



3. MINUTES OF THE 11th FIQ CONVENTION

FIQ-A21-C-I-D3

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

12th CONVENTION
JUNE 7, 9 AND 10, 2021





MINUTES OF THE 11th FIQ CONVENTION

November 29, 2017

POLITICAL OFFICER
Marie-Claude Ouellet

COORDINATION
Lynda Lachance

WRITTEN BY AND SECRETARIAT
Fabienne Pouliot



MINUTES OF THE 11TH CONVENTION OF THE FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC HELD ON NOVEMBER 29, 2017, AT THE LÉVIS CONVENTION AND EXHIBITION CENTRE

WEDNESDAY, NOVEMBER 29, 2017

1. OPENING MESSAGE

Roberto Bomba, member of the FIQ Executive Committee, opened the 11th Convention of the Federation at 2:12 p.m. and welcomed the delegation.

2. APPOINTMENT OF THE CHAIRPERSON AND MEETING SECRETARY

Presented by: Roberto Bomba, FIQ Executive Committee.
No reference document.

Roberto Bomba tabled the motion **FIQ-A17-C-I-01** (Bomba-Ouellet) and called a vote.

FIQ-A17-C-I-01 BE IT MOVED:

“To appoint Diane Brassard, Mélissa Lacroix and Benoît Dandurand as chairpersons and Fabienne Pouliot as meeting secretary.”

Roberto Bomba - Marie-Claude Ouellet

CARRIED UNANIMOUSLY

3. ADOPTION OF THE AGENDA

Presented by: Diane Brassard, chairperson.
Reference document: **FIQ-A17-C-I-D1** “Agenda.”

Diane Brassard acted as chair and read the agenda. Motions **FIQ-A17-C-I-02** (Ouellet-Laurent) and **FIQ-A17-C-I-03** (Ouellet-Gilbert) were tabled.

A 10-minute plenary session began and the chairperson called a vote.

FIQ-A17-C-I-03 BE IT MOVED:

“To adopt the agenda as presented.”

Marie-Claude Ouellet - Daniel Gilbert

FIQ-A17-C-I-02 BE IT MOVED: (amendment)

“To add the following item to the agenda:

Adoption of the minutes from the:

- 10th Convention in 2014
- Special Convention on March 13, 2015
- Special Convention on March 21, 2017.”

Marie-Claude Ouellet - Régine Laurent

CARRIED UNANIMOUSLY

FIQ-A17-C-I-03 BE IT MOVED: (as amended)

“To adopt the agenda with the following addition:

Adoption of the minutes from the:

- 10th Convention in 2014
- Special Convention on March 13, 2015
- Special Convention on March 21, 2017.”

Marie-Claude Ouellet - Daniel Gilbert

CARRIED UNANIMOUSLY

4. FINANCES

4.1 2018 Financial Forecast

Presented by: Roberto Bomba, Political Officer, accompanied by Pierre Giroux, Coordinator.

Reference document: **FIQ-A17-C-I-D2 AMENDED** “2018 Financial Forecast.”

A PowerPoint presentation was shown with the presentation.

Roberto Bomba began the presentation by explaining the budgetary process and the guiding principles for determining the 2018 financial forecast. Before beginning work to prepare the 2018 financial forecast, the members of the Federation’s Executive Committee and coordination completed a budgetary process with determination and commitment. Furthermore, specific guiding principles were used to develop the 2018 financial forecast based on the organization’s three priorities: the Federation’s new service offer for affiliated unions, local negotiations and Letter of Understanding No. 6, as stipulated in the collective agreement and the healthcare professional-to-patient ratios.

2018 will undoubtedly be an important and pivotal year. We must remain vigilant, continuing to provide quality services and meet the needs of healthcare professionals, affiliated unions and the Federation.

Mr. Bomba went on to document D2 to describe the various budgetary items and made a few clarifications. The 2018 income accounts for 68,424 dues-paying members. The budgetary margin that opened up with the 7,600 new members was dedicated in large part to adding resources to the FIQ in order to properly support the affiliated unions.

