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EN ACTION

Vol. 36 | No. 7 | June 2023

Provincial Council on May 30 and 31
FIQ and FIQP Federal Councils on May 30
FIQ and FIQP Conventions on June 1

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



LAST EDITION OF THE EN ACTION NEWSLETTER

SOMETHING NEW SOON COMING TO YOUR EMAIL INBOX AND MAILBOX

After over a year of work and analysis, the Communication Committee, made up of five union reps from different regions in Quebec, proposed two new communications tools for FIQ members to replace the En Action newsletter, since the current format no longer meets their needs.

Next December, you will see a new newsletter that will report on the decisions that your delegates made on your behalf, as well as a new union magazine that you will receive in the mail twice a year starting in spring 2024.

The new newsletter will be short and simple, based on the current Info-Négo template that many of you read regularly. It will report on the council decisions, the reasons behind the decisions, and the context in which they were made. You will receive them shortly after the councils or conventions, so that you receive the fast-changing news while it's relevant.

As for the magazine, it will be more timeless. It will be positive, mobilizing, and talk about your daily life, reality, but also about social, political and union battles that we must engage in as progressive women of action who fight against systemic racism. It will also be possible to receive a PDF version of the magazine by email if that's your preference.

FOR 35 YEARS

The En Action newsletter has taken several forms over the Federation's 35 years of existence. It has followed trends, while remaining the preferred way to inform healthcare professionals of the decisions that impact their work, especially regarding negotiations and pressure tactics. The Federation's financial statements used to be included in the newsletter and will from now on be posted on its website.

To replace the newsletter that's sent out after each council and convention, we kept the guiding principles in mind, including respect for union democracy, transparency, the careful use of the Federation's budget, and staying in line with the last convention's areas of focus, including a focus on politicization. Continuing with the digital shift while still using paper as the preferred point of contact with members was also an important concern to provide complementary tools that reach the most members possible.

PUT YOUR SPIN ON IT

Make sure you don't miss out on any union news by subscribing to our newsletters here: www.fiqsante.qc.ca/actualites/infolettre/.

Also, since the Communication Committee wants to ensure that the magazine reflects your interests and concerns, we invite you to share your ideas for sections and topics by writing to the following address magazine@fiqsante.qc.ca.

From now until mid-September, we will also be collecting your suggestions for the name of the new magazine. Do you love word play? Let your imagination run free! ■



1. Amélie Mercier, Syndicat interprofessionnel du CHU de Québec
2. Isabelle Thibault, Election Committee member
3. Diane Bilodeau, Syndicat des professionnelles en soins de santé du Centre-Sud-de-l'île-de-Montréal

WORD FROM THE PRESIDENT

En Action, Vol. 36, No. 7, June 2023 | Published by the Communication Service | **Distribution:** 80,000 copies | **Graphic layout:** Coopérative Belvédère communication | **Cover photo (banner):** Amélie Plourde, Syndicat interprofessionnel de la santé de l'IUCPQ | **Photos:** Jessy Brown | Reprint of any article or excerpt must indicate "reprint from the *FIQ en Action*" | If you wish to receive only the electronic version of FIQ publications, send a request to info@figsante.qc.ca | ISSN: 1913-1739 (Print) | ISSN: 1913-1747 (Online) | figsante.qc.ca | info@figsante.qc.ca



The Federation is committed to bringing its members' message inside the walls of the Quebec National Assembly.

TOGETHER WE ARE STRONGER. TOGETHER WE GO FARTHER!



While we closed an important chapter in our history with the reintegration of the FIQ | Secteur privé unions into the FIQ at this provincial council, despite everything, we are very enthusiastic about what's to come. The Federation remains a key player in the defense of healthcare professionals. The FIQ delegates wrapped up this meeting more united, and with more solidarity than ever before. They know that together we are stronger, and together we will go farther.

The last months have been very busy, as much for our labour organization and your local representatives, as for you as healthcare professionals. The Quebec government tabled several important bills. These bills had or will have major consequences on those who work in the health network.

