



7. FINANCIAL QUESTIONS

RFIQ-A21-C-I-D7

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

2nd CONVENTION
JUNE 7, 9 AND 10, 2021



REGROUPEMENT
DES FIQ



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

TABLE OF CONTENTS

FDS COMMITTEE REPORT	3
RFIQ EQUALIZATION POLICY	9
SOLIDARITY RESERVE	13



FDS COMMITTEE REPORT

POLITICAL RESPONSIBILITY

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COMMITTEE MEMBERS

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REVISION AND TRANSLATION

Communication Service

The members of the Union Defence Fund (FDS) Committee were elected at the last Convention in 2017. The committee met 10 times to fulfill the mandates entrusted to it.

Its mandates are to:

- Study requests for financial assistance;
- Authorize disbursements;
- Ensure all amounts owed to the FDS are collected.

Organization Component

Vote in relation to Bill 10

Following the wave of votes generated by Bill 10, the expenses set out in the action plan are recorded in 2017 in order to close that year. In the wake of this colossal work, the FIQ welcomed 7,601 new members.

Change of union allegiance period

Money was allotted for the change of union allegiance period which was scheduled to take place in the summer of 2019 to strengthen the FIQ's position with healthcare professionals. An action plan was also presented to the FDS Committee to consolidate the FIQ institutions and try to recruit new members. The FDS Committee authorized the financial and human investments necessary for this period to be successful.

However, in April 2019, a solidarity pact was concluded between the unions so there would not be a change of union allegiance period and we could focus efforts on the next round of provincial negotiations.

Disbursement component

Financial assistance

The FDS financially supported an employee for nearly a year following her dismissal related to union duties. The file was settled, and the settlement amount was recovered on May 1, 2019.

Action plan for obtaining safe ratios

The healthcare professional-to-patient ratios file is one of the FIQ's main priorities. Following an unprecedented media crisis in January 2018 denouncing the work overload and too high patient ratios, an emergency channel was established with the Ministry of Health and Social Services. Discussions led to an agreement on 17 ratios projects to be implemented in Québec in 2018 and 2019. A request for financial support was submitted to the FDS Committee to cover the additional human resources necessary for conducting this rollout of FIQ ratios action plan. This action plan included assigning three consultants and one secretary for a budget of \$525,000 the first year. The FDS Committee accepted the request and recommended its adoption to the Provincial Council in March 2018. For 2020, work has continued to take stock of

all the projects and undertake the respiratory therapy project. Unfortunately, the government unilaterally decided not to go ahead with this project, despite the many political interventions by the Federation.

Supporting the local negotiations

As a result of the Bill 10 mergers, 18 institutions negotiated their first local provisions of the collective agreement. To support member mobilization, 14 unions applied for support for the negotiations:

- SPS de la Mauricie et du Centre-du-Québec;
- SPS des Cantons-de-l'Est;
- SPS du Saguenay-Lac-Saint-Jean;
- SPS de Chaudière-Appalaches;
- SPS du Nord-de-l'Île-de-Montréal;
- SPSS du Centre-Sud-de-l'Île-de-Montréal;
- SPS de l'Outaouais;
- SPS de Montérégie-Centre;
- SPS de la Capitale-Nationale;
- SPS des Laurentides;
- SPS de l'Est-de-l'Île-de-Montréal;
- SPSS de l'Ouest-de-l'Île-de-Montréal;
- SPSICR du Bas-Saint-Laurent;
- SPS de Montérégie-Est.

These unions approached the FDS for mobilization support of \$5 per dues-paying member. The Federation supported these 14 unions under Article 9.01 of the FDS Bylaws.

Spontaneous work stoppage benefit

To support members after local work stoppage actions to denounce the healthcare professionals' unacceptable situations and the employers' poor management, the following unions applied to the FDS, for a total of 36 requests:

- SPSS du CHUM;
- SPS des Laurentides;
- SPS des Cantons-de-l'Est;
- SPS de la Mauricie et du Centre-du-Québec;
- SI de Lanaudière;
- SPS de Montérégie-Centre;
- SPS de Montérégie-Est;
- SPS de Montérégie-Ouest;
- SPS de l'Est-de-l'Île-de-Montréal.