In the next few months, the Federation will reassess its methods of meeting local teams’ and members’ needs in response to changes instituted by Bill 10. A new project will begin in 2018 to analyze and develop the online training programs.

Moreover, to better equip and meet the needs of affiliated unions, the FIQ will continue to implement the new service offer and provide the necessary support for its implementation.

As regards the Occupational Health and Safety Sector, the 2018 budget always includes the loan package to support healthcare professionals who must contest decisions made by their employer regarding the protective reassignment of the pregnant or breastfeeding worker program.

The FIQ has also earmarked a significant budget for the 2019 raiding period and the provincial negotiations that will begin in 2020. The organization needs to maintain its current standing and plan for the coming years.

Motions **FIQ-A17-C-I-05** (Bomba-Laurent) and **FIQ-A17-C-I-06** (Bomba-Ouellet) were tabled.

A 45-minute plenary session began.

The following motions were tabled:

FIQ-A17-C-I-07 (Provencher-St-Denis)
FIQ-A17-C-I-09 (Provencher-St-Denis)
FIQ-A17-C-I-10 (Provencher-St-Denis)
FIQ-A17-C-I-08 (Provencher-St-Denis)
FIQ-A17-C-I-04 (Charbonneau-Parker-Labonté)

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

A 20-minute deliberation began.

Since no one used the right to reply, the chairperson called a vote.

FIQ-A17-C-I-05 BE IT MOVED:

“To adopt the 2018 financial forecast as presented.”

Roberto Bomba - Régine Laurent

FIQ-A17-C-I-04 BE IT MOVED: (amendment)

“Since the Youth Committee will be actively working on the priority of implementing a sustainable development policy, it is proposed:

To increase the number of days for the Youth Committee meeting to 22 days per member for a total of 110 days.”

Francis Charbonneau - Matthieu Parker-Labonté

CARRIED BY A MAJORITY

FIQ-A17-C-I-05 BE IT MOVED: (as amended)

“To adopt the 2018 financial forecast by increasing the number of days for the Youth Committee meeting to 22 days per member for a total of 110 days.”

Roberto Bomba - Régine Laurent

CARRIED UNANIMOUSLY WITH ABSTENTIONS

FIQ-A17-C-I-06 BE IT MOVED: (complementary)

“That the Federation act as a guarantor for the FIQ-Association Immobilière (the borrower) for the amount of \$2,700,000 for all current and future debts and obligations that the borrower does, will, or may owe from time to time to the Caisse d'économie Desjardins Hydro (hereafter referred to as the lender) regarding a loan taken out by the borrower from the lender to buy a building in Saint-Hubert, which the Federation will use for its Montérégie office.”

Roberto Bomba - Marie-Claude Ouellet

CARRIED UNANIMOUSLY

FIQ-A17-C-I-07 BE IT MOVED: (complementary)

“That in the 2019 financial forecast the FIQ and FIQP be separate (that we can clearly distinguish what is from the FIQ and the FIQP).”

Denis Provencher - Manon St-Denis

REJECTED BY A MAJORITY

FIQ-A17-C-I-08 BE IT MOVED: (complementary)

“That the FIQ take the steps to evaluate the feasibility of holding affiliate meetings by videoconference.”

Denis Provencher - Manon St-Denis

CARRIED BY A MAJORITY

FIQ-A17-C-I-09 BE IT MOVED: (complementary)

“That an annual report of the affiliates' meetings be presented at the FCs in November/December.”

Denis Provencher - Manon St-Denis

CARRIED BY A MAJORITY

FIQ-A17-C-I-10 BE IT MOVED: (complementary)

“That when the 2019 financial forecast for the Labour Relations Sector is presented, that the hours worked by the Labour Relations consultants, including the regular hours for the position, replacement hours (assignments) and overtime hours be presented for 2016, 2017 and 2018.”