In any case, the Federation is committed to bringing its members' message inside the walls of the Quebec National Assembly. The FIQ did this for Bill 10, passed in the last few months, which will eventually ban the use of private agencies in the network. More recently, in response to Bill 15, the Health Minister's mammoth bill, the Federation attempted to sway the parliamentarians because this reform will change the health network definitively. Rest assured that we will continue to closely follow the work on this bill. The government should be making decisions based on the interests of healthcare professionals and patients.

WHAT DOES THE FUTURE HOLD?

We can expect the next months to be quite busy as well. And with the summer starting, we already know the coming weeks will be difficult for nurses, licensed practical nurses, respiratory therapists and clinical perfusionists. Unfortunately, once again, it appears as though neither the CEOs, managers, nor the Health Minister prepared for it. It's absurd and revolting.

And you know better than anyone that without a plan, managers will take the dangerous road of managing from day to day, relying on overtime and mandatory overtime (MOT), contingency plans and understaffing rather than giving healthcare professionals a chance to breathe and relieve some of the pressure.

Vacation time is a right, a right that also belongs to healthcare professionals. And it is the managers' responsibility to evaluate the institu-

tions' capacity to provide safe, quality care based on the staff available. Rest assured that the Federation and your union representatives will be on the lookout. Feel free to call on them if you believe your rights are not being respected!

Have a great summer! ■



1. Hugo Le, Syndicat des professionnelles en soins des Laurentides
 2. Isabelle Trépanier, FIQ Executive Committee member
 3. Marie-Chantal Bédard, Syndicat interprofessionnel de Lanaudière

SOCIOPOLITICAL SECTOR



(left to right) Françoise Ramel, Vice-President, Myrna Karamanoukian and Virginie Lambert-Bérubé, Union Consultants

UNITED FOR SOLIDARITY

At the provincial council, the delegates adopted a new solidarity policy for the Federation. This policy will cement the FIQ's position among key players in international solidarity in Quebec.

The last time the policy was reviewed was back in 2010. It was necessary to take a new look at solidarity action. To do this, the Federation spoke with its partners: the Association québécoise des organismes de coopération internationale (AQOCI), the Centre international de solidarité ouvrière (CISO) and Infirmières de l'humanité, an international cooperation organization. Union teams were also consulted regarding their solidarity donation practices. At these meetings, stakeholders discussed how things had been done in recent years and reflected on the organization's role as an agent of social change.

So, with thirty years of mobilization experience with local and international organizations behind it, from now on the Federation will use these six principles to guide its actions:

- Workers' rights
- Social justice, equality and equity
- Human rights
- Health and social determinants
- Sustainable development
- Freedom and peace

More concretely, these principles underpin our solidarity actions in the following areas: solidarity information and education, continuing solidarity internships, funding projects that strengthen solidarity and political action.

Bill 15: the FIQ is getting ready

BILL 15: THE FIQ IS GETTING READY

- Considering the significant impacts that Bill 15 will have on labour organizations representing employees in the health and social services network;
 - Considering the need to adapt our union structures to the reconfiguration of public health institutions under one sole employer, Santé Québec, while preserving union democracy and members' bargaining power over their working conditions;
- The delegates approved the formation of four new work groups.

STRATEGIC COORDINATION COMMITTEE

Mandates:

- Propose ideas to guide the decisions to be made by the various FIQ decision-making bodies
- Follow up on the law to make the health and social services network more effective
- Follow up on the FIQ's communications plan
- Follow up on the proposed adjustments to the FIQ's structure
- Implement the mechanisms needed to manage the organizational changes

Elected union reps:

- Jean-Sébastien Blais, Syndicat interprofessionnel en soins de santé de l'Abitibi-Témiscamingue
- Sébastien Bouchard, Syndicat interprofessionnel de la santé de l'IUCPQ
- Julie Daigneault, Syndicat des professionnelles en soins des Laurentides
- Stéphanie Goulet, Syndicat des professionnelles en soins des Cantons-de-l'Est
- Nancy Hogan, Syndicat interprofessionnel du CHU de Québec
- Brigitte Petrie, Syndicat des professionnelles en soins de Montérégie-Est

WORK GROUP ON THE SERVICE OFFER ADJUSTMENT

Mandates:

- Carry out an in-depth reflection on the FIQ service offer in the new structure to be determined by the appropriate bodies

