman. As women, the FIQ knew how to fight in their own way and had good reason to be proud of being able to stand up, even when there was a very strong wind. Now, it is completely appropriate to ask if it would not be in the interest of this nice tribe to ally themselves with other Amazons.

Together, we will carry out a project which could change the place that professionals in the healthcare sector have in the Québec union landscape. The FIQ wants to start up an organization which can look after the concerns of all the professionals working in health care who provide care and services to the population by building it with other labour organizations, concerned with the same issues and facing the same challenges as they are facing.

For years, the organization has noticed and deplored the disastrous consequences linked to the enormous budget pressures put on the public healthcare network. It seems that the political will to set up concrete solutions for the needs of the population in matters of health is sadly lacking. The healthcare professionals are capable of putting the humanization of the care back on society's agenda that has completely disappeared from the radar and the priorities of the network's administrative apparatus. The FIQ has already imagined, shared and publicized the solutions. Now, this collective legacy must be forged ahead, committed to, believed in and built. It is because the healthcare professionals have the wellbeing of the people they care for and look after at heart that the FIQ chose to explore the path of new models since 2011.

As citizens, we are concerned with the living conditions of our elderly and by the current management of the front line in health care. We have the chance to choose and to get involved so that the other avenues are available to us, when we will no longer be able to take care of ourselves or our parents. We have the chance to have the scope of our skills recognized in order to make front-line health care accessible.

It is not true that all the routine health needs require the presence of a physician. A healthcare professional with the necessary tools and collective prescriptions can certainly respond to a great number of the clientele's needs. An in-depth questioning of the roles allocated to the stakeholders in the network will be put up for debate. The FIQ is not lacking the audacity to question the medical power, but it must be done if we really want to find a solution and meet the needs of the population in an adequate manner.

It will also be the time to elect the next Executive Committee as well as the members of the different statutory and standing committees.

To achieve their ambitions, the FIQ will need all the union reps, all the delegates, all the employees, and all the members in developing their projects. Staying connected so that the small and the big successes shine on all the healthcare professionals of the FIQ. Being better connected means promoting the commitment of everyone with greater participation in the debates and in the issues which drive the organization.

For several years, we have been refining the vision supported by the organization, and we are at the stage of achieving certain ones of these nice projects, Regardless of what the future holds for us, we must take action and always move forward. We must believe in it, because it is in thinking outside the box that the most promising opportunities will come up.

Points of information:

- ≥ Marie-Claude Ouellet, Secretary, informed the delegation that Renald Parent, President of the Election Committee will be absent due to illness. It will be Huguette Lajeunesse who will fill in for the interim. She thanked Renald Parent for all his work.
- ≥ To fight against cancer, Pascal Beaulieu is asking for the generosity of the delegation. The latter will ride a stationary bike on Thursday, April 10 from 08:00 to 10:00. Donations will be collected on site.
- ≥ Claude Boucher informed us of a "success story" at the *CSSS Bécancour-Nicolet-Yamaska*. Six hundred (600) grievances have been settled, including 400 related to a settlement on the granting of positions and others on the lack of compensation for the shift overlap periods.

13. ELECTIONS

Electoral process

Huguette Lajeunesse, assistant to the Election Committee, gave the details on the electoral process, in accordance with the Constitution and Bylaws of the Federation. She informed the delegation that the filing of candidacies for the positions up for election to the Executive Committee and the standing and statutory committees as well as the substitutes for the negotiating committee will end on Tuesday, April 8, 2014 at 13:00. She pointed out that a reminder of the terms of application of the election policy has been done. And, she stated that the presentation of the candidates will be on Wednesday, April 9, 2014 for all the positions up

for election. It will be an electronic vote and an external firm will manage the results. The instructions on conducting the vote will be given later.

A 10-minute plenary session began.

Point of information:

Édith Samson, delegate from the *CSSS de Rivière-du-Loup* invited the delegation to come see her to write a small word of encouragement to Renald Parent, President of the Election Committee.

7. THEMATIC OF THE CONVENTION: TAKING ACTION

Presented by: Marie-Claude Ouellet, Political Officer for the Organization and follow-up of meetings, the action plan and the priority actions, accompanied by Claude Béland, guest speaker.

No reference document.

Conference of Claude Béland

Marie-Claude Ouellet pointed out that at the time they started their work, the intersectoral working committee on the new models felt the need to better understand the cooperative movement in Québec. It is appropriate to question and to take the time to share the strong motivations and the objectives pursued by this change before making the transformation. Real change undeniably goes through a new way of doing things. For Mr. Béland, democracy is a real societal project, guided and influenced by the basic human values of freedom, equality solidarity and fraternity. A democracy by and for the citizen. Claude Béland was president of the *Mouvement Desjardins* from 1987 to 2000, when he retired. At age 82, he is an assistant professor at the *École des sciences de la gestion à l'Université du Québec à Montréal*, he sits on a number of boards of directors and has not lost his capacity to analyze.

Mr. Béland shared his vision of an educated and fair society. Over the years, he has observed the evolution of the values in a society and has compared the values of the community movement with those supported by the ultraliberal economy. In the space of a few decades, neoliberalism has profoundly changed the social values. Our society has moved from social democracy to values inspired by American capitalism. We are no longer defined by what we are, but by what we do and what we have. Public finances are no longer a collective tool, as the more debt a country has, the more it loses its sovereignty to the benefit of the international markets which dictate the norms. It is no longer civil society which establishes the values, but economic power. And yet, the capitalist system values investment, exploitation, domination, greed and increases the inequalities. Continuing down this path, will be like running into a wall.

We must re-learn how to live together and revitalize citizen participation. Individuals are not only consumers, they are also citizens and they are responsible for their destiny. Social economy is a means of placing the person at the centre of the interests and to give ourselves the collective means to change things. In the cooperative movement, property belongs to a community where people participate. Share the goods and services the patrimony of which is inalienable. Values must fall within the heart, not in money. We cannot succeed if we do not work together. When we want to conquer, we must not be divided. According to Mr. Béland, the power to change can be within us. The outcome sought must be agreed upon: in what kind of society, with what values, do we want to live and act accordingly without getting "caught up" in the details.

Mr. Béland is convinced that sharing, a feeling of belonging and democracy have more value than the accumulation of the wealth of a few, domination and individualism. He strongly believes that economic systems based on cooperation create a more humane society. He is happy to find that the FIQ has decided to "*Think Outside the Box*" in rethinking how health care is organized and in acting so that changes take place in a cooperative way. Collective happiness guarantees individual happiness.

A 30-minute plenary session began.

The delegation agreed to extend the plenary session for the 3 people at the microphones.

At the end of this conference, Marie-Claude Ouellet stated that our know-how must be re-examined. Solidarity is at the heart of our actions. At the FIQ, things must be changed and our new models must be put in motion.

Joanne Poulin acted as chairperson.

Géniales en herbe

Catherine Fauteux, moderator, explained the instructions on the “*Géniales en herbe*” activity to the delegation. Four teams (Bas-St-Queb; Chicoutaou; Estrabi et Montsha) composed of six people each will be formed.

9. STATEMENT OF ACTIVITIES

9.1 Report from the sectors, services and standing committees

Joanne Poulin, Chair, informed the delegation that the report of activities will be divided into four (4) parts. A presentation will only be done for the sectors and services presenting a recommendation. However, a plenary session will begin on each one of the blocks for questions and comments.

⇒ Block 1 - Sociopolitical Sector, New union practices and Status of Women Sector

Presented by: Roberto Bomba, Political Officer for Solidarity, accompanied by Karine Crépeau, Union Consultant.

Reference document: A14-C-I-D2 “Activities Report”, pages 5 to 44.

A PowerPoint accompanied the presentation.

Mr. Bomba stated that following the March 2010 Convention, the FIQ announced the relevancy of updating the definition of solidarity at the FIQ. There was no opportunity at the 2011 Convention to deal with this element. Thus, the new wording would reflect a characteristic basic to international solidarity, that of the recognition of the inequalities between the countries of the North and the South.

Motion A14-C-I-04 (Bomba-Laurent) was tabled.

A 10-minute plenary session began followed by a 6-minute deliberative assembly. The Chair called the vote.

A14-C-I-04	BE IT MOVED: (new motion)
<u>Recommendation in document D2 – New union practices</u>	
“To amend the definition of solidarity at the FIQ, in accordance with the motion contained in the FIQ New Practices in Solidarity Programme document, presented to the March 2010 Federal Council.”	
Roberto Bomba – Régine Laurent	CARRIED UNANIMOUSLY

⇒ Block 2 - Task and Organization of Work, Negotiation and Social Security Sectors

No presentation.

Reference document: A14-C-I-D2 “Activities Report”, pages 45 to 90

There being no presentation, the Chair opened a period of questions and comments.

➤ **Block 3 - Occupational Health and Safety, Labour Relations Sectors and Union Organizing Service**

Presented by: Michel Mailhot, Joint Political Officer for the Occupational Health and Safety Sector and the Union Organizing Service, accompanied by H el ene Caron, Union Consultant.

Reference document: A14-C-I-D2 "Activities Report", pages 91 to 132.

A PowerPoint accompanied the presentation.

The members of the federal OHS Committee are working together with the union consultants to promote occupational health and safety within the organization. Thus, the federal OHS Committee has made recommendations to the OHS Sector. One of their recommendations covers the creation of an OHS Network, like the Women's Network and the Youth Network of the Federation, which will enable them to have an opportunity to assume the contents developed for the annual OHS Week, to discuss their concerns and to promote the sharing of information and knowledge on OHS in their environment and thus make the OHS Sector become a priority sector.

Michel Mailhot tabled motion A14-C-I-05.

A plenary session began.

Point of information:

Michel L eger asked to remove the asterisk (*) that appears at the end of the 7th bullet on page 111.

A 6-minute deliberative assembly began then the Chair called the vote.

A14-C-I-05 BE IT MOVED: (new motion)

Recommendation in document D2 – Occupational Health and Safety

"That a Network of experienced OHS union representatives be created at the FIQ, within the context of a pilot project, by the time the 2017 FIQ Convention is held;

That a meeting of the Network of OHS union representatives be held in the fall of 2015 and the fall of 2016;

That at the end of these two meetings, the OHS Sector will evaluate the participation of the local OHS officers in this activity as well as its importance on the exchanges of information and knowledge linked to the issues in the field of occupational health and safety, the pooling of the local OHS problems and interventions and on the use and dissemination of the tools produced within the context of the annual OHS themes of the FIQ;

That this evaluation is shared with the delegation at the 2017 FIQ Convention in order to determine the relevancy of making the Network of OHS union representatives permanent and to specify the formula and the frequency of meetings, if applicable;

That the composition of the Network of OHS union representatives be modeled on that of the FIQ Women's Network."

Michel Mailhot – R egine Laurent

CARRIED UNANIMOUSLY

➤ **Block 4 - Education-Animation, Communication-Information-Web, Translation Services, Internal and Administrative Services and Information Technology-Documentation Service**

No presentation.

Reference document: A14-C-I-D2 "Activities Report", pages 133 to the end.

There being no presentation, the Chair opened a period of questions and comments.

Motion A14-C-1-06 (Ouellet-Laurent) was tabled.

A plenary session began then the Chair called the vote.

A14-C-I-06 BE IT MOVED: (as amended)

“To adopt Document D2 Activities Report of the sectors and services as amended.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

7. THEMATIC OF THE CONVENTION: PARTICIPATORY APPROACH

Presented by: Julie Rioux, Union Consultant.

No reference document.

Open forum

Julie Rioux presented the “open forum” activity. She explained that the theme chosen for this 10th Convention is very revealing of the scope of the initiatives that the Federation intends to develop. To “*Think Outside the Box*” protocol-related discussions and enabling the exchange of ideas, the FIQ has proposed an open forum, inspired by the social forums where the subjects are put forth by the participants and where each one of them has a turn to speak. At the FIQ, an open forum is the antithesis of a traditional work session in a decision-making body where everything is planned to the minute and where there is no room for improvisation.

To do this, the delegates were invited to submit a subject which could provoke an interesting discussion. There would be no censorship, both taboo subjects and the most controversial subjects are welcome. The participants can participate in all the discussion groups which interest them. However, the person who suggested the subject must be present in the room. Once the subject and the discussion are started, she can come and go from one discussion to another just like the other participants. A maximum of thirty (30) subjects can be submitted.

The first part of the activity will take place on April 7 from 09:00 to 11:30 and the meeting room will be the central point to collect the information. The participants have until noon today to submit their subjects to the following email address: forumouvertfiq2014@fiqsante.qc.ca or to the secretariat. The organizing committee will gather the ideas together and assign a room for each one of the proposed subjects.

On Wednesday morning, April 9, the subjects, names of the rooms and the name of the person proposing the subject for debate will be published on the screens in the meeting room and in the “Bonjour” bulletin. If a participant wants to put a new subject into the debate, she must go to the meeting room and she will be told if a room is available and register her subject on the screen to allow the others to participate in the discussion.

Reporters will transcribe the discussions and a summary will be sent to the Convention organizing committee.

A 30-minute plenary session began.

In terms of functioning, Joanne Poulin asked the delegation to provide proof of identity in order to receive a simultaneous translation device tomorrow.

Adjournment at 16:50.

TUESDAY APRIL 8, 2014

Meeting resumed at 09:05 am.

Chantal Pagé acted as chairperson.

Questions of privilege:

- ⇒ Marie-Claude Ouellet, Secretary, informed the delegation that the recruitment of participants for *Géniales en herbe* is continuing. We need 4 more participants for Bas-St-Queb and 6 for Estrabi;
- ⇒ Michel Desautels accompanied by Louise Gilardeau, gave a document entitled "*Hommage à Michèle Boisclair*" in the form of parchment, signed by the members of the TRAC Montréal. Ms Boisclair thanked them.

Message from the Election Committee

Huguette Lajeunesse, assistant on the Election Committee, reminded the delegates that the candidacy period for the positions up for election on the Executive Committee and the standing and statutory committees will end on April 8 at 13:00 pm. There are still positions to fill on two committees and they will be posted on the boards. She reminded the candidates who have not yet had their photograph taken, to do so as soon as possible.

7. THEMATIC OF THE CONVENTION: CANADIAN FEDERATION OF NURSES UNIONS

In terms of functioning, the chairperson announced that the three conferences will be given one after the other. Then, a plenary session will begin on all the presentations.

Speech by Linda Silas, President of the Canadian Federation of Nurses Unions (CFNU)

Presented by: Marie-Claude Ouellet, Political Officer for the Organization and follow-up of meetings, the action plan and the priority actions.

No reference document.

Marie-Claude Ouellet explained that the file on alliances with Canadian and international organizations will be dealt with as part of the thematic of the Convention. Thus, to begin, Linda Silas, President of the Canadian Federation of Nurses Unions (CFNU) will speak to the delegation.

First, Linda Silas, acknowledged the three members of the Executive Committee who are retiring at the end of this Convention. She then shared the similarity which exists between the struggles waged by the healthcare professionals in Québec and those in the rest of Canada. We see that, across Canada, the working conditions are deteriorating in the same way and are subject to the same management methods. While the nurses in Nova Scotia are demanding suitable healthcare professional-to-patient ratios, those in Ontario are facing major cuts in positions and those in Saskatchewan are fighting to take part in the changes that affect their organization of work.

As part of a research project, the CFNU will be studying the staffing mechanisms from a perspective of the quality of the care and patient safety. She specified that the role and the issues of the CFNU are to improve the patient care, the working conditions of the nurses and the public healthcare plan. The CFNU also applies pressure on the federal government so that they recognize the professional and humane skills that the members bring to their jobs and sees to it that the major national political debates and the budget policies which affect health reflect the priorities of the nurses and the patients.

And, the CFNU will attend the 55th annual conference of premiers to be held August 26 to 30, 2014 in Prince Edward Island.

To conclude, Ms. Silas emphasized the relevancy of pooling our knowledge and thus collaborating in the search for solutions. In addition, she mentioned that the CFNU would like that the FIQ join their organization, as unionism is a societal and community project.

Speech by Mark S. Langevin from Public Services International

Presented by: Marie-Claude Ouellet, Political Officer for the Organization and follow-up of meetings, the action plan and the priority actions.

No reference document. The speech was in English.

A PowerPoint accompanied the presentation.

Secretary for the sub-region of North America for Public Services International (PSI), Mark Langevin talked about the importance of having alliances with other organizations on the international scene. The entity in question has more than 20 million workers, across more than 150 countries throughout the world.

Mr. Langevin presented the PSI mission and their major priorities. He reiterated the necessity for the unions to group together in international bodies to fight against the privatization of health care, for the right to quality public services and more globally, for more social justice and respect for human rights. One of the major battles for PSI is to combat the free-trade agreements, as they contribute towards abolishing unionization and as a result to attacking the working conditions and public services.

PSI also works on the promotion of quality public services in all areas of the world, free collective bargaining to protect workers' rights and the fight for gender equality, equity and dignity for all. The PSI does not hesitate to intervene in the field to support the union leaders, victims of serious acts of violence, to establish standards to ensure a healthy and safe environment for workers from everywhere or even for real gender equality.

Speech of Jean Ross, Co-President of National Nurses United.

Presented by: Marie-Claude Ouellet, Political Officer for the Organization and follow-up of meetings, the action plan and the priority actions.

No reference document. The speech was in English.

Ms. Jean Ross, Co-President of National Nurses United (NNU), the largest nurses' union in the history of the United States, with 185,000 nurses, pointed out the admiration that American nurses have for the struggles waged by the healthcare professionals in their neighbour to the north, including those in Québec, to maintain a public healthcare system. This association works to step up the fight against the negative effects of austerity measures, privatization, and the cutbacks in the healthcare sector. They have recognized that the battle to ensure adequate public funding for quality care and services still remains. As a nurse working in a private, for-profit healthcare system, she can see first-hand how much the pursuit of profit is the engine that runs the American hospitals and this, sometimes to the detriment of the patients' health.

National Nurses United (NNU) has set up the "Nurses Campaign to Heal America" aimed at ensuring access to health care for everyone and to act on the determinants of health. Moreover, a parallel international campaign, "*Heal the World*" has been jointly conducted with NNU and Public Services International (PSI), in which the FIQ is a member. It is clear that the healthcare professionals throughout the world are faced with the same neoliberal economic agenda which promotes the privatization of health care. She is convinced that the solidarity of the healthcare professionals can advance the social demands and that solidarity can be exercised outside of the traditional structures.

The chairperson opened a 30-minute plenary session on all three presentations. An extension of the plenary session was accepted for the 5 people at the microphones.

To conclude, Ms. Ouellet thanked the speakers and stated that the union battles are the same whether in Canada, the United States or elsewhere in the world. The FIQ must keep its alliances with the CFNU, PSI and National Nurses United. The Federation must also participate in the setting up of Global Nurses United to fight against the budget austerity policies, privatization of health care and also maintain human rights and the right to health for the entire population.

11. FINANCES

11.1 Union Defence Fund Committee: Report

Presented by: Roberto Bomba, Political Officer for the Union Defence Fund Committee, accompanied by Sonia Mancier and Éric Martin, members of the committee.

Reference document: A14-C-I-D5 “Financial questions”, pages 11 to 16.

