



# 6. STANDING AND STATUTORY COMMITTEES REPORT

RFIQ-A21-C-I-D6

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

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



FIQ | SECTEUR PRIVÉ

REGROUPEMENT  
DES FIQ



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

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## STATUS OF WOMEN COMMITTEE

### POLITICAL OFFICERS

Nancy Bédard, President  
Shirley Dorismond, Vice-President

### UNION CONSULTANTS

Myrna Karamanoukian  
Amélie Robert

### COMMITTEE MEMBERS

Kathleen Bertrand  
Caroline Flageol

Caroline Gravel  
Line Mercier  
Michèle Piché  
Caroline Rioux

### ALSO SERVED ON THE COMMITTEE

Amélie Barrette

### REVISION AND TRANSLATION

Communication Service

Elected at the 2017 Convention, the six members of the Status of Women Committee have played a major role in the progress of the FIQ and FIQP files, from a feminist point of view. By organizing networks, sharing information or participating in various events, the committee was able to inform itself and contribute to the orientation of actions carried out within the Status of Women Sector.

The fight for women's right is one of the principles guiding the FIQ and FIQP, organizations with almost 90% women. From the beginning, setting up a Status of Women Committee was paramount to ensure that decisions are made in a gender-sensitive way.

## Policy on the fair representation of women in places of power

In 2016, the sector and the Status of Women Committee began work on the fair representation of women in places of power to compensate for the decrease in women among FIQ and FIQP union representatives. This reflection led to the adoption of a policy pursuing the reference target of 75% participation by women. An action plan, produced by the union reps on the Implementation and Vigilance Committee (CIVP), supported the policy. Throughout the process, the members of the Status of Women Committee were consulted and shared their concerns or ideas for improving the action plan. However, they would have liked to be involved in the tour by the officer promoting this new policy.

## “Introduction to Feminism” workshop

In an effort to develop feminist solidarity across the affiliated unions and to meet a need among union reps, the «Introduction to Feminism» workshop was set up. As the work progressed, the sector's consultants consulted the members of the Status of Women Committee to ensure, among other things, that the content corresponded to the realities in the field. However, the members of the committee would have liked to be involved more in giving the workshop to the affiliated unions.

## Organization of the Network and Network lunches

The members of the committee participated in the planning and organization of two Networks in 2018 and another in 2019. The pandemic and health measures in effect caused the networks planned for 2020 to be cancelled. The committee makes sure that the subjects dealt with are in line with the current situation of the FIQ and FIQP. This is why the Networks, since the 2017 Convention, dealt with women in power, mobilizing members from a feminist perspective and provincial negotiations (money and women).

In addition, six Women's Network lunches were held under a variety of themes, including power-sharing between women and men, anti-feminist and misogynist movements, the place of allies, voting reform and sexual violence in the context of the #metoo movement.

The Networks and lunches are always special times and greatly appreciated by the union reps. Participating in large numbers, they can discuss and be informed on topical issues. For some, these events are also great places to add their voice in public. Moreover, we note that participation has increased significantly in recent years. For the Network lunches, participation varied between 100 and 120 union reps in 2017 and beginning of 2018, and between 130 and 150 union reps near the end of 2018 and in 2019. For the Women's Network, the number of participants has risen from one event to the next, going from 100 registrations for the fall 2017 edition to 140 registrations for the one in fall 2019.

## The status of women: a transversal theme

Pursuing the objective of considering the feminist angle in a transversal way at the FIQ and FIQP, the members of the Status of Women Committee play a role of representation with the standing committees and attend the activities organized by other sectors. Hence, a presence is ensured at the OHS and OWPP Networks. Two union reps from the Status of Women Committee also sat on the PIVC and two others on the Publications Review Committee.

Moreover, the members of the committee provided advice and concerns in the context of the provincial negotiation of the FIQ and FIQP members' collective agreement. This participation was an opportunity to point out that predominantly female jobs are under paid and have poor working conditions. The feminist angle was therefore used to formulate union demands and exert pressure on the government.

## Commemoration of the Polytechnique massacre

At every Provincial Council in December, the members of the committee play a key role in the ceremonies honouring the victims of the École Polytechnique massacre. Generally, a minute of silence is observed and white roses are symbolically placed in a vase. In 2019, the committee participated in the commemoration of the 30<sup>th</sup> anniversary of this femicide in a special way, by producing a video and organizing a panel with Nathalie Provost, Francine Pelletier, Jacques Duchesneau and Sophie Séguin.