The latter applied to the FDS for compensation in the context of a work stoppage by the healthcare professionals. Thus, the Federation supported 233 members from different centres of activities (Emergency, surgery, medicine, intensive care, mother-child centre, psychiatry, neurological sciences-ORL) under Article 9.02 of the FDS Bylaws.

Request for financial assistance

Financial assistance was given to the Ontario Nurses Association – ONA in July 2019, to support the strike of healthcare professionals working in community health and home care. They were demanding better working conditions and salaries, as they do not benefit from the same benefits as their colleagues in the health and social services network. Following a request from the FIQ Executive Committee, the FDS Committee authorized a \$10,000 donation to ONA, which had financially supported the FIQ during the 1999 strike.

OHS-COVID-19 action plan "To obtain a safe work environment for Québec healthcare professionals"

In 2020, the global COVID-19 pandemic highlighted the lack of government willingness to protect workers in the Québec health and social services network (RSSS). For the Federation and its members, prevention is now a major concern in the health network, because of the explosion in the number of work accidents and employment injuries. The current crisis has the effect of massively compromising the health and safety of the RSSS personnel, as well as the quality and safety of services to the population. The pandemic has been a reminder of the catastrophic consequences from a lack of prevention in the health sector in Quebec. The implementation of a genuine culture of prevention in the health sector is now a must. A request for financial support was submitted to the FDS Committee to mainly cover the addition of human resources for implementing the action plan. To achieve this, a team of five consultants and one secretary was formed with an overall budget of \$975,000 allocated for the first year. This was ratified by the delegation at the Provincial Council in October 2020.

Union Defence Fund

YEAR	INSTITUTION	REASONS	FUNDS	AMOUNT
2017	FIQ	Salaries and travel expenses for the Bill 10 voting period	Organization	221 064 \$
2017	All unions	Union leaves and travel expenses for union reps for the voting period	Organization	122 479 \$
2017	All unions	Rental costs	Organization	15 737 \$
2017	All unions	Printing costs	Organization	18 709 \$
2017	All unions	Courier and communication costs	Organization	3 913 \$
2017	All unions	Bayliffs' fees	Organization	411 \$
2017	All unions	Expenses related to the Bill 10 voting period	Organization	417 566 \$
2017	FIQ	Auditors' fees	Disbursement	8 048 \$
2017	All unions	Liability insurance	Disbursement	17 425 \$
2017	2 unions	Work stoppage financial assistance	Disbursement	725 \$
2017	All unions	Union Defence Fund Committee	Disbursement	666 \$
2018	FIQ	Other experts' fees	Disbursement	13 165 \$
2018	FIQ	Salaries and travel expenses for the safe ratios action plan	Disbursement	200 904 \$
2018	FIQ	Auditors' fees	Disbursement	7 097 \$
2018	All unions	Liability insurance	Disbursement	18 368 \$
2018	4 unions	Work stoppage financial assistance	Disbursement	2 106 \$
2018	14 unions	Financial assistance - support for mobilization for local negotiations	Disbursement	233 385 \$
2018	All unions	Union Defence Fund Committee	Disbursement	3 022 \$
2019	FIQ	Salaries and travel expenses for the change of allegiance period	Organization	107 679 \$
2019	All unions	Printing costs	Organization	110 348 \$
2019	FIQ	Other experts' fees	Organization	19 143 \$
2019	All unions	Promotional material	Organization	95 447 \$
2019	FIQ	Salaries and travel expenses for safe ratios action plan	Disbursement	352 387 \$
2019	FIQ	Auditors' fees	Disbursement	6 899 \$
2019	All unions	Liability insurance	Disbursement	23 980 \$
2019	5 syndicats	Work stoppage financial assistance	Disbursement	9 125 \$

