

Newspaper of the  
Provincial Council  
of Social Affairs

# The Review

CANADIAN UNION  
OF PUBLIC EMPLOYEES

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## 2009/2010 Event Calendar

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

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

**General Council**  
Hôtel Loews Vogue in Montreal  
April 14-15, 2010

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

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

## OUTLINING AND FILING OUR LIST OF DEMANDS

by the Negotiating committee, Karine Kabana,  
Ghislaine Doré, Yves Paprocki, Monique Trépanier  
and Alain Tessier

YOUR NEGOTIATING COMMITTEE DRAFTED THE TENTATIVE COLLECTIVE AGREEMENT FOR THE SECTORAL TABLE, TAKING INTO CONSIDERATION THE INFORMATION PROVIDED IN THE QUESTIONNAIRES WHICH WERE COMPLETED BY MEMBERS, LOCAL EXECUTIVES, PCSA COMMITTEES AND UNION ADVISORS FOR THE SOCIAL AFFAIRS.

We also had the mandate to incorporate the position of the Common Front (targeted negotiation) and the objective to reach an agreement before the end of the current Collective Agreement on March 31, 2010.

### A transparent mandate

At the symposium held to draft a tentative collective agreement, organized by PCSA, and held on September 21, 22 and 23, 2009, members present adopted the tentative collective agreement. After, local members were asked to vote to adopt or not this project at their respective general assembly.

Due to the fact that the majority of locals have voted to approve the project, hence, the Negotiating Committee for PCSA had the mandate to file our demands with CPNSSS (The Negotiating Committee for the Health and Social Services Network). This was done on October 30th concurrently with the filing with the Central Table by the Common Front. Negotiation at the Sectoral Table should start in January 2010.



Common Front Tour with Louis Roy, CSN Vice President, Alain Tessier, Coordinator, Health sector CUPE-FTQ, Réjean Parent, spokesperson for SISP

### The Review, a tool available to all

Between *The Review* publications, we will inform you of any development in our negotiating process via the newsletter *Nego Update*. Also, check your bulletin boards in order to be fully aware of what is happening and be well informed of what is coming up.

### Negotiation, let's be involved

More than ever, we must optimize our involvement, as stated by most of you in the questionnaire distributed at the beginning of the summer. Your support is essential in order to succeed in our negotiations; this is how we will establish a balance of power with the government.

## A Message from the President



Pierre Soucy,  
PCSA President

### The Common Front : proud people!

We can be proud of what we do every day, but what we must stand up for is a source of collec-

tive pride : public services offered to all residents who enjoy in Quebec an exceptional quality of life. Public services providing more for less than everywhere else, and in a more equitable manner. These public services constitute extraordinary economic benefits for our people, on a global scale.

We have another good reason to be proud of ourselves and our unions this year. It is the first time since 1972 that we are able to put our differences aside to concentrate our energy and focus on what matters most. We can be proud of this strong Common Front, determined more than ever to move into a new direction. We can be proud of what we have accomplished in the past, of what we are doing now and what we will realize tomorrow.

**NEGO 2010, IT'S A GO : BE PROUD !**



by Michel Jolin

Hi everyone,

You will notice, as you read this newsletter, that PCSA is now in a bargaining mode. The Provincial

## A word from our Secretary General

Council for Social Affairs represents 20,000 members regrouped under four categories:

- Nursing and cardio-respiratory care personnel
- Paratechnical, auxiliary services and trades personnel
- Office personnel and administrative technicians and professionals
- Health and social services technicians and professionals

These categories encompass approximately 252 different job titles.

Together, we are an important striking force. Up until now, you have been invited to participate to the Common Front tour which took place across Quebec, the Big gathering held in Montréal on October 29<sup>th</sup> and to the one in Québec City on October 30<sup>th</sup>. We have also asked you to wear the sign «It's a go! » on October 30<sup>th</sup>.

We will rely on you over the next weeks and months for other various manifestations.

**My working conditions, it's my business!**

## General Council Meeting held on September 24 and 25, 2009

by Michel Jolin

We have learned at the meeting that the first part of the negotiation i.e., the negotiation of the union liberation protocol, was very successful. The protocol will be signed after only a few months of pre-negotiation.