## Representation with other bodies

With a view to sharing information and strengthening feminist solidarity, the Status of Women Committee, together with the sector's consultants, takes part in external activities. Once a year, members participate in the Intersyndicale des femmes retreat and the Fédération des femmes du Québec (FFQ) general assembly.

The committee is also consulted for the development of the March 8 theme, tools and activities of the Collectif 8 mars<sup>1</sup>. From time to time, the committee members are solicited by union reps from affiliated unions who wish to find ideas for activities to mark International Women's Rights Day in the various institutions of the health network.

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<sup>1</sup> The FIQ is part of the Collectif 8 mars through its involvement with the Intersyndicale des femmes.

In addition, 2020 being the year of the World March of Women, the committee had undertaken work, including the organization of a Women's Network. Unfortunately, the pandemic forced them to interrupt their projects until 2021.

## Conclusion

Since the last Convention, the members of the Status of Women Committee were able to express their opinions and orient the Sector's files, particularly regarding the involvement of women in the FIQ and FIQP and their presence at decision-making bodies. Insofar as possible, they also ensured that feminism remained a crosscutting issue within the organization, a concern that always represents a challenge in a context where decisions are sometimes made quickly.

The COVID-19 pandemic set a precedent in recent union history and forced the Status of Women Committee to reinvent its ways. The union reps questioned, among other things, how to preserve the inescapable nature of women's issues within the Federations, both internally and externally. The conclusion that emerged was that, more than ever, this concern must have a transversal focus. The members of the committee will continue to work on this, particularly by defending women's issues among the members through the production of articles and information capsules.



## EDUCATION-ANIMATION COMMITTEE

### **POLITICAL OFFICER**

Denyse Joseph, Vice-President

### **UNION CONSULTANTS**

Nassima Cheurfa  
David Morneau  
Mélanie Parent

### **COMMITTEE MEMBERS**

Cassandra Massé  
Nathalie Perron  
Jérôme Savard

Jonathan Tremblay  
Mathieu Dumont (1<sup>st</sup> substitute)  
Nagia Idel Mehdaoui (2<sup>nd</sup> substitute)

### **REVISION AND TRANSLATION**

Communication Service

Elected at the 2017 Convention, the members of the Education-Animation Committee (EAC) first attended the training for all members of standing committees. This training was intended to be participatory and promote exchanges and work between the committees, in addition to the initial mandate of enabling committee members to understand their respective roles within the organization.

## Composition and context

There are four members on the committee, assisted by one union consultant and the political officer for the Education-Animation Service. Composed of an entirely new team with complementary strengths, the committee has been very active and has doubled its inventiveness to carry out its mandate and achieve its objectives in terms of both animation and education.

Since taking up their duties, the members of the EAC have had twenty meetings. Five more meetings are planned before the end of their mandate.

## Education-Animation Committee action plan

On one hand, the committee has set itself the task of continuing the activities related to the Animation component, which are already well established in the committee's practices, and, on the other, contributing more to the Education component. This will mean participating in the design and updating of various training courses, among other things. Therefore, active participation in the projects linked to education was defined as one of the priorities of the members of the committee.

## Animation component

The Education-Animation minute

The Education-Animation Committee continued with its popular "EAC minutes" at decision-making meetings. These minutes are primarily aimed at:

- Give a breath of fresh air and get the delegation moving after long hours of sitting;
- Serve as a stress-relief valve and promote a more focused atmosphere.

With a view to promoting exchanges between delegates from the different regions, fraternizing and consolidating the feeling of belonging to the organization, different activities were carried out after consulting the delegation on the types of activities in which they would like to participate.

- **5 à 7 networking:** held in June 2018, this was an opportunity to exchange and share good practice in mobilizing members;
- **Karaoke night:** held in December 2018 with a holiday season theme.
- **Casino benefit night:** this activity raised \$4,660 for the Coopérative de solidarité SABSA.

The Education-Animation Committee also gave itself bibs in its image.

## Education component

The Education-Animation Committee actively participated in the development of the Education component during its mandate. Its main contributions are:

### **1 Video clips explaining the rules of order at FIQ, FIQP and RFIQ decision-making bodies**

To inform new delegates who have not yet attended the “New delegate to the decision-making bodies” course or as a reminder for the whole delegation, the members of the EAC have produced a series of five short videos dealing with the main procedures used at councils or conventions. These videos were made in both French and English. They were shown a few times at in-person councils and in the virtual mode. The delegation’s response was very positive.

