

# UNWAVERING IN THE FACE OF TOMORROW'S CHALLENGES

LET'S COME →  
TOGETHER

13<sup>TH</sup> CONVENTION OF THE FIQ  
CENTRE DES CONGRÈS DE QUÉBEC  
JUNE 2—6, 2025

DECISION

A25-C-I-D5

D5

Standing and Statutory  
Committees Report





# UNWAVERING IN THE FACE OF TOMORROW'S CHALLENGES

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## COMMUNICATION COMMITTEE

### POLITICAL OFFICER

Julie Bouchard, President

### UNION CONSULTANTS

Mathilde Lafortune

Marie Eve Lepage

Véronique Tremblay-Chaput

### COLLABORATION

Benoît Riopel

### COMMITTEE MEMBERS

Joëlle Bilodeau

Jean-Sébastien Blais

Francis Charbonneau

Christopher Dunford

Bianca Morin Tremblay

### ALSO SERVED ON THE COMMITTEE

Annie Blanchard

### REVISION AND TRANSLATION

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## Introduction

At the 2021 Convention, the delegates adopted a recommendation on replacing the Publications Review Committee with a Communication Committee with a mandate to:

- Discuss communication and social media issues;
- Discuss new trends in communication;
- Measure the impact of our communication tools;
- Review the communications to ensure that they meet the needs and demands of the members and affiliated unions.

Since their election, the Communication Committee members met four times in 2022 and five times in 2023. After an interruption of 13 months, caused by the suspension of committee and network meetings until the end of the negotiations, the committee members met three times in fall 2024. The committee then held a meeting in January 2025 and, at the time of writing, two further work days are scheduled for early April 2025.

Given the small number of meetings and the lack of continuity in its work, the Communication Committee has not been able to achieve all of its objectives. Its mandate was ambitious, so a lot of work remains to be done.

## Priority mandates

One of the first tasks for the committee was to become familiar with all the organization's communication activities. Hence, the first meeting was focused mainly on an overview of the files in which the Communication Service is involved. The Committee defined its priority mandates based on this information:

- Communication within the FIQ (union reps and members);
- Improving the tools intended for the affiliated unions or members;
- Training to interact with the media;
- Studying new tools or reviewing existing ones (podcasts, AppliFIQ, etc.);
- Reflecting on the En Action publications.

These priorities guided the Communication Committee's work for the next four years.

## New website

The Communication Committee was consulted prior to the redesign of the FIQ website. It commented on the graphic layouts before they were officially adopted and made recommendations concerning the site's layout.

## Using SMS messages to communicate with members

The Communication Committee considers SMS an effective means of reaching members on priority subjects. When the Negotiating Committee decided to use them, the Communication Committee's reflections facilitated the development of a policy governing their use.



## FIQ en Action and new union information magazine

These are undoubtedly the files that have consumed the Communication Committee the most, the challenge being to take into account the Federal Council's decision to limit the annual budget for the FIQ en Action and analyze the other possible options.

The work led the Communication Committee to make two key recommendations, which were then adopted by the delegates at a Federal Council.

### Digital FIQ en Action

Concerned that the organization should continue to inform members of the decisions taken by their union delegates, the Communication Committee has recommended that we go ahead with the deployment of the FIQ en Action as a newsletter.

### Creation of a new union information magazine

In addition to its objective of informing members of the decisions made by their union representatives, the FIQ en Action in paper format was also intended to address substantive issues, often arising from conferences presented to Federal Council or Convention delegates. In order to meet this second mission without overloading the new digital FIQ en Action, the committee recommended creating a new union information magazine, to be published twice a year.

The magazine's objectives:

- To politicize members by popularizing major issues and making concrete links with their realities;
- To position the FIQ as a key political player.

The work linked to the magazine was greatly slowed down by the negotiations, but it was able to resume at the end of 2024. The Communications Committee quickly helped to draw up the editorial line to guide future editorial and graphic choices, while ensuring that the magazine met members' needs and demands. There were also discussions on the choice of a name, and in the end, the title of La Résonance de la FIQ was chosen, the term *résonance* being defined as the "caractère de ce qui se répercute dans l'esprit, dans le cœur de quelqu'un" ("the character of what reverberates in someone's mind or heart").

The first edition, which will be mailed to members in fall 2025, will address the Dubé reform as the main theme. Thereafter, members will be able to unsubscribe from the paper version and subscribe to the digital version of the magazine.