Elected union reps:

- Sabrina Beauregard, Syndicat des professionnelles en soins des Laurentides
- Chantal Denommé, Syndicat interprofessionnel de Lanaudière
- Jesse Jomphe, Syndicat des professionnelles en soins de Chaudière-Appalaches
- David Lambert, Syndicat des professionnelles en soins des Cantons-de-l'Est
- Ariane Poirier, Syndicat des professionnelles en soins de la Capitale-Nationale
- Marc Tremblay, Syndicat des professionnelles en soins de Montérégie-Centre

WORK GROUP ON THE CONSTITUTION AND BYLAWS AND OPERATING STRUCTURES

Mandates:

- Propose changes to the constitution and bylaws and to the structures of the FIQ and its affiliated unions
- Recommend calling the appropriate decision-making bodies to carry out the necessary changes

Elected union reps:

- Julie Boivin, Syndicat des professionnelles en soins du Saguenay-Lac-Saint-Jean
- Alexandre Chabot, Syndicat interprofessionnel en soins de santé de l'Abitibi-Témiscamingue
- Karine d'Auteuil, Syndicat des professionnelles en soins de l'Outaouais
- Audrey Labbé, Syndicat des professionnelles en soins de Chaudière-Appalaches

- Isabelle Lajeunesse, Syndicat des professionnelles en soins de la Capitale-Nationale
- Julie Lebrun, Syndicat des professionnelles en soins de la Mauricie et du Centre-du-Québec

WORK GROUP ON THE FINANCIAL MANAGEMENT OF THE TRANSITION

Mandates:

- Develop the necessary ties for an efficient transition
- Adequately manage the financial transition and the governance of the FIQ and its affiliated unions

Elected union reps:

- Anthony Bossé, Syndicat interprofessionnel de la santé de l'IUCPQ
- Hélène Cadotte, Syndicat des professionnelles en soins de Montérégie-Est
- Amélie Dulac, Syndicat des professionnelles en soins de la Capitale-Nationale
- Denis Grondin, Syndicat des professionnelles en soins de Montérégie-Centre
- Kamal Kial, Syndicat des professionnelles en soins de l'Est-de-l'Île-de-Montréal
- Patricia Pouliot, Syndicat des professionnelles en soins de Chaudière-Appalaches ■

INFORMING AND RAISING MEMBER AWARENESS AROUND SOLIDARITY

By adopting the solidarity policy, the delegation made two new spaces for discussion and reflection possible: solidarity meetings and solidarity moments.

With the goal of politicizing union reps, the solidarity meetings will be opportunities to talk, learn and get a stronger grasp on the principles of international solidarity. As for the solidarity moments, they will facilitate information sharing related to solidarity in places such as networks or councils.

During discussions with union reps, the FIQ emphasized the importance of the social responsibility of a such an important and strong feminist union in Quebec. Whether with local or international partners, the FIQ will keep fighting against all forms of oppression and will promote human rights and gender equality, as well as equality between women. International solidarity is at the heart of union action. It makes it possible for progressive and citizen forces to join together to protect the dignity of workers.

**FINANCIAL
STATEMENTS**
**2022 Financial Statements
The FIQ is still in good financial standing**


Roberto Bomba, Treasurer

**2022 FINANCIAL STATEMENTS
THE FIQ IS STILL IN GOOD FINANCIAL STANDING**

The FIQ had a good financial year in 2022 despite a difficult context in a third pandemic year. During this unprecedented crisis, the Federation managed to adapt to properly respond to the needs of the affiliated unions and members.