### **2 Statements at the training “Introduction to union life (IUL)”**

At an IUL course, a member of the EAC addressed the new union reps. Another statement was recorded on video to overcome the logistical challenges of geographical distance.

### **3 Involvement during the making of a video on mobilization in the Chaudière-Appalaches region**

The video was presented and shown at a Provincial Council and was qualified as very inspiring by the delegation.

### **4 Launch of the Song Challenge and mobilizing slogans in connection with the negotiation of the 2020 collective agreement**

### **5 Participation in consultations regarding various training sessions**

- Overhaul of the “Introduction to union life” and “New grievance agent” courses.
- New courses “Add your voice to debates at decision-making bodies” and “Introduction to the FIQ, FIQP and RFIQ electoral process”.
- “Advocacy Ratios” course.

### **6 Participation in the pilot group on the AGORA-FIQ platform**

### **7 EAC represented at the various networks and participation in the work of the Implementation and monitoring committee on the Policy (IMCP) for the fair representation of women in places of power**

## Impact of the pandemic

Because the councils are being held in virtual mode, some planned activities had to be canceled, especially for the Animation component. The EAC is reflecting on the most adequate way of continuing to carry out its mission.

However, the current health situation has only marginally affected the holding of meetings and participation in the various activities related to the education component.

## Orientations and outlooks

During its mandate, the Education-Animation Committee was able to vary the activities, taking into account the delegation's recommendations.

An annual planning of activities to be held at the Provincial Councils was established. However, some activities could not be carried out due to changes in the schedule due to the context or logistical issues and, since March 2020, due to the pandemic.

Moreover, the EAC's objective of focusing more on the education component has been achieved in many respects. It is important to continue in this vein in order to support the efforts of the Education-Animation Service in achieving its mission while maintaining the organization of recreational activities under themes that reflect the values of the Federations and meet the needs expressed by the delegation.



## ELECTION COMMITTEE

### POLITICAL OFFICERS

Marie-Claude Ouellet, Secretary  
Jérôme Rousseau, Vice-President

### COORDINATOR

Lynda Lachance

### COMMITTEE MEMBERS

Anthony Bossé  
Jean-François Gagné  
Marie-Chantal Gauthier  
Kime Gobeil  
Isabelle Thibault

### ALSO SERVED ON THE COMMITTEE

Caroline Bernard  
Danielle Deguire  
Nathalie Gilman

### REVISION AND TRANSLATION

Communication Service

Since November 2017, there have been a few changes in the composition of the Election Committee. In fact, certain members retired, and others resigned. However, they were replaced by the substitutes on the list. In fall 2020, two of the committee members were on sick leave and considering the pandemic and the strong chances that the June 2021 Convention would be held virtually, a solution had to be found quickly to fill the vacant positions. Because only one member remained on the committee and the Election Policy had to be filed at the March 2021 council, it was impossible to hold elections in December 2020 and the Constitution and Bylaws stipulate that the election notice must be sent 60 days before the vote, the Provincial Executive Committee called on the union reps to support the Election Committee. They quickly responded to the call, which allowed work to begin with the new committee members in preparation for the 2021 Convention.

These changes did not however prevent the committee from fulfilling its responsibilities, developing new working tools or refining existing ones. The committee began preparing for the elections at the 2021 Convention as of the end of November 2020. They reviewed the election policy to adapt it to the holding of a vote in virtual forums. They met with various firms to identify the one that best met the needs of the Federations for organizing virtual elections and protecting the confidentiality of the vote. In 2019 and 2020, many changes in the standing and statutory committees have led to elections being held at some Federal Councils. The piloting of the various election-related processes was an opportunity to take a critical look at the way things are done, with a view to adjusting them. The Election Committee has proposed solutions that are more efficient and greener. It has developed and drafted an election policy adapted to holding elections in person, but also in a virtual mode. The improvements made over the past few years have also made it possible to better control the electoral process and adapt it to today's reality.

## 2017 Convention

The Election Committee has successfully met all the challenges it has faced. If the challenge of the 2014 Convention was electronic voting, the challenges of the 2017 Convention were the implementation of a new election procedure in line with the Constitution and Bylaws, the organization of a paperless Convention and management of elections for three separate entities:

- Election of the president of the RFIQ (and of the FIQ) and the provincial committees;
- Election of the FIQ Executive Committee and Internal Audit Committee;
- Election of the FIQP Executive Committee and Internal Audit Committee.