Roberto Bomba reminded the delegation that the purpose of the FDS (Union Defence Fund) is to increase the efficiency of union action by offering support for the defence or at the time of the defence of workers' rights. The FDS also exists to grant financial assistance:

- ≥ during a strike or lock-out;
- ≥ for mobilization during local negotiations or local mobilization;
- ≥ for legal expenses;
- ≥ for the costs related to union organizing and consolidation;
- ≥ for exceptional expenses;
- ≥ for a loan to the FIQ providing such a loan does not interfere with the general use of the Union Defence Fund;
- ≥ for the liability insurance premium for the administrators and leaders of the FIQ and their affiliated unions;
- ≥ to union organizations that represent nurses, licensed practical nurses, respiratory therapists and perfusionists in other Canadian provinces;
- ≥ and for union representatives who strive to have their rights respected.

The committee has met eight times to study the requests for financial assistance, authorize the release of funds and sometimes to see to the collection of any money owing to the FDS.

Éric Martin presented the *Organization* and *Benefits* components. Ms. Mancier continued with the requests for support of mobilization which were treated and accepted by the FDS.

Mr. Bomba stated that it is impossible to present the FDS financial statement for last year because the auditors have not finished their work. Therefore, the presentation of the 2013 financial statement will be done in September when the audited financial statements are adopted. In addition, he stated that on December 31, an amount of \$1,577,000 was available for the *Benefits* component and \$2,461,000 for the *Organization* component.

In conclusion, the FDS is there to support the members in the defence of workers' rights.

A 10-minute plenary session began.

11.2 Equalization: Report

Presented by: Roberto Bomba, Political Officer for the Union Defence Fund.

Reference document: A14-C-I-D5 “Financial questions”, pages 17 to 24.

Roberto Bomba presented the Report on Equalization.

Since the beginning in 1987, the FIQ gave themselves an equalization system to support the union life of the union representatives in all corners of Québec. By modifying the rules of the Equalization Policy at the Special Convention of December 2006, the Federation reasserted the need for ensuring the development of an active, stimulating and mobilizing union life for all their unions, even if their members sometimes work in sites separated by several kilometres.

Equalization is a collective action, a gesture of solidarity that makes it possible for a union representative in Montreal, Quebec City or the Far North to have the same possibility of being actively involved in the organization, attending meetings and training sessions and thus contribute to the development of a strong union life.

There are two forms of equalization at the FIQ, direct and indirect. Indirect equalization covers the expenses of the delegates for Federal Councils and Conventions and those of the participants attending training sessions given by the FIQ based on the policies in force. Direct equalization is a rebate of dues paid to the unions which meet the following conditions:

- ≥ a union with one or more certifications in one or several sites;
- ≥ a regional union with members scattered in remote areas;
- ≥ a local union in the Far North with members scattered in remote areas;
- ≥ a union that must pay for additional days of union leave for the participants at Federal Councils, Conventions and training sessions.

Mr. Bomba asked that page 19 in document D5 be corrected under the heading, “a local union in a northern region with members scattered in remote areas”, and replace “\$136” with “\$124”. He stated that the new map appearing on page 21 more clearly identifies the territory and the corresponding rebates.

In conclusion, equalization enables the organization to pay nearly \$2 million dollars per year to support local union life and the mobilization of the nurses, licensed practical nurses, respiratory therapists and perfusionists.

A 10-minute plenary session began.

11.3 Solidarity Reserve: Report

Presented by: Roberto Bomba, Political Officer for the “Solidarity” component, accompanied by Karine Crépeau, Union Consultant.

Reference document: A14-C-I-D5 “Financial Questions”, pages 3 to 10.

A PowerPoint accompanied the presentation.

To begin, Mr. Bomba recalled the main decisions regarding the creation and functioning of the Solidarity Reserve. After the delegates expressed the desire to maintain and develop ties of solidarity in Québec and elsewhere in the world with other organizations that share the union, collective and feminist values, the Solidarity Reserve was created at the 1991 Convention. The contribution, drawn from the union dues revenue of the Federation, was set at \$1 per dues-paying member per year. In 2001, this amount was raised to \$2 per dues-paying member per year. In 2008, after the adoption of the New Practices in Solidarity Programme and the start of the internships, \$1 per dues-paying member per year was drawn from the organization’s regular budget and paid to the Solidarity Reserve bringing it to \$3 per dues-paying member per year. Thus, two-thirds of this money will be assigned to actions in provincial solidarity and a third to actions in international solidarity in countries of the South. The policy on provincial and international solidarity was adopted in 1993 specifying the goals of the interventions in solidarity, which were to support the projects or struggles aimed at protecting or advancing rights and freedoms. The FIQ intends to continue to establish ties with labour groups, women’s groups and community groups with similar goals to those of

the FIQ as well as the organizations which work in provincial and international solidarity. From 2011 to 2013, 53 provincial organizations and 28 organizations from several countries in the South received support from the Federation thanks to the Solidarity Reserve.

On the level of provincial actions, Karine Crépeau presented the "*Lettres en main*" project, an organization which develops literacy tools. Mr. Bomba continued with the presentation of the "*Au bas de l'échelle*" projects, a popular education group which defends the right of non-unionized people to work, in particular regarding the labour standards and psychological harassment as well as the association "*Avant tout les enfants*" focused on education and prevention with the purpose of promoting the family and having it progress by addressing numerous phenomena such as divorce, poverty, delinquency, school drop-outs, street gangs, the health environment, and family mediation.

For the international component, Ms. Crépeau presented the "Health Education Learning Resources Projects (H.E.L.P.)" organization, a non-profit non-governmental organization created in 1992 to provide care and civic education, focused mainly on prevention and the improvement of the quality of life of many people in Haiti.

Lastly, the FIQ hosted two activists from the South, Odette Mwamba and Marianne Atambudu, nurses at the Ngaliema de Kinshasa clinic who were visiting Québec for an internship in solidarity. They were able to attend a Youth Network, a Women's Network and a union training session activity.

A 10-minute plenary session began.

To conclude, Mr. Bomba stated that it was to face the challenge of globalization that the unions wanted to broaden their horizons and the scope of their actions. Unions everywhere in the world have understood that ties must be developed with citizens in order to have their rights respected and for their rights to progress. In labour law, the setbacks imposed on the countries of the South are often imposed on the countries of the North, like privatization in health care and sub-contracting. It is in all our interests to be informed about the government and employer strategies used around the world in order to support each other. Though modest, the amounts given are always appreciated by the social organizations. The FIQ is an organization involved in the struggles out in the field here and elsewhere and we must be proud of this.

Points of information:

- ≥ Marie-Claude Ouellet, Secretary, gave the relevant information on this evening's cocktail and supper.
- ≥ The Chair reminded the delegation to return the translation devices and get back their proof of identity document.

Martine Caron acted as chairperson. In terms of functioning, she asked the delegates to submit their corrections of the minutes, if applicable, to the meeting secretary before the time scheduled for their adoption. She also stated that one of the chairpersons is available in the back of the room to assist the delegates in the writing of their motions.

Question of privilege:

Marie-Claude Ouellet tabled motion A14-C-I-07 (Ouellet-Laurent) asking for the withdrawal of motion A14-C-I-02 (Ouellet-Laurent) because it is within the powers of the Federal Council to elect the substitutes on the Election Committee.

A 5-minute plenary session began on the motion to withdraw motion A14-C-I-07.

A deliberative assembly began then the Chair called the vote.

A14-C-I-07

BE IT MOVED:

“To withdraw the topic: Negotiating Committee: Presentation of candidates.”

Marie-Claude Ouellet – Régine Laurent

CARRIED BY A 2/3 MAJORITY

⇒ Motion **A14-C-I-02** (Ouellet-Laurent) is therefore no longer under debate.

Electoral process

Madame Huguette Lajeunesse, assistant on the Election Committee, opened an extension for the candidacy period for the Election Committee and the Education-Animation Committee of four (4) hours until 17:00 today. Then, she announced the names of the members elected by acclamation to the Executive Committee:

EXECUTIVE COMMITTEE		
President	Régine Laurent	Hôpital Santa Cabrini
2nd vice-president	Daniel Gilbert	CSSS de Beauce
5th vice-president	Linda Bouchard	CSSS Alphonse-Desjardins
6th vice-president	Michel Mailhot	CSSS de la Haute-Yamaska
Secretary	Marie-Claude Ouellet	CSSS Pierre-De Saurel
Treasurer	Roberto Bomba	Jewish Rehabilitation Hospital

Point of information:

To support the Canadian Cancer Society and his “spinoff”, Pascal Beaulieu, informed the delegation of the link for making donations: www.sichudequebec.com.

7. THEMATIC OF THE CONVENTION: CONFIDENCE, STRUGGLE AND SOLIDARITY

Presented by: Marie-Claude Ouellet, Political Officer for the Organization and follow-up of meetings, the action plan and the priority actions, accompanied by Gabriel Nadeau-Dubois.

No reference document.

Conference of Gabriel Nadeau-Dubois

Marie-Claude Ouellet welcomed Gabriel Nadeau-Dubois, a young 24 year-old activist who has been immersed in unionism since childhood because he accompanied his parents to their union meetings and demonstrations. He has been an activist at the *Association pour la solidarité syndicale étudiante* (ASSÉ), but he is especially known for his role of co-spokesperson for the *Coalition large de l'Association pour une solidarité syndicale étudiante* (la CLASSE) as part of the 2012 student movement, better known under the name of “*maple spring*”. At the time the organization included more than 100,000 Québec students and the issue of the alliances was at the centre of the conflict. The leaders and the spokespersons for the student organizations had to ensure the demands and the cohesion of the group, despite significant differences in culture and functioning.

Last October, Mr. Nadeau-Dubois launched his first book entitled “*Tenir tête*” putting on paper his reflections on the largest student conflict that Québec has ever seen. He is also a regular collaborator on the radio programme “*C'est pas trop tôt*” on Radio-Canada. And, he regularly comments on current events to defend the ideals of social justice, ecology and equity. After his studies in history and philosophy, he is now completing a masters in sociology at the *Université du Québec à Montréal*.

Thanking the FIQ for their invitation, Gabriel Nadeau-Dubois delivered an advocacy speech on the courage of collective commitment, the faith in a labour movement to preserve as a sacred fire to real solidarity that transcends the classes, by going through the combativeness necessary to union struggle.

For several years now, many players of the political class, the financial world or the media have demanded that the labour movement limit itself to the defence of the rights of the members and stay out of political action. According to Mr. Nadeau-Dubois, the labour movement is responding poorly to this criticism. In fact, instead of maintaining a position of installing numerous social changes while maintaining in parallel the activities for defending the members on a daily basis, the labour movement should seek to find an intelligent and consistent way of tying these two fronts together.

We must not be ashamed of our demands. Nor, should we be afraid to assert that, we are actually fighting for good working conditions, to conserve the gains won by hard-fought battles and above all, that our goal, as we hoped, is to expand the gains obtained to all of society. We must refuse to choose between the social demands and the defence of our members and not hesitate to fight to win on both these fronts.

To achieve this, returning to a combative strategy is inevitable. The political and financial elite have understood that defending their interests includes an offensive strategy and confrontation. Nonetheless, the labour movement will inevitably be accused of looking for confrontation, of being in bad faith and of putting a monkey wrench into things when in reality, they were not initially responsible.

The response to that must, without hesitation and without any doubt, be that we didn't look for the fight, we found it. It is not the labour movement that is making cuts in education, in health care and that is threatening the pension plans. It is not the cooperative or feminist movement that is throwing workers out on the street or making cuts in employment insurance. No progress is possible without a struggle and confrontation must be accepted in order to advance our ideals and our societal projects.

As part of these struggles, real solidarity must be counted on to mount a united front and consistent demands. A solidarity which is shown when the movements or the struggles go beyond the organizations themselves and it is the mobilization of the members which takes over. A solidarity such as that seen during the 2012 student demonstrations.

A 30-minute plenary session began.

The delegation agreed to extend the plenary session for the 3 people at the microphones.

In conclusion, Marie-Claude Ouellet thanked Mr. Nadeau-Dubois for the pertinence and the quality of his conference. She found that the content sets out the issues very well in relation to the thematic of the Convention: *confidence, struggle and solidarity*. To have solid bargaining power in front of a liberal government, confrontation with the government must be accepted in order to assert our demands and refuse the divide and conquer game that the government wants us to get into. Let's show solidarity.

Electoral process

At the time of her last message, Huguette Lajeunesse, assistant on the Election Committee forgot to announce the names of the candidates running for election to the Executive Committee. So, for the positions of:

- 1st vice-president: between Sylvie Boulet, Rita Lamothe and Line Larocque
- 3rd vice-president: between Richard Beauregard, Claude Boucher and Carole Grant
- 4th vice-president: between Véronique Foisy and Nancy Bédard.

7. THEMATIC OF THE CONVENTION: PARTICIPATORY APPROACH

Presented by: Julie Rioux, member of the Convention Committee

No reference document.

A PowerPoint accompanied the presentation.

Instructions for the open forum

Julie Rioux presented the 30 subjects that will be discussed in the open forum. She gave the instructions and asked people to go directly to the different workshops at 09:00 am on Wednesday, April 9. The subjects and the names of the rooms will be published in the April 9, 2014 edition of the *Bonjour* newsletter, as well as on the projection screens in the meeting room.

Géniales en Herbe: (1st round)

The day ended with the first round of the *Géniales en Herbe* quiz, hosted by Catherine Fauteux. Facing off were *Estrabie* the 2008 champion and *Chicoutaou*, the 2011 winning team. The *Chicoutaou* team won the first round.

Point of information:

Marie-Claude Ouellet reminded the delegation that it is expected at the banquet at 18:00 pm.

Adjournment at 16:22 pm.

WEDNESDAY, APRIL 9, 2014

7. THEMATIC OF THE CONVENTION – OPEN FORUM

From 09:00 to 11:30, the delegates went to the workshop of their choice.

Meeting resumed at 13:35 pm.

Chantal Pagé acted as chairperson.

12. EXPENSE POLICY FOR THE UNION REPRESENTATIVE

Presented by: Roberto Bomba, Treasurer and Marie-Claude Ouellet, accompanied by Pierre Giroux, Administrative Coordinator, Audrey Blackburn, Huguette Lajeunesse and Denis Provencher, members of the special committee.

Reference document: A14-C-I-D9 “Proposed amendments – Expense policy for union representatives.

Roberto Bomba reminded the delegates that a working committee was set up at the June 2013 Federal Council to revise the expense policy for union representatives. The objective was to reimburse the real expenses incurred by the union reps who invest time and energy in the mission of the FIQ. Thus, the mandate of the special committee was to study the policy on the financial, fiscal and political level. The aspects of this policy were thoroughly analyzed and the meal and lodging expenses raised certain questions. Therefore, the delegation must take the time to deal with this subject in order to ensure that the amendments proposed by the special committee respond to the real needs of the union reps.

Audrey Blackburn shared the reality that exists at the rural level, Isabelle Lajeunesse for the urban zone and Denis Provencher for the semi-urban zone.

For transportation, Marie-Claude Ouellet explained that the meetings were almost always held in St-Hyacinthe before. However, the labour conflict taking place at the *hôtel des Seigneurs* in St-Hyacinthe, along with the decision taken at the December 2011 Federal Council to hold meetings in the regions, have led the FIQ to organize airplane or bus charter transportation to reduce the travel time for the delegates, ensure their safety, save money on transportation costs and thus contribute to lowering the greenhouse

gas emissions. These transportations are organized based on the place and the travelling of the delegates. A few departure points are provided and arrangements have been made with the owners to park cars. The information on the transportation is sent to the unions at the same time as the notice of a meeting. It is the responsibility of every union rep to find out about the chartered transportation offered when they register. The committee is aware that this new practice has changed the way the delegates do things a little.

Marie-Claude Ouellet seconded by Roberto Bomba tabled the following motions, which appear in document D9 : A14-C-I-13; A14-C-I-18; A14-C-I-26; A14-C-I-27; A14-C-I-28; A14-C-I-19; A14-C-I-21; A14-C-I-23; A14-C-I-24 et A14-C-I-29.

Mr. Bomba ended with a presentation of the financial impacts.

In conclusion, Marie-Claude Ouellet stated that the committee's first concern was to reflect the realities of the delegates in the urban, semi-urban and rural zones. The proposed amendments to the expense policy for union representatives are the result of discussions done in complete transparency taking into account the difficulties experienced in each zone as well as the comments received from the delegates. Over the last few years, certain unions have been put on the spot for the poor use of the union dues paid by their members. The Federation has not been tarnished by such scandals because they have always managed the money entrusted to them conscientiously and with precision. The committee believes that the reputation of the FIQ must remain cast-iron.

A 60-minute plenary session began.

Motions A14-C-I-22 (Perras-Coulombe); A14-C-I-14 (Larochelle-Bradet); A14-C-I-15 (Larochelle-Bradet) A14-C-I-30 (Gauthier-Gauthier) and A14-C-I-20 (Gilardeau-Morel) were tabled.

The proposed amendments to the expense policy for union representatives are the result of discussions with the members of the special committee representing the urban, semi-urban and rural zones. These discussions were done in complete transparency taking into account the difficulties experienced in each zone as well as the comments received from the delegates, the comments received by the delegates over the last three years to ensure their well-being.

Question of privilege:

Marie-Claude Ouellet, Secretary, asked for a suspension of the rules of procedure in order to welcome a distinguished guest and tabled motion A14-C-I-08 (Ouellet-Bomba).

The chairperson explained that in terms of functioning, if the delegation agrees to suspend the rules of procedure, the work will resume in a plenary session for 30 minutes. The Chair called for the vote.

A14-C-I-08	BE IT MOVED:
"To suspend the rules of procedure in order to allow the delegation to listen to the speech of a surprise special guest."	
Marie-Claude Ouellet – Roberto Bomba	CARRIED BY 2/3 MAJORITY

Speech of Alexandre Jardin

It was with great honour that Marie-Claude Ouellet, Secretary, presented the writer, Alexandre Jardin, French author and filmmaker, who has unexpectedly and with a lot of generosity accepted to share his vision of citizen participation. In 1999, he founded the "*Lire et faire lire*" project aimed at passing along the pleasure of reading to combat failure at school. Today, it is 1,400 volunteers who read to 400,000 students in French schools.

Although he was born in the middle of the 1960's, Mr. Jardin admits to being inspired by the Free French Movement of the 1940's which did not accept defeat or collaboration. He uses his reputation and associates *doers, not talkers*, in order to facilitate the managing concrete problems and "to do". We must stop waiting for those on high or anyone else and govern ourselves.

He recently founded the "*Bleu Blanc Zèbre*" movement in France, an initiative which promotes words to smiling deeds against the promises which are depressing. The *Zèbres* don't make promises, they act. They have power because they do. They do not intend to enter politics, but to mobilize a civil society which takes charge, which is vibrant and not submissive. "*Aux actes citoyens!*" (Actions by citizens!), he says, the only word of disorder against the sharing of the economic gloom and the deficit of the French society. The *Zèbres*, are associations or companies "which have found an economic model to sustain their civic action". The *Zèbres* want to force the government to work with them, in co-construction and they intend to cooperate with the local authorities to have better relations. They are going to war against the Right and the rise of nationalism, in France as in Europe. They want to reason outside the lines.

