



# 2. AMENDMENTS – FIQP CONSTITUTION AND BYLAWS

FIQP-A21-C-I-D2

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

2<sup>nd</sup> CONVENTION  
JUNE 7, 9 AND 10, 2021



FIQ | SECTEUR PRIVÉ

CURRENT TEXT	PROPOSED AMENDMENTS	V/L	COMMENTS
<p><b>CHAPTER VII – FIQP EXECUTIVE COMMITTEE</b></p> <p><b>ARTICLE 1 – POWERS</b></p> <p>The FIQP Executive Committee is responsible for the planning, organization, leadership and control of the Federation. It follows up on debates, activities and mandates. It takes stands on all questions in line with the orientations of the organization, in the best interest of all.</p> <p>The Executive Committee has the following powers:</p> <ol style="list-style-type: none"> <li>1) to execute the decisions of the Convention and Federal Council;</li> <li>2) to administer the Federation;</li> <li>3) to ensure the political representations of the Federation;</li> <li>4) to prepare the action plans based on the orientations of the Convention;</li> <li>5) to prepare the financial forecasts;</li> <li>6) to make recommendations to the Convention and Federal Council;</li> <li>7) to set up the committees that it deems necessary and appoint the members;</li> <li>8) to ensure that the Constitution and Bylaws are respected;</li> <li>9) to determine the general policies and submit them to the Federal Council;</li> <li>10) to hire personnel;</li> <li>11) to determine the working conditions of the employees of the Federation;</li> </ol>	<p><b>CHAPTER VII – FIQP EXECUTIVE COMMITTEE</b></p> <p><b>ARTICLE 1 – POWERS</b></p> <p>In point 6, add "<b>and the Provincial Executive Committee of the Regroupement des FIQ</b>".</p>	<p>1</p>	

CURRENT TEXT	PROPOSED AMENDMENTS	V/L	COMMENTS
<p>12) to decide to hold a meeting of the Federal Council, Special Federal Council, Convention or Special Convention;</p> <p>13) to determine the second person sitting on the Regroupement des FIQ Provincial Executive Committee.</p> <p><b>ARTICLE 2 – COMPOSITION</b></p> <p>The Executive Committee is composed of five (5) people:</p> <ul style="list-style-type: none"> <li>■ a president;</li> <li>■ a nurse vice-president;</li> <li>■ a licensed practical nurse vice-president;</li> <li>■ a secretary;</li> <li>■ a treasurer.</li> </ul> <p><b>CHAPTER X – ELECTIONS</b></p> <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 FIQP 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 2 – COMPOSITION</b></p> <p>Before the word secretary, add the word “<b>general</b>” and make the necessary adjustments in the current Constitution and Bylaws.</p> <p><b>CHAPTER X – ELECTIONS</b></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>2</p> <p>3</p>	

CURRENT TEXT	PROPOSED AMENDMENTS	V/L	COMMENTS
<p><b>ARTICLE 8 – DISMISSAL FROM THE FIQP EXECUTIVE COMMITTEE AND COMMITTEES</b></p> <p>A member of the FIQP 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 FIQP Executive Committee or other committees without valid reason;</li> <li>3) Refusing or being incapable of accomplishing the duties and obligations related to their position.</li> </ol> <p>A member of the FIQP 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>In the event that a member of the FIQP Executive Committee is dismissed, she is considered to have resigned from the Provincial Executive Committee if she sat on it.</p>	<p><b>ARTICLE 8 – DISMISSAL FROM THE FIQP EXECUTIVE COMMITTEE AND COMMITTEES</b></p> <p>In the French version, paragraph 2, replace the word "<b>assemblées</b>" with "<b>réunions</b>". (Does not apply to English version).</p>	<p>4</p>	

CURRENT TEXT	PROPOSED AMENDMENTS	V/L	COMMENTS
<p><b>CHAPTER XII – INTERNAL AUDIT COMMITTEE</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><b>CHAPTER XII – INTERNAL AUDIT COMMITTEE</b></p> <p><b>ARTICLE 1 – COMPOSITION</b></p> <p>Replace “<b>two (2)</b>” with “<b>some</b>”.</p>	5	
<p><b>ARTICLE 4 – MEETINGS OF THE COMMITTEE</b></p> <p>The Committee meets at least twice (2) a year.</p>	<p><b>ARTICLE 4 – MEETINGS OF THE COMMITTEE</b></p> <p>Replace the words “<b>at least twice (2)</b>” by “<b>a minimum of once (1)</b>”.</p>	6	
<p><b>CHAPTER XIV – MISCELLANEOUS PROVISIONS</b></p> <p><b>ARTICLE 1 – PROCEDURES AT MEETINGS</b></p> <p>Unless otherwise stated in this Constitution and 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 2 – UNION REPRESENTATIVES ON DISABILITY</b></p> <p>A union representative on disability who is entitled to a benefit must cease all union activities during this period.</p>	<p><b>CHAPTER XIV – MISCELLANEOUS PROVISIONS</b></p> <p>Add the following article:</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>	7	

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## NOTES



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