The new procedure has resulted in the nomination period ending at the time set for the start of the Convention and appearing on the meeting notice sent by the Secretary of the Executive Committee. For the first time, the candidates indicated their intention to run through the FIQ website. This new way of doing things allowed several candidates to get visibility on the web and for delegates to get to know more quickly the candidates for the various positions up for election. Moreover, the online submission of nominations and the clear desire to hold a paperless Convention have avoided the production of the Booklets of Candidates and reduced the amount of publicity material produced by some candidates. However, the Election Committee cautions about the use of candidates' Facebook pages: it is one thing to announce one's willingness to run, but quite another to use the medium to advertise. It should therefore be noted in

the Election Notice that **all advertising must be approved by the Election Committee, regardless of the medium chosen.**

Nevertheless, new nomination periods had to be opened due to the lack of candidates or substitutes for some provincial and federation committees. Once again, all the votes were held simultaneously. Four rounds were planned, but only one would have been necessary if there had not been an oversight regarding the voting of substitutes for the FIQP Internal Audit Committee and the Election Committee.

In addition, it was useful to have periods in the schedule when the election president could address the delegates.

As for the nominations, the receipt of all the documents caused some delays in putting them on the website. In fact, before proceeding, all documents signed by the candidate and seconded by two members in good standing of the affiliated union, the candidate's declaration of good standing and the approval of the Election Committee had to be received. In the meantime, however, the secretaries could correct the texts as the nominations were received and thus avoid overtime. In short, the Election Committee only sees advantages in using the Web.

**The Election Committee unfortunately had to intervene during the Convention to remind all delegates of the importance of respect, moderation and decorum in expressing their opinions or preferences for a candidate.**

There were some logistical failures and, rather than listing them, the Election Committee preferred to make some recommendations to the Provincial Executive Committee:

- Assign a union consultant from the Legal Team and a secretary to the Election Committee for everything related to the electoral process at a Convention or Provincial Council, and to attend all meetings. The objective is to free up the Provincial Executive Committee Secretary during the elections at decision-making bodies;
- Hand out the ballots at registration, the morning of the elections, and keep them sealed until the vote. The voting room should be close to the registration site;
- Clearly indicate to delegates the voting period and close the polls at the appointed time.

## Provincial Council in March 2019

Because of vacant positions on some of the provincial and federation committees and considering the elections to the Negotiating Committee and Negotiation Council, elections were held at the Provincial Council in March 2019.

At that time, the different positions to fill were on the Youth (3 substitutes), Occupational Health and Safety (2 substitutes) and Election (1 substitute) Committees. There were also 5 positions on the Negotiating Committee, one respiratory therapist reserved position and one clinical perfusionist reserved position on the Negotiation Council. There was also the position of secretary on the FIQP Executive Committee up for election.

Overall, the nomination period went well, allowing some candidates to be elected by acclamation and avoiding an extension period at the opening of the council.

Lastly, elections were also planned at the Provincial Council in March 2020. However, because a health emergency was declared on March 13, the Provincial Executive Committee was forced to cancel the Provincial Council and, by the same token, the elections that were to take place.



## PUBLICATIONS REVIEW COMMITTEE

### **POLITICAL OFFICER**

Nancy Bédard, President

### **UNION CONSULTANTS**

Sara Lapointe  
Benoit Riopel

### **COMMITTEE MEMBERS**

#### *Youth Committee*

Virginie Lambert-Bérubé  
Karina Therrien

#### *Education-Animation Committee*

Nathalie Perron  
Jonathan Tremblay

#### *Status of Women Committee*

Caroline Flageol  
Caroline Rioux

#### *Occupational Health and Safety Committee*

Eric Auger-Lafond  
Céline Blais-Tranquille

### **REVISION AND TRANSLATION**

Communication Service

## Mandate

The Publications Review Committee has been in operation since 2005. It is composed of two union reps appointed from among the members of each provincial standing committee (Youth, Education-Animation, Status of Women, Occupational Health and Safety), a political officer and a union consultant from the Communication Service. A union consultant from the Web service has also participated in the annual meetings for the last several years.

The committee's mandate is to analyze, critique and review different FIQ and FIQP publications intended for the members. They meet at least once a year to exchange and discuss to improve both the content and visual presentation of publications. The committee also ensures that the latter are accessible and integrate the healthcare professionals' reality.