Alexandre Jardin invited the delegation to take control of their destiny. *Bleu, Blanc, Zèbre* does not propose anything less than a change of attitude in citizens. Join the *Zèbres*, it is taking charge, governing itself. Act, taking action, obtaining results and the population being concretely involved in this action.

A 30-minute plenary session began.

Marie-Claude Ouellet warmly thanked Alexandre Jardin for his presentation. We have the power to change things, to "*Think outside the Box*" and maybe that the FIQ will become the first group of "*Zébrettes*" in Québec.

12. EXPENSE POLICY FOR THE UNION REPRESENTATIVE (cont'd)

As announced before the arrival of Mr. Alexandre Jardin, the plenary session will continue for 30 minutes.

The following motions were tabled: A14-C-I-25 (Cormier-Rouillard); A14-C-I-11 (Léger-Mireault); A14-C-I-16 (Picard-Poulin) and A14-C-I-17 (Séguin-Landry).

The delegation agreed to extend the plenary session for the 2 people at the microphones.

In terms of functioning, the Chair stated that the motion to refer A14-C-I-11 (Léger-Mireault) will be dealt with as a previous motion. If it is adopted, the other motions will be referred to a committee for presentation at a future Federal Council. However, if the motion is defeated, there will be an impact committee on all the motions.

A 30-minute deliberative assembly began on the motion to refer A14-C-I-11. Two new motions were tabled A14-C-I-09 (Gauthier-Laganière) and A14-C-I-10 (Cormier-Rouillard). The Chair asked the delegation to decide for or against the introduction of these two motions.

The delegation refused the introduction of the first counter-motion A14-C-I-09 below:

A14-C-I-09 BE IT MOVED: (counter-motion)

“That a committee formed of 6 union reps and resources from the Federation analyze the Expense Policy for the Union Representative and submit their work to the next regular Federal Council.”

Isabelle Gauthier – Geneviève Laganière

THE DELEGATION REFUSED THE INTRODUCTION OF THIS MOTION

However, the introduction of motion A14-C-I-10 (Cormier-Rouillard) was accepted by the delegation.

Question of privilege:

Julie Ouellet stated that the motion of Mr. Cormier A14-C-I-10 does not refer to the correct article. Stéphane Cormier asked to withdraw his motion and the delegation accepted.

A14-C-I-10 BE IT MOVED: (complementary to the counter-motion)

“To adopt the Expense Policy for the Union Representative today, except for clause 3.4 that covers the costs of kilometres and which will be looked at by a committee of 6 union reps and resources of the Federation no later than fall 2014.”

Stéphane Cormier – Guy-Paul Rouillard

WITHDRAWN BY A MAJORITY VOTE

The delegation accepted the introduction of motion A14-C-I-12 (Cormier-Rouillard).

In terms of functioning, the deliberative assembly will continue on the motion to refer of Mr. Léger as well as motion A14-C-1-12.

The **previous question** was asked by Denis Perras. The Chair called the vote. The previous question was adopted by a 2/3 majority of the delegation.

There being no right to rebuttal, the Chair called the vote.

A14-C-I-11 BE IT MOVED: (counter-motion)

“To send the Expense Policy for the Union Representative to a committee and that the policy be adopted at the next Federal Council. This committee will be formed of 6 union reps and resources from the Federation.”

Michel T. Léger – Marie-Chantal Mireault

DEFEATED

A14-C-I-12 BE IT MOVED: (new motion)

“To adopt only articles 2 - 4 - 5 - 6 - 7 of the Expense Policy for the Union Representative and to send articles 1 - 3 before a committee of 6 union reps and resources of the Federation no later than fall 2014.”

Stéphane Cormier – Guy-Paul Rouillard

ADOPTED UNANIMOUSLY WITH ABSTENTIONS

First of all, the following motions were tabled following the adoption of motion A14-C-I-12 (Cormier-Rouillard):

A14-C-I-13 BE IT MOVED: (amendment)

Recommendation in document D9

Transportation – Article 1.5.1

“At the end of the 1st paragraph, add the following sentence: **“The union representative who uses the chartered bus is entitled to a reimbursement of the kilometres driven between her residence and the boarding location of the transportation.”**”

Roberto Bomba – Marie-Claude Ouellet
TABLED

A14-C-I-14 BE IT MOVED: (amendment)

Recommendation in document D9
Transportation – Article 1.5.1

“To add the following text to the end of the 2nd paragraph: **“And, she is entitled to reimbursement of the kilometres travelled between her residence and the boarding location of the transportation.”**”

Manon Larochelle – Pierre Olivier Bradet
TABLED

A14-C-I-15 BE IT MOVED: (amendment)

Recommendation in document D9
Transportation – Article 1.5.1

“To add the following paragraph: **“She is also entitled to reimbursement of all parking costs incurred with receipts.”**”

Manon Larochelle – Pierre Olivier Bradet
TABLED

A14-C-I-16 BE IT MOVED: (amendment)

Recommendation in document D9
Transportation – Article 1.5.1

“To add after this article: **“That the union reps who organize public transportation in order to attend a decision-making meeting are entitled to reimbursement of all costs of said transportation.”**”

Carl Picard – Marco Poulin
TABLED

A14-C-I-17 BE IT MOVED: (amendment)

Recommendation in document D9
Transportation - Article 1.5.1

“To remove the text after “car” in the 2nd paragraph and replace it with **“can claim her kilometres according to article 1.4 and 1.4.1 in the Expense Policy for the Union Representative.”**”

Sophie Séguin – Lucie Landry
TABLED

A14-C-I-18 BE IT MOVED: (amendment)

Recommendation in document D9
Transportation – Article 1.5.2

“Remove the words “**on short notice**”, in the first paragraph.”

Roberto Bomba – Marie-Claude Ouellet
TABLED

A14-C-I-19 **BE IT MOVED: (amendment)**

Recommendation in document D9
Accommodations – Article 3.1

“Remove “**\$10**” and replace it with “**\$20**”.”

Roberto Bomba – Marie-Claude Ouellet
TABLED

A14-C-I-20 **BE IT MOVED: (amendment)**

Recommendation in document D9
Accommodations – Article 3.1

“To amend the amount allotted for accommodations from \$20 to \$22.25, in line with clause 26.06 of the provincial collective agreement.”

Louise Gilardeau – François Morel
TABLED

A14-C-I-21 **BE IT MOVED: (amendment)**

Recommendation in document D9
Accommodations – Article 3.3

“Remove “**100**” and replace it with “**80**”.”

Roberto Bomba – Marie-Claude Ouellet
TABLED

A14-C-I-22 **BE IT MOVED: (amendment)**

Recommendation in document D9
Accommodations – Article 3.3

“To add “**However, an employee from the metropolitan region who has to cross 2 bridges or who has to cross one bridge and who lives more than 60 kilometres is entitled to accommodations**”.”

Patrick Perras – Renée Coulombe
TABLED

A14-C-I-23 BE IT MOVED: (amendment)

Recommendation in document D9
Accommodations – Article 3.4

After the word “**representatives**”, add “**who are entitled to a room and**”

Roberto Bomba – Marie-Claude Ouellet
TABLED

A14-C-I-24 BE IT MOVED: (amendment)

Recommendation in document D9
Accommodations – Article 3.4

“Remove “**\$50**” and replace it with “**\$60**”.”

Roberto Bomba – Marie-Claude Ouellet
TABLED

A14-C-I-25 BE IT MOVED: (amendment)

Recommendation in document D9
Accommodations – Article 3.4

“Remove “**\$50**” and replace it with “**\$100**”.”

Stéphane Cormier – Guy-Paul Rouillard
TABLED

Secondly, still in line with the adoption of motion A14-C-I-12 (Cormier-Rouillard), the Chair opened a 10-minute deliberative assembly to discuss the motions related to articles 2, 6 and 7 in document D9.

Isabelle Gauthier used her right to rebuttal then the Chair called the vote.

A14-C-I-26 BE IT MOVED:

Recommendation in document D9
Meals - Article 2

“After Breakfast: remove “**\$9**” and replace it with “**\$12**””

Roberto Bomba – Marie-Claude Ouellet

ADOPTED BY A MAJORITY

A14-C-I-27 BE IT MOVED:

Recommendation in document D9
Meals - Article 2

“After Lunch: remove “**\$17**” and replace it with “**\$20**””

Roberto Bomba – Marie-Claude Ouellet

ADOPTED BY A MAJORITY

A14-C-I-28 BE IT MOVED:

Recommendation in document D9
Meals - Article 2

After Supper: remove “\$25” and replace it with “\$30”.

Roberto Bomba – Marie-Claude Ouellet

ADOPTED BY A MAJORITY

A14-C-I-29 BE IT MOVED:

Recommendation in document D9

Article 6 – Telephone expenses for the union representative who works part time

“Remove clause 6.”

Roberto Bomba – Marie-Claude Ouellet

ADOPTED BY A MAJORITY

A14-C-I-30 BE IT MOVED :

“That the amendments to the Expense Policy for the Union Representative go into effect on April 1, 2014.

Isabelle Gauthier – Ludovic Gauthier

DEFEATED

9. STATEMENT OF ACTIVITIES

9.1 Report of the sectors, services and standing committees

Youth Committee

Presented by: Marie-Claude Ouellet, Political Officer for the Youth Committee, accompanied by François Chabonneau, Jocelyn Marcoux and Julie Côté, members of the committee.

Reference document: **A14-C-I-D3** “Standing and Statutory Committees Reports”, pages 3 to 7.

To “*Think outside the Box*”, the presentation was done simulating a campfire with camping chairs. The members of the Youth Committee recounted the main activities of the Youth Committee and Network since 2011. Ms Ouellet concluded by inviting the young members under age 30 to participate in the network in great numbers and thanked the local teams for letting them meet the young members in their institution.

A 10-minute plenary session began.

Status of Women Committee

Presented by: Claire Alarie, Marie-Ève Bertrand, Caroline Flageol, Véronique Foisy, Patricia Lajoie and Line Mercier, members of the Status of Women Committee.

Reference document: **A14-C-I-D3** “Standing and Statutory Committees Reports”, pages 9 to 13.

A short video was shown on the screens.

The salient facts of the Status of Women Committee and the Women’s Network for the last three (3) years were presented to the delegation.

A 10-minute plenary session began.

Occupational Health and Safety Committee

Presented by: Sylvain Allard and Jean-Louis Pelland, Isabelle Groulx, Joëlle Thiébaud and Céline Tranquille, members of the OHS Committee as well as Hélène Caron, Union Consultant.

Reference document: A14-C-I-D3 “Standing and Statutory Committees Reports”, pages 15 to 20.

A PowerPoint accompanied the presentation.

The salient facts of the activities of the committee for the last three (3) years were presented to the delegation. The members of the OHS Committee revealed the theme retained for the 2014 Annual OHS Week: “*PREVENTIVE OUTLOOK / TEM OUTLOOK – Working towards collaborACTION!*”.

Mélissa Lacroix acted as chairperson.

A 15-minute plenary session began.

Education-Animation Committee

Presented by: Brigitte Fauteux, Political Officer for the Education-Animation Service, accompanied by Pascal Beaulieu, Shirley Dorismond and Linda Lapointe, members of the committee.

Reference document: A14-C-I-D3 “Standing and Statutory Committees Report”, pages 21 to 24.

The highlights of this committee’s activities for the last three (3) years were presented to the delegation then some of the members of the committee simulated what the FIQ **** will be on its 50th anniversary.

The EAS minutes: With upbeat music playing, the delegates were invited to get up and follow along with the movements.

A 10-minute plenary session began.

Chantal Pagé acted as chairperson.

Evaluation of Publications Committee

Presented by: Régine Laurent, accompanied by Sara Lapointe, Union Consultant, Caroline Flageol, Patricia Lajoie, members of the Status of Women Committee, Shirley Dorismond and Pascal Beaulieu, members of the Education-Animation Committee, François Charbonneau and Julie Côté, members of the Youth Committee as well as Joëlle Thiébaud and Céline Tranquille, members of the OHS Committee.

Reference document: A14-C-I-D3 “Standing and Statutory Committees Report”, pages 25 to 29.

The highlights of this committee’s activities for the last three (3) years were presented to the delegation. Ms Laurent indicated that the comments made by the members are still pertinent.

A 10-minute plenary session began.

Election Committee

Presented by: Lucie Lachambre-Girard and Huguette Lajeunesse, members of the Election Committee.

Reference document: A14-C-I-D3 “Standing and Statutory Committees Report”, pages 31 to 33.

The highlights of this committee’s activities for the last three (3) years were presented to the delegation.

A 10-minute plenary session began.

Motion A14-C-I-31 was tabled. There being no intervention, the Chair called the vote.

A14-C-I-31

BE IT MOVED:

“To adopt the Activities Report for the standing and statutory committees.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

13. ELECTIONS

13.1 Presentation of the candidates for the standing and statutory committees

Presented by: Huguette Lajeunesse and Line Lachambre-Girard, members of the Election Committee.

No reference document.

A PowerPoint helped identify each of the candidates.

Madame Huguette Lajeunesse presented the people who are candidates for the:

Status of Women Committee, the candidates are:

Claire Alarie	Patricia Lajoie
Renée Coulombe	Lucie Ménard
Julie Daignault	Line Mercier
Caroline Flageol	Nancy Moss
Nancy Fleurent	Dominique Paquette
Lyne Guerra	Annie Pinard
Linda Labelle	Louise Quirion

Youth Committee, the candidates are:

Isabelle Bouchard	Claudiane Gélinas
Isabelle Boyer	Jonathan Germain
Francis Charbonneau	Sandra Lebel-Senterre
Francis Desrochers	Shany St-Amand

Occupational Health and Safety Committee, the candidates are:

Sylvain Allard	François Leblanc
Céline Blais Tranquille	Gabriel Paquette
Patrice Dulmaine	Jean-Louis Pelland
Isabelle Groulx	Collins Tagnigou
David Lambert	Valérie Vaillancourt

Education-Animation Committee, the candidates are:

Michel Desautels	Manon Larochelle
Shirley Dorismond	Stella Larochelle
Karine Gallant-Blaquière	Sophie Perrier
Nathalie Grenier	

Internal Audit Committee, the candidates are:

Pascal Beaulieu
Louise Gilardeau
Nathalie Gilman
Carl Picard
Jérôme Rousseau

Union Defense Fund Committee, the candidates are:

Nathalie Chagnon
Sonia Mancier
Eric Martin
Martine Tremblay

Elections Committee, the candidates are:

Obéline Chevarie	Nancy Langlais
Danielle Deguire	Renald Parent
Lucie Lachambre-Girard	Isabelle Pelletier
Huguette Lajeunesse	Elizabeth Rich

13.2 Presentation of the candidates for the Executive Committee

Presented by: Huguette Lajeunesse, Elections Committee Assistant

Reference document: A14-C-I-D11 “Booklet of Candidates: Executive Committee”.

First, Huguette Lajeunesse, Election Committee Assistant, invited the members elected by acclamation to the Executive Committee to come to the front to deliver their message.

Ms Lajeunesse stated that there will be an election for the following positions, inviting the candidates to address the delegation.

1st vice-president, the candidates are:

Sylvie Boulet
Rita Lamothe
Line Larocque

3rd vice-president, the candidates are:

Richard Beauregard
Claude Boucher
Carole Grant

4th vice-president, the candidates are:

Nancy Bédard
Véronique Foisy

Secondly, Antoine Côté-Chabot, Assistant Coordinator at the FIQ and Jean de Ladurantaye from the firm of *informatique Dexero* joined Huguette Lajeunesse to explain the electronic vote. Ms. Lajeunesse concluded by giving the instructions on the sequence of the vote scheduled for Thursday, April 10, 2014.

Adjournment at 19:59.

THURSDAY, APRIL 10, 2014

13. ELECTIONS

Elections to the Executive Committee and the standing and statutory committees (1st ballot)

The electoral process began at 08:00 am

Meeting resumed at 10:15 am.

Chantal Pagé acted as chairperson.

Points of information:

- ≥ Joëlle Thiébaud indicated that she had forgotten to thank the consultants who worked with the OHS Committee.
- ≥ Édith Samson reminded the delegation that it was again time to write a word for a quick recovery to Renald Parent, President of the Election Committee.

The chairperson informed the delegation that the work was continuing simultaneously with the voting process in order not to get behind in the schedule.

7. THEMATIC OF THE CONVENTION: VISION, ACHIEVEMENT, ACTION

Think outside the box - Presentation and recommendations

Presented by: Marie-Claude Ouellet, Political Officer for the organization and follow-up of meetings, the action plan and the priority actions, accompanied by Antoine Bégin-Couture, Michelle Poirier and Julie Rioux, Union Consultants.

Reference document: Thematic document.

Marie-Claude Ouellet explained that in the context of reflection process leading up to this 10th Convention, the Federation wanted to draw from the concerns of the union representatives at all levels of the organization, thus within the dynamics of social movement unionism. To do this, a vast consultation exercise began in the fall of 2013 and ended just before the Convention. Several union reps, delegates and employees of the organization were consulted about their concerns and their vision on what the FIQ should be in ten (10) years using innovative and participative methods.

As part of the February 2014 Special Federal Council, the delegates were invited to organize an array of events to share the recommendations which would be debated at the Convention. To do this, the FIQ supplied innovative consultation tools such as a video and a leaflet summarizing the orientations which will be proposed at the Convention. After having compiled this data, the Federation can proudly state that this exercise was a great success. The rate of endorsement of the ideas proposed was very high and the comments received during these consultations will help the organization to start the implementation of these recommendations.

The FIQ thanks the union reps for having contributed to making this consultation a success, at the same time, marking a major change in the practices of the Federation.

- ≥ Michelle Poirier continued with the presentation of statement 1 – *“That the FIQ continue their interventions in the development of new care settings inspired by social economy.”*

The intersectoral committee on the new models has developed different scenarios which could materialize. First, the “*home for seniors*” which would be a non-profit accommodation setting for people with loss of autonomy, with a humane dimension, anchored in the community. Power would be given to the people living there, to their families and the professionals taking care of them. As for the “*clinic*”, front-line services are provided in an interdisciplinary setting (examples: monitoring chronic diseases, pregnancies or mental health problems).

- ≥ Antoine Bégin-Couture presented statement 2 – “*That the FIQ commit to the co-construction of a new labour organization representing the employees of classes 1 to 4, all the employees working in the new care settings and the healthcare and medical professionals in the private sector.*”

The main goal of this process is to find a way to significantly increase the bargaining power of the Federation for defending the working conditions and conditions of practice of the healthcare professionals, as well as public healthcare services. All of this would take place by the setting up of a “flagship” organization in health care, combining the healthcare and medical professionals who work with the population of Québec, not only in the public sector healthcare institutions but outside of them as well. This analysis seems to be shared by a large number of members.

The question of grouping together only the medical professionals has frequently come up. Some fear that a structure of that type is too heavy and will prevent the FIQ from taking decisions or actions specifically for the healthcare professionals in Class 1. In short, that this new structure would be cumbersome, something generally associated with a central body.