## Recommendation at the May 2024 Special Federal Council

The committee examined recommendation FIQ-A24-CFE-III-22 (complementary) adopted at the May 2024 Special Federal Council. It stated:

BE IT MOVED "To mandate those responsible for "Communication" to get out all the speeches, articles and interviews in the social media denouncing the Government's intentions towards healthcare professionals and draw up a list of the impacts of the latest mergers."

Following the discussions on this mandate and an analysis of the needs stated at the council, the Committee deemed that the implementation of a press review distributed on the FIQ's social media, called La FIQ dans les médias, was sufficient to respond to this recommendation. However, the committee points out that it will be important to make sustained use of this press review.

## Communications Network

The Communication Committee is convinced of the importance of increasing the number of forums for exchanging best practice in communications and sharing experiences between different union teams. In September 2023, a Communications Network pilot project was proposed to the FIQ Executive Committee, with a view to making a recommendation to the Convention.

Network objectives:

- To create a discussion forum dedicated to communication issues, providing a forum for reflection and exchange for affiliated union representatives;
- To strengthen communication cohesion within the FIQ;
- To collectively reflect on the communication strategies to prioritize, paying particular attention to the needs and expectations of FIQ members.

Several factors complicated organizing the Network: the suspension of the committees and networks meetings until negotiations ended, and the uncertainty linked to the new structure of the FIQ under Santé Québec. The committee's work eventually resumed in October 2024.

The first meeting of the Communications Network, which will be held on April 23 and 24, 2025, will address strategic communication and ways of adapting communications to the context.

Because the composition of the networks was adopted by the Convention, this is of course the one that will be taken into account when the notice of this first meeting is sent out. However, the committee feels that, for future meetings of the Communications Network, only union reps whose duties require a knowledge of communication (for example the president, vice-president for mobilization, vice-president for communications and the substitute for the spokesperson) should be convened. By choosing a smaller group, the committee believes that the participants will be able to interact more easily, take an active part in the various workshops and best use their learning in their duties.



## STATUS OF WOMEN COMMITTEE

### POLITICAL OFFICERS

Julie Bouchard, President

Françoise Ramel, Vice-President

### UNION CONSULTANT

Florence Thomas

### COMMITTEE MEMBERS

Amélie Barette

Valérie Fortier

Kime Gobeil

Line Mercier

Hélène Vézina

### ALSO SERVED ON THE COMMITTEE

Shirley Dorismond, Vice-President

Caroline Flageol

Ridza Cléophat

Joëlle Bilodeau

### REVISION AND TRANSLATION

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At the end of the 2021 Convention, the Status of Women Committee's mandate was to implement an action plan based on the priorities adopted by the delegation: women of action, progressive women and women fighting against systemic racism. This mandate consists of reflecting on the feminist issues in the FIQ files, intervening at decision-making bodies, reporting on the reality experienced by members as women and workers, participating in feminist mobilizations, and collaborating in organizing the Women's Networks and lunches for the network and allies.

During its mandate, the committee has had to demonstrate a great capacity to adapt: changes in the composition of the committee, a difficult post-pandemic situation, the introduction of a healthcare system reform, the organization's priorities focused on provincial negotiations and mobilizing members.

The committee worked on a sporadic basis during its mandate and resumed its work on a regular basis in April 2024. Studying this period of union turbulence is an opportunity for the Committee to analyze its activities authentically, critically and constructively, in order to inform the delegation of the internal and external issues to be considered in connection with the commitment of the FIQ Status of Women Committee.

## Redefining the committee's power

From the beginning of their mandate, the committee members wanted to develop their capacity for action and influence, after several years of seeing feminist mobilization lose momentum or fade away. In addition, the decisions taken at the Convention made the role of women in the Federation prominent, thus reaffirming the organization's feminist commitment.

Within the framework of various action plans, the members of the committee formulated several objectives which proposed:

- Developing and enriching feminist thinking on the committee;
- Reporting on examples in the field;
- Taking a stand in the FIQ files;
- Participating in mobilizing the women in the organization;
- Generating feminist solidarity within the ranks of the FIQ.

## Progressive women and fighting against systemic racism

It is on these two lines adopted at the Convention that the members of the committee have been able to take action, by investing in the places intended for politicizing and mobilizing union reps around contemporary social and feminist issues.