## Committee's work

Normally, the committee meets once a year, but it is called on to review the documents throughout the year. It has met twice since the last Convention:

- March 21, 2018
- December 4, 2019

There was no meeting in 2020 because of the pandemic.

During its mandate, the committee reviewed the following documents:

- Journal En Action, special post Convention edition, Vol. 30, No. 3, November-December 2017
- Black Book on Care Safety "We've reached our quota", Web page "The FIQ's solutions", poster, sticker, videos "Day camp" and "The airplane"
- 2017 OHS Week "OHS Demystified – Know your rights and your obligations" (poster, card-protector and four leaflets)
- Respiratory Therapist Special Report Vol. 8, No. 1, March 2018
- 2018 Health Month "You Count!" (poster, bulk bag, Facebook Live of the Executive Committee members, "You count for me!" operation on Facebook)
- Electoral tool kit – 2018 provincial elections "If we're 75,000 to be heard..." (folder with fact sheets)
- Youth Committee video "Sustainable development and union action: the strength to change the world"
- 2018 OHS Week "Mental health: is your workplace safe?" (poster, brochure, evaluation grid and lip balm)

- Two videos from the 2018 Network of OHS Union Representatives “Occupational health and safety: your union teams exchange on their ideas” and “Occupational health and safety: trained union teams to better help you”
- Clinical Perfusionist Special Report, Vol. 8, No. 2, December 2018
- Two videos from the Youth Network in November 2018 “What exactly is democracy?” and “The 35 and under generation, an involved generation?”
- Youth Committee video “Pollution: health and mobilization issues”
- Electoral tool kit – 2019 federal elections (online document)
- 2019 OHS Week “Let’s get serious about fatigue” (poster, brochure and cardholder)

To review the documents, the committee maintained the method initiated in 2017 consisting of using an analysis grid that each member fills in when a document must be reviewed. The annual meeting consists of reviewing the completed analysis grids to draw lessons for future documents.

Generally, the committee considers the content of documents relevant. It has also mentioned the very good quality of the photos and colours used. The members of the committee particularly liked the Respiratory Therapists Special Report. They reported having received very positive comments from their members. They also liked the Black Book of Care Safety which, from their point of view, directly tackled the most important issue raised in the network.

The committee pointed out they liked the 2018 electoral kit, but their members liked it less. In fact, some healthcare professionals told committee members that the FIQ and FIQP should not invest in this type of operation which could be considered as trying to influence the members’ vote.

The committee also addressed the issue of going green. The journal En action, sent by mail to the members after every council or convention, was at the core of the discussion. In line with the environmental concerns expressed by the Provincial Council delegation, the committee evaluated the possibility of reducing the print run to encourage subscription to the newsletter.

The issue is touchy. The journal En Action is the only document sent directly to members, and before getting rid of the paper version, it is important to assess the impact on our ability to reach our members in other ways.

## Reflections on the committee’s future

Since 2005, the functioning of the committee has evolved to make the time-consuming work of analyzing publications easier and more user-friendly. One day of union leave was granted for the members to do their work. For the past two years or so, the annual meeting has been held during councils, to reduce the number of meetings for members who already have to see their own committees regularly.

The Publications Review Committee believes that one day of union leave, and the holding of one or two meetings per year are not enough to address the issues covered by its mandate. Already involved in their respective committees, when union reps are forced to choose between

the Publications Review Committee and the committee for which they were elected, they obviously prefer the latter.

Moreover, the committee believes that the mandate itself should be reviewed. It should include a variety of campaigns and communication tools, particularly in view of the growing presence of "digital" in the organization's communication activities. These aspects are essential to ensure that the Federations' communications continue to reflect the healthcare professionals' reality and health needs in Québec.

## Recommendations

**Whereas** only one day a year is insufficient for addressing the organization's communication issues;

**Whereas** the lack of committee members' availability because of their involvement in their respective committees;

**Whereas** the importance of doing a more in-depth review of the organization's communication tools;

**Whereas** the evolution of communications and the growing importance of the digital component;

**Whereas** the importance of ensuring that the FIQ and FIQP remain close to their members and affiliated unions in matters of communication;

**Whereas** the importance of the FIQ and FIQP communications reflecting the healthcare professionals' reality and health needs in Québec;

## The Provincial Executive Committee recommends:

- That the Publications Review Committee be replaced by a Communication Committee, composed of five elected union reps, one consultant from the Communication Service, one consultant from the Web service, one consultant from the Status of Women Sector and the political officer for the Communication Service.
- That the members of the Communication Committee can meet up to four days a year. Therefore, 20 union leaves would be needed for the union reps to participate on this committee.
- That the committee's mandate be as follows:
  - Discuss the communication and social media issues;
  - Discuss the new trends in communication;
  - Measure the impact of the FIQ and FIQP communication tools;
  - Review the FIQ and FIQP communications to ensure that they meet the needs and demands of the members and affiliated unions.



