

# Newspaper of the Provincial Council of Social Affairs

CANADIAN UNION OF PUBLIC EMPLOYEES

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## 2009-2010 Event Calendar

**Conference on the draft collective agreement**  
Auberge Universel in Montréal  
September 21-22-23, 2009

**General Council**  
Auberge Universel in Montréal  
September 24 and 25, 2009

**CUPE Convention**  
Palais des congrès de Montréal  
October 5 to 9, 2009

**General Council**  
Hôtel Loews Le Concorde in Québec  
December 2-3, 2009

**General Council**  
Hôtel Mortagne in Boucherville  
February 9-10, 2010

**General Council**  
in April to be determined

**CPAS Convention**  
Hôtel Rimouski in Rimouski  
June 8-9-10, 2010

**General Council**  
Hôtel Rimouski in Rimouski  
June 11, 2010

# The Review

## Quebec will pay clowns to entertain the elderly...

by Guy Jolicoeur

WHILE MINISTER MARGUERITE BLAIS IS PROMISING TO ENTERTAIN THE ELDERLY IN CHSLD WITH CLOWNS, SHE SHOULD ALSO BE LOOKING AT WHAT IS GOING ON IN THE BACK YARD OF THE HEALTH CARE NETWORK, GIVEN THAT THE MONTREAL AGENCY IS IMPLEMENTING, QUITE DISCREETLY, TWO PROGRAMS THAT WILL MAKE THE REGULAR WAITING LISTS FOR CHSLD LONGER. THESE TWO PROGRAMS, CALLED 58 AND 68, WILL DEFER FROM TWO TO FIVE YEARS THE WAITING TIME FOR A PLACE IN A CHSLD IN MONTRÉAL. THE JUSTIFICATION IS QUITE COMMENDABLE: RELIEVE MONTREAL HOSPITAL EMERGENCIES BY SETTING BEDS ASIDE, FOR THIS ELDERLY CLIENTELE, ALREADY AVAILABLE IN CHSLD.

You all know that public CHSLD's must, from now on, take in clients requiring a minimum of three (3) hours of care per day; in Montréal, the Agency has cut more than 2000 long-term beds by closing beds in hospital settings and the CHSLD Jacques-Viger.

To make up for this, we should be building institutions or transferring in existing centres beds in RI (Intermediate Resources) or RNI (Non-Institutional Resources); yet, the building program for these RNI is dragging and some projects by private promoters have been discontinued because they are not profitable.

What are they saying to the Montreal population? Nothing except that the projects will come into being but none of the immediate consequences of this reengineering process is mentioned! In fact, social workers from twelve (12) CSSS in Montreal are quite concerned by the longer waiting periods for their regular clients who are being deprived of their right to live in a CHSLD: the clientele from hospitals is given priority thus creating a two-speed system in public institutions.

If the system would allow to «absorb» all these new cases, the situation would be tolerable. But with a high number of hospitals on the Island, Montreal is generating countless of new patients who are frequently hospitalized; we are at the point that we are exporting even in neighbouring suburbs elderly patients who unfortunately were hospitalized in the 450 region.

In our opinion, the Minister responsible for Seniors should reconsider her priorities: before sending in the clowns, she should make sure that our senior citizens can get a place in a CHSLD within a reasonable delay. Presently, families taking care of their sick elderly parents are not laughing: senior citizens want the services they have been paying for all their lives!



## A WORD FROM THE PRESIDENT



by Pierre Soucy

Dear PCSA friends, fellow and sister workers,  
As the vacation season is fast approaching, I would like to take this opportunity to wish you all a nice summer and lots of sunshine.

PCSA will distribute within the next few days or so, BBQ recipes with a perfect «union» of flavour and aroma. Indeed, 200,000 «Pantone Charts» (supposedly that's what they are called) will be distributed across Quebec to members of the Common Front to spread the «good news» – that we are not from Outer Space and the increases that we want are well-deserved.

