



- Statement of Principles of the  
Fédération interprofessionnelle de la  
santé du Québec-FIQ

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## **PREAMBLE**

By its orientations or actions, the Fédération interprofessionnelle de la santé du Québec-FIQ is committed, in the field of labour, social and economic struggles, to promoting a society that recognizes the priority of human rights over economic imperatives and seeks greater justice and a more equitable distribution of wealth and power, without affiliation to any political party.

As such, the Fédération interprofessionnelle de la santé du Québec-FIQ is committed to upholding and promoting the principles contained in the Quebec Charter of Human Rights and Freedoms.

## **STATEMENT OF PRINCIPLES**

### **THE FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC-FIQ**

The Fédération interprofessionnelle de la santé du Québec-FIQ is a labour organization that works primarily to uphold and promote the professional, economic and social interests of its members.

It strives to be a collective tool for consciousness-raising and advocacy.

### **AN ORGANIZATION THAT IS OPEN AND DEMOCRATIC AND PUTS THE MEMBERS AT THE HEART OF ITS UNION ACTION**

The Fédération interprofessionnelle de la santé du Québec-FIQ is a democratic organization that promotes the participation of the largest number of members in decision-making by its structure. The Fédération interprofessionnelle de la santé du Québec-FIQ recognizes that its members and their interests are at the heart of its decision-making and actions. To this end, it sets up local structures to provide a presence for members and a dynamic regional and local union life. It is also committed to taking appropriate measures to ensure the involvement of women at all levels of decision-making.

As its actions depend on the mobilization of its members, it is committed to ensuring that all of its members have access to the same quality of union life by recognizing their right to information, union education and the freedom to choose a union structure (local, regional or sectional), as these conditions are essential to the democratic process in its ranks.

### **AN ORGANIZATION DEDICATED TO IMPROVING WORKING CONDITIONS**

In the field of negotiations and labour relations, the Fédération interprofessionnelle de la santé du Québec-FIQ's actions, while taking into account the specificity of its membership, aim to promote and strongly uphold the right to free collective bargaining, and to decent working and living conditions, as well as the right to work in a healthy, violence-free environment.

## **AN ORGANIZATION FOCUSED ON HEALTH CARE**

A key actor in the health sector, the Fédération interprofessionnelle de la santé du Québec-FIQ has a leading responsibility in the debates on the accessibility, free-of-charge nature, universality and quality of healthcare services.

The Fédération interprofessionnelle de la santé du Québec-FIQ participates in the debates on the choices to be made in health services and makes it a point to denounce all sorts of abuse. It is committed, in this respect, to promoting and defending the public's right to health and the right of nursing and cardiorespiratory healthcare professionals to deliver care in an atmosphere of respect and dignity.

## **AN ORGANIZATION THAT PROMOTES WOMEN'S RIGHTS**

The Fédération interprofessionnelle de la santé du Québec-FIQ recognizes that a society cannot progress without promoting women's rights. For this reason, it is actively involved, together with other women's groups, in promoting and upholding these rights, and publicly denouncing the iniquities and prejudices suffered by women. More specifically, the Fédération interprofessionnelle de la santé du Québec-FIQ continues the battle to counter poverty and violence, a battle already begun by the international women's movement and part of a context that threatens the fundamental rights of women. Furthermore, it fights for the fair representation of women by equipping them with tools and encouraging them to get involved in positions of power.

## **AN ORGANIZATION COMMITTED TO PROTECTING THE ENVIRONMENT**

The Fédération interprofessionnelle de la santé du Québec-FIQ is an organization that recognizes how climate change impacts human health and exacerbates inequalities and recognizes the urgency to implement change. It is sensitive to climate change mitigation and makes an effort to respect the integrity of ecosystems within the scope of its activities. It is also engaged in mobilizing civil society to protect the environment and implement a regulatory framework at all levels, while recognizing that climate politics are health politics.

## **AN ORGANIZATION UNDER THE BANNER OF SOLIDARITY**

The Fédération interprofessionnelle de la santé du Québec-FIQ initiates and strengthens solidarity with labour, feminist and community groups, in accordance with its general orientations, whether at the regional, provincial or international level. It also works to reinforce solidarity among its members.

## **AN ORGANIZATION THAT PROMOTES A HEALTHY UNION CLIMATE FOR ITS UNION REPRESENTATIVES**

The Fédération interprofessionnelle de la santé du Québec-FIQ is a considerate, inclusive labour organization that is free of incivility, discrimination and all forms of intimidation. To ensure a respectful, safe union environment, the Fédération interprofessionnelle de la santé du Québec-FIQ promotes the principles of the Guidelines for a healthy union environment. Consequently, the Fédération interprofessionnelle de la santé du Québec-FIQ will implement any measures necessary to ensure it is followed.

## **AN ORGANIZATION THAT RECOGNIZES ITS UNION REPRESENTATIVES**

The Fédération interprofessionnelle de la santé du Québec-FIQ also recognizes the key role of the union representatives in the organization achieving its mission, namely for their invaluable knowledge of the work setting as healthcare professionals. It is committed to supporting and setting up the conditions that will ensure a succession for those who would like to get involved in the organization as elected officers, coordinators or employees.

## **AN ORGANIZATION THAT SHOWS RECOGNITION TO AND RESPECTS ITS EMPLOYEES**

The Fédération interprofessionnelle de la santé du Québec-FIQ recognizes the key role of the employees in the organization achieving its mission. It is committed to supporting and promoting the employees' actions in a perspective of involvement and activism, at both the union and social level. It is also committed to deploying the necessary means to develop and promote the employees' commitment.

## **AN ORGANIZATION THAT FIGHTS AGAINST ALL FORMS OF RACISM AND RACIAL DISCRIMINATION**

The Fédération interprofessionnelle de la santé du Québec-FIQ recognizes the existence of systemic racism and agrees that racism is an issue that affects the population's state of health and that it must fight against it. It recognizes that a society cannot advance without defending the rights of the racialized and First Nations, Métis and Inuit people within it. As such, it values alliances with other civil society players to develop solidarity and a shared vision of how to tackle this issue. It encourages the involvement of its racialized and First Nations, Métis and Inuit members in its various decision-making levels and is committed to denouncing all forms of racism and racial discrimination against its members, whether from patients, work colleagues or employers.