### Places to learn

They have deepened their reflection through meetings of the committee and their participation in a number of conferences, training courses and surveys, such as:

- "Valorisation des métiers majoritairement féminins", by Corynne Laurence-Ruel, from the Conseil d'intervention pour l'accès des femmes au travail (CIAFT);
- The symposium of the Conseil du statut de la femme "L'égalité entre les femmes et les hommes au Québec: entre avancées et enjeux persistants" (2023);



- The annual days of the Intersyndicale des femmes during which topics such as the different forms of violence, systemic racism and the participation of women in unions were addressed;
- The issues of representativeness in organizations and the myth of competency;
- “Le déficit démocratique de genre dans les organisations syndicales au temps du numérique” research project of Marie-Pier Bernard Pelletier, Professor at the École des sciences de l’administration de la Téléq;
- A discriminatory analysis of the Québec Parental Insurance Plan by Élisabeth Brosseau.

## Places for awareness-raising and debate

The committee members helped in politicizing union reps via network, mixed or allies lunches by proposing the following topics:

- Domestic violence;
- The Policy on the Fair Representation of Women in Places of Power;
- Mobilization of Iranian women;
- Women and sports;
- Portraits of Feminine Art;
- Being an ally in medical technology entrepreneurship;
- Gender identity;
- The strategies of conservative movements in North America to influence decision-makers and abortion;
- The Québec Native Women’s Summit;
- Surveillance capitalism and digital divides.

Moreover, the Women’s Networks are venues where the women from the FIQ can learn about contemporary issues that have a major impact on the lives of healthcare professionals, as workers and as citizens. Due to the context, there were only three Women’s Networks during the last mandate, including one held virtually:

- WE are feminine, plural and equal!
- Women in action from yesterday to today, towards our struggles of tomorrow
- Being a woman and an activist in the age of social networks: understanding them, using them and protecting yourself from them

These venues, which are not part of the decision-making bodies, are increasingly popular with delegation members and show a very high satisfaction rate in the questionnaires collected. This shows a marked interest in feminist and anti-racist issues, as well as social issues. At various meetings, committee members also take advantage of networking opportunities with delegates at 5 à 7 gatherings.

## Women of action

The committee members have shown their solidarity by supporting the demand for ten days for victims of domestic violence and the mobilization of striking Iranian nurses, as well as by collecting donations, in particular to help women living on the streets.

They also wrote opinion pieces on subjects as diverse as the history of the nurses' union movement, the ability to mobilize and deconstruct prejudices against women's unions, occupational health and safety, the impact of ratios on quality of life/working conditions, retirement, intersectionality, the fight against racism, feminicide and domestic violence, mandatory overtime (MOT), work-life balance, and abortion.

And, in 2023, as part of the demonstration in support of the provincial negotiations in Quebec City, the committee members invited participants to create feminist messages to write on their signs. This initiative gave the demonstration a feminist dimension and visibility rarely seen in recent years.

However, the committee was not able to implement three objectives which were at the heart of its action plan: establishing contact with local status of women officers and developing the means to equip them, analyzing issues using analytical frameworks such as ADS+ and intersectionality, and building solidarity.

## Assessing the challenges for the future of the Status of Women Committee

At the end of their four-year mandate, punctuated by instability and obstacles to day-to-day operations, the members of the Status of Women Committee have identified the aspects that need to be improved and the elements of the current situation that need to be taken into consideration in order to deal with the neoconservative storm that the women of the FIQ will face in the coming years.

The rollback of women's rights, the promotion of traditional values, the sharp criticism of the rights of LGBTQ+ people in the United States and Québec, the Québec government's denial of systemic racism, the stigmatization of migrants and the austerity regime are all issues that call for more feminist activism. The next committee will therefore have to deploy efforts to:

- Make the committee's experiences and learning visible;
- Add their voice to debates at FIQ bodies;
- Counter the antifeminist and racist misinformation and biases;
- Establish communication with the local status of women officers;
- Develop a culture of feminist mobilization.

In recent years, the committee members have observed that the FIQ's feminist values were difficult to defend and deploying the necessary actions could prove a real challenge. Given the circumstances, they have shown a great capacity for questioning and adapting and would like to invite union reps to share the responsibility of denouncing discrimination and fighting for the rights of all.