We must convince our immediate families and friends that our demands are not exaggerated and that the health care workers' salaries must reflect the true value of their work, while keeping the public health care system accessible to everyone, without discrimination.

Be assertive and ... enjoy your BBQ!



by Michel Jolin

THE PCSA INFORMATION COMMITTEE IS PROUD TO KEEP THE MOMENTUM GOING AND TO DELIVER THE SECOND ISSUE OF THE REVIEW NEWSLETTER IN 2009.

## A word from the secretary general

This issue depicts an outline of the next round of negotiation. We are right now holding a consultation exercise across the province; this will allow the Negotiating Committee to prepare our list of demands. This list will be submitted to delegates by your Local at the Conference on the draft collective agreement, and will be presented to the government in October 2009.

I urge you to participate in great number in this consultation process; the document that we will present to the government will contain your concerns, your demands and your needs.

I cannot sign off without reminding you that if we want to keep our acquired rights and improve our working conditions during the next negotiation round, we will have to mobilize and be ready to defend what we are demanding. We are nearly 500,000 workers in the public and parapublic sectors from various union confederations united into a Common Front – let's turn this negotiation into an important event in the Québec union movement history.

Let's roll!!

## False manpower shortages or «How a blindfolded monkey would perform better than our current managers»

by Marc-André Beauchamp

WE KEEP HEARING ABOUT MANPOWER SHORTAGES IN THE HEALTH CARE SECTOR IN ALL PERSONNEL CATEGORIES, WITHOUT EXCEPTION. WE KNOW WHAT THE PROBLEM IS: THE STAFF DOES NOT GET ENOUGH TRAINING. THERE IS ALSO ANOTHER RATHER UNFAMILIAR OCCURRENCE THAT WE ARE DEPLORING. EMPLOYERS ARE CREATING FALSE SHORTAGES BY ASKING UNDUE REQUIREMENTS FOR THE POSITIONS TO BE FILLED OR GIVING TESTS THAT ARE TOO DIFFICULT OR NOT RELATED TO THE POSITIONS TO BE FILLED. LET ME GIVE YOU AN IDEA OF THIS LACK OF COMMON SENSE FOR THE FOLLOWING JOB CATEGORIES.

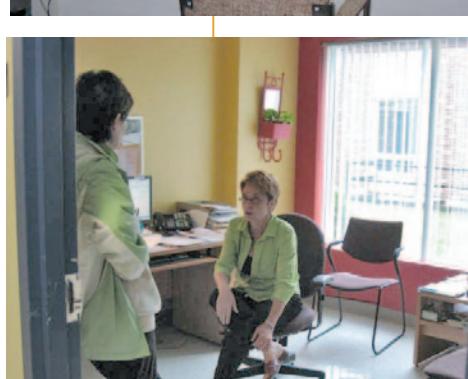
### Category 1

The big problem in this category is «personnel placement agencies». Well, agencies abound in the health care network and particularly for nurses and we cannot blame them! In one respect, the employer does not guarantee any hours and employees must be available every second week-end and for shift rotations, i.e., they have to be willing to work days, evenings and nights. Employees working in the network must therefore work at several locations to accumulate enough hours. On the other hand, agencies are asking employees for their availability both for shifts and days. Therefore, the employee

works when he wants to and where he wants to. The configuration is simple! As there is a shortage of staff, agency personnel work a lot BUT if they want to take time off, they take it, period full stop! When will the government solve the real problems? We are asking the question but we already know the answer!

### Category 2

In this category we are witnessing unreasonable requirements from the employer. In some facilities, a Secondary V for auxiliary personnel is required and a DEP in maintenance or housekeeping. What is not logical is that someone can apply for this training with only a Secondary III education. In fact, the majority of candidates applying for these positions do not have a Secondary V education. Moreover, soon they will be asking for a master in cleaning products and a doctorate in the various sizes of broom handles!



