



8. 2021-2025 ACTION PLAN POLICY IMPLEMENTATION AND MONITORING COMMITTEE

RFIQ-A21-C-I-D8

OUR **CONVICTIONS**
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2nd CONVENTION
JUNE 7, 9 AND 10, 2021



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FIQ | SECTEUR PRIVÉ

REGROUPEMENT
DES FIQ



2021-2025 ACTION PLAN POLICY IMPLEMENTATION AND MONITORING COMMITTEE

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Policy Implementation and Monitoring
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Stéphane Voyer, RLT Vice-President of the SPS de
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FORMER COMMITTEE MEMBERS

Micheline Dureau, Status of Women delegate
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Jennifer Gunville, Local Status of Women Officer
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Mélyna Tremblay, member of the Youth
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REVISION AND TRANSLATION

Communication Service

Introduction

Created following the adoption of *the Policy on the Fair Representation of Women in Positions of Power and Decision-Making*, the Policy Implementation and Monitoring Committee (PIMC) submitted its first action plan in December 2018. Since then, actions have been carried out and subsequent results presented at various provincial councils. To achieve the benchmark target of 75% women in positions of power and decision-making at the FIQ and FIQP, the PIMC, in collaboration with the Status of Women Sector, set up:

A A support measures guide

The guide was developed in order to give affiliated unions the tools and orientations needed to implement the policy locally. It targets three specific measures:

- Talent search;
- Twinning at decision-making meetings;
- Schedules adapted to family constraints.

This tool was presented to and adopted by the delegation at the provincial council in December 2019.

B A new trial meeting schedule

To improve family-work-study balance, the following trial schedule was implemented:

- “the first day of a meeting must begin at 12 noon and the Federation must ensure that all union representatives have the time for lunch before the meeting begins in their logistical planning, unless the Executive Committee evaluates that another start time improves work-family balance;
- the last day of the meeting should end, if possible, by 4 p.m. at the latest.”

An overview of the project was presented to the provincial council in December 2020. It reported on the situation caused by the COVID-19 pandemic and on how the PIMC was unable to issue an official recommendation on the trial schedule at that time. Consequently, there was a motion to put the trial schedule and its analysis in the next action plan, which was adopted.

C A training program on speaking at meetings

The action plan that the PIMC presented in 2018 proposed two training programs to support union reps' full participation in union democracy. In March 2021, the training program *Add your voice to debates at decision-making bodies* was launched in collaboration with the Education-Animation Service. Though initially designed for in-person training, it was adapted for virtual sessions due to the COVID-19 pandemic. The training is meant to raise awareness among members about the issues women face when speaking at meetings, in addition to defining tools and putting them into practice.

D Pre-election training

The second training is about pre-elections. Entitled *Introduction to the RFIQ, FIQ and FIQP electoral process*, this self-directed online training, developed in collaboration with the Education-Animation Service and general secretariat, is meant to demystify the electoral process and encourage more union reps, especially women, to get involved in the FIQ and FIQP committees. Available on the AGORA-FIQ platform since April 2021, it provides access to all necessary information about the electoral process.

E Mentorship program pilot project

To encourage women to get more involved at all levels of the union, the FIQ developed a mentorship program pilot project for newly elected union reps.

It was presented to the delegation at the provincial council in March 2021 and will come into effect in April 2021. Training for mentors and mentees will be offered starting in fall 2021.

Context

During their mandate, the 11 PIMC members had to face a situation that no one could have predicted: the health crisis caused by COVID-19. The measures implemented by the government had repercussions on the action plan's actions for 2018-2021 and their subsequent analysis. For example, rolling out the mentorship program pilot project, initially planned for 2020, had to be postponed; the trial meeting schedule could not be concluded, and the program on speaking at meetings, initially developed for in-person training, had to be adapted for virtual sessions.

The PIMC had no choice but to adapt to the new situation in which all meetings and interactions had to take place virtually. As such, most union teams were unable to mobilize and recruit new union reps. Similarly, PIMC members believe that the measures in the support measures guide could not be used due to the health crisis restrictions. However, the measures in the guide still need to be implemented within union teams.

It is important that the PIMC members remind everyone why the *Policy on the Fair Representation of Women in Positions of Power and Decision-Making* was created. Even though women make up nearly 90% of FIQ and FIQP members, this is not reflected in involvement and participation in union life. Women occupy 68% of affiliated union president positions, and on average, women make up 70.5% of union teams. As for participation in the FIQ and FIQP decision-making meetings, regardless of whether they are held in-person or virtually, the average rate of participation among women is 72%.