Therefore, the vision of the FIQ must be continued to be explained to the members and to let them know that, as part of this co-construction, there is no question of integrating the Class 4 employees in our ranks. And, the autonomy and identity of the FIQ must be preserved.

Many healthcare professionals do not want that this vision leads to an increase in union dues. Obviously, that is not the goal of the process and often the members have a tendency to see only the cost associated with a process, forgetting the benefits. The organizations that would co-build with us would come with their members and their staff. If this project has to proceed with service contracts, the FIQ would not propose a framework that would jeopardize the financial health of the organization. In any event, it would be the Federal Council that would take the decision.

Message from the Election Committee

Huguette Lajeunesse informed the delegation that there 10 minutes left before the voting closes.

- ≥ Antoine Bégin Couture presented statement 3 – “*That the FIQ maintain special collaborative ties with the CFNU, without affiliating as an official member.*”

On one hand, many members feel it is advantageous to share practices and ideas with the Canadian Federation of Nurses Unions (CFNU). In addition, it would be beneficial for the organization to draw from what is done elsewhere. However, and in a smaller proportion, some members feel that the realities of those health professionals mainly that of the nurses, are, at this point in time, different so they have no interest in drawing from it and the FIQ should only concentrate on what is happening in Québec.

Given the very strong rate that adhere to this first view, we may assume that an overwhelming majority of the members share an interest in joining the CFNU.

- ≥ Antoine Bégin-Couture continued with the presentation of statement 4 – “*That the FIQ invest in the development and setting up of Global Nurses United.*”

The most widespread idea is to draw from what is done elsewhere. The main objective of this process of creating an information network that is Global Nurses United is to share information and union practices. Some members do not see the interest in the measure where the realities of other labour organizations would be all that different from our own. Others fear an increase in costs associated with this process. For the time being, the support of the FIQ would be limited to the participation of the president. Because the membership rates are close to 80%, we think that the idea of sharing this practice pleases a great majority of the members.

⇒ In turn, Julie Rioux presented statement 5 – *“That the FIQ enter into a permanent process of research of new union practices.”*

It seems that this new way of seeing union action would be beneficial in getting the concerns of the members who do not usually go to the assemblies or who do not go on the FIQ internet site closer.

Informing more and more people and effectively consulting them will help to combat the bad press that unions are victim to. The employers' rhetoric is sometimes aimed at weakening the principles of unionism and it could be better thwarted if the ideas and the successes of the FIQ were more visible. Innovation, proactive thinking and the willingness to connect with the members of the FIQ are a collective priority. However, concern about the costs linked to these initiatives has often been raised in the consultative assemblies. The setting up of these new practices does not represent a significant cost within all the activities of the organization.

Besides the monetary aspect, some of the participants in the consultations have questioned the possibility even of succeeding in involving and reaching the greatest number of members. Maybe we will have to be patient and perseverant, but in using all our resources, good tools, good techniques and good practices developed here and elsewhere, it should work.

⇒ Julie Rioux continued with statement 6 – *“That the FIQ hold commissions, at least once a year and that they have the power to make recommendations to the Federal Council.”*

Holding commissions will help to better respond to the needs of every healthcare professional while ensuring a better consensus on their distinctive features. They will also serve to support the future demands of the FIQ in line with the initial training of each one of the categories of professionals. Lastly, the commissions will be rooted in the functioning of the FIQ and will increase the sense of belonging to the organization.

Obviously, the issues of the costs has been raised, but since the commissions will be held during s Federal Council, there will not be any costs attached. It must not be forgotten that the commissions belong to the delegation and it is them who decide how the recommendation brought to the floor will be handled. Ms Rioux recalled that the “licensed practical nurses” file began in the commissions.

Marie-Claude Ouellet presented recommendations 1 to 12 in the thematic document.

A 45-minute plenary session began.

Motions A14-C-I-32 (Tougas-Couture Blais); A12-C-I-44 (Rousseau-Roy) and A14-C-I-46 (Rousseau-Roy) were tabled.

To conclude, Marie-Claude Ouellet explained that channeling this Convention in social movement unionism was a major concern for the convention organizing committee and may be an agreeable and mobilizing exercise. She has noticed with pleasure that the delegates want to *“Think Outside the Box”* and that together, we have succeeded in making this thematic our own, promoting this and to *“Think Outside the Box”*.

A 30-minute deliberative assembly began.

The delegation agreed to the tabling of motion A14-C-I-35 (Léger-Carette).

No person using their right to rebuttal, the Chair called the vote.

A14-C-I-32 BE IT MOVED:

Recommendation 1 in the Convention thematic document

“That the TRAC representatives participate in the implementation of the models that may be retained in their region and, if possible, sit on the decision-making structures.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

A14-C-I-33 BE IT MOVED: (complementary)

“That the RIIRS can participate by invitation of the FIQ through every TRAC, in the setting up of the models that may be retained in their region.

Claire Tougas – Solange Couture-Blais

CARRIED UNANIMOUSLY WITH ABSTENTIONS

A14-C-I-34 BE IT MOVED:

Recommendation 2 in the Convention thematic document

“That the FIQ support the unionization of all employees working in the new private not-for-profit care settings, stemming from social economy, and amend the Constitution and Bylaws accordingly.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY WITH ABSTENTIONS

A14-C-I-36 BE IT MOVED:

Recommendation 3 in the Convention thematic document

That the FIQ undertake the creation of a new labour organization in health that includes:

- **the healthcare professionals (Class 1);**
- **the medical professionals (Class 4);**
- **all the employees working in the new care settings stemming from social economy and the healthcare and medical professionals working in the private for-profit settings.**

That the work in this respect be started as quickly as possible.

Marie-Claude Ouellet – Régine Laurent

A14-C-I-35 BE IT MOVED: (amendment)

Recommendation 3 in the Convention thematic document

“To add:

- midwives;
- paramedics;
- and any other group working in the health care setting.”

Michel T. Léger – Guillaume Carette

CARRIED BY A MAJORITY

A14-C-I-36 BE IT MOVED: (as amended)

Recommendation 3 in the Convention thematic document

“That the FIQ undertake the creation of a new labour organization in health that includes:

- the healthcare professionals (Class 1);
- the medical professionals (Class 4);
- all the employees working in the new care settings stemming from social economy and the healthcare and medical professionals working in the private for-profit settings.
- midwives;
- paramedics;
- and any other group working in the health care setting.

That the work in this respect be started as quickly as possible.”

Marie-Claude Ouellet – Régine Laurent

CARRIED BY A MAJORITY

A14-C-I-37 BE IT MOVED:

Recommendation 4 in the Convention thematic document

“That the FIQ maintain special collaborative ties with the CFNU, without affiliating as an official member.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

A14-C-I-38 BE IT MOVED:

Recommendation 5 in the Convention thematic document

“That the FIQ continue to actively participate in setting up Global Nurses United, make sure the initiative will continue and register as an active member of Global Nurses United.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY WITH ABSTENTIONS

A14-C-I-39 BE IT MOVED:

Recommendation 6 in the Convention thematic document

“That the FIQ enter into a permanent process of research, development and implementation of new union practices.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

A14-C-I-40

BE IT MOVED:

Recommendation 7 in the Convention thematic document

“That the FIQ integrate the new methods of participative consultation into its union practice, at all levels of the organization.”

Marie-Claude Ouellet – Régine Laurent

CARRIED BY A MAJORITY

A14-C-I-41

BE IT MOVED:

Recommendation 8 in the Convention thematic document

“That the FIQ amend its Constitution and Bylaws on the composition of the Convention and the Federal Council in order to take into account the creation of certifications with a large number of members.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY WITH ABSTENTIONS

A14-C-I-42

BE IT MOVED:

Recommendation 9 in the Convention thematic document

“That the Youth Network be changed in the following manner:

Add a union representative age 30 or younger, for every local network, CSSS or institution, per segment of 1,000 members, up to 5,001 or more members.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY WITH ABSTENTIONS

A14-C-I-43

BE IT MOVED:

Recommendation 10 in the Convention thematic document

“That the Women’s Network be changed in the following manner:

Add a union representative for every local network, CSSS or institution, per segment of 1,000 members, up to 5,001 or more members.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY WITH ABSTENTIONS

A14-C-I-45

BE IT MOVED:

Recommendation 11 in the Convention thematic document

“That the nurse, licensed practical nurse and respiratory therapist commissions be held at least once a year.”

Marie-Claude Ouellet – Régine Laurent

A14-C-I-44

BE IT MOVED: (amendment)

Recommendation 11 in the Convention thematic document

“To add “clinical perfusionists” after respiratory therapists”.

Jérôme Rousseau – Christine Roy

CARRIED UNANIMOUSLY

A14-C-I-45 BE IT MOVED: (as amended)

Recommendation 11 in the Convention thematic document

“That the nurse, licensed practical nurses, respiratory therapist and clinical perfusionist commissions be held at least once per year.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

A14-C-I-47 BE IT MOVED:

Recommendation 12 in the Convention thematic document

“That the nurse, licensed practical nurse and respiratory therapist commissions have the power to make recommendations to the Federal Council.”

Marie-Claude Ouellet – Régine Laurent

A14-C-I-46 BE IT MOVED: (amendment)

Recommendation 12 in the Convention thematic document

“To add “clinical perfusionists” after respiratory therapists”.

Jérôme Rousseau – Christine Roy

CARRIED UNANIMOUSLY

A14-C-I-47 BE IT MOVED: (as amended)

Recommendation 12 in the Convention thematic document

“That the nurses, licensed practical nurses, respiratory therapists and clinical perfusionists commissions have a power of recommendation to the Federal Council.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

Point of information:

Pascal Beaulieu, delegate, thanked the conventioners for their contribution to his “spinoff”. Un montant de 2,160 \$ sera remis à la société canadienne du cancer.

Message from the Election Committee:

Huguette Lajeunesse, assistant on the Election Committee:

► *declared elected to the Executive Committee:*

3rd vice-president: Claude Boucher from the CSSS Bécancour-Nicolet-Yamaska

4th vice-president: Nancy Bédard from the CHU de Québec

She announced that there will be a second ballot at 14:00 to elect the position of 1st vice-president, between Rita Lamothe and Line Larocque. She gave the instructions for the 2nd ballot.

► *She declared elected to the statutory committees:*

ELECTION COMMITTEE (3 members and 2 substitutes)		
Substitute	Danielle Deguire	CHUM
Member	Lucie Lachambre-Girard	CSSS Dorval-Lachine-Lasalle
Member	Huguette Lajeunesse	CHU de Sherbrooke
Substitute	Nancy Langlais	CSSS Rimouski-Neigette
Membre	Renald Parent	CR en dépendance de Chaudière-Appalaches

UNION DEFENCE FUND COMMITTEE (2 members and 2 substitutes)		
Substitute	Nathalie Chagnon	CSSS Haut-Richelieu-Rouville
Member	Sonia Mancier	Vigi Santé de Montérégie
Member	Éric Martin	Jewish Rehabilitation Hospital
Substitute	Martine Tremblay	Groupe Champlain de Montérégie

INTERNAL AUDIT COMMITTEE (3 members and 2 substitutes)		
Member	Pascal Beaulieu	CHU de Québec
Member	Louise Gilardeau	Groupe Champlain de Montréal
Substitute	Nathalie Gilman	CHUM
Substitute	Jérôme Rousseau	Inst univ cardiologie et pneumologie de Québec
Member	Carl Picard	CSSS de Beauce

► *Declared elected to the standing committees*

STATUS OF WOMEN COMMITTEE (6 members and 2 substitutes)		
Member	Claire Alarie	CSSS du Sud de Lanaudière
Member	Julie Daigneault	CSSS d'Argenteuil
Member	Caroline Flageol	CHUM
Member	Patricia Lajoie	CSSS de la Vieille-Capitale
Substitute	Lucie Ménard	CSSS Richelieu-Yamaska
Member	Line Mercier	CSSS de Beauce
Member	Nancy Moss	CSSS de Saint-Jérôme
Substitute	Annie Pinard	CSSS Champlain-Charles-Le-Moyne

YOUTH COMMITTEE (5 members and 2 substitutes)		
Member	Isabelle Bouchard	CHU de Québec
Member	Isabelle Boyer	CSSS La Pommeraie
Member	Francis Charbonneau	CSSS d'Antoine-Labelle
Member	Claudiane Gélinas	CSSS de l'Énergie
Substitute	Jonathan Germain	Inst Réadaptation Gingras-Lindsay-de-Montréal
Substitute	Sandra Lebel-Santerra	CSSS de Kamouraska
Member	Shany St-Amand	CSSS de la Haute-Yamaska

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE (6 members and 2 substitutes)		
Member	Sylvain Allard	CSSS Dorval-Lachine-Lasalle
Member	Céline Blais-Tranquille	McGill University Health Centre
Member	Patrice Dulmaine	CSSS Chicoutimi
Member	Isabelle Groulx	CSSS Jardins-Rousillon
Member	David Lambert	CSSS La Pommeraie
Substitute	François Leblanc	Hôpital Maisonneuve-Rosemont
Member	Jean-Louis Pelland	CSSS Nord de Lanaudière
Substitute	Collins Tagnigou	Hôpital Santa Cabrini

EDUCATION-ANIMATION COMMITTEE (5 members and 2 substitutes)		
Member	Michel Desautels	Hôpital Rivière-des-Prairies
Member	Shirley Dorismond	CSSS Jeanne-Mance
Member	Karine Gallant-Blaquière	CHU de Québec
Substitute	Nathalie Grenier	CSSS de Beauce
Member	Manon Larochelle	CSSS Alphonse-Desjardins
Member	Stella Larochelle	Hôpital Santa Cabrini
Substitute	Sophie Perrier	CHSLD Bourget Inc

Points of information:

- ≥ Following her election to the position of 4th vice-president on the Executive Committee, Nancy Bédard thanked the delegation;
- ≥ Lucie Lachambre-Girard, spokesperson for Renald Parent, did the same;
- ≥ Claude Boucher, elected to the position of 3rd vice-president, also thanked the delegation for the trust shown in her.

Martine Caron acted as chairperson.

Question of privilege:

Marie-Claude Ouellet reminded the delegation to go get their envelopes with the ballots in them.

Message from the Election Committee:

Huguette Lajeunesse informed the delegation that the voting period will end at 14:45.

6. CONSTITUTION AND BYLAWS

6.1 Amendments of the Constitution and Bylaws

Presented by: Marie-Claude Ouellet, Political Officer for the action plan and the priority actions, accompanied by Sylvie Bissonnette, Coordinator.

Reference document: A14-C-I-D4 “Proposed amendments”.

Marie-Claude Ouellet presented the amendments proposed by the Executive Committee that appear in document D4.

In terms of functioning, the chairperson indicated that document D4 will be divided into 4 blocks:

- ▶ Block 1 – vote level 1 to 5
- ▶ Block 2 – vote level 6 to 9
- ▶ Block 3 – vote level 10 to 19
- ▶ Block 4 – vote level 20 to 22

The movers of each motion will take turns presenting their recommendations.

Alain Paquette asked to withdraw his motion (A14-C-I-48 Paquette-Roy) in line with V/L 12. The chairperson called the vote.

A14-C-I-48 BE IT MOVED: (amendment)

Vote level 12 in document D4

CHAPTER VI - COMMISSIONS
Article 1 - Types of commissions

After “respiratory therapists commissions” Add “**and perfusionist commissions**”

Alain Paquette – Marie-Claude Roy

WITHDRAWN BY A UNANIMOUS VOTE WITH ABSTENTIONS

A 30-minute plenary session began on all the motions.

An extension of the plenary session was accepted for the 5 people at the microphones.

In conclusion, Marie-Claude Ouellet stated that all the recommendations of the Executive Committee are in line with the recommendations in the Convention thematic adopted this morning.

- ▶ Block 1 – vote level 1 to 5

A 15-minute deliberative assembly began on Block 1.

André-Luc Deschênes asked to withdraw his motion (A14-C-I-49 Deschênes-Lessard) in line with V/L 5. The chairperson called the vote.

A14-C-I-49 BE IT MOVED: (amendment)

Vote level 5 in document D4

CHAPTER IV - CONVENTION
Article 3 - Composition

After paragraph “4)”

Add a paragraph “**5) members of the standing committees.**”

André-Luc Deschênes – Lynda Lessard

WITHDRAWN BY A UNANIMOUS VOTE

No one used their right to rebuttal, the chairperson called the vote.

A14-C-I-50 BE IT MOVED: (amendment)

Vote level 1 in document D4

CHAPTER I – NAME – PURPOSE – HEAD OFFICE
Article 3 - Purpose

After paragraph “1)”

Add paragraph “2) **“to represent, at the provincial level, all the employees working in the private non-profit settings stemming from social economy.”**

Marie-Claude Ouellet – Régine Laurent

CARRIED BY A 2/3 MAJORITY

A14-C-I-51 BE IT MOVED: (amendment)

Vote level 2 in document D4

CHAPTER I – NAME – PURPOSE – HEAD OFFICE
Article 5 – Jurisdiction

In paragraph 1

After the word “care”

Add: **“and the unions representing the employees working in the private non-profit care settings stemming from social economy”.**

Marie-Claude Ouellet – Régine Laurent

CARRIED BY A 2/3 MAJORITY

A14-C-I-52 BE IT MOVED: (amendment)

Vote level 3 in document D4

CHAPTER I – NAME – PURPOSE – HEAD OFFICE
Article 5 – Jurisdiction

In paragraph 1

After paragraph “11)”

Add paragraph “12) **employees holding a job in the private non-profit care settings stemming from social economy”.**

Marie-Claude Ouellet – Régine Laurent

CARRIED BY A 2/3 MAJORITY

A14-C-I-53 BE IT MOVED: (amendment)

Vote level 4 in document D4

CHAPTER IV - CONVENTION
Article 3 – Composition

Replace the words “2851 and more” with the words “2851 to 3250” and

Then add the following

“3251 to 3650 16 delegates

3651 to 4100 17 delegates

4101 to 4550 18 delegates

4551 to 5050 19 delegates

5051 and more 20 delegates”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY WITH ABSTENTIONS

- ▶ Block 2 – vote level 6 to 9.

A 15-minute deliberative assembly began on Block 2.

Nancy Hogan used her right to rebuttal then the chairperson called the vote.

A14-C-I-54 BE IT MOVED: (amendment)

Vote level 6 in document D4

CHAPTER V – FEDERAL COUNCIL
Article 1 - Powers

After paragraph “15)”

Add a paragraph “**16) to decide on the conclusion of a services agreement between the FIQ and a group of workers not covered by CHAPTER 1”.**

Marie-Claude Ouellet – Régine Laurent

CARRIED BY A 2/3 MAJORITY

A14-C-I-55 BE IT MOVED: (amendment)

Vote level 7 in document D4

CHAPTER V – FEDERAL COUNCIL
Article 3 - Composition

“Replace the following words: “2501 and more” with the words “**2501 to 3000**” and then add the following

**“3001 to 3500 10 delegates
3501 to 4000 11 delegates
4001 to 4500 12 delegates
4501 to 5000 13 delegates
5001 and more 14 delegates”**

Marie-Claude Ouellet – Régine Laurent

CARRIED BY A 2/3 MAJORITY

A14-C-I-56 BE IT MOVED: (amendment)

Vote level 8 in document D4

CHAPTER V - FEDERAL COUNCIL
Article 3 - Composition

Replace the following words: “2001 to 2500” with the words “**2001 to 2400 8 delegates**” and

then add the following

**“2401 to 2800 9 delegates
2801 to 3200 10 delegates
3201 to 3600 11 delegates
3601 to 4000 12 delegates
4001 to 4400 13 delegates
4401 to 4800 14 delegates
4801 to 5200 15 delegates
5201 and more 16 delegates”**

Nancy Hogan – Guylaine Boulanger

DISPOSED OF BY THE ADOPTION OF A14-C-I-55

Consistent with the withdrawal of V/L 5, the delegation agreed by a majority, to withdraw V/L 9.