Within the framework of this negotiation, Marco Lutfy, Vice President, Montréal /Outaouais/ Laurentides/Lanaudière/Montérégie and in charge of mobilization for PCSA, presented the promotional material which will be used during mobilization activities in October:

- Posters (Commun Front): *Together for public services*
- Marquees: *Coming soon – Fall 2009*
- Signs
- Flags
- Cheering sticks
- Stickers
- Static Plates (18¢ each)
- Calendars (\$1.50 each)
- Various documents for October 30, 2009

On the same issue, Michel Parenteau, Coordinator for the next negotiation round in the FTQ Public Sector, covered the strategic approach for this negotiation :

- Short negotiation
- Targeted demands
- Realistic demands to the Sectoral Table

Michel also mentioned the events for October :

- Regional Tour by the Common Front
- Big gathering on October 29th
- Filing of demands at the Central Table by the Common Front on October 30th in Quebec

Michel emphasized also that this round of negotiation will be tackled amid a difficult economic context with a deficit of several billions of dollars, increases in rates and several thousands of jobs lost. Let's remember that the Common Front is just as strong as its people.

Pierre Soucy, PCSA President, tabled a survey taken with Health and Social Network employees. This survey requested by AQESSS was produced by CROP.

### The objectives were

- Study the perceptions and commitment of the Health and Social Services Network employees towards their job;

- Compare network employees with the Quebec active population;
- Identify opportunities and threats in terms of human capital management.

### Methodology used

- Survey conducted online (Internet);
- 14 establishments were selected at random;
- Approx. 2,700 employees were asked to answer the questionnaire;
- 798 employees answered the questionnaire;
- Survey held from April 16 to May 10, 2009;
- Time to fill in the questionnaire: 23 minutes.

### Outstanding facts

- Global satisfaction of network employees is quite lower than the population, 42% against 62%;
- The most common factor of dissatisfaction is workload;
- It is the nature of their work which is inciting individuals to work in the network;

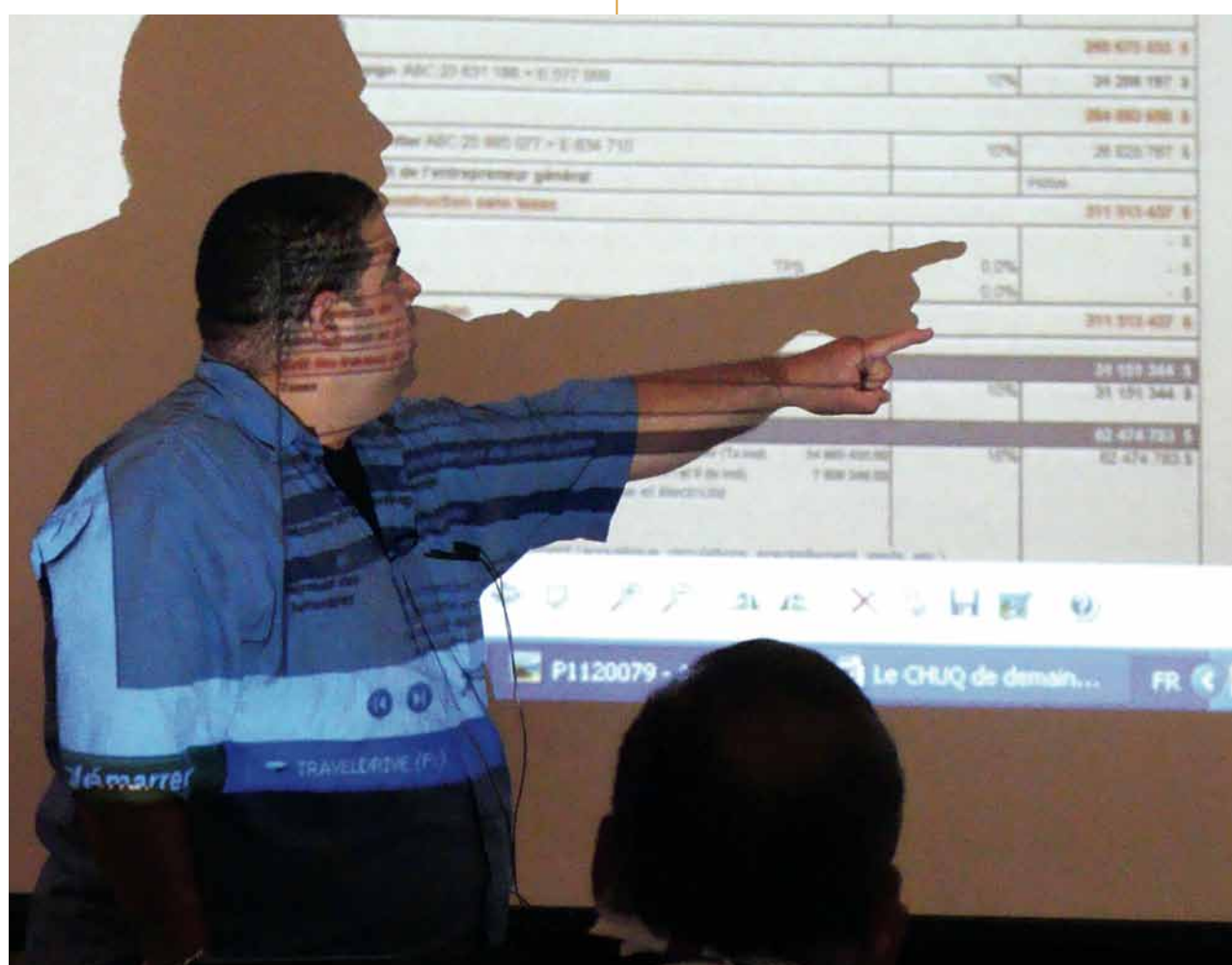
- Employees are still proud to work in the network;
- 78% of employees recommend to their relatives to work in the network;
- The majority of the network employees have the impression that they project a bad public image.