## YOUTH COMMITTEE

### POLITICAL OFFICER

Marie-Claude Ouellet, Secretary

### UNION CONSULTANTS

Vanessa Bevilacqua  
Mélissa Lacroix  
Suzanne Prévost  
Mathilde Rajotte  
Michel Simard

### COMMITTEE MEMBERS

Virginie Lambert-Bérubé  
Dominique Plante  
Michael Potvin  
Shany St-Amand  
Karina Therrien

### ALSO SERVED ON THE COMMITTEE

Myriam Gilbert-Paquette  
Mathieu Lahaie  
Mélyna Tremblay

### REVISION AND TRANSLATION

Communication Service

## 2001 to 2021: 20 years of activism and raising awareness about the concerns of young healthcare professionals

The Youth Committee turns 20! This milestone represents twenty years of commitment and the emergence of new activists, but especially of relevant and critical issues. Youth delegation members are now (officially!) young until 35 years of age, and their concerns are represented and voiced by a committee composed of five union reps who are determined to mobilize the youth membership and defend their generation's ideas.

### Making headway

The Youth Committee submitted a report to the delegation at the last Convention with recommendations on the maximum eligibility age for Youth Network activities and Committee positions. In both cases, the adopted recommendation raised the eligibility age from 30 to 35.

Increasing the eligibility age for the Committee and the Youth Network supports the achievement of the objectives set out in the Youth Committee's mandate which are to:

*"Inform and raise awareness among FIQ youth members about social and labour movements, in particular regarding social movement unionism. Prompt discussions among young healthcare professionals so that they may reflect upon their common concerns and undertake an analysis of the socio-political context. Make known the concerns and positions of young healthcare professionals at all levels of the Federation (FC decision 2008)."*

Young people, who are often criticized for their lack of political engagement and their so-called individualism, are currently at the forefront of several social and political movements that are disrupting democratic structures and systems here and abroad. The role of young people within the labour movement no longer needs to be carved out, but it does need to be updated. Nonetheless, the Youth Committee is well aware that nothing is set in stone especially given the numerous issues unions have had to face, warranting the creation and continuance of local youth committees. The colossal size of union structures—the result of successive reforms—represents a challenge when mobilizing young people on a vast territory, but it can be done. Young people can play a role in the development of regional affiliated union footholds to create new power relations.

### Relevance of the Youth Network

The importance and relevance of organizing Youth Network meetings are not being denied. These gathering and networking places are essential catalysts for young healthcare professionals who aspire to union activism. Using the image used at the last Network, the labour movement is a vehicle in which one can get on and carry out one's demands. The Network is often the first contact for young healthcare professionals with the FIQ and FIQP; nearly 50% of them are not familiar with the Federations and it is their front door. But beyond these considerations, the Network is also a space and time dedicated to those who are involved in their respective union teams. They can discover new angles of reflection, enrich

their experience with debates on current issues and maintain links with their counterparts on other union teams.

Unfortunately, the pandemic caused the 2020 Youth Network to be canceled. Therefore, the report is on the three Networks that were held during the 2017-2021 mandate:

- May 2018: Exhausted: Yes. Resigned: No. Let's mobilize!
- November 2018: Democracy is slipping away: Millennials FIGHT BACK
- November 2019: Fight or flight: build hope through activism!

The environment, democracy, mobilization and activism remain at the heart of the organizing committee and participants' concerns.

## Tool for setting up a local committee

Mobilizing youth, by youth, is among the underlying objectives of the committee. Therefore, it presented the result of its reflections at the June 2018 council for creating a Tool for setting up a local Youth Committee.

An overhaul of the Guide was then done, and the official launch was at the 2019 Network. The committee sent a special invitation to the affiliated union presidents to join the young members at a Network meeting. The objective was to raise awareness of the issues that could favour setting up a youth committee at the local level and offer specific support to interested unions. The new version of the Tool is available to all affiliated unions.