The 2022 fiscal year demonstrates the importance that the FIQ gives to its service offer, as shown through investments in human and financial resources. The Federation is satisfied with its careful management, which puts it in a good position to face the

future and the major upcoming changes, in particular the passing of Bill 15. ■

ADMINISTRATION FUND	2022 (12 months)	2021 (12 months)
REVENUE		
Regular Dues	46 165 274	42 703 420
Interest	112 073	87 607
Grants	201 193	201 193
Other revenue	<u>328</u>	<u>12 807</u>
Total revenue	46 478 867	43 005 027
EXPENSES		
Meetings and elected union officers	<u>2 440 607</u>	<u>2 179 119</u>
SECTORS		
Labour Relations	20 896 171	20 299 126
Sectors and Services	1 781 614	1 688 479
Sociopolitical	569 698	635 580
Status of Women	243 459	356 045
Occupational Health and Safety	462 366	415 331
OWPP	713 673	711 505
Social Security	<u>473 899</u>	<u>392 626</u>
Total for the sectors	25 140 880	24 498 692
SERVICES		
Education-Animation	1 106 477	981 083
Union Organizing	1 082 745	796 415
Communication-Information	1 464 914	1 213 367
Translation and Web	<u>687 293</u>	<u>724 332</u>
Total for the services	4 341 430	3 715 197
General Administration (including IT)	9 329 616	9 135 429
Human Resources	<u>1 668 327</u>	<u>1 608 363</u>
Total expenses	42 920 861	41 136 800
EXCESS OF REVENUE OVER EXPENSES	<u>3 558 007</u>	<u>1 868 227</u>

SOLIDARITY RESERVE	2022 (12 months)	2021 (12 months)
REVENUE		
Administration Fund Contribution	225 198	216 639
Other revenue	<u>0</u>	<u>0</u>
Total contribution	225 198	216 639
EXPENSES		
Solidarity	<u>125 040</u>	<u>137 052</u>
EXCESS OF REVENUE/EXPENSES	<u>100 158</u>	<u>79 587</u>

NEGOTIATION RESERVE	2022 (12 months)	2021 (12 months)
ADMINISTRATION FUND CONTRIBUTION		
Regular dues	3 500 000	3 000 000
Additional dues	0	0
Other revenue	<u>0</u>	<u>0</u>
Total contribution	3 500 000	3 000 000
NEGOTIATIONS		
Salaries and fringe benefits	1 439 991	862 479
Travelling expenses	205 399	49 757
Rental expenses	5 183	747
Printing expenses	240 406	0
Courier and communications	1 280	17 697
Professional fees	102 384	109 176
Publications	300 960	244 148
Admission and membership fees	0	0
Federal Council meetings	1 594 196	294 513
Other expenses	43 838	90 392
Ads/surveys/campaigns	46 689	734 322
Private sector negotiations	<u>0</u>	<u>0</u>
Total for negotiation expenses	3 980 327	2 403 231
EXCESS OF REVENUE OVER EXPENSES	<u>(480 327)</u>	<u>596 769</u>

CONVENTION & F.C. RESERVE	2022 (12 months)	2021 (12 months)
REVENUE		
Contribution from administration fund	3 644 703	2 447 391
Other revenue	<u>0</u>	<u>0</u>
Total contribution	3 644 703	2 447 391
EXPENSES		
Meetings (including Equalization)	<u>3 373 374</u>	<u>3 388 919</u>
EXCESS OF REVENUE/EXPENSES	<u>271 329</u>	<u>(941 528)</u>

HEAD OFFICE RESERVE	2022 (12 months)	2021 (12 months)
REVENUE		
Contribution from administration fund	0	0
EXPENSES		
Head office	<u>0</u>	<u>0</u>
EXCESS OF REVENUE/EXPENSES	<u>0</u>	<u>0</u>

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The FIQ is still in good financial standing