Benoit Cloutier, President of Local 1108 at CHUQ in Québec, tabled a PPP project at the Hôtel-Dieu de Québec.

We have learned that there are many ways to present a PPP construction budget. It all depends if we look at construction costs, capital costs or actual capital costs. The budget for this construction can vary from \$311 million to more than \$500 million. To have a clear and fair picture of the costs of the project, one must add inflation related costs, equipment, renovation and all the work which will be carried out in a traditional manner. The project may reach \$1 billion dollars.

Serge Morin, Union Advisor at organization, talked about Bill 49 which is replacing old Bills 7 and 8 considered unconstitutional by Mrs. Judge Grenier.

This bill is far from being perfect, but it re-establishes the status of salaried workers working in family-type resources and intermediate resources.



Benoit Cloutier, president of Local 1108 (CHUQ)

# Status of women committee

By Manon Lupien, Francine Hamel, Nathalie Olivier and Lise Gauvreau, members of the Status of Women Committee

AT THE LAST MEETING OF THE PCSA GENERAL COUNCIL, WE HAD THE PLEASURE AND THE OPPORTUNITY TO SHARE WITH YOUR UNION REPRESENTATIVES OUR NEW «GUIDE SIMPLIFIÉ DES DROITS PARENTAUX» (PARENTAL RIGHTS SIMPLIFIED GUIDE).

It is a challenge that we had set for ourselves for the end of last year. Bright and colourful, it will catch your attention; written in simple easy-to-read terms, it will be easy to find information and to understand. Please ask your executive for a copy; it will also be available via the Internet on the PCSA site at the following address, in PDF format ([www.cpas.scfp.qc.ca](http://www.cpas.scfp.qc.ca)).



The Committee is composed of Manon Lupien, Local 5436, Francine Hamel, Local 4451, Nathalie Olivier, heading the Committee, and Louiselle Luneau, advisor, but now retired. You will agree with us that Louiselle's retirement is well deserved and we are wishing her the best time ever and a slew of interesting projects.

Louiselle left us and therefore we must replace her. Consequently, Lise Gauvreau is now the new advisor for the Status of Women Committee.

Our new challenge this year is to revive the Status of Women Committee within PCSA. We want to be creative, entertaining, and informative, but in a different way. There is a lot to be accomplished on women's issues. We have several concerns to tackle. One that stands out and that we take very seriously is work and family conciliation; this is a struggle involving both men and women. A current issue that the Committee will prioritize... and we will need your participation

## Did you know?

- Women in Québec obtained the right to vote at the provincial level in 1940. Not long ago, women were not authorized to take legal decisions concerning their domestic life.
- Before 1929, women in Canada were not considered legal persons according to the 1867 constitutional law.