### Category 3

Office employees are confronted with the problem of unlimited number of tests. Is it normal to have to pass a test in French, Word, Excel, typing skills and a role-playing interview to answer the phone? And we wonder why we have nobody on the recall list and that we have to use agencies to fill positions. Position requirements are too high! Future employees understand quickly the situation: «Here it's too complicated, I will find work with a private company. They will hire me right the way». The other predominant situation is the CV selection. The employer selects only those having trained as secretary for the recall list for clerks or receptionists, i.e., administrative agent class 4 while they are qualified to be agent class 2. Where's the logic? As usual, there is none.

### Category 4

Nothing seems to be working with the recruitment of health professionals and technicians. Occupational therapists, physiotherapists, psychologists and

social workers are all job titles for which there is a shortage of staff, and it would seem that this deficiency will last a long time if we take into account the very strict criteria for admission in our Quebec universities. In fact, the «R» grade is applied and favours only CEGEP students having the best marks, rejecting hundreds of suitable candidates for any other reason than their marks are average.

Professional orders are also a source of problems when they require university degrees, not associated with «on-site reality». Why ask those with a bachelor degree to get a master when the health care network needs only practical experience in helping relationship? Another disturbing phenomenon is preventing CSSS from hiring of social work technicians. The network is denying itself of competent staff for entirely mind-boggling reasons.

## A 3 FOR 1 SPE

SINCE THE LAST ISSUE OF THE REVIEW WAS PUBLISHED, TWO PCSA GENERAL COUNCIL MEETINGS AND ONE SPECIAL GENERAL COUNCIL MEETING WERE HELD. THESE ARE THE MAIN TOPICS DISCUSSED AT THESE MEETINGS:

### March 9, 2009 Meeting

This meeting was held in Québec City. Ninety-five (95) delegates, eight (8) PCSA executive members as well as twelve (12) advisors and a special guest were present.

The main topic of this meeting was the election of our Negotiating Committee. The results are as follows:

- Category 1, Karine Cabana, Local 2960, Philippe Pinel Institute, Montréal
- Category 2, Ghislaine Doré, Local 3300, Quebec University Heart and Lung Institute
- Category 3, Monique Trépanier, Local 4880, Montreal University Geriatric Institute
- Category 4, Yves Paprocki, Local 2718, Batshaw Youth and Family Centre in Prévost

Other members are: Pierre Soucy, PCSA President



Yves Paprocki, Ghislaine Doré, Karine Cabana, Monique Trépanier et Alain Tessier du comité de négociation.

# BARGAINING WHO DOES WHAT?

by your Negotiating Committee

Our collective agreement ends on March 31, 2010. In order to explain the various steps of the process under way, the following table summarizes the different levels involved for the public and parapublic sectors.

The PCSA Negotiating Committee is involved at the Sectoral Table. To do so, we have prepared a consultation paper that you have received a little while ago. If you have not already done so, we are strongly urging you to fill it out and to return it as soon as possible to your Union executive. Data gathered will be used to build up a list of demands taking into account your major concerns.

At each negotiation round, all the collective agreement provisions agreed upon at the national level can be challenged by one of the parties. **NOTHING IS TAKEN FOR GRANTED!** We will have to fight to keep the status quo and develop strong arguments with a view to improve our working conditions. The support and involvement of all the members are essential to reach our objective i.e. A NEGOTIATED COLLECTIVE AGREEMENT!

## Good bye, Louiselle!

Louiselle Luneau, Union Advisor, is leaving us after 33 years of excellent and loyal service. Louiselle touched the heart of all the members she helped with passion and determination. We will miss her greatly!



Louiselle gets a kiss from the President

## SPECIAL !

and in charge of the Executive Committee at the Central Table, Michel Jolin, Secretary General and responsible for the Executive Committee at the Sectoral Table and Alain Tessier, Coordinator, Social Affairs Sector.