A14-C-I-57 BE IT MOVED: (amendment)

Vote level 9 in document D4

CHAPTER V – FEDERAL COUNCIL
Article 3 - Composition

After paragraph 4)
Add paragraph “**5) the members of the standing committees**”

André-Luc Deschênes – Lynda Lessard
WITHDRAWN BY A MAJORITY VOTE

- ▶ Block 3 – vote level 10 to 16.

A 10-minute deliberative assembly began on Block 3.

There being no right to rebuttal, the chairperson called the vote.

<p>A14-C-I-58 BE IT MOVED: (amendment)</p> <p><u>Vote level 10 in document D4</u></p> <p>CHAPTER V – FEDERAL COUNCIL</p> <p>After “CHAPTER V – FEDERAL COUNCIL” Add “CHAPTER VI – COMMISSIONS”</p> <p>Marie-Claude Ouellet – Régine Laurent</p>	<p>CARRIED UNANIMOUSLY</p>
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A14-C-I-60 BE IT MOVED: (amendment)

Vote level 13 in document D4

CHAPTER VI – COMMISSIONS
Article 1 – Types of commissions

“There are four (4) types of commissions: nurse commission, licensed practical nurse commission, respiratory therapist commission, perfusionist commission,”

Marie-Claude Ouellet – Régine Laurent

<p>A14-C-I-59 BE IT MOVED: (sub-amendment)</p> <p><u>Vote level 11 in document D4</u></p> <p>CHAPTER VI - COMMISSIONS Article 1 - Types of commissions</p> <p>Replace “three (3)” by “four (4)” and After “respiratory therapist commissions” Add “perfusionist commissions”</p> <p>Jérôme Rousseau – Marie-Claude Bédard</p>	<p>CARRIED UNANIMOUSLY</p>
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A14-C-I-60 BE IT MOVED: (as amended)

Vote level 13 in document D4

CHAPTER VI - COMMISSIONS
Article 1 - Types of commissions

“There are four (4) types of commissions: nurse commission, licensed practical nurse commission, respiratory therapist commission, perfusionist commission.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

A14-C-I-62 BE IT MOVED: (amendment)

Vote level 15 in document D4

CHAPTER VI – COMMISSIONS
Article 2 – Powers

“A commission is a special forum for discussions or analysis of the important issues affecting the job titles concerned. A commission has the power to make recommendations to the Federal Council.”

Marie-Claude Ouellet – Régine Laurent

A14-C-I-61 BE IT MOVED: (sub-amendment)

Vote level 14 in document D4

CHAPTER VI - COMMISSIONS
Article 2 - Powers

After the words “job titles” in the 1st paragraph, add the word **“groups”**.

Nancy Hogan – Guylaine Boulanger)

CARRIED UNANIMOUSLY

A14-C-I-62 BE IT MOVED: (as amended)

Vote level 15 in document D4

CHAPTER VI - COMMISSIONS
Article 2 - Powers

“A commission is a special forum for discussions or analysis of the important issues affecting the groups of job titles concerned. A commission has the power to make recommendations to the Federal Council.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

A14-C-I-63 BE IT MOVED: (amendment)

Vote level 16a) in document D4

CHAPTER VI - COMMISSIONS
Article 2- Powers

“All recommendations from a commission taken by a majority vote in the commission are submitted to a Federal Council for decision.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

A14-C-I-64 BE IT MOVED: (amendment)

Vote level 16b) in document D4

CHAPTER VI - COMMISSIONS
Article 2- Powers

“The quorum is 50% of the delegation covered by the commission”.

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

A14-C-I-65 BE IT MOVED: (amendment)

Vote level 17 in document D4

CHAPTER VI - COMMISSIONS
Article 3- Sitting of commissions

“The commissions are held at least once (1) a year.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

A14-C-I-67 BE IT MOVED: (amendment)

Vote level 19 in document D4

**CHAPTER VI – COMMISSIONS
Article 4 – Composition**

“A commission is composed of the delegates from the job titles linked to the commission.”

Marie-Claude Ouellet – Régine Laurent

A14-C-I-66 BE IT MOVED: (sub-amendment)

Vote level 18 in document D4

CHAPTER VI - COMMISSIONS
Article 4 - Composition

After the words “job titles”, add the word **“groups”**

Nancy Hogan – Guylaine Boulanger

CARRIED UNANIMOUSLY WITH ABSTENTIONS

A14-C-I-67 BE IT MOVED: (as amended)

Vote level 19 in document D4

CHAPTER VI - COMMISSIONS
Article 4 - Composition

“A commission is composed of the delegates from the job titles linked to the commission.”

Marie-Claude Ouellet – Régine Laurent

CARRIED UNANIMOUSLY

- ▶ Block 4 – vote level 20 to 22

A 15-minute deliberative assembly began on Block 4.

Louise Gilardeau used her right to rebuttal then the chairperson called the vote.

A14-C-I-68 BE IT MOVED:

Vote level 20 in document D4

CHAPTER X – FINANCIAL PROVISIONS
Article 3 – Dues

After the words “baby and child nurses” in the second paragraph
Remove the words “are considered to be included in the licensed practical nurse salary scale for the purposes of union dues.” and
Add the following words “, **and the employees working in a job in the private non-profit care settings stemming from social economy are considered to be included in the licensed practical nurse salary scale for the purposes of union dues.**”

Marie-Claude Ouellet – Régine Laurent

CARRIED BY A 2/3 MAJORITY

A14-C-I-69 BE IT MOVED:

Vote level 21 in document D4

CHAPTER X – FINANCIAL PROVISIONS
Article 3.2 – Special Measure

“Repeal Article 3.2”

Nancy Hogan – Guylaine Boulanger

CARRIED BY A 2/3 MAJORITY

A14-C-I-70 BE IT MOVED:

Vote level 22 in document D4

CHAPTER XI – INTERNAL AUDIT COMMITTEE
Article 3 - Mandate

In the 2nd paragraph
After the word “examine” add the words “**and analyze**” and
after the word “suggest”, add the word “**recommend**”.

Louise Gilardeau – Francis Morel
DEFEATED

Points of information:

- Marie-Claude Ouellet invited the delegates that are interested to pick up the book of Angela Davis – in French or English – by going to the secretariat. After her conference, Ms. Davis, will sign her books.
- Richard Beauregard, candidate for the position of 3rd vice-president on the Executive Committee, thanked the delegates, his local team as well as his family for their support and congratulated Claude Boucher, newly elected vice-president.

Message from the Election Committee:

Huguette Lajeunesse, assistant on the Election Committee declared elected to the position of:

- ▶ **1st vice-president: Line Larocque**, from the McGill University Health Centre

Géniales en herbe: (2nd round)

Again hosted by Catherine Fauteux, the day concluded with the second round of the game ***Géniales en herbe***. The Bas-St-Queb team was declared the winner over the Montsha team.

Adjournment at 17:05.

FRIDAY, APRIL 11, 2014

The meeting resumed at 09:05.

Mélissa Lacroix acted as chairperson. She reminded the delegation to bring their modifications of the minutes of the June 2011 Convention, if applicable, to the secretary before the time scheduled for their adoption.

Point of information: In the absence of Rita Lamothe, Linda Lessard thanked the people who voted for Rita and wished the newly elected officers *Good Luck*.

7. THEMATIC OF THE CONVENTION: ANGELA DAVIS SPEECH

Presented by: Régine Laurent, President.
No reference document.

Speech of Angela Davis (conference in English)

It was with great pleasure and pride that Régine Laurent presented Angela Davis, philosopher and feminist. Throughout her activism and her scholarship over the last decades, Ms. Davis has been involved body and soul in the search for social justice in the United States. Her work as an educator – both at the university

level and in the public sphere – have helped her to demonstrate the importance of the popular struggle for economic, racial and gender equality. She is the author of nine books and Professor Emerita of History of Consciousness and of Feminist Studies at the University of California, at Santa Cruz. She is a founding member of Critical Resistance, a national organization dedicated to the dismantling of the prison industrial complex. Internationally, she is affiliated with Sisters Inside, an abolitionist organization based in Queensland, Australia that works in solidarity with women in prison.

In recent years a persistent theme of her work has been the range of social problems associated with incarceration and the generalized criminalization of those communities that are most affected by poverty and racial discrimination. Having helped to popularize the notion of a “prison industrial complex,” she now urges her audiences to think seriously about the future possibility of a world without prisons and to help forge a 21st century abolitionist movement. In the early 19970’s she was imprisoned and spent 18 months in jail. She was also registered on the FBI’s ten most wanted list. She draws upon her own experiences in her struggles.

To begin, Ms. Davis stated that it was an honour for her to come to talk to the delegation. Born to activist parents in Birmingham, Alabama, this town became the centre for the combat pour les droits civiques of Afro-Americans. It was her mother who inspired her in her fight against racism and inequalities. Since childhood, her mother repeated that she must imagine another life where racial segregation was eliminated.

Imprisonment is first a leading method of punishment and the phenomenon of incarceration in the United State is racist. The black, Latino, Native American and Muslim populations are over-represented in the prisons and one of the contributing factors is the racial profiling carried out by police officers. Favouring incarceration is denying that things can change and it makes the problems invisible.

Ms. Davis spoke on the social inequalities in the United States, whether it is regarding income or ethnic origin. Mass imprisonment and food injustice were included in the number of concrete examples of these inequalities.

Ms. Davis says that a public health approach must be developed, intervene on what determines health and above all refuse to have second-class citizens. Everyone is entitled to housing, health, well-being of individuals and their community, to care, education, biodiversity regardless of colour, nationality or economic status. A person must come before profits.

To conclude, Ms. Davis stated that the battle is never over and that the organized movements can change the world. The first step is to get out of the first prison in which we put ourselves: fear. We must fight for justice, equality and peace. Accepting injustices, undermines justice!

A 45-minute plenary session began then the delegation agreed to extend this session for the 6 people at the microphones.

Ms. Laurent warmly thanked Ms. Davis. She pointed out that we can no longer be afraid to have opinions and that fear leads to nothing.

Points of information:

- Michel Mailhot, Joint Political Officer for the Union Organizing Service, informed the delegation that raiding has already started. We must be vigilant day, evening and night in the institutions. The healthcare professionals are warriors!!!
- Line Larocque, 1st Vice-President, new member elected to the Executive Committee, thanked the delegation for their support.

10. REGIONAL ACTION AND CONSENSUS-BUILDING TABLES

10.1 Report

Presented by: Marie-Claude Ouellet, Political Officer for the organization and follow-up of meetings, the action plan and the priority actions.

Reference document: A14-C-I-D7 “Regional Action and Consensus-Building Tables (TRAC)”

To begin, Marie-Claude Ouellet, stated that the Regional Action and Consensus-Building Tables (TRAC) were created by the March 2005 Federal Council following the passing of Bills 25 and 30. The particularly difficult political context for the labour movement required new ways of doing things to encourage and support union and grassroots action focused on local, regional and federal collective solidarity. It was thus necessary to establish mechanisms making it possible to convey information, organize mobilization and thus expand the Federation’s power of influence. The TRACs were gradually set up until 2008 and their functioning has clearly been consolidated over the last five years. The TRACs have become an effective way for the FIQ to reach the union reps and the members of all the unions in order to ensure better consistency in the actions. The Federal Council delegation agreed to work with the Tables to promote the new models of care. It was in this spirit that in March 2012 an action plan was adopted by the Federal Council, one of the components being to enhance the TRACs. An intersectoral committee was set up to review the role, mandate and functioning of the TRACs in order to solidify this objective.

The summary of the activities of the TRACs between March 1, 2011 and February 28, 2014, presented in the document, indicates that their implementation now being consolidated, they are ready to move on with a more strategic and political role. Ms Ouellet stated that she will not read the entire report, but will instead answer questions for clarification.

Point of information:

Ms Ouellet, delegate, asked that the name of “Solange Tremblay” as spokesperson for the Bas-Saint-Laurent/Gaspésie/Îles-de-la-Madeleine be removed from page 9 in document D7.

A 10-minute plenary session began.

Point of information:

Martine Côté asked to add the name of “Pauline Paradis” as spokesperson for the Saguenay-Lac-Saint-Jean/Côte Nord region to page 9 in document D7.

Question of privilege:

Martine Côté, delegate, asked to adjourn at noon and resume the discussions afterwards.

Motion A14-C-I-71 (Ouellet-Laurent) to modify the agenda was tabled.

The Chair called the vote.

A14-C-I-71

BE IT MOVED:

“To deal with the topic “*Géniales en herbe*” before the topic “Regional Action and Consensus-Building Table: Report from the enhancement committee”.

Marie-Claude Ouellet – Régine Laurent

CARRIED BY A 2/3 MAJORITY

Point of information:

Carole Grant, candidate for the Executive Committee, thanked the union reps who had voted for her.

While the technicians set up the scene for the word-game quiz, *Géniales en Herbe*, Julie Rioux pointed out that the open forum functioned well overall except for five or six subjects on which there were no real debates. Conversely, other subjects led to very lively discussions.

Géniales en herbe: (final round)

Catherine Fauteux hosted the final round of *Géniales en herbe* which ended with the Chicoutaou team being the winner.

Johanne Poulin acted as chairperson.

Points of information:

- It has been decided to issue the continuing education certificates for each professional order at the end of every meeting. To do this, Marie-Claude Ouellet asked the delegation to pick them up at the registration tables. The conferences recognized by each professional order will be posted on *FIQ Militantes*.
- Marie-Claude Ouellet thanked Stéphane Gagnon for the excellent music at Tuesday evening's festivities.

10. REGIONAL ACTION AND CONSENSUS-BUILDING TABLES

10.2 Report of the Enhancement Committee

Presented by: Marie-Claude Ouellet, Political Officer for the organization and follow-up of meetings, the action plan and the priority actions, accompanied by Brigitte Doyon, Lynda Lachance and Guylaine Bernard, Union Consultants.

Reference document: A14-C-I-D8 "Intersectoral Committee on the enhancement of the Regional Action and Consensus-Building Tables (TRAC)"

Marie-Claude Ouellet and her team presented document D8.

The TRACs officially emerged at the March 2005 Federal Council. 2005. A few years after their creation, the delegates at the June 2011 Convention agreed that a defensive approach, focused on protecting vested rights, would no longer be enough and that it was more urgent than ever to act and to significantly alter the way of doing things across the board, including the TRACs. Therefore, at the March 2012 Federal Council the delegation adopted an action plan in which one of the components consists of enhancing the TRACs as the preferred strategic place of union and political action.

This mandate was given to an intersectoral committee which decided to organize consultation meetings in June and November 2013 with the different people on the TRACs. These consultations helped to highlight the pertinence of reviewing the objectives and the role that the TRACs should fill, as well as the role expected of the main players on these Tables. It was also found that there is a pertinence in establishing a common theme that specifies the sense of the work to be done and that connects them, but also each one of them with the Federation and the files that they handle. In order to consolidate the place of the FIQ as a dominant player in the health field, as adopted at the 2011 Convention, the way of doing things must be reviewed and, in particular, enhance the TRACs as the contact and tool that makes it possible to transpose the priorities of the Federation to the regional level with a colour specific to them. Real strategic venues for discussions must be created that include, above all, union proposals and actions on both the political and professional level. Even if the Federation remains the dominant contact at the provincial level for its files, the TRACs must be made the regional contacts when the regional issues require such a strategy.

Motion A14-C-I-73 (Ouellet-Gilbert) was tabled.

A 20-minute plenary session began.

Motions A14-C-I-74 (Gilardeau-Desautels) and A14-C-I-72 (Samson-Lajeunesse) were tabled.

In conclusion, Marie-Claude Ouellet raised the importance of having a common theme for the TRACs. To do this, an annual meeting could serve as a tool to help the spokespersons to talk and discuss the reality of their region.

A 10-minute deliberative assembly began.

Roberto Bomba asked to split motion A14-C-I-75 (Gilardeau-Desautels) after the word TRAC. The chairperson rejected this request, because if the first part of the motion is defeated, the second part would no longer have any meaning. She suggested instead to table a sub-amendment to modify the motion.

The delegation agreed to allow the introduction of a new motion.

Motion A14-C-I-74 (Bomba-Boisclair) was tabled.

Louise Gilardeau and Roberto Bomba used their right to rebuttal.

The Chair called the vote.

A14-C-I-73 BE IT MOVED:

Recommendation in document D8

“The adoption of the orientations covering the enhancement of the Regional Action and Consensus-Building Tables as the preferred strategic venue for union, political and professional action.”

Marie-Claude Ouellet – Daniel Gilbert

A14-C-I-72 BE IT MOVED: (amendment)

“To add after the word “union”, the word “social”.”

Édith Samson – Isabelle Lajeunesse

CARRIED UNANIMOUSLY WITH ABSTENTIONS

A14-C-I-73 BE IT MOVED: (as amended)

Recommendation in document D8

“the adoption of the orientations covering the enhancement of the Regional Action and Consensus-Building Tables as the preferred strategic venue for union, social, political and professional action.”

Marie-Claude Ouellet – Daniel Gilbert

CARRIED BY A MAJORITY

A14-C-I-75 BE IT MOVED: (new motion)

“That the budgets allocated to the TRACs be distributed in a way that there is a minimum amount for the proper operation of the TRACs and that these budgets be entirely managed by the Federation.”

Louise Gilardeau – Michel Desautels

A14-C-I-74 BE IT MOVED: (amendment)

“To remove “and that these budgets be entirely managed by the Federation” after the 2nd TRACs.” “

Roberto Bomba – Michèle Boisclair

CARRIED BY A MAJORITY

A14-C-I-75 BE IT MOVED: (as amended)

“That the budgets allocated to the TRACs be distributed in a way that there is a minimum amount for the proper operation of the TRACs.”

Louise Gilardeau – Michel Desautels

CARRIED BY A MAJORITY

Points of information:

- Marie-Claude Ouellet asked that the translation headphones be handed in if not already done, complete the *Planétaire* form and leave it at the reception desk and complete the evaluation form of the Convention that will also be posted on *FIQ Militantes*.
- Michèle Boisclair, Political Officer for the Status of Women Sector informed the delegation that the majority of the Iraqi Council of Ministers would vote in favour of a bill legalizing pedophilia. In addition, the Morgentaler Clinic in Fredericton will be closing its doors. Henceforth, women will have to have permission from two physicians to get an abortion.

14. ADOPTION OF THE MINUTES

14.1 Minutes of the 9th Convention (2011)

Motion A14-C-I-76 (Ouellet-Gilbert) was tabled and the chairperson called the vote.