YEAR	INSTITUTION	REASONS	FUNDS	AMOUNT
2019	FIQ	Strike financial assistance/Ontario Nurses Association	Disbursement	10 000 \$
2019	All unions	Union Defence Fund Committee	Disbursement	1 515 \$
2020	All unions	A union rep's expenses	Organization	-25 \$
2020	FIQ	Salaries and travel expenses safe ratios action plan	Disbursement	136 028 \$
2020	FIQ	Lawyers' fees	Disbursement	9 823 \$
2020	FIQ	Auditors' fees	Disbursement	6 899 \$
2020	All unions	Liability insurance	Disbursement	20 835 \$
2020	5 unions	Work stoppage financial assistance	Disbursement	2 833 \$
2020	All unions	Union Defence Fund Committee	Disbursement	1 518 \$



RFIQ EQUALIZATION POLICY

POLITICAL RESPONSIBILITY

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REVISION AND TRANSLATION

Communication Service

The last changes made to the Equalization Policy rules were adopted at the RFIQ Convention in 2017. They have been in effect since January 2018. The Convention underscored the principle of solidarity between the affiliated unions, ensuring all unions affiliated to the Federations develop an active, engaging and mobilizing union life for all.

In fact, equalization is a redistribution of funds that takes into account the size of the union and dispersal of its members in the territory.

Equalization is a collective act of solidarity enabling a union rep in Montréal, Quebec City, Sherbrooke or the Far North to have equal opportunities to get involved, attend decision-making meetings and training sessions and thus help to foster a strong union life.

The FIQ uses two types of equalization: indirect and direct.

Indirect equalization

Indirect equalization covers delegates' expenses for attending FIQ decision-making meetings and for attending Networks and FIQ training sessions, as stipulated in the expense policies in effect.

Direct equalization

Direct equalization is a rebate on dues paid to unions which meet the following conditions:

A union that represents a small number of members

The union is entitled to equalization if the average of dues-paying members per site is:

- 1 to 25 members: \$124/member, minimum of \$1,000/year;
- 26 to 50 members: \$100/year;
- 51 to 100 members: \$75/year.

These amounts are paid to regional unions for small certifications and local unions that have a small number of members. The average is calculated based on the number of members per site.

A site is a place with healthcare professionals and has a CH, CHSLD, CLSC or CR mission. And for reference purposes, a point of service, an intermediate resource (IR) and a non-institutional resource (NIR) are not sites.

A union with members scattered in remote areas

The union receives a \$7,000 rebate for every site where members are more than 100 km from the employer's head office, for a local union, or from the head office of a regional union.

A local union in a northern region with members scattered in remote areas

The local union receives a rebate of \$136 per member, per year when its members are scattered over a vast territory, making it impossible to hold local assemblies with members from each clinic.

A union that must pay for additional days of union leave for union reps attending decision-making meetings or training sessions

When participants take additional days of union leave because they must travel 275 km or more, or because of the type of transportation available for attending FIQ decision-making meetings and training sessions, the union is reimbursed for these days after each meeting or training session upon receipt of supporting documents.

Additional days of union leave taken due to the participant's work shift are not included.

The FIQP

The FIQP receives the equivalent of the sums received from **indirect equalization** by its affiliated unions.

Indirect equalization

Cost of delegates' expenses for FIQ, FIQP and RFIQ decision-making meetings	2017	2018	2019	2020
Decision-making meetings costs	2 441 683,55 \$	1 613 092,31 \$	1 628 629,46 \$	343 144,60 \$
Applicable %	65%	65%	65%	5%
TOTAL	1 587 094,31 \$	1 048 510,00 \$	1 058 609,15 \$	17 157,23 \$
Cost of training expenses	118 128,29 \$	210 500,82 \$	88 353,69 \$	25 532,44 \$
Total cost of indirect equalization	1 705 222,60 \$	1 259 010,82 \$	1 146 962,84 \$	42 689,67 \$