## Recommendations

**Considering** that feminist struggles take time and determination, and no gains can ever be taken for granted when it comes to women's rights,

**The Executive Committee recommends:**

- That introductory training in feminism be included in the program of pre-requisite sessions given to union reps, and that this training be offered in the first year after the Convention;
- That the meetings of the standing committees be maintained, regardless of the context;
- That the FIQ standing and statutory committees hold joint meetings to encourage politicization and mobilization around social issues and defending the values in the FIQ's Declaration of Principles.

## EDUCATION-ANIMATION COMMITTEE

### POLITICAL OFFICER

Laurier Ouellet, Vice-President

### UNION CONSULTANTS

Marie-Claudiel Mathieu

David Morneau

### COMMITTEE MEMBERS

Isabel Baron

Joëlle Bilodeau

Cassandra Massé

### ALSO SERVED ON THE COMMITTEE

Marie-Pier Harvey

Jérôme Savard

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## Mandate

The Education-Animation Committee (EAC) ensures that the concerns and needs of healthcare professionals are integrated into the training offered to members and union reps. It is composed of four members elected by the delegation, accompanied by two union consultants and the Education-Animation Service political officer.

## Committee's work

In September 2021, the committee members took part in the training for members of standing committees. After this training, a process of reflection led to a consensus: the EAC must focus on more entertaining educational methods, which has led to the transformation of “La minute Éducation-Animation” (the Education-Animation minute”).

The committee decided to make it an educational experience in the form of a quiz. The questions were drawn up with the constant concern to respect the values of the FIQ and the orientations of the 2021 Convention. This new approach has made it easier to adapt to the hybrid format of the bodies.

Organizing and holding the “5 à 7” activities were complicated by the pandemic and rise of virtual attendance. Nevertheless a cocktail was organized on December 7, 2022.

In March 2023, a survey was conducted with the delegation to verify that the committee's proposals met the union reps' needs and expectations.

A meeting was held on June 28, 2023 to plan the EAC's activities for the fall. However, due to the escalation of pressure tactics and preparing for and holding the strike, all activities of the standing committees were suspended until the end of the provincial negotiations, in accordance with the decision of the FIQ Executive Committee.

Consequently, the committee met eight times in 2022, then twice in 2023. In the absence of a quorum for the drafting of the activity report, the EAC members were able to comment on and revise it by email.

## Operational challenges

A number of meetings were postponed or canceled for various reasons, including:

- Scheduling conflicts with FIQ events, such as special federal councils and the Women's Network.
- EAC members were increasingly solicited by their teams for the mobilization, making it difficult at times to have a quorum.
- The absence of certain union reps during a part of this period, which also complicated having a quorum at certain times.

## Reflections on the committee's future

Over the years, the Education-Animation Committee members regularly reviewed their mandate and the activities to conduct in order to meet it. The emergence of hybrid bodies has sometimes limited the implementation of the Animation component, which has received a mixed reception from the delegation. In recent reports, the EAC has expressed the desire to refocus its efforts on developing the Education component.

Aware that the current situation requires a popular education on the political and social dimensions of union and union rep action more than ever, the EAC proposes to redefine its mandate in order to make it a tool for politicizing union reps and members. This mandate has remained unchanged since the creation of the FIQ in 1987, despite profound changes in society.

## Recommendation

**Considering** the evolution of society and the need to reinforce politicization within the organization;

**Considering** the vital importance of social and political issues in union action;

**Considering** that education is an essential tool for understanding the world and acting to bring about positive change.

**The Executive Committee recommends** removing the Animation component from the committee's name and mandate to make an Education Committee with the mandates to:

- Discuss and make suggestions when identifying training needs and designing and revising programs for members and union reps;
- Develop initiatives aimed at informing union reps and members and making them aware of the sociopolitical issues which influence their reality as citizens, union reps and healthcare professionals;
- Participate in creating and distributing awareness-raising tools on major social issues, especially those linked to the environment and social justice.

## ELECTION COMMITTEE

### POLITICAL OFFICER

Isabelle Trépanier, General Secretary

### COORDINATION

Liliane Côté

### COMMITTEE MEMBERS

Isabelle Thibault

Marie-Claude Cyr

Jean-François Gagné

### ALSO SERVED ON THE COMMITTEE

Anthony Bossé

Élise Champoux

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## Context of the Regroupement des FIQ Convention in 2021

The Regroupement des FIQ Convention in 2021 was marked by the COVID-19 pandemic, which required major logistical adjustments, particularly in terms of social and health protocols. This situation had a direct impact on the running of the Convention, leading to the adoption of new rules and procedures adapted to the health context.