Despite the unique context surrounding the first action plan, the PIMC believes that the actions could have been carried out. Just a reminder that the delegation adopted the support measures guide in 2019, just before the pandemic. The trial meeting schedule was postponed until the next action plan, as mentioned earlier, and the training programs and mentorship program pilot project were presented in 2021.

2021-2025 action plan

Given the health crisis and the uncertainty it has created for the future, PIMC members believe that the next action plan must take this context into account. As such, even if the actions in this plan are modest, they work toward achieving the 75% benchmark target of women's participation in the positions of power at the FIQ and FIQP. Members have seen that the objective has not been reached and that the committee's work must continue in order to put various actions into motion. Consequently, the PIMC will continue its mandate, assigned by the 2018 delegation, to oversee the implementation of the FIQ and FIQP's Policy on the *Fair Representation of Women in Positions of Power and Decision-Making*. It is by multiplying our efforts and adapting measures that we will see an increase in women's participation.

Two of the actions below, the hybrid councils and evaluation on the feasibility of offering day-care services, were discussed informally following the presentation of the PIMC's first action plan. By including them in this plan, we enable the committee to follow their progress, carry out an evaluation, and, eventually, to implement them. Furthermore, we believe that a feasibility study of hybrid councils is essential, especially during a pandemic when union reps have all experienced virtual attendance.

A Trial meeting schedule

This measure was included in the PIMC's first action plan and renewed by the delegation in December 2020 so that a more thorough analysis could be done. The delegation adopted the following recommendation: "To postpone and move the trial schedule and its evaluation to the next action plan."

Consequently, the current action plan also includes this measure.

The purpose of implementing a new decision-making meeting schedule was to promote better family-work-study balance for union reps. Many saw the strict schedules as something that stopped them from participating.

Excerpt from the Action Plan for the Policy on the *Fair Representation of Women in Positions of Power and Decision-Making* adopted at the provincial council on December 4, 5 and 6, 2018

The PIMC recommends that the following trial schedule continue to be implemented at regular provincial councils and conventions:

- the first day of a meeting must begin at 12 noon and the Federation must ensure that all union representatives have the time for lunch before the meeting begins in their logistical planning, unless the Executive Committee evaluates that another start time improves work-family balance;
- the meeting should be adjourned by 4 p.m. at the latest on the last day if at all possible.

The purpose of this measure is to end the last meeting day earlier to facilitate FWFB, while maintaining the number of meeting hours.

Furthermore, the PIMC recommends that the proposed schedule be made available seven days in advance to facilitate personal and professional life balance for union reps who live close to the meeting location (e.g., childcare, daycare, babysitters, etc.). Having the proposed schedule earlier would also allow local teams to better plan union rep twinning.

B Hybrid councils

In the last action plan, the PIMC had set aside evaluating virtual meetings because it required an in-depth technical analysis. However, the COVID-19 pandemic demonstrated that it is possible to hold virtual meetings. Now we need to analyze a more long-term model. That is why this action plan proposes a hybrid model, i.e., part in-person attendance and part virtual attendance. The PIMC will study, in close collaboration with meeting logistics and the general secretariat, the impact of including virtual tools in decision-making meetings on women's participation.

C Training

Training is an important tool in supporting women's participation in union life. The PIMC believes that the current action plan should include a training program. However, since the context has changed a lot in recent years, in particular due to the COVID-19 pandemic, the PIMC believes it would be good to consult union reps again to better determine their current needs. The last consultation was held in 2017, before the policy on the *Fair Representation of Women* at the FIQ was adopted.

D Study – offering daycare services

In recent years, in parallel with the PIMC's first action plan, the FIQ looked at offering drop-in daycare services during meetings. In 2019, the PIMC conducted a survey to measure the delegation's interest in integrating this strategy. It also looked into organizations that offer daycare services. However, once again the COVID-19 pandemic put a hold on things. The data the FIQ collected may no longer be up to date. Furthermore, it is a complex project with a lot of issues, especially in terms of meeting aspects. That said, it is still worth exploring to promote women's involvement in positions of power and decision-making. Given that women are often responsible for family management, offering daycare services could simplify some of the gymnastics of family-union life balance. Consequently, it could also enable more women to participate in democratic activities. The PIMC therefore proposes to study, in close collaboration with meeting logistics, the feasibility of this project.

Recommendations

The Executive Committee recommends:

- 1** That the PIMC study, in close collaboration with meeting logistics and the general secretariat, the impact of virtual meetings on women's participation in democratic life;
- 2** Creating a new training program to support women's active participation in union life at the FIQ and FIQP, and to conduct a consultation among union reps to better determine their training needs;
- 3** To conduct a feasibility study, in close collaboration with meeting logistics, for a drop-in daycare service at decision-making meetings.

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