A14-C-I-76 BE IT MOVED:

“To adopt the minutes from the June 6 to 10, 2011 Convention.”

Marie-Claude Ouellet – Daniel Gilbert

CARRIED BY A MAJORITY

15. CLOSING MESSAGE

Régine Laurent, accompanied by the members of the Executive Committee announced the retirement of Raymonde Bêtit from the CSSS Pierre-De-Saurel and Sylvain Lapalme from the CSSS Lucille Teasdale and thanked them for their activism. She also took the time to thank all the employees of the organization. She wished a happy retirement to the members of the Executive Committee who are leaving and welcomed the newly elected members.

Ms. Laurent stated that the historic and mobilizing 10th Convention of the FIQ ends here. Together we have taken the time to define ourselves, create our universe, question ourselves on our values, aspirations and the meaning that we give to our actions.

At the 2011 Convention, we promised to take a step forward and “Dare, act and influence” in carrying out our leadership and taking the place that is ours in the Québec public arena. It is clear that we have certainly incorporated the message.

The FIQ has dared to question the established order by proposing new models of care and we have taken action by contacting future ball carriers who will be able to support the setting up of these future social economy enterprises. And, the FIQ launched a public campaign to inform the population about existing alternatives and to influence the decision-makers who could support our projects. We are aspiring *Zèbrettes*! Over the next three years, we can expect the FIQ to be able to achieve their ambitions by maximizing the scope of their new leitmotif: “Think Outside the Box”.

The FIQ is a solid organization, credible and their 62,000 members are respected and committed healthcare professionals. The idea of giving ourselves the right to “*Think Outside the Box*” has lit a flame that will feed a fire that will give the momentum to dare to revolutionize our settings and make our successes stand out. The FIQ has always been considered as an indispensable organization when it is a question of care.

Together, we will also undertake a project which could change the place that the professionals in the health sector hold on the Québec labour landscape. The FIQ hopes to co-construct a new labour organization with other labour partners who can relay the concerns of all the professionals working in health care in Québec. This new organization, that the FIQ hopes to see emerge, will have to be respectful of everyone and in the image of all those who are a part of it.

For union democracy to remain strong, we must be able to generate, within our institutions, the necessary impetus to inspire the members to get involved. For the FIQ to carry their message even more emphatically, we have to listen to them better, consult them and include them in the debates which will pave our path as an organization. The FIQ will take advantage of the good practices and the experience of the union reps, to ensure that our organization is a model of social movement unionism. It is by sharing each one of your individual successes that we will be able to create the biggest collective successes.

In doing so, the FIQ will control their own destiny, and along with all the other health professionals, they can contribute to stamping their mark on the issues much bigger than them. “*Thinking Outside the Box*”, this means being able to get around the constraints which seem to be unalterable and the elements of the context which seem to us to be key. “*Thinking Outside the Box*”, is believing that the future can exist under a blue sky. Our sky will be nicer because we will have reversed the trend on the prevailing gloom. More blue, more FIQ because our vision, we are capable of achieving it!

The agenda being completed, the meeting ended at 15:01.

Régine Laurent, President

Marie Claude Ouellet, Secretary

Diane T Brousseau, meeting secretary

Josée Boismenu, meeting secretary

Minutes adopted on _____ 2017.

Liste des présences

10^e Congrès : 7 au 11 avril 2014

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
AFRIANI, MARIE-ANNE	285-002 - CSSS de l'Ouest-de-l'île	BEDARD, MARIE-CLAUDE	151-311 - Institut universitaire de cardiologie et pneumologie 1012-1001 - CHU de Québec
ALAIN, MYLENE	609-112 - CSSS de la Haute-Gaspésie	BEDARD, NANCY	
ALARIE, CLAIRE	Comité Condition féminine	BÉGIN COUTURE, ANTOINE	FIQ Québec
ALECTUS, BERNARD DIEU	575-001 - Groupe Champlain Inc. (Montérégie)	BEGIN, CHRISTINE	639-314 - Centre de réadaptation en dépendance de Québec FIQ Québec
ALLARD, SYLVAIN	445-002 - CSSS Dorval-Lachine-LaSalle	BÉLANGER, FRANCIS	
ALLEN, JULIE	266-006 - CSSS du Granit	BELANGER, HELENE	445-002 - CSSS Dorval-Lachine-LaSalle FIQ Québec
ALLEYNE, SUZANNE	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis	BÉLISLE, CATHERINE	
AMESSE, ELAINE	411-613 - CSSS Richelieu-Yamaska	BELISLE, KARINA	277-647 - Institut universitaire en santé mentale Douglas 541-113 - CSSS de Rimouski-Neigette 112-510 - CHUS
ANCTIL, JOSEE	189-315 - CSSS de Montmagny-l'Islet	BELISLE, KEVEN	
ARCAND, AUDREY	FIQ Québec	BELIVEAU, CELINE	
ARSENEAULT, ISABELLE	FIQ Québec	BELLAVANCE, CHANTAL	553-410 - CSSS de Bécancour-Nicolet-Yamaska 100-811 - CSSS Les Eskers de l'Abitibi 387-602 - CSSS d'Ahuntsic et Montréal-Nord 131-208 - CSSS Domaine-du-Roy
AUBUT, JOANE	374-001 - Hôpital Santa Cabrini	BELLEY, HUGUETTE	
BAILLARGEON, CINDY	190-008 - CSSS de Beauce	BENBELKACEM, SAMIRA	
BAILLARGEON, SOPHIE	FIQ Montréal	BERGERON, EMILIE	
BARRY, HÉLÈNE	FIQ Québec	BERGERON, MARIE	701-008 - CSSS de Québec-Nord
BEAUCHAMP, LYNE	463-007 - CHSLD Age3 Inc.	BERGERON, MARIE-LYNE	365-001 - Institut universitaire en santé mentale de Montréal 415-007 - CSSS de la Vallée-de-l'Or FIQ Montréal
BEAUCHEMIN, ISABELLE	112-510 - CHUS	BERGERON, NICOLE	
BEAUDOIN, BRIGITTE	199-008 - CSSS de la Vieille-Capitale	BERGERON, VIRGINIE	
BEAULE, BRIGITTE	333-004 - Hôpital Juif de réadaptation	BERNARD, GUYLAINE	FIQ Québec
BEAULÉ, RICHARD	FIQ Montréal	BERNARD, MANON	1015-008 - Groupe Champlain Inc. (Chaudière- Appalaches) 483-008 - La Corporation Notre-Dame de Bon- secours 311-002 - L'Hôpital général Juif Sir Mortimer B. Davis Comité Condition féminine
BEAULIEU, ANGIE-LYNN	196-008 - CSSS de Rivière-Du-Loup	BERNIER, MARIE	
BEAULIEU, ANNIE	470-001 - Résidence Sorel-Tracy Inc.	BERTHOLD, ROSE ANNA	
BEAULIEU, MARTINE	159-008 - Groupe Champlain Inc. (C Héb Champlain des	BERTRAND, MARIE-EVE	
BEAULIEU, PASCAL	1012-1001 - CHU de Québec	BERTRAND, STEPHANE	555-715 - CSSS de Papineau
BEAUMONT, CLAUDE	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis	BERUBE, GINETTE	196-008 - CSSS de Rivière-Du-Loup 110-300 - Institut universitaire en santé mentale de Québec FIQ Québec
BEAUREGARD, FRANCE	FIQ Montréal	BERUBE, MONIQUE	
BEAUREGARD, RICHARD	411-613 - CSSS Richelieu-Yamaska	BÉRUBÉ, NICOLE	
BEAUVIL, RONALD	285-002 - CSSS de l'Ouest-de-l'île	BETIT, RAYMONDE	371-642 - CSSS Pierre-De Saurel
BÉDARD, GUYLAINE	FIQ Montréal	BEUGRE, JEAN-LUC	374-001 - Hôpital Santa Cabrini

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
BEVILACQUA, VANESSA	FIQ Montréal	BOUCHARD, BRIGITTE	FIQ Montréal
BIBEAU, CAROLANE	371-642 - CSSS Pierre-De Saurel	BOUCHARD, DIANE	FIQ Québec
BIEN-AIME, ESTHER	293-002 - Centre de soins prolongés Grace Dart	BOUCHARD, ELAINE	120-651 - CHUM
BILLETTE, LINDA	702-663 - CSSS du Sud-Ouest-Verdun	BOUCHARD, ISABELLE	1012-1001 - CHU de Québec
BILODEAU, LOUISE	447-001 - CSSS Lucille-Teasdale	BOUCHARD, JULIE	122-209 - CSSS de Chicoutimi
BILODEAU, R.LOUISE	165-310 - CSSS de la région de Thetford	BOUCHARD, JULIE	FIQ Québec
BINET, MARJOLAINE	100-811 - CSSS Les Eskers de l'Abitibi	BOUCHARD, LINDA	Comité exécutif fédéral
BIRBATAKOS, STAVROS	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis	BOUCHARD, MURIELLE	131-208 - CSSS Domaine-du-Roy
BISSON, JEAN-FRANCOIS	232-008 - Vigi Santé Ltée (Capitale-Nationale)	BOUCHARD, NANCY	Comité de négociation 2014-2018
BISSON, NATHALY	106-654 - CSSS du Nord de Lanaudière	BOUCHER, ALINE	720-008 - CSSS de Kamouraska
BISSONNETTE, SYLVIE	FIQ Montréal	BOUCHER, CHANTAL	102-420 - CSSS de l'Énergie
BLACKBURN, AUDREY	125-207 - CSSS de Lac-Saint-Jean-Est	BOUCHER, CLAUDE	553-410 - CSSS de Bécancour-Nicolet-Yamaska
BLACKBURN, GENEVIEVE	122-209 - CSSS de Chicoutimi	BOUDREAULT, NORMANDE	FIQ S/Lac Saint-Jean
BLAIS TRANQUILLE, CELINE	296-652 - Centre universitaire de santé McGill	BOUFFARD, SONIA	Comité de négociation 2014-2018
BLOUIN, DANIEL	FIQ Québec	BOULANGER, DONALD	1013-008 - CSSS Alphonse-Desjardins
BLOUIN, JULIE	120-651 - CHUM	BOULANGER, GUYLAINE	1012-1001 - CHU de Québec
BLOUIN, JULIE	FIQ Montréal	BOULANGER, MARIE-ANDREE	492-714 - CSSS de Gatineau
BOIES, JOHANNE	110-300 - Institut universitaire en santé mentale de Québec	BOULET, GENEVIEVE	106-654 - CSSS du Nord de Lanaudière
BOILY, HELENE	128-206 - CSSS Maria-Chapdelaine	BOULET, SYLVIE	323-002 - Hôpital Maisonneuve-Rosemont
BOISCLAIR, MICHELE	Comité exécutif fédéral	BOURNIVAL, DAVID	102-420 - CSSS de l'Énergie
BOISMENU, JOSÉE	FIQ Montréal	BOUTIN, LISE	112-510 - CHUS
BOISVERT, NICOLE	113-006 - CSSS- Institut universitaire de gériatrie de FIQ Montréal	BOYER, ISABELLE	263-006 - CSSS La Pommeraie
BOIVIN, ISABELLE		BRABANT, STEPHANE	416-661 - CSSS de Saint-Jérôme
BOIVIN, MATHIEU	110-300 - Institut universitaire en santé mentale de Québec	BRADET, PIERRE OLIVIER	167-008 - CSSS de Charlevoix
BOLDUC, LOUISE	416-661 - CSSS de Saint-Jérôme	BRASSARD, DIANE	FIQ Montréal
BOLDUC, SOPHIE	663-008 - CR en déficience physique Chaudière- Appalaches	BREAU, PATRICK	120-651 - CHUM
BOMBA, ROBERTO	Comité exécutif fédéral	BROCHU, GENEVIEVE	106-654 - CSSS du Nord de Lanaudière
BORODULIA, SOPHIE	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis	BROCHU, GUY	120-651 - CHUM
BOSSE, ANTHONY	151-311 - Institut universitaire de cardiologie et pneumologie	BROUILLARD, ROXANE	411-613 - CSSS Richelieu-Yamaska
		BROUSSEAU, DIANE T.	FIQ Québec

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
BROWN, CHANTAL	FIQ Montréal	CHARTRE, JOSEF	410-007 - Groupe Roy Santé Inc.
BRUNEAU, RICHARD	1017-007 - Groupe Champlain Inc. (Montréal)	CHAYER, LORRAINE	FIQ Montréal
BRUNETTE, ISABELLE	445-002 - CSSS Dorval-Lachine-LaSalle	CHENIER, NATHALY	120-651 - CHUM
CARETTE, GUILLAUME	112-510 - CHUS	CHEVARIE, OBELINE	701-008 - CSSS de Québec-Nord
CARON, ANNIE CLAUDE	190-008 - CSSS de Beauce	CHIASSON, SANDRA	131-208 - CSSS Domaine-du-Roy
CARON, CINDY	492-714 - CSSS de Gatineau	CHICOINE, ODETTE	396-609 - CSSS du Sud de Lanaudière
CARON, GUYLAINE	110-300 - Institut universitaire en santé mentale de Québec	CHO LECHASSEUR, MARGARET	708-002 - CSSS Cavendish
CARON, HÉLÈNE	FIQ Québec	CHOUINARD, DANIELLE	112-510 - CHUS
CARON, JACINTHE	258-006 - CSSS des Sources	CHOUINARD, ISABELLE	167-008 - CSSS de Charlevoix
CARON, MARIE-EVE	189-315 - CSSS de Montmagny-l'Islet	CHRÉTIEN, JEAN-BERNARD	FIQ Québec
CARON, MARIE-HELENE	189-315 - CSSS de Montmagny-l'Islet	CLEOPHAT, RIDZA	Comité de négociation 2014-2018
CARON, MARTINE	1012-1001 - CHU de Québec	CLERMONT, YVES	FIQ Montréal
CARON, MARTINE	FIQ Québec	CLEROUX, BENOIT	400-635 - CSSS du Coeur-de-l'île
CARON, MICHEL	Comité de négociation 2014-2018	CLOUTIER, DENIS	365-001 - Institut universitaire en santé mentale de Montréal
CARON, STEPHANE	199-008 - CSSS de la Vieille-Capitale	CLOUTIER, JÉRÔME	FIQ Québec
CARON-GUAY, SARA	FIQ Québec	CLOUTIER, PATRICK	189-315 - CSSS de Montmagny-l'Islet
CARPENTIER, ANNY	400-635 - CSSS du Coeur-de-l'île	COLBERT, MARIO	462-653 - Institut de Cardiologie de Montréal
CARPENTIER, LOUIS	492-714 - CSSS de Gatineau	COLLIN, ROXANE	FIQ Montréal
CARPENTIER, NATHALIE	303-655 - CSSS du Lac-des-Deux-Montagnes	CONRATH, PATRICIA	505-001 - Résidence Riviera Inc.
CARTIER, JEAN	FIQ Estrie	CORMIER, STEPHANE	396-609 - CSSS du Sud de Lanaudière
CHABOT, ALEXANDRE	415-007 - CSSS de la Vallée-de-l'Or	COSSETTE, LINDA	1012-1001 - CHU de Québec
CHAGNON, NATHALIE	390-658 - CSSS Haut-Richelieu-Rouville	CÔTÉ CHABOT, ANTOINE	FIQ Montréal
CHAINED, FRANCE	102-420 - CSSS de l'Énergie	CÔTÉ, CHANTALE	FIQ Québec
CHALOUX, ANNIE	416-661 - CSSS de Saint-Jérôme	COTE, CHRISTIANE	447-001 - CSSS Lucille-Teasdale
CHAMPAGNE, SYLVIE	296-652 - Centre universitaire de santé McGill	CÔTÉ, JEAN-FRANÇOIS	FIQ Québec
CHARBONNEAU, FRANCIS	654-662 - CSSS d'Antoine-Labelle	COTE, JULIE	390-658 - CSSS Haut-Richelieu-Rouville
CHARBONNEAU, SYLVIE	FIQ Montréal	COTE, MARIE-KIM	323-002 - Hôpital Maisonneuve-Rosemont
CHARETTE, MELANIE	654-662 - CSSS d'Antoine-Labelle	COTE, MARTINE	122-209 - CSSS de Chicoutimi
CHARLEBOIS, JEAN-FRANÇOIS	FIQ Montréal	COUDE, DENIS	509-615 - CSSS de la Montagne
CHARRON, DOMINIQUE	411-613 - CSSS Richelieu-Yamaska	COULOMBE, RENEE	1014-001 - CSSS Champlain-Charles-Le Moyne
CHARRON, JOHANNE-SYLVIE	571-008 - CSSS des Basques		

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
COURBIER, FREDERIC	421-007 - CSSS de Thérèse-de Blainville	DESCÔTEAUX, MANON	FIQ Montréal
COURCHESNE, MARC-ANDRÉ	FIQ Québec	DESJARDINS, ANNICK	106-654 - CSSS du Nord de Lanaudière
COUTURE BLAIS, SOLANGE	996 - RIIRS	DESLONGCHAMPS, VIANNEY	260-511 - CSSS de la MRC-de-Coaticook
CRÉPEAU, KARINE	FIQ Montréal	DESMEULES, PATRICE	498-952 - Conseil Cri de la santé et serv. soc. de la Baie-James
CREVIER, MÉLANIE	FIQ Montréal	DESNOYERS, PIERRE	FIQ Montréal
CYR, ANDRE	112-510 - CHUS	DÉSORMEAUX, GINETTE	FIQ Montréal
CYR, DANIELLE	120-651 - CHUM	DESROCHERS, FRANCIS	1014-001 - CSSS Champlain-Charles-Le Moyne
DAIGNAULT, JULIE	302-002 - CSSS d'Argenteuil	DESROCHERS, SANDRA	369-001 - CSSS Pierre-Boucher
DALLAIRE, SYLVIE	FIQ Montréal	DESROCHERS, STEPHANE	555-715 - CSSS de Papineau
D'AMOURS, MELANIE	323-002 - Hôpital Maisonneuve-Rosemont	DESROSIERS, LUCIE	413-812 - CSSS des Aurores-Boréales
DANDURAND, BENOÎT	FIQ Montréal	DESROSIERS, REJEANNE	112-510 - CHUS
DANIEL, CHRISTIANA	708-002 - CSSS Cavendish	DESSUREAULT, LUCE	FIQ Montréal
DAO XUAN, THUY	323-002 - Hôpital Maisonneuve-Rosemont	DIAMOND, FRANCINE	FIQ A/Témiscamingue
D'AOUST, MICHEL	120-651 - CHUM	DICAIRE, BENOÎT	499-951 - Centre de santé Tulattavik de l'Ungava
DAOUST, MONIQUE	625-659 - CSSS du Suroît	DION, SERGE	1019-901 - CSSS de la Haute-Côte-Nord- Manicouagan
DAVID, CHELO MARTINEZ	322-002 - La Corporation du Centre hosp. gériatrique	DOLBEC, AMÉLIE	FIQ Montréal
DAVID, DANIEL	FIQ Montréal	DOONAN, LINDA	FIQ Montréal
DE BLOIS, LUCIE	FIQ Montréal	DORISMOND, SHIRLEY	714-001 - CSSS Jeanne-Mance
DE VERA, JAY WILHELM	313-002 - CHSLD Juif de Montréal	DORVAL, MÉLANIE	FIQ Montréal
DEGUIRE, DANIELLE	120-651 - CHUM	DOYON, BRIGITTE	FIQ Montréal
DELLI COLLI, PETER	416-661 - CSSS de Saint-Jérôme	DROUIN, CLAIRE	FIQ Montréal
DENIS, ISABELLE	FIQ Montréal	DROUIN, DOMINIQUE	459-008 - CSSS Des Etchemins
DENOMMEE, CHANTAL	411-613 - CSSS Richelieu-Yamaska	DROUIN, GUY	FIQ Montréal
DERAGON, DENIS	390-658 - CSSS Haut-Richelieu-Rouville	DUBÉ, ÉDITH	FIQ Montréal
DERY, ANN	296-652 - Centre universitaire de santé McGill	DUBÉ, MARTINE	FIQ Montréal
DES ROCHES, SEBASTIEN	609-112 - CSSS de la Haute-Gaspésie	DUBE, NATHALY	412-803 - CSSS de Rouyn-Noranda
DESAUTELS, JOANNE	FIQ Montréal	DUBOIS, PATRICK	159-008 - Groupe Champlain Inc. (C Héb Champlain des
DESAUTELS, MICHEL	372-001 - Hôpital Rivière-des-Prairies	DUBUC, LINDA	714-001 - CSSS Jeanne-Mance
DESCHENES, ANDRE-LUC	500-950 - Centre de santé Inuulitsivik	DUFOUR, CLAUDINE	1014-001 - CSSS Champlain-Charles-Le Moyne
DESCHENES, CLAUDE	702-663 - CSSS du Sud-Ouest-Verdun	DUFOUR, GINETTE	1012-1001 - CHU de Québec