## Elections report

The Election Committee organized several major ballots, including:

### December 2021

- President
- Vice-president, Education-Animation Service and Union Organizing Service
- Communication Committee members
- Substitute members for the Education-Animation Committee
- Members of the FIQP Internal Audit Committee

### March 2022

- Vice-president, Education-Animation Service and Union Organizing Service
- Vice-president, Sociopolitical Sector, joint officer for the Status of Women and Legal Team
- Youth Committee member and substitute
- Members of the FIQP Internal Audit Committee

### April 2022

- Members of the Negotiating Committee

### June 2022

- Treasurer of the FIQP

### December 2022

- Secretary of the FIQP
- Members of the FIQP Internal Audit Committee

### March 2023

- Secretary of the FIQP
- Members of the FIQP Internal Audit Committee



## May 2023 – Within the framework of the health network reform

- Members of the Strategic Coordination Committee
- Members of the Work group on the service offer adjustment
- Members of the Work group on the Constitution and Bylaws and operating structures
- Members of the Work group on the financial management of the transition

## Evolution of procedures within the committee

In March 2022, a new approach of rotating the presidency was introduced on the Election Committee to encourage the development of shared expertise. This division of responsibilities strengthened the cohesion of the committee, enabling each member to play an active role in the electoral processes.

Standardized tools, such as PowerPoint presentations and explanatory guides, have been developed to ensure uniformity in conducting elections. This structure has helped optimize the committee's efficiency, while maintaining a high level of rigour and transparency

## Electronic vote with Lumi

Integrating the electronic vote via the Lumi platform represented a significant step forward. This solution simplified and secured the electoral process while improving accessibility for union reps, thereby making elections more effective.

## Reflections and improvements of the committee

**Strengthening leadership:** A review of the hierarchy has favoured more horizontal management, replacing a vertical structure with a more participative approach.

**Sharing of power:** This new dynamic stimulated initiative and collective decision-making, making the committee more effective.

**A rigorous approach:** The committee has placed particular emphasis on advance preparation of electoral processes to ensure that they run as smoothly as possible.

## Outlook

The Election Committee has shown resilience and an ability to adapt to challenges, particularly those linked to the pandemic. Thanks to the close collaboration and commitment of its members, it has ensured the continuity and improvement of electoral processes.

The next steps include a continuous evaluation of the electronic voting platform and a strengthening of practices to ensure the efficiency and fairness of the elections.

## YOUTH COMMITTEE

### POLITICAL OFFICER

Isabelle Trépanier, General Secretary

### UNION CONSULTANTS

Vincent Girard Bellavance

Sébastien Gingras

### COMMITTEE MEMBERS

Shany St-Amand

Sandra Perrier

Mélyna Tremblay

Audrey Bélanger

Vincent Désautels-Deslandes

### ALSO SERVED ON THE COMMITTEE

Virginie Lambert Bérubé

Alexandre Gosselin

Dominique Plante

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Over the last few decades, the Youth Committee has played a key role in giving young union reps a pivotal place within the Federation. Thanks to their commitment, the voice of young healthcare professionals has found a strong outlet within the organization. The networks created and initiatives implemented have not only provided a forum for discussion and development for the next generation of union reps but have also enabled the development of support tools to help affiliated unions set up and revitalize local youth committees.

Since 2008, the committee's mandate has been to:

- Inform and raise awareness among young people in the Federation about social and union movements with a view to raising their awareness of social movement unionism;
- Encourage a debate between young healthcare professionals in order to reflect on their common concerns and develop their socio-political analysis;
- Promote the concerns and positions of young healthcare professionals at all levels of the Federation.

The committee had to adapt its strategies over the years to achieve these objectives and will continue to do so.

## Importance of the Youth Networks

The Youth Networks remain essential meeting places. They are an ideal place to discover union activism and understand the FIQ's vision. They are a source of pride for the committee and for the Federation. The proposed training and exchanges between young healthcare professionals play a key role in awakening and enriching our members' union commitment.

However, the last few years have been marked by major challenges. The end of health measures, provincial negotiations and historical pressure tactics led to a pause in several files at the Federation. This resulted in reducing the number of Youth Committee meetings, as well as the number of networks. Unfortunately, we had to cancel the Youth Network scheduled for spring 2022 because of insufficient registrations. This concerning situation led the committee to visit the affiliated unions to understand the underlying causes.

