



# 2. AMENDMENTS – FIQ CONSTITUTION AND BYLAWS

FIQ-A21-C-I-D2

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

12<sup>th</sup> CONVENTION  
JUNE 7, 9 AND 10, 2021



CURRENT TEXT	PROPOSED AMENDMENTS	V/L	COMMENTS
<p><b>CHAPTER I – NAME– PURPOSE – HEAD OFFICE</b></p> <p><b>ARTICLE 3 – PURPOSE</b></p> <p>The Federation’s purpose is to:</p> <ol style="list-style-type: none"> <li>1) represent, at the provincial level, employees assigned to nursing and cardiorespiratory care, whose job titles are listed in Schedule 1 of <i>An Act respecting bargaining units in the social affairs sector</i>, except for the private subsidized institutions;</li> <li>2) study, safeguard, defend and develop the economic, professional and social interests of its members;</li> <li>3) ensure the representation of its members;</li> <li>4) ensure services for its affiliated unions, particularly the negotiation and application of the collective agreements;</li> <li>5) help form new unions (local, regional or sectional);</li> <li>6) fight against all forms of discrimination and violence, whether perpetrated against its members or by its members;</li> <li>7) foster relationships between the unions to create and maintain unity and harmony within the organization;</li> <li>8) implement a union code of ethics and ensure that it is followed by the affiliated unions.</li> </ol>	<p><b>CHAPTER I – NAME– PURPOSE – HEAD OFFICE</b></p> <p><b>ARTICLE 3 – PURPOSE</b></p> <p>In point 1, add <b>“and private institutions”</b> after “private subsidized institutions”.</p>	<p>1</p>	



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<p>7) to set up the committees that it deems necessary and appoint the members;</p> <p>8) to ensure that the bylaws are respected;</p> <p>9) to determine the general policies and submit them to the Federal Council;</p> <p>10) to hire personnel;</p> <p>11) to determine the working conditions of the employees of the Federation;</p> <p>12) to decide to hold a meeting of the Federal Council, Special Federal Council, Convention or Special Convention;</p> <p>13) to administer and lead the FIQ Association immobilière corporation.</p> <p><b>ARTICLE 2 – COMPOSITION</b></p> <p>The FIQ Executive Committee is composed of nine (9) people:</p> <ul style="list-style-type: none"> <li>■ a president;</li> <li>■ six vice-presidents, including: <ul style="list-style-type: none"> <li>• a nurse vice-president;</li> <li>• a licensed practical nurse vice-president;</li> <li>• a respiratory therapist vice-president;</li> </ul> </li> <li>■ a secretary;</li> <li>■ a treasurer.</li> </ul> <p><b>CHAPTER X – ELECTIONS</b></p> <p>The RFIQ Election Committee is responsible for the organization and supervision of the FIQ elections.</p>	<p><b>ARTICLE 2 – COMPOSITION</b></p> <p>Add the word “<b>general</b>” before the word secretary, and make the necessary adjustments in the current Constitution and Bylaws.</p> <p><b>CHAPTER X – ELECTIONS</b></p>	<p>4</p>	

CURRENT TEXT	PROPOSED AMENDMENTS	V/L	COMMENTS
<p><b>PART I – ELECTION RULES</b></p> <p><b>ARTICLE 3 – ELECTION NOTICE</b></p> <p>The president of the elections sends the election notice for the positions on the FIQ Executive Committee and committees to every member, at least sixty (60) days before the date of the Convention. This notice must list the positions up for election.</p> <p><b>ARTICLE 8 – DISMISSAL FROM THE FIQ EXECUTIVE COMMITTEE AND COMMITTEES</b></p> <p>A member of the FIQ Executive Committee or a committee may be dismissed for any of the following reasons:</p> <ol style="list-style-type: none"> <li>1) Causing serious harm to the Federation;</li> <li>2) Being absent from more than three (3) meetings of the FIQ Executive Committee or other committees without valid reason;</li> <li>3) Refusing or being incapable of accomplishing the duties and obligations related to her position.</li> </ol> <p>A member of the FIQ Executive Committee or other committees subject to dismissal must be notified by registered mail at least two (2) weeks before the Federal Council meeting at which her dismissal will be proposed. The member subject to dismissal has the right to be heard by the Federal Council before the decision is rendered.</p> <p>The Federal Council sanctions the dismissal following a vote by secret ballot; an absolute majority of votes is required. Voided ballots do not count in the calculation of the absolute majority.</p>	<p><b>PART I – ELECTION RULES</b></p> <p><b>ARTICLE 3 – ELECTION NOTICE</b></p> <p>Add the following paragraph: <b>“If there is a vacancy on the Executive Committee or on a federal committee, the president of elections must send the election notice to all official delegates at least thirty (30) days before the date set for the federal council. The notice must list all of the positions up for election.”</b></p> <p><b>ARTICLE 8 – DISMISSAL FROM THE FIQ EXECUTIVE COMMITTEE AND COMMITTEES</b></p> <p>In the French version of Article 8, point 2, replace the word <b>“assemblées”</b> with <b>“réunions”</b>. (Does not apply to English version).</p>	<p>5</p> <p>6</p>	

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<p>In the event that a member of the FIQ Executive Committee is dismissed, she is considered to have resigned from the Provincial Executive Committee.</p>			
<p><b>CHAPTER XII – INTERNAL AUDIT COMMITTEE</b></p>	<p><b>CHAPTER XII – INTERNAL AUDIT COMMITTEE</b></p>		
<p><b>ARTICLE 1 – COMPOSITION</b></p>	<p><b>ARTICLE 1 – COMPOSITION</b></p>		
<p>The Internal Audit Committee is composed of three (3) members. The members and two (2) substitutes are elected by the Convention.</p>	<p>Replace “<b>two (2)</b>” with “<b>some</b>”.</p>	7	
<p><b>CHAPTER XV – MISCELLANEOUS PROVISIONS</b></p>	<p><b>CHAPTER XV – MISCELLANEOUS PROVISIONS</b></p>		
<p><b>ARTICLE 1 – PROCEDURES AT MEETINGS</b></p>	<p>Add the following article:</p>		
<p>Unless otherwise stated in these bylaws, the decision-making meetings of the Federation are governed by the procedures for meetings described in Victor Morin, Procedures at Deliberative Assemblies or by any other rules of order adopted by the meeting in question.</p>	<p><b>ARTICLE 3 – EXCEPTIONAL MEASURE</b></p> <p><b>The Executive Committee may modify, postpone or cancel meetings, forums, commissions, assemblies or any other meeting stipulated in the Constitution and Bylaws or that stems from the adoption of a resolution in a decision-making meeting, if justified by a health emergency declared by government authorities or a similar emergency declaration.</b></p> <p><b>It may also extend the time limits set out in the Constitution and Bylaws under the same conditions.</b></p> <p><b>The Executive Committee reports on the reasons justifying the application of this article to the appropriate body following the decision.</b></p>	9	
<p><b>ARTICLE 2 – UNION REPRESENTATIVES ON DISABILITY</b></p>	<p><b>Amendment:</b></p>		
<p>A union representative on disability who is entitled to a benefit must cease all union activities during this period.</p>	<p><i>"The exceptional measure does not cover the postponement or cancellation of a convention or federal council."</i></p>		
	<p>Denis Provencher – Cédric Desbiens</p>	8	

# OUR CONVICTIONS THE DNA OF OUR ACTIONS

## NOTES



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