

## FCCQ BOARD OF DIRECTORS ISSUES A PUBLIC DECLARATION ON NEW QUEBEC GOVERNMENT'S ECONOMIC MEASURES

In conjunction with the 2012 convention, the FCCQ board of directors adopted a special declaration addressed to the new Quebec government on concerns expressed by the business community over some of the initial economic measures announced by the Minister of Finance.

The FCCQ urged the government to work more closely with the business community and take advantage of every opportunity to create wealth for the benefit of Quebec as a whole and its regions, with due regard for the economy, the environment and social needs – the three key components of sustainable development.

The FCCQ has recently welcomed the government's subsequent amendment of the new taxation provisions on healthcare deductions, capital gains and dividends.

The full text of the Declaration is available online (in French) at [fccq.ca](http://fccq.ca)



555 René-Lévesque Blvd. West,  
19<sup>th</sup> Floor, Montreal, QC H2Z 1B1  
T. 514-844-9571  
1-800-361-5019  
F. 514-844-0226  
[info@fccq.ca](mailto:info@fccq.ca)



## MANY THANKS TO OUR PARTNERS

### Exclusive Partners



### Prestige Partners



### Official Partners



### Associate Partners



Thanks also to our sponsor:  
Imperial Tobacco Canada



The Gala des chambres de commerce du Québec was presented by

CANADA'S #1 PLAN FOR EMPLOYEE BENEFITS

See why over 25,000 business owners selected this plan!  
[www.chambers.ca](http://www.chambers.ca)



Legal deposit: Bibliothèque et Archives nationales du Québec, 2011 / Library and Archives Canada, 2012 • ISSN 1195-6313



# L'EXCLUSIF

VOLUME 27 / NO.2 - OCTOBER 2012

2012 Convention  
OUTLOOK FOR 2020  
TOWARD A NEW CONTRACT  
BETWEEN GENERATIONS



## Dynamics between generations in the business sector, business transfers and pension plans, BOOMERS AND NEXT GENERATION MUST WORK TOGETHER

Young entrepreneurs should pool their experience and work together to prevent a possible rupture between generations that could threaten the continuity of business. This was just one of the outcomes of the conferences and workshops held at the 2012 Annual Convention of the Federation of Quebec Chambers of Commerce.

The need to reconcile work and family life, the penetration of communications technologies into every aspect of daily life, more relaxed attitudes toward hierarchies and 24/7 access to information are just a few of the factors operating together to create a generation gap between Baby Boomers and Millennials. If companies want to maintain their attraction for the next generation and see our society continue to prosper, experienced entrepreneurs must understand better how next-generation businesspeople think and work, and provide an environment that fulfills their hopes and dreams.

Convention participants also addressed the problem of company pension plans and the potential burden on younger workers when Baby Boomers leave for retirement.

The FCCQ Annual Convention took place September 28 at the Hyatt Regency Hotel in Montreal. This year's theme was "Outlook for 2020 – Toward a new contract between generations" (Perspective 2020 – Vers un nouveau contrat intergénérationnel). Among other activities, the convention's 250 participants worked on finding ways to ensure continuity in business and plan the successful transfer to the next generation.

## Grand Gala and Awards Night

Again this year, as always, the FCCQ convention ended with the Gala des chambres de commerce du Québec. During this very festive event, the Federation presented recognition awards on behalf of Quebec's chambers of commerce. An especially noteworthy award recipient was the Laval Chamber of Commerce and Industry, which was named Chamber of the Year. As an extra-special wrap-up to our annual gathering, the Junior Chamber of Commerce of Montreal, this year's official convention host, presented the show Radio, a swinging trip through several generations of popular music, from classic 1950s Rock and Roll to the Twist and Yeah-Yeah-Yeahs of the early 1960s, followed by trendsetters from the 1980s and 1990s, and ending with some of the awesome hits on the current music scene.



Fédération des chambres de commerce du Québec



## YOUNG PEOPLE ARE DIGITAL ACTIVISTS



Today's young people are true digital activists according to Rebecca Ryan, a well-known entrepreneur and expert on workforce strategies.

At the main plenary session, where she appeared as the featured guest speaker, Ryan told her audience that living in a media-saturated environment and being in nonstop communications with their peers has numerous repercussions on the way young people work.

Today's Millennials are very different from their parents says Ryan, and in order to attract and retain them as workers, companies must offer a "cool" environment, including the ability to control their own time, managers who pay attention to them and show appreciation, possibilities for self-improvement and opportunities for advancement. Without these, tomorrow's future leaders will go elsewhere to put their talents to work.

