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**AMENDMENTS – RFIQ**

**STATEMENT OF PRINCIPLES**

**RFIQ-A21-C-I-D3**

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

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



FIQ | SECTEUR PRIVÉ

REGROUPEMENT  
DES FIQ

CURRENT TEXT	PROPOSED AMENDMENTS	N/V	COMMENTS
<p><b>FOREWORD</b></p> <p>By its orientations or actions, the Regroupement des FIQ is committed, in the field of labour, social and economic struggles, to promoting a society that recognizes the priority of human rights over economic imperatives and seeks greater justice and a more equitable distribution of wealth and power, without affiliation to any political party.</p> <p>As such, the Regroupement des FIQ is committed to upholding and promoting the principles contained in the Quebec Charter of Human Rights and Freedoms.</p> <p><b>STATEMENT OF PRINCIPLES</b></p> <p><b>THE REGROUPEMENT DES FIQ</b></p> <p>The Regroupement des FIQ is a labour organization that works primarily to uphold and promote the professional, economic and social interests of its members.</p> <p>It strives to be a collective tool for consciousness-raising and advocacy.</p> <p><b>AN ORGANIZATION THAT IS OPEN AND DEMOCRATIC</b></p> <p>The Regroupement des FIQ is a democratic organization which promotes the participation of the largest number of members in decision-making by its structure. It is also committed to ensuring the involvement of women at the different decision-making levels by using the appropriate measures.</p>			

CURRENT TEXT	PROPOSED AMENDMENTS	N/V	COMMENTS
<p>Its actions rest on the mobilization of its members and is therefore committed to ensuring that all of its members have access to the same quality of union life by recognizing their right to information, union education and the freedom to choose a union structure (local, regional or sectional) as essential to the democratic process in its ranks.</p> <p><b>AN ORGANIZATION DEDICATED TO IMPROVING WORKING CONDITIONS</b></p> <p>In the field of negotiations and labour relations, the Regroupement des FIQ actions, while taking into account the specificity of its membership, aim to promote and strongly uphold the right to free collective bargaining, and to decent working and living conditions, as well as the right to work in a sound, violence-free environment.</p> <p><b>AN ORGANIZATION FOCUSED ON HEALTH CARE</b></p> <p>A key actor in the health sector, the Regroupement des FIQ has a leading responsibility in the debates on the accessibility, free-of-charge nature, universality and quality of healthcare services.</p> <p>The Regroupement des FIQ participates in the debates on the choices to be made in health services and makes it a point to denounce all sorts of abuse. It is committed, in this respect, to promoting and defending the public's right to health and the right of nursing and cardiorespiratory healthcare professionals to deliver care in an atmosphere of respect and dignity.</p>			

CURRENT TEXT	PROPOSED AMENDMENTS	N/V	COMMENTS
<p><b>AN ORGANIZATION THAT PROMOTES WOMEN'S RIGHTS</b></p> <p>The Regroupement des FIQ recognizes that a society cannot progress without promoting women's rights. For this reason, it is actively involved, together with other women's groups, in promoting and upholding these rights, and publicly denouncing the iniquities and prejudices suffered by women. More specifically, the Regroupement des FIQ pursues the struggle to counter poverty and violence, a struggle already begun by the international women's movement and part of a context that threatens the fundamental rights of women.</p>	<p><b>AN ORGANIZATION THAT PROMOTES WOMEN'S RIGHTS</b></p> <p>Add the following sentence at the end of the paragraph:</p> <p><b>Furthermore, it fights for the fair representation of women by equipping them with tools and encouraging them to get involved in positions of power.</b></p> <p>Add the following principle:</p> <p><b>AN ORGANIZATION COMMITTED TO PROTECTING THE ENVIRONMENT</b></p> <p><b>The Regroupement des FIQ is an organization that recognizes how climate change impacts human health and exacerbates inequalities, and recognizes the urgency to implement change. It is sensitive to climate change mitigation and makes an effort to respect the integrity of ecosystems within the scope of its activities. It is also engaged in mobilizing civil society to protect the environment and implement a regulatory framework at all levels, while recognizing that climate politics are health politics.</b></p>	<p>1</p> <p>2</p>	

CURRENT TEXT	PROPOSED AMENDMENTS	N/V	COMMENTS
<p><b>AN ORGANIZATION UNDER THE BANNER OF SOLIDARITY</b></p> <p>The Regroupement des FIQ initiates and strengthens solidarity with labour, feminist and community groups, in accordance with its general orientations, whether at the regional, provincial or international level. It also works to reinforce solidarity among its members.</p> <p><b>AN ORGANIZATION WHICH RECOGNIZES ITS UNION REPRESENTATIVES</b></p> <p>The Regroupement also recognizes the key role of the union representatives in the organization achieving its mission, namely for their invaluable knowledge of the work setting as healthcare professionals. It is committed to supporting and setting up the conditions that will ensure a succession for those who would want to get involved in the organization as elected officers, coordinators or employees.</p> <p><b>AN ORGANIZATION GRATEFUL FOR AND RESPECTFUL OF THE EMPLOYEES</b></p> <p>The Regroupement des FIQ recognizes the key role of the employees in the organization achieving its mission. It is committed to supporting and promoting the employees' actions in a perspective of involvement and activism, at both the union and social level. It is also committed to deploying the necessary means to develop and promote the employees' commitment.</p>	<p>After "<b>AN ORGANIZATION UNDER THE BANNER OF SOLIDARITY</b>," add the following principle:</p> <p><b>AN ORGANIZATION THAT PROMOTES A HEALTHY UNION CLIMATE FOR ITS UNION REPRESENTATIVES</b></p> <p><b>The Regroupement des FIQ is a considerate, inclusive labour organization that is free of incivility, discrimination and all forms of intimidation. To ensure a respectful, safe union environment, the Regroupement des FIQ promotes the principles of the Guidelines for a healthy union environment. Consequently, the Regroupement des FIQ will implement any measures necessary to ensure it is followed.</b></p>	<p>3</p>	

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

## NOTES



REGROUPEMENT  
DES FIQ

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