UNION DEFENCE FUND	2022 (12 months)	2021 (12 months)	BALANCE SHEET AS AT DEC. 31, 2022	Union Defence Fund	Adminis- tration Fund*	Total
REVENUE			CURRENT ASSETS			
Administration Fund Contribution			Cash	210 884	14 206 649	14 417 533
<i>BENEFITS</i>			Temporary investments	2 644 666	12 992 961	15 637 626
Regular dues	551 909	228 589	Advances to Administration Fund	3 576 124	0	3 576 124
Donations	0	0	Advance to Parity Ins. Comm. Fund	0	677 049	677 049
Interest	<u>34 529</u>	<u>17 088</u>	Advance to Union Defence Fund	0	0	0
	<u>586 438</u>	<u>245 677</u>	Debtors	0	2 044 578	2 044 578
<i>UNION ORGANIZING</i>			Expenses computable on next period	26 528	942 423	968 951
Regular dues	1 103 818	1 267 630	Deferred expenses	0	5 737 318	5 737 318
Interest	9 502	2 858	Fixed assets	0	<u>3 317 575</u>	<u>3 317 575</u>
Other revenue	<u>0</u>	<u>0</u>	TOTAL ASSETS	<u>6 458 202</u>	<u>39 918 553</u>	<u>46 376 754</u>
	<u>1 113 320</u>	<u>1 270 488</u>	CURRENT LIABILITIES			
Total income	<u>1 699 758</u>	<u>1 516 165</u>	Suppliers and accrued liabilities	0	3 602 648	3 602 648
EXPENSES			Deferred income	0	0	0
<i>BENEFITS</i>			Dev't of human resources	0	421 576	421 576
Union Defence Fund Committee	2 128	3 971	Debt coming to term within a year	0	0	0
Salaries and fringe benefits	639 174	943 691	Accounts payable	<u>0</u>	<u>8 573 749</u>	<u>8 573 749</u>
Travelling expenses	12 061	26 059		<u>0</u>	<u>12 597 973</u>	<u>12 597 973</u>
Fines and legal expenses	0	0	Advance from DF	0	3 576 124	3 576 124
Professional fees	20 791	101 134	LONG-TERM DEBT	<u>0</u>	<u>0</u>	<u>0</u>
Interest and bank charges	0	0	TOTAL LIABILITIES	<u>0</u>	<u>16 174 097</u>	<u>16 174 097</u>
Other expenses	34 152	41 708	MEMBERS' EQUITY			
Financial aid	<u>1 573</u>	<u>9 614</u>	Accumulated surplus not assigned	6 458 202	12 024 138	18 482 339
	<u>709 879</u>	<u>1 126 177</u>	Assigned surplus furniture/equipment	0	731 935	731 935
<i>UNION ORGANIZING</i>			Assigned surplus computer	0	2 585 640	2 585 640
Salaries, union leaves & fringe benefits	85 112	92 488	Assigned surplus-head office	0	5 737 318	5 737 318
Travelling expenses	6 322	9 445	Surplus reserved for negotiations	0	587 331	587 331
Rental expenses	12 968	0	Surplus reserved for solidarity	0	379 387	379 387
Printing expenses	40 681	0	Surplus reserved for F.C. and Conv. meetings	<u>0</u>	<u>1 698 706</u>	<u>1 698 706</u>
Courier and communications	33 774	0		<u>6 458 202</u>	<u>23 744 456</u>	<u>30 202 657</u>
Professional fees	20 579	4 024	LIABILITIES AND EQUITY	<u>6 458 202</u>	<u>39 918 552</u>	<u>46 376 754</u>
Other expenses	<u>149 598</u>	<u>0</u>				
	<u>349 034</u>	<u>105 957</u>				
Total expenses	<u>1 058 913</u>	<u>1 232 134</u>				
EXCESS OF REVENUE OVER EXPENSES	<u>640 845</u>	<u>284 031</u>				

*negotiations, solidarity, head office and F.C. & Conv. meetings.

	Union Defence Fund	Administration Fund	Negotiation Reserve	Solidarity Reserve	F.C. and Convention Reserve	Total
FUNDS AS AT DECEMBER 31, 2021	5 817 357	19 371 024	(782 341)	279 229	1 427 378	26 112 646
Adjustment	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Balance after correction as at 31-12-2021	<u>5 817 357</u>	<u>19 371 024</u>	<u>(782 341)</u>	<u>279 229</u>	<u>1 427 378</u>	<u>26 112 646</u>
Income for the 2022 period	1 699 758	46 478 868	3 500 000	225 198	3 644 703	55 548 527
Expenses for the 2022 period	<u>1 058 913</u>	<u>42 920 861</u>	<u>3 980 327</u>	<u>125 040</u>	<u>3 373 374</u>	<u>51 458 515</u>
Excess for the 2022 period	640 845	3 558 007	(480 327)	100 158	271 329	4 090 012
TRANSFER OF INTER FUND SURPLUS	0	(1 850 000)	1 850 000			0
BALANCE AS AT DECEMBER 31, 2022	<u>6 458 202</u>	<u>21 079 031</u>	<u>587 332</u>	<u>379 387</u>	<u>1 698 706</u>	<u>30 202 658</u>
Assigned surplus-furniture/equipment		731 935				
Assigned surplus-head office		5 737 318				
Assigned surplus-computer		2 585 640				
Accumulated surplus-not assigned		12 024 138				