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
DUFRESNE, ANDRE	387-602 - CSSS d'Ahuntsic et Montréal-Nord	FORTIN, NANCY	102-420 - CSSS de l'Énergie
DUFRESNE, MARIE-CLAUDE	FIQ Montréal	FOURNIER, JOCELYNE	636-008 - Pavillon Bellevue Inc.
DULMAINE, PATRICE	122-209 - CSSS de Chicoutimi	FRAPPIER, SYLVAIN	543-002 - CSSS du Haut-Saint-Laurent
DUMAIS LEBLANC, SOPHIE	FIQ Montréal	FRECHETTE, PHILIPPE	112-510 - CHUS
DUMAS, JOSEE	1015-008 - Groupe Champlain Inc. (Chaudière-Appalaches)	FRENETTE, NATHALIE	FIQ Montréal
DUMONT, JULES	102-420 - CSSS de l'Énergie	FRIDI, JUGURTHA	492-714 - CSSS de Gatineau
DUPAUL, MANON	718-505 - CSSS de la Haute-Yamaska	G.GOBEIL, GUILLAUME	112-510 - CHUS
DUPONT, KATY	106-654 - CSSS du Nord de Lanaudière	GAGNE, DANIEL	400-635 - CSSS du Coeur-de-l'île
DUPUIS, MANON	447-001 - CSSS Lucille-Teasdale	GAGNON, MARIE-CLAIRE	FIQ B/Gaspésie
DUQUETTE, CLAUDE	296-652 - Centre universitaire de santé McGill	GAGNON, MELICHKA	1012-1001 - CHU de Québec
DURAND, VALERIE	563-421 - CSSS Drummond	GAGNON, STEPHANE	106-654 - CSSS du Nord de Lanaudière
DURET, NATHALIE	369-001 - CSSS Pierre-Boucher	GAGNON, SUZANNE	651-008 - Jardins du Haut Saint-Laurent (1992) inc.
DUTIL, JOHANNE	211-008 - Centre hospitalier St-François Inc.	GAGNON, MELICHKA	FIQ Montréal
ETHIER, VERONIQUE	1011-810 - CSSS du Témiscamingue	GAGNON, SUZANNE	FIQ Montréal
ETIENNE, FARAH	410-007 - Groupe Roy Santé Inc.	GAGNON, SUZANNE	1012-1001 - CHU de Québec
EUGENE, EDDY	293-002 - Centre de soins prolongés Grace Dart	GAGNON, MELICHKA	165-310 - CSSS de la région de Thetford
FAILLE, DENISE	390-658 - CSSS Haut-Richelieu-Rouville	GAGNON, MELICHKA	FIQ Montréal
FAUTEUX, BRIGITTE	Comité exécutif fédéral	GAGNON, MELICHKA	FIQ Québec
FAUTEUX, CATHERINE	FIQ Montréal	GAGNON, MELICHKA	151-311 - Institut universitaire de cardiologie et pneumologie
FAUTEUX, GENEVIÈVE	FIQ Québec	GAGNON, MELICHKA	369-001 - CSSS Pierre-Boucher
FAVRON, CLAUDETTE	FIQ Montréal	GAGNON, MELICHKA	120-651 - CHUM
FILLION, SUZIE	112-510 - CHUS	GAGNON, MELICHKA	365-001 - Institut universitaire en santé mentale de Montréal
FIORIELLO, MARIA	563-421 - CSSS Drummond	GAGNON, MELICHKA	120-651 - CHUM
FLAGEOL, CAROLINE	Comité de négociation 2014-2018	GAGNON, MELICHKA	FIQ Montréal
FLEURENT, NANCY	323-002 - Hôpital Maisonneuve-Rosemont	GAGNON, MELICHKA	FIQ Québec
FOISY, VERONIQUE	718-505 - CSSS de la Haute-Yamaska	GAGNON, MELICHKA	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis
FORGET, MARIE-JOSEE	006 - SPSE	GAGNON, MELICHKA	102-420 - CSSS de l'Énergie
FORTIN, AUDREY	190-008 - CSSS de Beauce	GAGNON, MELICHKA	266-006 - CSSS du Granit
FORTIN, CHRISTINE	459-008 - CSSS Des Etchemins	GAGNON, MELICHKA	326-002 - Inst. de réadaptation Gingras-Lindsay
FORTIN, HUGUETTE	190-008 - CSSS de Beauce	GAGNON, MELICHKA	285-002 - CSSS de l'Ouest-de-l'île
FORTIN, LOUISE	125-207 - CSSS de Lac-Saint-Jean-Est	GAGNON, MELICHKA	542-111 - CSSS de la Matapédia

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
GIGUERE, GINA	211-008 - Centre hospitalier St-François Inc.	GUERRA, LYNE	469-001 - Villa Medica Inc.
GIGUERE, ISABELLE	1013-008 - CSSS Alphonse-Desjardins	GUERTIN, LOUIS	FIQ Montréal
GILARDEAU, LOUISE	007 - SRPSQ	GUILBAULT, SOPHIE	296-652 - Centre universitaire de santé McGill
GILBERT, CAROLINE	462-653 - Institut de Cardiologie de Montréal	GUILLETTE, CAROLE	263-006 - CSSS La Pommeraie
GILBERT, DANIEL	Comité exécutif fédéral	HALL, ISABELLE	1019-901 - CSSS de la Haute-Côte-Nord- Manicouagan
GILBERT-PAQUETTE, MYRIAM	357-657 - CSSS Jardins-Roussillon	HALLEE, JOANNIE	369-001 - CSSS Pierre-Boucher
GILMAN, NATHALIE	120-651 - CHUM	HALLIDAY, ANNICK	357-657 - CSSS Jardins-Roussillon
GIRARD, DIANE	FIQ Montréal	HAMELIN, MARIE-CLAUDE	FIQ Montréal
GIRARD, GUILLAUME	122-209 - CSSS de Chicoutimi	HAMMOND, PAULINE	122-209 - CSSS de Chicoutimi
GIRARD, LINDA	485-001 - CHSLD Providence Notre-Dame de Lourdes Inc.	HARVEY, JESSICA	110-300 - Institut universitaire en santé mentale de Québec
GIRARD-BELLAVANCE, VINCENT	FIQ Montréal	HARVEY, MARYSE	167-008 - CSSS de Charlevoix
GIROUX, JULIEN	459-008 - CSSS Des Etchemins	HEATON, JANE	421-007 - CSSS de Thérèse-de Blainville
GIROUX, PIERRE	FIQ Montréal	HEBERT, GENEVIEVE	421-007 - CSSS de Thérèse-de Blainville
GOBEIL, STEPHANE	357-657 - CSSS Jardins-Roussillon	HEWITT, JESSICA	718-505 - CSSS de la Haute-Yamaska
GODBOUT, LYNE	415-007 - CSSS de la Vallée-de-l'Or	HOGAN, NANCY	1012-1001 - CHU de Québec
GOSSELIN, ANNICK	120-651 - CHUM	HOULE, DANIELE	462-653 - Institut de Cardiologie de Montréal
GOSSELIN, AUDRÉE	FIQ Québec	HOULE, JONATHAN	FIQ Québec
GOSSELIN, MICHELINE	302-002 - CSSS d'Argenteuil	HUPE, MARGUERITE	177-008 - Hôpital Ste-Monique Inc.
GOSSELIN, PATRICK	499-951 - Centre de santé Tulattavik de l'Ungava	IMBEAULT, VERONIQUE	151-311 - Institut universitaire de cardiologie et pneumologie
GOULET, CAROLE	663-008 - CR en déficience physique Chaudière- Appalaches	INKEL, JULIE	1014-001 - CSSS Champlain-Charles-Le Moyne
GOYETTE, RAYMONDE	106-654 - CSSS du Nord de Lanaudière	JASURA, GORDY	FIQ Montréal
GRANT, CAROLE	120-651 - CHUM	JEANNOTTE, MARIE-CLAUDE	1014-001 - CSSS Champlain-Charles-Le Moyne
GRAVEL, CAROLINE	639-314 - Centre de réadaptation en dépendance de Québec	JOLICOEUR, LOUIS	FIQ Montréal
GRENIER, JEAN-PHILIPPE	FIQ Québec	JOLY, HUBERT	106-654 - CSSS du Nord de Lanaudière
GRENIER, JEREMIE	492-714 - CSSS de Gatineau	JOMPHE, KARINA	302-002 - CSSS d'Argenteuil
GRENIER, JOHANNE	165-310 - CSSS de la région de Thetford	JONES, FRANCES	708-002 - CSSS Cavendish 002 - PSSU
GRENIER, JOHANNE	102-420 - CSSS de l'Énergie	JOSEPH, DENYSE	296-652 - Centre universitaire de santé McGill
GRENIER, NATHALIE	190-008 - CSSS de Beauce	JOUBERT, DENIS	714-001 - CSSS Jeanne-Mance
GROULX, ISABELLE	357-657 - CSSS Jardins-Roussillon	JOVIN, SYLVIE	390-658 - CSSS Haut-Richelieu-Rouville
GROULX, LYNDA	416-661 - CSSS de Saint-Jérôme	JUTEAU, CINDY	FIQ Montréal
GUAY, MARIE-PIER	167-008 - CSSS de Charlevoix	KANIKI, MARTIN	326-002 - Inst. de réadaptation Gingras-Lindsay

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
KARAZIVAN, LARA	509-615 - CSSS de la Montagne	LAMOUREUX, MICHEL	FIQ Québec
KENNEDY, ERICA	322-002 - La Corporation du Centre hosp. gériatrique	LANDRY, JEAN-PHILIPPE	462-653 - Institut de Cardiologie de Montréal
KENNEY, DEBORAH	297-002 - Hôpital Shriners pour enfants (Québec) Inc.	LANDRY, LUCIE	718-505 - CSSS de la Haute-Yamaska
KOLASA, IGA S.	FIQ Montréal	LANGEVIN, JOSEE	1013-008 - CSSS Alphonse-Desjardins
LABBE, AUDREY	1013-008 - CSSS Alphonse-Desjardins	LANGLAIS, NANCY	541-113 - CSSS de Rimouski-Neigette
LABRANCHE, ROLANDE	390-658 - CSSS Haut-Richelieu-Rouville	LAPALME, SYLVAIN	447-001 - CSSS Lucille-Teasdale
LACARNE, WAHIBA	1017-007 - Groupe Champlain Inc. (Montréal)	LAPOINTE, ANIK	303-655 - CSSS du Lac-des-Deux-Montagnes
LACHAMBRE GIRARD, LUCIE	Comité d'élection	LAPOINTE, LINDA	1012-1001 - CHU de Québec
LACHANCE, CELINE	445-002 - CSSS Dorval-Lachine-100-811 - CSSS Les Eskers de l'Abitibi	LAPOINTE, SARA	FIQ Québec
LACHANCE, LYNDA	FIQ Québec	LAROCHELLE, MANON	008 - SPSQ
LACHANCE, MARIE-CLAUDE	1012-1001 - CHU de Québec	LAROCHELLE, MARIE	FIQ Montréal
LACROIX, BRIGITTE	006 - SPSE	LAROCHELLE, SOLANGE	FIQ Québec
LACROIX, MÉLISSA	FIQ Estrie	LAROCHELLE, STELLA	374-001 - Hôpital Santa Cabrini
LAFERRIÈRE, LOUIS-PIERRE	FIQ M/Bois-Francs	LAROCQUE, LINE	296-652 - Centre universitaire de santé McGill
LAFLAMME, MARYSE	473-006 - CSSS du Haut-Saint-François	LAROSE, DANIELE	701-008 - CSSS de Québec-Nord
LAFLEUR, AUDREY	1012-1001 - CHU de Québec	LAROUCHE, CATHERINE	553-410 - CSSS de Bécancour-Nicolet-Yamaska
LAFORREST, THÉRÈSE	FIQ Québec	LAURENT H, REGINE	Comité exécutif fédéral
LAFRENIERE, VALERIE	416-661 - CSSS de Saint-Jérôme	LAURIN, GUY	FIQ Outaouais
LAGANIERE, GENEVIEVE	120-651 - CHUM	LAVALLEE, YVES	110-300 - Institut universitaire en santé mentale de Québec
LAGUERRE, BEATRICE	285-002 - CSSS de l'Ouest-de-l'île	LAVIGUEUR, MYLENE	416-661 - CSSS de Saint-Jérôme
LAHAISE, JEAN-FRANCOIS	447-001 - CSSS Lucille-Teasdale	LAVOIE, LYNE	131-208 - CSSS Domaine-du-Roy
LAJEUNESSE, HUGUETTE	Comité d'élection	LAVOIE-BUSSIERES, CINDY	110-300 - Institut universitaire en santé mentale de Québec
LAJEUNESSE, ISABELLE	701-008 - CSSS de Québec-Nord	LE GAL, SYLVIE	1014-001 - CSSS Champlain-Charles-Le Moyne
LAJOIE, PATRICIA	Comité Condition féminine	LEBEL, CAROLLINE	205-008 - IRDPQ
LALANCETTE, DIANE	128-206 - CSSS Maria-Chapdelaine	LEBEL-SANTERRE, SANDRA	720-008 - CSSS de Kamouraska
LALANCETTE, KATHIA	196-008 - CSSS de Rivière-Du-Loup	LEBLANC, FRANCOIS	323-002 - Hôpital Maisonneuve-Rosemont
LALIBERTE, DANIEL	498-952 - Conseil Cri de la santé et serv. soc. de la Baie-James	LEBLANC, LYNDA	120-651 - CHUM
LAMBERT, DAVID	263-006 - CSSS La Pommeraie	LECLERC, LOUISE	563-421 - CSSS Drummond
LAMBERT, LINA	100-811 - CSSS Les Eskers de l'Abitibi	LECOURS LOISELLE, JEAN-LOUIS	702-663 - CSSS du Sud-Ouest-Verdun
LAMOTHE, CAROLINE	007 - SRPSQ	LEDUC, ANDREE	411-613 - CSSS Richelieu-Yamaska
LAMOTHE, RITA	199-008 - CSSS de la Vieille-Capitale	LEDUC, PIERRE	FIQ Montréal

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
LEFÈBVRE, ÉMILIE	FIQ Montréal	MARTIN, CHANTAL	FIQ Montréal
LEFEBVRE, LUCIE	FIQ Montréal	MARTIN, ERIC	Comité du fonds de défense syndicale
LEGARE, NANCY	1012-1001 - CHU de Québec	MARTIN, JOHANNE	199-008 - CSSS de la Vieille-Capitale
LEGER, MICHEL T.	002 - PSSU	MARTIN, JULIE	FIQ Montréal
LEJEUNE, JULIE	FIQ Montréal	MARTINS, SUSY	326-002 - Inst. de réadaptation Gingras-Lindsay
LEMOINE, LINDA	371-642 - CSSS Pierre-De Saurel	MASSE, CASSANDRA	296-652 - Centre universitaire de santé McGill
LEPAGE, CLAIRE-ESTELLE	459-008 - CSSS Des Etchemins	MATHIEU, LYNDA	199-008 - CSSS de la Vieille-Capitale
LEPAGE, MARIE EVE	FIQ Québec	MATHIEU, MARIE-CLAUDEL	339-660 - CSSS de Vaudreuil-Soulanges
LESPERANCE, JOAN	131-208 - CSSS Domaine-du-Roy	MATTE, CAMILLE	199-008 - CSSS de la Vieille-Capitale
LESSARD, LYNDA	199-008 - CSSS de la Vieille-Capitale	MATYS, CHARLENE	296-652 - Centre universitaire de santé McGill
LEVASSEUR, JOHANNE	323-002 - Hôpital Maisonneuve-Rosemont	MAURAI, SUZANNE	714-001 - CSSS Jeanne-Mance
LEVESQUE, CHARLES	553-410 - CSSS de Bécancour-Nicolet-Yamaska	MCINTOSH, CHARMAINE	708-002 - CSSS Cavendish
LEVESQUE, JEAN-CHARLES	413-812 - CSSS des Aurores-Boréales	MENARD, ANNIE	371-642 - CSSS Pierre-De Saurel
L'HEUREUX, JANELLE	1011-810 - CSSS du Témiscamingue	MÉNARD, LOUISE	FIQ S/Lac Saint-Jean
LIZOTTE, RENÉ	FIQ Québec	MENARD, LUCIE	411-613 - CSSS Richelieu-Yamaska
LOISEAU, ANNIE	387-602 - CSSS d'Ahuntsic et Montréal-Nord	MENELAS, WILLS-ROCHER	374-001 - Hôpital Santa Cabrini
LONGPRÉ, CHRISTINE	FIQ Montréal	MERCIER, CAROLE	1013-008 - CSSS Alphonse-Desjardins
LORD, NATHALIE	463-007 - CHSLD Age3 Inc.	MERCIER, LINE	Comité Condition féminine
MAGANA DIAZ, STEPHANIE	323-002 - Hôpital Maisonneuve-Rosemont	MERCIER, LUCIE	FIQ Montréal
MAILHOT, MICHEL	Comité exécutif fédéral	MICHAUD, LOUISE	151-311 - Institut universitaire de cardiologie et pneumologie
MAILLOUX, MELANIE	541-113 - CSSS de Rimouski-Neigette	MICHAUD, ROXANNE	FIQ Montréal
MALBRAN, KARINA	1014-001 - CSSS Champlain-Charles-Le Moyne	MILLROY, SUSAN	FIQ Montréal
MANCIER, SONIA	002 - PSSU	MILOT, RICHARD	339-660 - CSSS de Vaudreuil-Soulanges
MARCOUX, JOCELYN	1012-1001 - CHU de Québec	MIREAULT, MARIE-CHANTAL	547-002 - CSSS de la Pointe-de-l'île
MARLEAU, GAÉTANE	367-001 - Manoir St-Patrice Inc.	MONTPETIT, STEPHANE	296-652 - Centre universitaire de santé McGill
MARTEL, MARIE-CLAUDE	FIQ Montréal	MOORE, NANCY	413-812 - CSSS des Aurores-Boréales
MARTEL, MARYLENE	547-002 - CSSS de la Pointe-de-l'île	MOREL, FRANCIS	007 - SRPSQ
MARTEL, SUZANNE	492-714 - CSSS de Gatineau	MOREL, GUYLAINE	167-008 - CSSS de Charlevoix