Direct equalization

Cost of additional union leaves	2017	2018	2019	2020
Reimbursed union leaves	26 212,48 \$	21 510,74 \$	26 069,32 \$	10 194,70 \$
Total	26 212,48 \$	21 510,74 \$	26 069,32 \$	10 194,70 \$
Cost of equalization rebate	454 331,83 \$	863 388,14 \$	878 002,00 \$	880 980,00 \$
Total cost of direct equalization	480 544,31 \$	884 898,88 \$	904 071,32 \$	891 174,70 \$
COST OF DIRECT AND INDIRECT EQUALIZATION	2 185 766,91 \$	2 143 909,70 \$	2 051 034,16 \$	933 864,37 \$



SOLIDARITY RESERVE

POLITICAL RESPONSIBILITY

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Communication Service

Before presenting the report on the use of the Solidarity Reserve funds for 2017–2020, we would like to briefly review the main decisions behind its creation and operation. Thirty years ago, the FIQ created a reserve fund specifically for the development of files associated with solidarity. At the 2nd Convention in 1991, the delegates agreed to allot \$1 per dues-paying member per year, this amount taken from the Federation's union dues revenue. Following this decision, the Executive Committee was given two years to develop the FIQ's policy on provincial and international solidarity. Although the FIQ was a relatively young organization, it had already begun fostering ties with regional and provincial organizations, as well as with organizations dedicated to education on international solidarity.

And so, the FIQ Policy on Provincial and International Solidarity was adopted in 1993. The policy sets out the objective of the solidarity interventions, which is to support projects or struggles that are intended to protect or advance rights and freedoms. The policy also outlines the intervention priorities and the main groups targeted by the solidarity interventions. The main priorities are workers' rights, women's rights and the right to health and social services. The FIQ also intends to continue fostering ties with labour organizations, women's groups, community groups with similar goals and organizations that work in provincial and international solidarity. Once the policy was adopted, guidelines were established for the distribution of the reserve's funds. It was decided that two thirds of the funds would be reserved for provincial solidarity interventions while the remaining third would be earmarked for international solidarity. In 2001, ten years after the Solidarity Reserve was created, its allocation was doubled. Delegates at the Convention decided to increase the amount allocated to the reserve from \$1 to \$2 per dues-paying member per year. Then, nearly 13 years ago, at the eighth Convention in June 2008, a significant change was made to the Solidarity Reserve Fund after the Federation adopted the New Practices in Solidarity Programme.

Since January 1, 2009, in order to develop the new practices, \$1 per dues-paying member per year has been transferred from the organization's regular budget to the Solidarity Reserve Fund, increasing the allocation per dues-paying member per year to \$3. The New Practices in Solidarity Programme focuses on the following five areas:

- 1 Information and education activities on international solidarity;
- 2 International solidarity internships;
- 3 Funding for projects that strengthen solidarity;
- 4 Political actions;
- 5 Special projects.

Remember that the FIQ's interventions related to the New Practices in Solidarity Programme fall under the Sociopolitical Sector's responsibility. As such, this report is strictly financial. For more information on the solidarity interventions carried out, please refer to the Sectors and Services Report.

There is no doubt that the Solidarity reserve is an important contribution that improves the quality of life of many people. For example, in recent years, it has supported the organisation Infirmières de l'humanité (Nurses for Humanity organization). The mission of this Québec non-profit organization, founded in 2011 by nurses from the Université de Sherbrooke, is "to improve public health in developing countries by providing and delivering primary health care, educating the public and health professionals on the prevention and treatment of certain health problems, and conducting health and hygiene screening and awareness campaigns"¹. These activities are conducted in close collaboration with local partners in the different countries.

Moreover, the effects of the pandemic here like elsewhere created many needs among the most vulnerable populations. In response, several provincial and international organizations have requested or received financial support from the FIQ.

Lastly, we would like to point out that while the Solidarity Reserve Fund is small, it makes a real difference in supporting projects and actions aimed at improving the lives of some of the most impoverished citizens and workers who are deprived of the basics. We should be proud of this.