Thanks to a collective effort, the organization of the November 2022 Youth Network with the theme "Youth who are united, determined and mobilized" was possible. The Network's objective was to emphasize the mobilization of healthcare professionals in order to increase bargaining power. Simran Sodhi, a woman from the Naujawan Support Network group, spoke about the battles waged by this Ontario group to defend and mobilize foreign workers in precarious migratory situations.

Another network will be held in April 2025, with the theme "But... What barriers?". This will be an opportunity to address the obstacles to young people's involvement and their place within the Federation, by equipping them to overcome these challenges.

## Consultation on local youth committees

After the Youth Network was canceled in 2022, the committee members undertook visits with local unions to draw up an inventory of youth committees and the involvement of young people in local union life.

The results were concerning: many local unions were encountering difficulties not only in recruiting new union reps, but also maintaining the commitment of members already involved, especially among young members. There has been a significant drop in the number of female union reps under age 35 on union teams, and several local youth committees have disappeared. This situation raises concerns about the future of the next generation of unionists and the consolidation of the balance of power.

In light of these findings, it is essential to identify factors that hinder young people's involvement in unions and those that lead to their disengagement. The committee will have to continue its work in the coming years to better understand the underlying causes of the low involvement of young healthcare professionals in union structures. An initial line of thought has already emerged from an observation: young healthcare professionals are often confronted with a feeling of illegitimacy, doubting their place within the organization or their skills, despite their successes.

It is therefore crucial for union teams to create environments that are conducive to the involvement and integration of young people. This means setting up dynamic and inclusive local youth committees, as well as creating workplaces that encourage mentoring and the development of union skills. This support is essential to ensure the next generation of union reps is solid, committed and ready to face the challenges of tomorrow.

To this end, a tool for setting up local youth committees is available, and the elected members of the Youth Committee are also available to support affiliated unions in setting up these committees.

## **Young people of action, progressive and fighting against systemic racism**

Throughout this mandate, the committee members ensured the lines from the last Convention were integrated in their work. By using the main platform of the Youth Network, we raised awareness and trained young healthcare professionals in the importance of mobilization and collective action in the struggles ahead. Conferences such as that by the Naujawan group have raised awareness of the impact of systemic racism on workers and helped them learn about the collective challenges they face.

The progressive women line has taken the form of meetings between committee members and politicians from the youth wing of the CAQ to discuss safe ratios, as well as the participation of members in inter-union training camps on climate change. Moreover, at the Youth Network scheduled in April 2025, a specific section will be devoted to reflecting on the impact of neoliberal policies, both on the work of healthcare professionals and on their personal lives.

## **Sustainable development and just transition**

Continuing the work of the previous committee on a sustainable development policy, the Youth Committee wishes to reaffirm the importance of this issue for the Federation. As ambassadors for the policy, the committee members will take part in an inter-union network training camp on climate change from May 14 to 16, 2025 where the importance of mobilization for a just and ecological transition, as well as the role of unions in this crucial fight will be addressed.



## Outlook

This mandate was marked by a pandemic, historic mobilization in the negotiation of the healthcare professionals' working conditions, as well as movements within the Youth Committee itself. Despite these challenges it is undeniable that the Youth Committee plays a central role in energizing and structuring the next generation of union reps within the organization. Over the years, not only has it given a strong voice to young healthcare professionals, it has also created an environment that is conducive to the development of new, committed union reps who are ready to take up the baton.

The future will be full of challenges, but also opportunities. Ongoing support for training, the development of mentoring, the creation of spaces for dialogue and the integration of new social themes, such as climate issues and just transition, should be among our priorities in order to capture the interest of young union reps. By combining training and networking, it's possible to strengthen the impact of our Federation, while providing young union reps with the tools needed to actively participate in the transformation of workplaces.

## OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

### POLITICAL OFFICER

Isabelle Groulx, Vice-President

### UNION CONSULTANTS

Maude Pelletier

Brigitte Doyon

### COMMITTEE MEMBERS

Emilie Brodeur

Patrice Dulmaine

Karine Pépin

Nathalie Thibault

Fannie Thivierge

### ALSO SERVED ON THE COMMITTEE

Isabelle Audet

Michael Potvin

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To effectively complete its missions, the Occupational Health and Safety (OHS) Committee organizes between six and ten meetings every year. At these meetings, members have an opportunity to discuss various OHS-related issues and to participate in choosing and developing an annual theme in line with the daily realities of healthcare professionals in occupational health and safety. Among the committee's main mandates are the organization of the Annual OHS Week and managing the OHS Network are undoubtedly essential.