Denis Provencher - Manon St-Denis

CARRIED BY A MAJORITY

5. FIQ CONSTITUTION AND BYLAWS

5.1 Proposed amendment to the Constitution and Bylaws: Chapter XI - Financial provisions, Article 3 - Dues

Presented by: Marie-Claude Ouellet and Roberto Bomba, Political Officers.

Reference document: **FIQ-A17-C-I-D3** “Proposed amendment to the FIQ Constitution and Bylaws”

Marie-Claude Ouellet read the proposed amendment to the FIQ's Constitution and Bylaws that was presented at the Federal Council on June 8 and 9, 2017. The proposed amendment reads as follows:

“CHAPTER XI - FINANCIAL PROVISIONS, Article 3 – DUES, in the 1st paragraph, replace the words:

“the licensed practical nurse and nurse salary scales (36.25-hour scale)” with “the licensed practical nurse salary scale (36.25-hour scale), the ninth echelon of the nurse salary scale (36.25-hour scale) as of April 2, 2018.”

Roberto Bomba then reminded the delegation that during the last provincial negotiations, several gains were made fuelled by complaints filed over pay equity. As a result, several nurse, licensed practical nurse and respiratory therapist salaries changed in ranking and echelon. Mr. Bomba clarified certain amendments made to the annual union dues. He wanted to inform delegates that the adjustments were necessary in order to make things equal between all healthcare professionals and that they in no way constituted an increase in union dues.

Following the presentation, motion **FIQ-A17-C-I-12** (Ouellet-Bomba) was tabled.

A 20-minute plenary session was opened and motion **FIQ-A17-C-I-11** (Perron-Lebrun) was tabled.

A 20-minute deliberation began.

Since no one used the right to reply, the chairperson called a vote.

FIQ-A17-C-I-12 BE IT MOVED:

**CHAPTER XI - FINANCIAL PROVISIONS
Article 3 - Dues**

In the 1st paragraph, replace the words:

“the licensed practical nurse and nurse salary scales (36.25-hour scale)” with “the licensed practical nurse salary scale (36.25-hour scale), the ninth echelon of the nurse salary scale (36.25-hour scale) as of April 2, 2018.”

Marie-Claude Ouellet - Roberto Bomba

FIQ-A17-C-I-11 BE IT MOVED: (amendment)

“It is proposed to strike out “April 2, 2018” and replace it with “as of April 2, 2019.”

Nathalie Perron - Julie Lebrun
REJECTED BY A MAJORITY

FIQ-A17-C-I-12 BE IT MOVED: (as presented)

**CHAPTER XI - FINANCIAL PROVISIONS
Article 3 - Dues**

In the 1st paragraph, replace the words:

“the licensed practical nurse and nurse salary scales (36.25-hour scale)” with “the licensed practical nurse salary scale (36.25-hour scale), the ninth echelon of the nurse salary scale (36.25-hour scale) as of April 2, 2018.”

Marie-Claude Ouellet - Roberto Bomba

CARRIED BY A 2/3 MAJORITY

6. EXECUTIVE COMMITTEE AND INTERNAL AUDIT COMMITTEE ELECTIONS

The chairperson told the delegation that the Executive Committee and Internal Audit Committee elections would be held on Thursday, November 30, as scheduled.

7. ADOPTION OF THE MINUTES

Motion **FIQ-A17-C-I-13** (Ouellet-Bédard) was tabled and the chairperson called a vote.

FIQ-A17-C-I-13 BE IT MOVED:

“To adopt the minutes for the following:

- 10th Convention in 2014
- Special Convention on March 13, 2015
- Special Convention on March 21, 2017.”

Marie-Claude Ouellet - Nancy Bédard

CARRIED BY A MAJORITY

Following procedure, the chairperson said she would suspend the works for the 11th FIQ Convention until the end of the electoral process the next day. As a result, the closing word for the decision-making meeting would be said at the end of the RFIQ Convention's debates.

The agenda was completed and the meeting ended at 5:15 p.m.

Nancy Bédard or Régine, President

Marie-Claude Ouellet, Secretary

Fabienne Pouliot, Meeting Secretary

Minutes adopted on _____

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