Other elections were held also at this general council meeting:

- Martine Roy, Local 2825, CSSS de St-Léonard et St-Michel, elected to the Pay Equity Committee
- Martin Doyon, Local 3642, Urgences-santé Corporation, elected to the Committee for Jobs not provided for
- Pierre Soucy, PCSA President, appointed Vice President, Social Affairs Sector on the CUPE-Québec Executive Committee
- Marco Lutfy, Francine Lamothe and Michel Jolin, members of the PCSA Executive Committee were appointed Directors for the Social Affairs Sector on the CUPE-Québec General Council
- Ghislaine Doré, Local 3300, Quebec University Heart and Lung Institute and Manon Lupien, Local 5436, CSDI Mauricie-Centre-du-Québec, were elected Directors, Social Affairs Sector on the CUPE-Québec General Council.

TO BE CONTINUED ON PAGE 4

NEGOTIATION LEVEL	ISSUES NEGOTIATED	WHO NEGOTIATES?
<b>Central Table</b> <b>Common Front</b> <b>FTQ, CSN, SISP</b>	<p>Mandates are obtained from members in general assembly.</p> <p>Examples:</p> <ul style="list-style-type: none"> <li>■ Salaries and premiums</li> <li>■ Pension plan</li> <li>■ Parental rights (legislations)</li> </ul> <p>The results of this negotiation which form an integral part of the collective agreement, are applied in the same manner to all employees working in public and parapublic sectors.</p>	<p>Spokespersons appointed by their Union Confederation:</p> <p>For FTQ, Michel Parenteau, Assistant Director, CUPE for Québec, will be representing us.</p> <p>For the government, Treasury Board representatives</p>

NEGOTIATION LEVEL	ISSUES NEGOTIATED	WHO NEGOTIATES?
<b>Sectoral Table</b> <b>FTQ (Health and Social services)</b>	<p>Right from the start, members of each sector are consulted.</p> <p>Examples:</p> <ul style="list-style-type: none"> <li>■ Classifications</li> <li>■ Manpower shortage</li> <li>■ Overtime remuneration</li> <li>■ Number of statutory holidays and vacation days</li> <li>■ Union liberation days and grievance procedure</li> <li>■ Group insurance and salary insurance</li> </ul> <p>The results of this negotiation which forms an integral part of our collective agreement, are different according to the confederation and the activity sector.</p>	<p>Each activity sector within a confederation appoints a Negotiating Committee according to their by-laws and regulations.</p> <p>For CUPE, the PCSA Team (Provincial Council of Social Affairs) is made up of seven individuals, one representative per category, the President, the Secretary General and the Coordinator acting as spokesperson for the group.</p> <p>For the government, the employers' representatives are appointed by CPNSSS (Health and Social Services Employers' Representatives).</p>

NEGOTIATION LEVEL	ISSUES NEGOTIATED	WHO NEGOTIATES?
<b>Local Negotiation</b>	<p>Examples:</p> <ul style="list-style-type: none"> <li>■ Voluntary transfer rule</li> <li>■ Recall list</li> <li>■ Allocation of statutory holidays, leaves without pay and vacation</li> <li>■ Conditions relative to overtime except rates</li> <li>■ Probation period</li> </ul> <p>The results of this negotiation are in another document other than the collective agreement approved on a national scale. These provisions are negotiated by the Local Negotiating Committee elected or appointed according to your by-laws.</p>	<p>Each local chooses a Negotiating Committee according to their by-laws and regulations.</p> <p>The Employer in each establishment also chooses a Negotiating Committee.</p>



ANDRÉ PÉPÉRARD



**Michel Parenteau,  
Assistant Director  
at CUPE for  
Québec and FTQ  
Coordinator for the  
negotiation**

## April 16, 2009 Meeting

Sixty-five (65) delegates, eight (8) PCSA executive members and fifteen (15) advisors attended this special meeting of the General Council held at the Hôtel des Seigneurs in St-Hyacinthe. Two items were on the agenda:

- Central Table Negotiation
- Sectoral Table Negotiation

### Central Table Negotiation

Alain Tessier, Coordinator, Social Affairs Sector and Michel Parenteau, Assistant Director at CUPE for Québec and FTQ Coordinator for the next negotiation round covered these issues.