Note: Differences are due to rounding off of decimals

OFFERING THE BEST POSSIBLE SERVICES

80,000 healthcare professionals united



(left to right) H  l  ne Cadotte, Cyril Gabreau and David Lambert, members of the Internal Audit Committee

RESPONDING TO THE NEEDS OF MEMBERS AND AFFILIATED UNIONS IS ALWAYS A PRIORITY

After holding six meetings, attending the accounting firm’s presentation of the audited financial statements, and having several discussions with the coordinators and FIQ Executive Committee, the three union reps elected to the Internal Audit Committee reported to the delegation at the provincial council on May 30 and 31.

The year 2022 was marked by several events that challenged the Federation and its affiliated unions. For example, the virtual mobilization of members after the government breached its commitment to pay retroactive salary, the hybrid decision-making body pilot project to promote better work-family balance for delegates, the beginning

of a new round of negotiations, the implementation of a pilot project on the union rep mobilization structure, and the creation of a Communication Committee.

The Federation has waged a number of battles, with several still ongoing. With the ever-present goal of meeting affiliated unions’ and

members’ needs, the FIQ makes every effort to carry out its projects, while maintaining good financial standing. ■

WE WELCOME THE NURSES AND LICENSED PRACTICAL NURSES FROM THE FOLLOWING UNIONS TO THE FIQ:

- United Healthcare Professionals (UHCP)
- Alliance Interprofessionnelle de Montr  al (AIM)
- Syndicat r  gional des professionnelles en soins du Qu  bec (SRPSQ)
- Syndicat des Professionnelles en soins de Qu  bec (SPSQ)
- Syndicat des salari  es de la Coop  rative de solidarit   SABSA
- Syndicat des infirmi  res et infirmi  res auxiliaires du Centre Champlain de Gatineau

80,000 HEALTHCARE PROFESSIONALS UNITED

On June 1, 2023, the delegates from the FIQ | Secteur priv   and the FIQ gathered for special conventions at which they ratified the admission of six unions representing healthcare professionals in private and private subsidized institutions affiliated with the FIQ | Secteur priv   to the FIQ.

The return of these unions to the Federation means that over 80,000 healthcare professionals will speak with one voice to claim their demands, which find common ground across work settings. With the tabling of Bill 15, which will set off a network-wide reorganization, it’s the right moment to pull together and regroup to better mobilize.

The delegates unanimously ratified the proposals, marking the end of a long reflection and democratic process that started at the beginning of the year. This important show of confidence in the FIQP and FIQ elected officials was well received, as a new chapter began for the organization.

The hard work and generous contribution of the FIQP union reps was celebrated that day, especially FIQP

President, Sonia Mancier’s deep commitment to the FIQP since its creation in 2017. The good news is that the FIQ will still be able to count on these exceptional union reps within a united delegation that will have only one decision-making body, thus facilitating participation in all the debates.

PRIORITY: MEMBER SERVICES

This transition won’t change anything on a day-to-day basis since the FIQ was already in charge of member services. The unions (AIM, UHCP, SPSQ, SRPSQ, Syndicat des salari  es de la Coop  rative de solidarit   SABSA, Syndicat des infirmi  res et infirmi  res auxiliaires du Centre Champlain de Gatineau) will continue their activities since only their affiliation with the Federation has changed with a simplified democratic procedure.

The unions’ priority is still to offer the best possible services to members. They will continue to network and collaborate to make it happen. The unions also want to raise awareness around the reality of nurses and licensed practical nurses who work in private and private subsidized environments and to highlight these particularities within the Federation. ■



Sonia Mancier, FIQP President



Isabelle Noiseux, FIQP Vice-President



Isabelle Roy, FIQP Treasurer



Patricia Conrath, FIQP Vice-President