## Sustainable development: moving towards a policy

In recent years, young people around the world have been mobilizing for the climate, notably through the Fridays for Future and Youth for Climate movements, as well as the Coalition étudiante pour un virage environnemental et social (Student Coalition for an Environmental and Social Shift) here in Québec. The FIQ and FIQP are no exception. In fact, from the beginning of their mandate, the elected committee members wanted to work on developing a sustainable development policy. On the strength of the mandate unanimously conferred by the delegation at the last Convention, the committee members worked hard, in collaboration with the FIQ sectors and services concerned, to implement a sustainable development policy aimed at establishing a strategic action plan for roll out in the years to come.

The work continues, with outside consultants, determining the appropriate indicators, setting up a consultation, preparing and recording videos or interviews on the three aspects of sustainable development (economic, social and environmental) and giving a report to the council. The path of an idea, from its inception to its implementation, is a path strewn with detours: that is the lesson that the members of the Youth Committee have certainly learned. The work is well underway and should be continued. Sustainable development, in its entirety, is not just a youth issue, but an issue for all generations. All union reps and members are and will be affected. This work will reflect on the whole organization. It is relevant to believe that the issue of the environment, in the broadest sense, will be able to rally new activists in our ranks.

## Highlights

Besides preparing the Youth Networks and networking meetings like the 5 à 7s, the Youth Committee has been able to raise the profile of the Federations and the political involvement of people aged 35 and under by taking part in various forums and activities:

- Participation in the conferences at La Grande Transition, UQAM, 2018
- Annual participation at the meetings of the Forum de la relève étudiante de la santé du Québec (FRESQue)
- Participation on a panel on the environment at a RFIQ council, 2018
- Committee members participated in the Rencontres Action jeunesse, organized by the Secrétariat à la jeunesse du Québec et Force jeunesse. This activity was held in February 2019 at the National Assembly<sup>1</sup>
- Conference by the committee members on the importance of Youth Committees in the unions and union practices, as part of a course in the bachelor's degree in industrial relations at the Université Laval, à Québec (2018 and 2019)
- Represented the provincial Youth Committee at the Climate March on September 27, 2019
- Participation in the Intersyndicale des femmes
- Participation at the OWPP Network and Women's Network
- Two members involved in the Publications Review Committee
- One member participated in the implementation and monitoring of the Policy on Fair Representation of Women in Places of Power (PIMC)
- One member participated, as an invited guest, in a webinar organized by the Green Party on the impact of the pandemic (2020)
- Participation at a Synergie santé environnement symposium (2019)
- Booths were held at council meetings

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<sup>1</sup> The members of the committee can say that participating in these events undeniably contributes to political awakening and gives colour to their activism. How can we ignore the incredible experience of these three days? They were trained by the different speakers and several lecturers before undertaking the meetings with Danielle McCann, then Minister of Health, Sol Zanetti (QS), André Fortin (PQ) and Pierre Arcand (PLQ), spokesperson on health for their party, to talk about safe ratios, among other things. Several other MNAs were also met, and it all ended with an emotional lecture by an anti-gun activist. They returned from their stay more united and determined than ever.

- One member participated in the international workers' solidarity internship in Mexico (CISO) (2020)
- Publications of interest to young people on the committee's Facebook page

## Conclusion

For the Youth Committee, the activities over the past four years have greatly contributed to its influence and to the accomplishment of the mandate entrusted to it since its inception, i.e., to encourage the activism and union involvement of young healthcare professionals within their labour organization and to examine various social and political issues from a youth perspective. The Youth Committee leaves it up to the future committee to identify the best ways to achieve the sustainable development objectives, to continue to promote the FIQ and FIQP among young healthcare professionals and, why not, to move towards an interunion youth forum!



## OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

### POLITICAL OFFICER

Linda Lapointe, Vice-President

### UNION CONSULTANTS

Pierre-André Audet-Bédard  
Brigitte Doyon  
Pierre Laurin  
Jean-Pierre Roy Valdebenito

### COMMITTEE MEMBERS

Sylvain Allard  
Isabelle Audet  
Éric Auger-Lafond  
Patrice Dulmaine

### ALSO SERVED ON THE COMMITTEE

Céline Blais-Tranquille  
Isabelle Groulx  
David Lambert  
Sébastien Simard

### REVISION AND TRANSLATION

Communication Service

The OHS Sector was created at the founding of the Fédération des infirmières et infirmiers du Québec (FIIQ) in December 1987. Similarly, at the inaugural Convention, six union representatives were elected to the very first FIIQ Occupational Health and Safety Committee. One of the main mandates was to participate in developing the annual OHS Week, which had its 33rd edition in 2020.