¹ Infirmières de l'humanité | Notre Mission (infirmieresdelhumanite.org)

Solidarity – Donations 2017–2018–2019–2020

PROVINCIAL SOLIDARITY	2017	2018	2019	2020
Action travail des femmes	\$1,500	\$1,500	\$2,500	
Association d'entraide Le Chaînon				\$2,000
Association des étudiantes et étudiants en pharmacie de l'Université de Montréal	\$1,500			
Association YWCA Québec				\$2,000
ATSA – Quand l'art passe à la table			\$3,500	
Association pour la taxation des transactions financières pour l'aide aux citoyens		\$550		\$550
Au bas de l'échelle	\$2,240	\$2,000	\$2,000	\$3,000
Auberge Madeleine				\$2,000
Avant tout, les enfants	\$1,000			
Interuniversity Research Centre on Globalization and Work		\$2,500		
Centre de santé des femmes de Montréal		\$1,000	\$1,000	
Centre des travailleurs immigrants				\$2,000
Centre l'Entre-Toit	\$1,500			
Centre St-Pierre	\$1,500	\$2,000		\$2,000
Coalition Solidarité Santé			\$6,500	
Collectif des employés Groupe Capitales Médias				\$5,000
Collectif Échec à la guerre			\$825	
Collectif Échec aux paradis fiscaux		\$3,000	\$3,000	
Collectif La Grande transition			\$2,000	
Collectif pour un Québec sans pauvreté				\$2,000
Comité Chômage de Montréal	\$300	\$1,000	\$1,000	\$1,300
Comité Entraide	\$5,000	\$5,000	\$5,000	\$5,000
Conseil national des chômeurs et chômeuses		\$1,500	\$1,000	\$1,000
Conseil national élargi des chômeurs et chômeuses			\$1,000	
Coopérative de solidarité SABSA		\$5,378	\$10,000	\$10,000
Croix-Rouge canadienne	\$10,000	\$3,000	\$10,000	
Eau Secours	\$1,000	\$1,000	\$1,000	\$1,000
Fédération des maisons d'hébergement pour femmes				\$3,500

PROVINCIAL SOLIDARITY	2017	2018	2019	2020
Fédération du Québec pour le planning			\$1,500	\$500
Fierté Montréal	\$3,105	\$3,794	\$4,218	
Fondation docteur Benoit Deshaies	\$1,000	\$250		\$1,000
Fondation du YMCA Montréal				\$2,000
Fondation Émergence inc.	\$2,500	\$2,500		\$2,500
Fondation Émergo	\$2,000	\$2,000		\$2,000
Fondation Gilles Kegle			\$1,000	
Fondation Léa-Roback		\$2,000	\$1,000	
Fondation Léo-Cormier	\$1,000	\$1,000		\$1,000
Fondation Nouveaux Sentiers		\$2,500		
Fondation Saint-Martial	\$1,000	\$1,000	\$1,000	
Forum de la relève étudiante pour la santé au Québec		\$1,500	\$1,500	
Front d'action populaire en réaménagement urbain		\$2,500	\$2,500	
Front commun des personnes assistées sociales	\$1,500	\$1,500		
Gris-Montréal (Groupe de Recherche et d'Intervention Sociale)				\$2,000
La Fondation des Auberges du cœur	\$2,500		\$3,000	
La rue des Femmes	\$2,000		\$4,760	\$1,750
La Table des regroupements provinciaux d'organismes	\$2,500		\$2,500	
L'Entraide missionnaire		\$500		
Les AmiEs de l'aut'journal	\$2,500			
Lettres en main	\$5,000	\$5,000		
Ligue des droits et libertés	\$5,300	\$5,000	\$5,000	\$5,000
L'R des centres de femmes du Québec			\$1,500	
Maison communautaire Missinak			\$500	
Maison Marguerite				\$2,000
Mouvement d'éducation populaire et d'action communautaire du Québec	\$2,000	\$2,000		\$2,000
Mouvement Action-Chômage de Montréal		\$1,000	\$500	\$1,000
Mouvement autonome et solidaire des sans-emploi		\$1,500		\$3,500