## EVEN BEFORE THE PANDEMIC

# Conflicting messages by Minister Bolduc!

by Guy Jolicoeur

While School Boards in Quebec are removing expecting teachers from classrooms to avoid complications during the pregnancy, the Minister of Health and Social Services is ignoring union demands that the same protection should be provided to our female workers in contact with a clientele at risk and prone to infection by the H1N1 virus.

And the risks of complications if infected by the H1N1 virus when pregnant are real: a pregnant woman died at the beginning of the year after having contacted the H1N1 virus during the first wave. What is the Minister waiting for, why not give his employees the same protection given to School Board employees? Are we shoemakers without shoes? The Minister is sending two conflicting messages to the population; an alarming message asking the population to get vaccinated, and a reassuring message stating that our workers are not at risk.



## So, what does he really want?

We all remember that conflicting statements by a health minister is not something new. Former Minister Philippe Couillard would make statements in favour of a public health care system while he was negotiating his working conditions with a private health care promoter. The new minister replacing him is not as effective in hiding his intentions; while he was assuring nursing personnel a few weeks ago that they did not have to be vaccinated, he changed his mind and declared suddenly that the personnel who would refuse to be vaccinated would be returned home, without pay or the right to contest the decision.

This new approach by the minister contravenes basic safety rules in the workplace because we

TO BE CONTINUED ON PAGE 4

## CUPE NATIONAL CONVENTION

# The union movement from coast to coast : good allocutions and emotional debates !

by Guy Jolicoeur and Karine Rainville

From October 5<sup>th</sup> to the 9<sup>th</sup>, 2,500 CUPE Local members participated to the CUPE PanCanadian Convention. Among those who came to Montreal for the Convention, were representatives of many activity sectors from all the regions in the country: from the East and the West from the Centre and the North. These 2,500 delegates took numerous decisions involving the CUPE administration, approved and adopted financial reports and statements, a budget and voted to elect leaders to represent them on the national scene.



Communication award presented to Local 4628, Centre Jeunesse de Montréal, at the Convention. Shown on the picture: Marc-André Beauchamp, person in charge of the newsletter for this local.

The Convention gave us a good overview of how dynamic our troops can be! First, speakers were intense; good speeches were delivered by Jack Layton (NDP Leader in Ottawa) and Ken Lewenza (Canadian Autoworkers Union). Our new re-elected President, Paul Moist, reassured the delegates of the National support to defend local and regional issues involving CUPE National members from coast to coast. These fights are particularly passionate in time of recession when unions are being attacked from all sides by government and private companies who want to take away workers' rights. Even municipal governments who were considered more progressive are now daring when there is an opportunity to trim our members' salary and working conditions. The defence of the public health system was mentioned on several occasions in allocutions by members who

TO BE CONTINUED ON PAGE 4

## REMEMBER THESE DATES...

### November 25<sup>th</sup> International Day for the Elimination of Violence against Women

November 25<sup>th</sup> was chosen to honour three women from the Dominican Republic, the Mirabal sisters, fervent militants for freedom and political activists, who were brutally killed in 1960 by forces loyal to the dictator Rafael Leonidas Trujillo. This day is recognized everywhere in the world since 1999 at the General Assembly of the United Nations.

### December 6<sup>th</sup> National Day of Remembrance and Action on Violence against Women

This day was introduced by the Canadian Parliament in 1991 following the Polytechnic massacre in Montréal. 14 young women were assassinated on December 6, 1989, simply because they were women. This day does not only give us an opportunity to reflect and to remember this sad event, but it also provides the possibility to question the problematic issue of violence against women in general.

# SUMMARY OF YOUR DEMANDS

WE ARE GIVING YOU BELOW AN OVERVIEW OF YOUR DEMANDS WHICH WERE PRESENTED AS PRINCIPLES TO THE SECTORAL TABLE.

## TEMPORARY FULL-TIME STATUS

- Option, for the part-time employee who so desires, to be considered for a full-time position, if the replacement exceeds (3) months.

## RIGHTS, FREEDOM OF UNION ACTION

- Foresee that arbitration and representation costs are assumed by the employer just like it was in the previous collective agreement.
- Increase the union liberations paid by the employer in order to provide a better service to members.
- Structure the measures taken by the employer concerning electronic surveillance to ensure, above all, that the Union is informed by the employer of installations of cameras presently on the premises and future installations to ascertain that this equipment is not used by the employer to evaluate and monitor unionized employees.