Committee members also have a role in proposing initiatives for encouraging local teams and members to participate. For example, the committee has been proactive in marking April 28 as the national and international day of commemoration for workers who are victims of accidents or occupational diseases or who have been injured or killed at work. It also took part in the intersyndicale des femmes which, in 2024, addressed OHS issues, and hosted Rendez-vous Prévention meetings.

## **2021 OHS Week theme: Prevention is not a luxury, our rights are precious**

In 2021, the COVID-19 pandemic was still underway, and it had a serious impact on the health and safety of healthcare professionals, both physically and psychologically. This crisis represented a daily threat for those who supported the health network for many months.

In such a context, there were many occupational health and safety issues.

It was obvious for the Occupational Health and Safety Committee that this required greater consideration of the realities experienced by healthcare professionals. More than that, it required that their voice be recognized.

This was why the OHS Week theme was “Prevention is not a luxury, our rights must be respected”.

## **2022 OHS Week theme: Healthcare professionals: resilient and mobilized**

The OHS Committee has long been concerned about giving a voice to healthcare professionals. The pandemic context and many concerns about occupational health and safety show the scope of the issues facing healthcare professionals and the importance that they have the opportunity to speak, report and demand. This desire is perfectly in line with the major orientations of the 2021 Convention.

The objective of the 2022 OHS Week with the theme “Healthcare professionals: resilient and mobilized”, was to mobilize members and facilitate their involvement in the prevention process, by equipping them with the necessary tools and giving them a clear procedure to follow.

## **2023 OHS Week theme: Knowing how to set limits**

In 2023, the organization's major priority was the provincial negotiations. Most of the FIQ's demands were based on resolving the major problems encountered on a daily basis in care settings. Healthcare professionals felt it was obvious that the government and employers needed to resolve it immediately. Healthcare professionals were mobilized and ready to fight to obtain gains in these negotiations. That's why the committee chose to highlight the risks and dangers to which healthcare professionals are exposed on a daily basis, issues that resonate with the denunciation of long working hours, understaffing and violence in the workplace.

## 2024 OHS Week theme: Trouble in sight, prevention makes it right

The health network has undergone numerous reforms profoundly affecting the day-to-day work of healthcare professionals. The OHS Committee couldn't ignore another major transformation: the Dubé reform. This reform aims to improve the network's effectiveness, but it seems to be out of step with the reality of members' professional practices. By focusing on the administrative and organizational aspects, it neglects the healthcare professionals' expertise and their health. This is why the 2024 OHS Week focused on the psychosocial risks that this reform could generate.

## Participation in the Association paritaire pour la santé et la sécurité du travail du secteur affaires sociales (ASSTSAS)

For several years now, a member of the OHS Committee has sat as a director on the board of the Association paritaire pour la santé et la sécurité du travail du secteur affaires sociales (ASSTSAS). During this mandate, that union rep also participated in negotiating the contract for this organization's employees. In addition, FIQ members usually attend the ASSTSAS symposium.

## Network of OHS Union Representatives

At the 2017 Convention, the delegation decided to make the Network of OHS Union Representatives permanent, which had been a pilot project the previous year. Since then, the OHS Network has been a great success, even to the point of becoming a victim of its own popularity.

The themes for the Networks during this mandate were:

- 2021: no network because of the COVID-19 pandemic;
- 2022: "*Act to modernize the occupational health and safety regime: towards active ownership of prevention*";
- 2023: "*Psychosocial risks: From awareness-raising to action!*";
- 2024: "*Let's focus on the essential and play our part in prevention*".

Throughout the mandate, the committee ensured that all OHS activities took into account the 2021 Convention lines, to contribute to a more transversal vision of OHS.



## NOTES



# UNWAVERING IN THE FACE OF TOMORROW'S CHALLENGES

LET'S COME → 13<sup>TH</sup> CONVENTION OF THE FIQ  
TOGETHER CENTRE DES CONGRÈS DE QUÉBEC  
JUNE 2—6, 2025



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