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
MORIN, DIANE	396-609 - CSSS du Sud de Lanaudière	PAQUIN, YVES	651-008 - Jardins du Haut Saint-Laurent (1992) inc.
MORIN, MICHELLE	571-008 - CSSS des Basques	PARADIS, ANDREE	714-001 - CSSS Jeanne-Mance
MORIN, SUZANNE	306-002 - Centre d'Accueil Marcelle Ferron Inc.	PARADIS, PAULINE	128-206 - CSSS Maria-Chapdelaine
MORISSETTE, ISABELLE	190-008 - CSSS de Beauce	PARENT, FRANCINE	FIQ Québec
MORNEAU, DAVID	FIQ Montréal	PARENT, MÉLANIE	FIQ Montréal
MORNEAU, PATRICE	106-654 - CSSS du Nord de Lanaudière	PARKER LABONTE, MATTHIEU	303-655 - CSSS du Lac-des-Deux-Montagnes
MOSS, NANCY	416-661 - CSSS de Saint-Jérôme	PATENAUDE, MARYSE	339-660 - CSSS de Vaudreuil-Soulanges
NADEAU, MERIAM	371-642 - CSSS Pierre-De Saurel	PAUL, STEVE	492-714 - CSSS de Gatineau
NARDUCCI, GABRIELLA	311-002 - L'Hôpital général Juif Sir Mortimer B. Davis	PEARSON, JOHANNE	701-008 - CSSS de Québec-Nord
NASTAS, MICHEL	FIQ Montréal	PELCHAT, MIREILLE	266-006 - CSSS du Granit
NAULT, MARIE-CLAUDE	FIQ Montréal	PELCHAT, SYLVIE	309-002 - Vigi Santé Ltée (Montérégie)
NORMANDIN, RICHARD	FIQ Montréal	PELLAND, JEAN-LOUIS	106-654 - CSSS du Nord de Lanaudière
OLIVIER, JEAN-HERVE	509-615 - CSSS de la Montagne	PELLERIN, MANON	563-421 - CSSS Drummond
OLIVIER, LYNE	106-654 - CSSS du Nord de Lanaudière	PELLETIER, DANIE	008 - SPSQ
ORTUSO, JIMMY	390-658 - CSSS Haut-Richelieu-Rouville	PELLETIER, ISABELLE	306-002 - Centre d'Accueil Marcelle Ferron Inc.
OUELLET, JULIE	008 - SPSQ	PERKINS, DAVE	Comité de négociation 2014-2018
OUELLET, LAURIER	1013-008 - CSSS Alphonse-Desjardins	PERKS, CAROL	512-002 - Centre de réadaptation MAB-Mackay
OUELLET, LINDA	387-602 - CSSS d'Ahuhtsic et Montréal-Nord	PERRAS, PATRICK	367-001 - Manoir St-Patrice Inc.
OUELLET, MARIE-CLAUDE	Comité exécutif fédéral	PERREAULT, CLAUDINE	380-001 - CSSS de Saint-Léonard et Saint-Michel
OUELLET, NANCY	296-652 - Centre universitaire de santé McGill	PERREAULT, SIMON	1013-008 - CSSS Alphonse-Desjardins
OUELLET, NATHALIE	FIQ Québec	PERRIER, SOPHIE	286-002 - CHSLD Bourget Inc.
PAGE, CECILE	371-642 - CSSS Pierre-De Saurel	PERRON, LINDA	FIQ Québec
PAGÉ, CHANTAL	FIQ Montréal	PERRON, NATHALIE	553-410 - CSSS de Bécancour-Nicolet-Yamaska
PAIEMENT, KARINE	FIQ Montréal	PHILIPPON, NICOLE	701-008 - CSSS de Québec-Nord
PAPP, ALEXANDRU IOSIF	333-004 - Hôpital Juif de réadaptation	PICARD, CARL	190-008 - CSSS de Beauce
PAQUET, JOELLE	1015-008 - Groupe Champlain Inc. (Chaudière-Appalaches)	PICHE, MICHELE	416-661 - CSSS de Saint-Jérôme
PAQUET, JOSÉE	FIQ Montréal	PIGEON, CHRISTIAN	151-311 - Institut universitaire de cardiologie et pneumologie
PAQUETTE, ALAIN	303-655 - CSSS du Lac-des-Deux-Montagnes	PILON, CYNTHIA	415-007 - CSSS de la Vallée-de-l'Or
PAQUETTE, DOMINIQUE	654-662 - CSSS d'Antoine-Labelle	PINARD, ANNIE	1014-001 - CSSS Champlain-Charles-Le Moyne
PAQUETTE, GABRIEL	453-007 - CSSS Des Pays-d'en-Haut	PINARD, FRANCINE	370-001 - Résidence Angelica
		PION, MONIQUE	323-002 - Hôpital Maisonneuve-Rosemont

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
PLANTE, LYNE	492-714 - CSSS de Gatineau	RICH, ELIZABETH	285-002 - CSSS de l'Ouest-de-l'île
PLANTE, MARTINE	400-635 - CSSS du Coeur-de-l'île	RICHARDS-JAMES, MELGATHA	296-652 - Centre universitaire de santé McGill
PLOURDE, KARINE	125-207 - CSSS de Lac-Saint-Jean-Est	RICHER, CATHERINE	FIQ Montréal
POIRIER, MICHELLE	FIQ Montréal	RICHER, CHANTAL	296-652 - Centre universitaire de santé McGill
POIRIER, YVES	FIQ Outaouais	RIENDEAU, GUYLAINE	106-654 - CSSS du Nord de Lanaudière
POISSON, FRÉDÉRIC	FIQ Montréal	RINALDI, PATRICIA	446-007 - Hôpital Mont-Sinai
POISSON-THOMAS, NISSA	296-652 - Centre universitaire de santé McGill	RIOPEL, BENOÎT	FIQ Montréal
POITRAS, JOANNE	FIQ Montréal	RIOUX, JULIE	FIQ Montréal
POLIQVIN, LISON	654-662 - CSSS d'Antoine-Labelle	RIVEST, ALAIN	372-001 - Hôpital Rivière-des-Prairies
POMERLEAU, JOANY	112-510 - CHUS	ROBERT, ISABELLE	Comité de négociation 2014-2018
POTHIER, CYNTHIA	369-001 - CSSS Pierre-Boucher	ROCCO, MONIQUE	702-663 - CSSS du Sud-Ouest-Verdun
POTVIN, DAVID	125-207 - CSSS de Lac-Saint-Jean-Est	RODRIGUE, EDITH	459-008 - CSSS Des Etchemins
POULIN, JOANNE	FIQ Estrie	ROSS, LINDA	390-658 - CSSS Haut-Richelieu-Rouville
POULIN, MARCO	190-008 - CSSS de Beauce	ROUILLARD, GUY PAUL	396-609 - CSSS du Sud de Lanaudière
PRÉVOST, SERGE	FIQ Montréal	ROUSSEAU, ANNIE	FIQ Québec
PRÉVOST, SUZANNE	FIQ Montréal	ROUSSEAU, JEROME	151-311 - Institut universitaire de cardiologie et pneumologie
PRONOVOST, DANIEL	FIQ A/Témiscamingue	ROUSSEAU, MARIEVE	128-206 - CSSS Maria-Chapdelaine
PROULX A., VALERIE	357-657 - CSSS Jardins-Roussillon	ROUSSEAU, MARYSE	FIQ Montréal
PROULX, CAROLINE	369-001 - CSSS Pierre-Boucher	ROUSSEL-VIEL, CATHY	720-008 - CSSS de Kamouraska
PROVENCHER, DENIS	453-007 - CSSS Des Pays-d'en-Haut	ROUTHIER, LOUISE	165-310 - CSSS de la région de Thetford
PROVENCHER, NATHALIE	303-655 - CSSS du Lac-des-Deux-Montagnes	ROUTHIER, MICHELLE	473-006 - CSSS du Haut-Saint-François
PROVOST, SYLVIE	FIQ Montréal	ROY, CHANTAL	FIQ Montréal
QUESNEL, SYLVIE	714-001 - CSSS Jeanne-Mance	ROY, CHRISTINE	462-653 - Institut de Cardiologie de Montréal
QUIRION, LOUISE	1015-008 - Groupe Champlain Inc. (Chaudière-Appalaches)	ROY, JESEN	112-510 - CHUS
RACINE, EMILIE	122-209 - CSSS de Chicoutimi	ROY, MARIE-CLAUDE	303-655 - CSSS du Lac-des-Deux-Montagnes
RATTÉ, JULIE	FIQ Québec	ROY-BEAULIEU, MELANIE	530-008 - Centre d'Accueil Saint-Joseph de Lévis Inc.
RAYMOND, GINETTE	FIQ Montréal	SABOURIN, RICHARD	555-715 - CSSS de Papineau
RENAUD, JOSÉE	FIQ Québec	SAMSON, EDITH	196-008 - CSSS de Rivière-Du-Loup
RENIERE, GERMAIN	369-001 - CSSS Pierre-Boucher	SAMSON, JACQUES	232-008 - Vigi Santé Ltée (Capitale-Nationale)
REUMONT, MARIE-ELISE	365-001 - Institut universitaire en santé mentale de Montréal	SANSOUCY, ANIK	258-006 - CSSS des Sources
RICARD, JOSEE	547-002 - CSSS de la Pointe-de-l'île	SANTIAGO, VERNALYN	446-007 - Hôpital Mont-Sinai

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
SAVAGE, SUZETTE	498-952 - Conseil Cri de la santé et serv. soc. de la Baie-James	ST-LAURENT, CHRISTINE	547-002 - CSSS de la Pointe-de-l'île
SAVARD, FRANCINE	FIQ Québec	ST-LAURENT, LUC	541-113 - CSSS de Rimouski-Neigette
SAVARD, JEAN-DENIS	008 - SPSQ	ST-LOUIS, MELINDA	1019-901 - CSSS de la Haute-Côte-Nord- Manicouagan
SAVARD, JEROME	125-207 - CSSS de Lac-Saint-Jean-Est	STOCKINGER, MARIANNE	574-002 - C.H.S.L.D. Bayview Inc.
SAVARD, STEPHANIE	151-311 - Institut universitaire de cardiologie et pneumologie	ST-PIERRE, ALINE	189-315 - CSSS de Montmagny-l'Islet
SAVARD, SYLVIE	396-609 - CSSS du Sud de Lanaudière	ST-PIERRE, MICHEL	702-663 - CSSS du Sud-Ouest-Verdun
SAVARD, SYLVIE	Comité exécutif fédéral	ST-PIERRE, REGGUINE	462-653 - Institut de Cardiologie de Montréal
SAVOIE, FRANCINE	625-659 - CSSS du Suroît	TAGNIGOU, COLLINS	374-001 - Hôpital Santa Cabrini
SAVOIE, JULYNE	411-613 - CSSS Richelieu-Yamaska	TALBOT, MARILYN	530-008 - Centre d'Accueil Saint-Joseph de Lévis Inc.
SCHNOB, RICHARD	492-714 - CSSS de Gatineau	TANCREDE, CHANTALE	369-001 - CSSS Pierre-Boucher
SÉGUIN, AMÉLIE	FIQ Montréal	TAQUET, ISABELLE	639-314 - Centre de réadaptation en dépendance de Québec
SÉGUIN, LUC	FIQ Montréal	TARDIF ADAM, NICOLE	FIQ Montréal
SEGUIN, SOPHIE	718-505 - CSSS de la Haute-Yamaska	TARTE, MARIE-CHRISTINE	718-505 - CSSS de la Haute-Yamaska
SEHDEV, SUNITA	313-002 - CHSLD Juif de Montréal	TESSIER, CHANTALE	553-410 - CSSS de Bécancour-Nicolet-Yamaska
SIGOUIN, FRANCINE	445-002 - CSSS Dorval-Lachine-LaSalle	THEBERGE, NANCY	541-113 - CSSS de Rimouski-Neigette
SIMARD, DIANE	FIQ Montréal	THÉRIAULT, MÉLANIE	FIQ Montréal
SIMARD, LINE	701-008 - CSSS de Québec-Nord	THERIAULT, SOPHIE	113-006 - CSSS- Institut universitaire de gériatrie de
SIMARD, MARIE-PIERRE	122-209 - CSSS de Chicoutimi	THERRIEN, LISE	199-008 - CSSS de la Vieille-Capitale
SIMARD, MICHEL	FIQ Québec	THIBAUT, GUY	199-008 - CSSS de la Vieille-Capitale
SIMARD, SEBASTIEN	390-658 - CSSS Haut-Richelieu-Rouville	THIBAUT, ISABELLE	416-661 - CSSS de Saint-Jérôme
SIMARD, VALERIE	369-001 - CSSS Pierre-Boucher	THIBAUT, SUZIE	541-113 - CSSS de Rimouski-Neigette
SIROIS, CATHERINE	196-008 - CSSS de Rivière-Du-Loup	THIEBAUT, JOELLE	Comité Santé et Sécurité du travail
SMITH-WOODWARD, ROSITA	708-002 - CSSS Cavendish	THOMAS, FLORENCE	FIQ Montréal
ST-AMAND, SHANY	718-505 - CSSS de la Haute-Yamaska	THOMAS, PIERRE MAXIME	285-002 - CSSS de l'Ouest-de-l'île
ST-AUBIN, CHANTAL	630-712 - CSSS du Pontiac	TIBERIO FONTAINE, ROSE-HELENE	323-002 - Hôpital Maisonneuve-Rosemont
ST-DENIS, MANON	416-661 - CSSS de Saint-Jérôme	TISSEUR, FRANCINE	FIQ Montréal
STEINGUE, LISE	FIQ Outaouais	TOUGAS, CLAIRE	996 - RIIRS
ST-GERMAIN, LOUISE	296-652 - Centre universitaire de santé McGill	TOUSSAINT, HÉLÈNE	FIQ Montréal
ST-GERMAIN, MICHEL	563-421 - CSSS Drummond	TOUZEL, CLAUDE	563-421 - CSSS Drummond
ST-HILAIRE, GUY	FIQ Québec	TREMBLAY, ANDREE	415-007 - CSSS de la Vallée-de-l'Or
ST-JACQUES, LOUISE	FIQ Montréal	TREMBLAY, DEBBIE	413-812 - CSSS des Aurores-Boréales

Nom participante	Comité/Syndicat/Établissement	Nom participante	Comité/Syndicat/Établissement
TREMBLAY, DIANE	1014-001 - CSSS Champlain-Charles-Le Moyne	VEILLEUX, JEAN-MARIE	702-663 - CSSS du Sud-Ouest-Verdun
TREMBLAY, ERIC	365-001 - Institut universitaire en santé mentale de Montréal	VEILLEUX, STEPHANIE	113-006 - CSSS- Institut universitaire de gériatrie de FIQ Montréal
TREMBLAY, JEAN-FRANCOIS	FIQ Montréal	VEILLEUX, VINCENT	
TREMBLAY, JOHANNE	492-714 - CSSS de Gatineau	VERRETTE, JEAN-FRANCOIS	411-613 - CSSS Richelieu-Yamaska
TREMBLAY, LUCIE	400-635 - CSSS du Coeur-de-l'île	VIAU, JEAN-FRANCOIS	718-505 - CSSS de la Haute-Yamaska
TREMBLAY, MARC	390-658 - CSSS Haut-Richelieu-Rouville	VIAU, MARIE-EVE	FIQ Québec
TREMBLAY, MARIE PATRICIA	1019-901 - CSSS de la Haute-Côte-Nord- Manicouagan	VILLENEUVE, ALAIN	543-002 - CSSS du Haut-Saint-Laurent
TREMBLAY, MARJOLAINE	167-008 - CSSS de Charlevoix	VILLENEUVE, JEAN R.	FIQ Québec
TREMBLAY, MARTINE	122-209 - CSSS de Chicoutimi	VILLENEUVE, NANNCYE	365-001 - Institut universitaire en santé mentale de Montréal
TREMBLAY, MARTINE	575-001 - Groupe Champlain Inc. (Montérégie)	WAGNER, CATHERINE	639-314 - Centre de réadaptation en dépendance de Québec
TREMBLAY, MARYSE	323-002 - Hôpital Maisonneuve-Rosemont	WARD, BRUCE	277-647 - Institut universitaire en santé mentale Douglas
TREMBLAY, SABRINA	167-008 - CSSS de Charlevoix	WATTERS-GOUGE, GENEVIEVE	151-311 - Institut universitaire de cardiologie et pneumologie
TREMBLAY, SUZIE	357-657 - CSSS Jardins-Roussillon	WEBER-BOISVERT, THOMAS	541-113 - CSSS de Rimouski-Neigette
TREPANIER, ISABELLE	1012-1001 - CHU de Québec	WONG, EDNA	492-714 - CSSS de Gatineau
TRUDEAU, DENISE	FIQ Montréal	YERGEAU, JOANNE	563-421 - CSSS Drummond
TRUDEAU, DOMINIQUE	FIQ Montréal		
TUPAZ, TERESITA	322-002 - La Corporation du Centre hosp. gériatrique		
TURCOTTE, MARTIN	1012-1001 - CHU de Québec		
TURCOTTE, MAXIME	411-613 - CSSS Richelieu-Yamaska		
TURCOTTE, SONIA	FIQ Québec		
TURGEON - PLOUFFE, EMILIE	500-950 - Centre de santé Inuulitsivik		
TURGEON GAUTHIER, DANAE	260-511 - CSSS de la MRC-de-Coaticook		
USE, MARIANNE	470-001 - Résidence Sorel-Tracy Inc.		
VACHON, CATHY	400-635 - CSSS du Coeur-de-l'île		
VACHON, MARIE-AUDE	555-715 - CSSS de Papineau		
VAILLANCOURT, VALERIE	323-002 - Hôpital Maisonneuve-Rosemont		
VALLIERES, KARINE	718-505 - CSSS de la Haute-Yamaska		
VALOIS, JOSEE	106-654 - CSSS du Nord de Lanaudière		
VAUTOUR, RACHEL	1013-008 - CSSS Alphonse-Desjardins		
VEILLETTE, ROBERT	509-615 - CSSS de la Montagne		
VEILLEUX, BIBIANE	113-006 - CSSS- Institut universitaire de gériatrie de		

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NOTES



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