## SUBCONTRACTING

- Make sure that when the work is carried out by employees working for the contractors that this will not generate any reduction of hours for unionized employees on the recall list.
- Before subcontracting services, the employer must offer overtime.
- Provide for an approach to discuss with the employer means to avoid subcontracting, namely considering a voluntary transfer of personnel who could do the work.

## PREMIUMS AND REMUNERATION

- Payment of time and one half for all statutory holidays as applicable for Xmas and New Year effective at the beginning of the last collective agreement.
- Provide for the application of the team leader premium when a unionized employee is coaching someone.
- Include a provision so that evening and night premiums are applicable to all the shifts when the majority of hours are worked between 2 p.m. and 8 a.m.

- Provide for a premium for bilingualism, when it is requested.

## OVERTIME

- Provide for minimal remuneration when an employee is recalled to work and the employee works at home.
- Provide for remuneration for the work carried out during meal time for the employee on availability.

## VACATION

- Increase the number of vacation days by 1 day per year after 15 years of service in order to have 6 weeks of vacation time after 25 years of service.

## GROUP AND SALARY INSURANCE

- Increase the share of the employer for the Basic Group Insurance.
- Reduce the waiting period from 7 to 5 days for full-time employees.
- Reduce the waiting period from 9.8 to 7 calendar days for part-time employees.
- Allow, if a part-time employee so desires, to bank sick days.
- Increase to 5 days the leave for personal reasons.

## BEREAVEMENT LEAVE

- Be entitled to this leave in days paid but not worked.
- Be entitled to 5 days when a child dies, whether the child is a minor or not.
- Add a second day for travelling time when funerals are held more than 480 km from place of residence.
- Provide for a mechanism so that parties can meet to reach an understanding when a death occurs outside the country.

## TRAVELING EXPENSES

- Provide for a system to activate and adjust quickly the allowance according to the actual cost of fuel.
- Replace the 8,000 km scale by a 16,000 km one.
- Negotiate the amount paid for meal allocations.

## HEALTH AND SAFETY

- Provide for a mechanism to regulate and monitor vaccination procedures.
- In case of danger, the employer must take immediately necessary measures.
- Provide for a mechanism to regulate and monitor procedures when an infection occurs.
- Provide for an insurance coverage, paid by the employer, to ensure payment of salary at 100%, when a unionized employee is victim of an aggression caused by a patient/client while carrying out his or her duties.

## DIFFERED LEAVE PAYMENT

- Possibility to obtain a differed leave for 3, 4 and 5 months.

## PANDEMIC / CONTINUED FROM PAGE 3

all know that the employer must provide tools and equipment to protect the employee in the workplace from any infection. This approach short-circuits also any union representation since the minister talks openly of decree to fix new working conditions for his employees in case of a pandemic. Is he going to declare a state of emergency and bring in the army? Nothing is impossible in these uncertain times and the population is not necessarily on the winning side with such rather unexpected decisions!

## CUPE CONVENTION / CONTINUED FROM PAGE 3

see a significant drop or decline in acquired rights in the public system.

For example, B. C. and Ontario mentioned their fights to keep their unions and rights acquired over the last twenty years. Multinationals within the health care sector are being built and we are talking about a market of several billion dollars and this, just in Canada. Consequently, we anticipate that the struggle will be fierce to keep a universal public health care system. Retirement is also a hot issue these days! How many unionized employees have seen their retirement funds disappeared and the government did not even raise the little finger? It is outrageous to see retired people return to work for the simple reason that their retirement fund has disappeared because of financial scandals.

Beyond allocutions and debates, there is no doubt that the PanCanadian solidarity demonstrated at the CUPE National Convention was one of the most outstanding elements of this intense action-filled week. Each day, thousands of CUPE members are working to improve the working conditions of their members. Whether they are small or big locals, it is the strength of thousands of CUPE members demonstrated from October 5th to 9th, 2009, which is motivating them to pursue the mission.



Negotiating Committee at the Symposium for the preparation of the tentative collective agreement



Voting for one of the resolutions at the Symposium



## The Review

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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

**Co-ordinators:** Marc-André Beauchamp, Guy Jolicoeur, Michel Jolin and Karine Rainville from the Information committee

**Special contribution:** CSA Negotiating Committee and the Status of women Committee

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