This conference was followed by a plenary session on the same topic led by columnist and political analyst Éric Duhaime. Also taking part were UMQ president Éric Forest, mayor of Rimouski, Marie-Claude Elie, senior accounts manager at Google Quebec and Louis J. Duhamel, consulting partner for strategic guidance, governance and international development at Deloitte.



## PENSION PLANS: A MAJOR CHALLENGE

Spreading the pension fund burden evenly between our businesses and governments is a major challenge that must be addressed if we are to ensure economic growth and maintain a sound fiscal policy as well.



At a working lunch, Alain Dubuc, journalist and columnist for La Presse, and lawyer Paul St-Pierre Plamondon, president of Génération d'idées, discussed the issue of sustainable company pension plans and the burden that will fall to younger workers when Baby Boomers retire.

During the workshop entitled "Pension plans: A new model is necessary," which followed the working lunch, it was shown that reform is not only desirable but imperative. In no way, however, should it

compromise a company's financial stability, and municipal governments must take action based on realistic forecasts that would not impose additional burdens on taxpayers.



## LOCAL AND JUNIOR CHAMBERS: TALK TO EACH OTHER!



The workshop entitled "Junior and local chambers: What collaboration?" dealt with the differing models for business groups at the local level.

Should the presence of a junior chamber of commerce be a priority? Or should a senior chamber establish a youth wing internally? Workshop participants concluded that both models can be effective. What's most important is that the chosen model should respect local dynamics and that solid communications channels should be created between "juniors" and "seniors."

## SUCCESSFUL ENTREPRENEURS COMBINE COURAGE AND PRIDE

Our future depends on the work of the young people who will become tomorrow's business leaders, according to Quebecor president and CEO Pierre Karl Péladeau, who shared his thoughts with us at the convention's final plenary session. In a fascinating and humorous speech on aspects of his own career in business and the succession question in the family, Péladeau noted that courage and pride are crucial ingredients in every true entrepreneur's success story.



# 2012 AWARD RECIPIENTS

PRESENTED BY QUEBEC'S CHAMBERS OF COMMERCE

### CHAMBER OF COMMERCE OF THE YEAR:

#### LAVAL CHAMBER OF COMMERCE AND INDUSTRY

The chamber of commerce has invested a great deal of effort in regional dialogue on workforce issues. In 2010, they initiated an ambitious strategic plan which has helped contribute to the economic recovery since then. One of its many projects was a cooperative effort with Emploi Québec to develop a Business Services Portal, a one-stop resource for companies looking for information online.



### VOLUNTEER OF THE YEAR:

#### SONIA BOLDUC, ST-ÉPHREM CHAMBER OF COMMERCE

Our Volunteer of the Year for 2012 is someone deeply involved in her community and local chamber of commerce. Since day one, Sonia has helped out on a part-time basis as an active member on all the chamber's committees, and has also served as secretary-treasurer. Her dedication and enthusiasm has made Sonia a key figure in the St-Éphrem Chamber of Commerce.



### ARTHUR P. EARLE RECRUITMENT AWARD:

#### VAUDREUIL-DORION CHAMBER OF COMMERCE AND INDUSTRY

This award is presented annually to a chamber of commerce that has made a special or particularly original effort to increase its membership. For the second year in a row, the award goes to the Vaudreuil-Dorion Chamber of Commerce and Industry for its consistent effort and hard work which resulted in a 15.5% increase in its membership.



### JEAN-PAUL-LÉTOURNEAU AWARD:

#### ALAIN KIROUAC, PRESIDENT OF THE QUEBEC CITY CHAMBER OF COMMERCE AND INDUSTRY

This award is presented to a full-time chamber of commerce staff member for outstanding ability, performance or achievement. Quebec City Chamber of Commerce and Industry president Alain Kirouac has contributed to the growth and development of the network as the chamber's executive director for 25 years.



### SPECIAL AWARD (PRIX COUP DE CŒUR):

#### RIMOUSKI-NEIGETTE CHAMBER OF COMMERCE AND INDUSTRY

The jury presented this award to honour outstanding performance by the Rimouski-Neigette Chamber of Commerce and Industry. The great work they have accomplished in the past year has helped the chamber to grow in size and scope and make remarkable progress within our network.



Looking for exclusive discounts? **Consider it done.**

Enjoy up to 10% additional discount on your auto, home and recreational vehicle insurance.

Get a quote  
1 800 322-9226  
lacapitale.com/fccq

LaCapitale  
General Insurance  
Firm in Damage Insurance



Proud sponsor of the Fédération  
des chambres de commerce du Québec