At that time, an agreement was on the horizon between SISP, CSN and FTQ. We met to take a position on demands proposed by the Common Front. We agreed to recommend these demands in general assemblies. If the majority of the 465,000

members represented by the Common Front adopts them, these will be presented to the government next October.

### Sectoral Table Negotiation

The face-off for our Negotiating Committee was planned for April 20, 2009. The first mandate of the committee is to prepare the consultation paper that will be sent to Locals so that members of each local can give their opinion.

The second mandate of the committee will be to prepare the Conference on the draft collective agreement; the conference is planned for September 21, 22 and 23, 2009 at Auberge Universel in Montréal.

## May 21 and 22, 2009 Meeting

At this meeting, more than one hundred delegates, advisors and board members were present.

Several presentations were made not necessarily in that order:

Réjean Bellemare from FTQ discussed the likely changes to be made to the Quebec Pension Plan. Of course, the government would like to reduce its costs...

Alain Tessier, Coordinator, Social Affairs Sector, went over the main issues discussed at the symposium « Le syndicalisme hier, aujourd'hui et demain » (Union movement yesterday, today and tomorrow) which took place in Gatineau last fall. A first action plan has been approved by attending delegates. It was agreed that a priority for locals is to increase the level of participation to general assemblies.

Alain Tessier discussed also Law 68 governing the progressive retirement plan. We learned that for

the time being, our retirement plan, RREGOP, does not allow to continue working while receiving our pension.

Michel Parenteau, FTQ Coordinator for the next negotiation round, informed us that the non-raiding protocol and the operating protocol to work as a Common Front have been signed on May 11 by SISP, CSN and FTQ. He specified that the operating protocol will become functional when it is approved by all members of all organizations.

Roberto Fortin, Advisor on PPPs at CUPE tabled two study projects mandated by PCSA through CUPE. One of the studies led by Pierre Hamel, researcher at L'institut national de la recherche scientifique will cover PPPs and more specifically a PPP at CHUQ in Québec. The second one will be conducted by a team of researchers at UQAM and will deal with hygiene and sanitation in our health care establishments. For the first time, beneficiary attendants and housekeeping personnel will have a say.

Ronald Cloutier, Union Advisor at the Legal Department of CUPE addressed the issue pertaining to Laws 30 and 142. Concerning Law 30, the Appeal Court heard the parties involved on April 20 and 21 and we are awaiting the judges' decisions. With respect to contesting law 142, preliminary hearings have begun and will resume next fall.

Lise Simard, Advisor for Evaluation at CUPE, informed us of changes made by the government about pay equity. Law 25 is about to be enacted and nothing looks positive in this law for Quebec unionized employees.

Guy Jolicoeur, Assistant Vice President for the Montréal-Outaouais-Laurentides-Lanaudière-Montérégie region, broached the issues prevailing at Agence de Montréal relative to manpower planning and manpower assignments in mental health.

We have also elected two members at this General Council meeting:

- Danie Bouchard, Local 1108. CHUQ Québec, elected to the Category 2 Committee
- Lucie Marchand, Local 1810, CSSS la Pommeraie, elected to the Insurance Committee

This summarizes the last three meetings. For more information, please get in touch with your local executives.



# The Review

Newsletter published by the  
**Conseil provincial des affaires sociales (CPAS)**.

CPAS is the amalgamation of the Unions of the Health & Social Services Sector of the Canadian Union of Public Employees (FTQ)

**President:** Pierre Soucy

**Secretary General:** Michel Jolin

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Delegates hard at work on Insurance Day