PROVINCIAL SOLIDARITY	2017	2018	2019	2020
Mouvement Démocratie Nouvelle		\$1,500	\$3,500	\$3,552
Native Women's Shelter of Montreal				\$2,000
Première Ressource			\$500	
Ralliement des infirmières et infirmières auxiliaires haïtiens	\$2,500			
Regroupement des groupes de femmes de la région de la Capitale-Nationale	\$2,000	\$2,000	\$2,000	\$2,000
Regroupement des maisons pour femmes victimes de violence conjugale	\$2,500	\$2,000	\$3,500	\$7,000
Réseau d'action pour l'égalité des femmes immigrées et racisées du Québec	\$1,000		\$1,000	
Réseau québécois sur l'intégration continentale	\$6,000	\$1,200	\$3,500	
Réseau SOLIDARITÉ itinérance du Québec	\$2,000		\$2,000	\$4,000
Secrétariat international des infirmières et infirmiers de l'espace francophone	\$3,000			
Société Elizabeth Fry du Québec	\$1,500	\$1,500	\$3,000	\$3,000
Société pour les arts en milieux de santé	\$400			
SOS violence conjugale				\$3,000
Union des travailleuses et travailleurs accidentés ou malades	\$2,000	\$2,000	\$2,000	\$2,500
TOTAL	\$82,345	\$75,172	\$101,803	\$95,652

INTERNATIONAL SOLIDARITY	2017	2018	2019	2020
Aide internationale pour l'enfance	\$1,500	\$2,010		\$2,000
Amnistie internationale	\$1,000	\$1,000	\$2,000	\$1,000
Association pour la taxation des transactions financières pour l'aide aux citoyens		\$1,000		
California Nurses Foundation	\$4,592			
Carrefour d'éducation à la solidarité internationale	\$3,000	\$3,000	\$3,000	\$3,000
Centre international de solidarité ouvrière	\$10,000	\$13,240	\$20,200	\$10,000
CODEPU - <i>Corporación de Promoción y Defensa de los Derechos</i>				\$10,000
Collaboration Santé Internationale	\$2,500			
Croix-Rouge canadienne	\$5,000		\$5,000	\$10,000
Fondation du Carrefour de solidarité internationale	\$3,500	\$3,500	\$5,000	
Fondation Saint-Martial	\$1,000	\$1,000	\$1,000	
Groupe d'entraide internationale Spirale		\$500	\$500	\$2,000
Imprimerie Ryan inc.		\$599		
Infirmières de l'humanité	\$2,000	\$2,000		
Internationale des services publics		\$3,345		\$5,000
L'Entraide missionnaire	\$1,500			
Médecins Sans Frontières	\$2,500	\$2,500	\$2,500	
Secrétariat international des infirmières et infirmiers de l'espace francophone		\$3,000	\$4,000	
Service universitaire canadien outre-mer	\$2,500	\$1,000	\$1,000	\$1,000
The Filipino Nurses' Association of Quebec Inc.			\$13,406	
TOTAL	\$40,592	\$37,694	\$57,606	\$44,000

NEW PRACTICES	2017	2018	2019	2020
Cégep Garneau, stage	\$4,000			
Centre international de solidarité ouvrière				\$2,500
Centre de formation professionnelle de la Pointe-du-Lac Valleyfield			\$5,000	
Collectif La Grande transition		\$1,000		
Fondation du Carrefour de solidarité internationale				\$10,000
Entraide Sans Frontières			\$9,000	
Infirmières de l'humanité		\$12,570	\$13,235	
Internationale des services publics	\$12,006			
Comité de solidarité Trois-Rivières				\$3,500
Projet Centre Romero (brigade verte)	\$10,000	\$10,000		
Projet Madagascar	\$9,000			
Secrétariat international des infirmières et infirmiers de l'espace francophone	\$4,000			
Stage Mexique	\$5,759		\$350	\$9,342
Stage Équateur			\$4,800	
Stage Haïti	\$2,800	\$2,400	\$1,907	
Stage international SIAM	\$6,000	\$5,000	\$9,800	
Stage Nicaragua	\$48,121	\$45,264	\$1,161	
Stage Pérou				\$18,179
Stage Sénégal			\$2,400	\$2,800
TOTAL	\$101,687	\$76,234	\$47,654	\$46,322

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NOTES



REGROUPEMENT
DES FIQ

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