Every year since 1988, there is research and development on choosing a theme for OHS Week taking into account the healthcare professionals' problems in occupational health and safety and their daily reality.

In this respect, to fulfil its functions effectively, the OHS Committee holds several meetings each year (between six and ten, except for the year 2020). During these meetings, members can discuss various OHS-related issues, participate in choosing and developing an annual OHS theme and developing information tools for members in preparation for OHS Week activities.

Members of the committee use their imagination in their role of proposing ways of involving local teams and members in activities in the various health institutions.

Since the 2017 Convention, the members have organized three OHS Weeks. The themes for those weeks follow.

## **2018 OHS theme: Mental health – is your workplace safe?**

For several years now, the growing workload and accelerated pace have been denounced. The OHS Committee felt it was essential the 2018 edition of the Occupational Health and Safety Week address mental health at work.

Increasingly, we are hearing about psychosocial risk factors which, when present in the workplace, contribute significantly to psychological health problems at work. However, when these risk factors are managed by the organisation and the employer, they become psychosocial protective factors which have the effect of promoting a psychologically healthy and safe workplace.

The 2018 OHS Week was the perfect occasion to raise awareness among healthcare professionals about the importance of identifying these psychosocial protective factors in their workplaces. An information brochure was published on this subject.

## **2019 OHS theme: Let's get serious about fatigue**

In the health sector, all healthcare professionals feel work-related fatigue at one time or another during their workweek. Long hours of work, atypical schedules, work overload due to lack of staff and a working environment affected by numerous reforms are only some of the reasons for this phenomenon.

The goal of the 2019 OHS Week, with the theme, Let's get serious about fatigue, was to make healthcare professionals aware of the dangers of fatigue at work. They must be able to recognize it, understand it and, thus act on it.

## 2020 OHS Theme: Your physical and mental health during a pandemic

The FIQ and FIQP took advantage of the 2020 OHS Week to put physical and mental health prevention front and centre, especially in the context of a pandemic. In fact, the pandemic highlighted the importance of prevention in the health network and the challenges different healthcare professionals encounter.

With this in mind, a web-based tool for healthcare professionals was developed, addressing not only the effects of COVID-19 on physical and mental health, but also its impact on professional practice. In addition, it deals with the position of the Federations regarding pregnant or breastfeeding healthcare professionals in the context of COVID-19.

### “L'eSSenTiel” web page

Since 2017, an OHS sub-committee has produced several editorials, published on the Federation's website. The goal of these editorials is to inform healthcare professionals about various current topics of interest to them in the field of occupational health and safety.

It is important to point out that the publication of editorials slowed down since 2019. In fact, the committee decided that the formula no longer seems to correspond to the interests and needs of healthcare professionals. A reflection was therefore initiated, but the pandemic had the effect of postponing the new formula that the committee wanted to implement.

## Participation in the ASSTSAS

Every year, aware of the importance of their role and to keep their knowledge up to date, the members of the OHS Committee participate in the symposium held by the Association paritaire pour la santé et la sécurité du travail du secteur affaires sociales (ASSTSAS). It should be noted that, for several years, a member of the committee has sat as a director on the ASSTSAS board of directors.

## Network of OHS Union Representatives

At the 2017 Convention, the delegation decided to make the Network of OHS union representatives permanent which had previously been a pilot project. Remember that the objectives pursued by the Network are to allow OHS union reps to exchange on their respective concerns and experiences, to acquire knowledge and tools and to find, together, possible solutions to problems experienced in the field.

For the 2018 edition, the title of the Network was “Spotlight on key OHS actors”. Almost 160 participants were able to discuss their concerns and experiences in occupational health and safety, in addition to acquiring knowledge, developing tips and acquiring tools. Several themes

were discussed, including safe healthcare professional-to-patient ratios, the ties that exist between the provincial and local levels in occupational health and safety, and the tips and tricks for welcoming a member in distress.

For the 2019 Network, the issue of violence was tackled. After the first day which painted a rather bleak statistical picture of the situation of violence in the workplace in the health network, the second day was intended to focus on the tools to be put in place and the sharing of best practices.

The 2020 edition of the Network of OHS Union Representatives was not held due to the COVID-19 pandemic.

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

## NOTES



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