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CANADIAN UNION
OF PUBLIC EMPLOYEES

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2017 Calendar

- Study session on the collective
agreement and local agreements**
September 11-14, 2017
Hotel Castel, Granby
- General Council**
September 15, 2017
Hotel Castel, Granby
- Convention**
October 24-26, 2017
Hotel Rimouski
- General Council**
October 27, 2017
Hotel Rimouski
- General Council**
December 13-14, 2017
Hotel Chateau Laurier, Quebec City



The Review

Welcome to your new home!

by José Carufel, Union Representative

ALTHOUGH 4,000 MEMBERS WERE ADDED TO CUPE'S RANKS AS A RESULT OF THE LAST WAVE OF UNION RAIDING, NEITHER CUPE NOR ANY OF THE OTHER UNIONS WAS IN FAVOUR OF THE RAIDS. IN FACT, ALL WERE UNITED IN CONDEMNING IT. MINISTER BARRETTE'S LAW ABOLISHING THE HEALTH AGENCIES AND FORCING MERGERS OF HEALTHCARE INSTITUTIONS HAS SIGNIFICANTLY DESTABILIZED THE HEALTH AND SOCIAL SERVICES NETWORK AND ERODED WORKING CONDITIONS. THIS HAS BEEN A TUMULTUOUS PERIOD FOR EVERYONE.

The time has now come to join forces and stand up to our common adversary, the Liberal government!

I would like to share with you something that happened in the Local Union where I serve. The situation I'm about to describe is pretty representative of what can happen in any institution in the healthcare network.

CUPE-4628 is now the new union for the class 3 administrative personnel of the CIUSSS du Centre-Sud-de-l'Île-de-Montréal. To ensure that all its members were well represented, the Local reached out to activists from other unions to ask them to continue working for the common cause.

We were lucky to be able to welcome newcomers from the CTC-FTQ, the CSD, the CSN and other organizations. Among them were former CSN activists Mélissa Morin and Céline Langevin, who were eager to talk about the experiences they had had during the transition period.

"Despite giving my all, I lost the election. Disappointed with this defeat, I was resigned to completing the mandate that I'd been given by the members of my institution and then surrendering my files to the new union. I was touched by the confidence people had in me and by the support I received for my union work, and it made me think that many people wanted me to continue representing them. However, I felt that my work was winding down and a new chapter of my life was beginning," said Mélissa, a former member of the CSN's executive.

At the request of Pierre-Paul Tessier, President of CUPE-4628, Mélissa Morin and Céline Langevin agreed to join the union transition team.

Mélissa added: *"What an amazing surprise when I got to the meeting. A transition executive was waiting, made up of the CUPE executive and former local representatives from other unions. A welcoming, devoted and hard-working team with loads of experience and an open mind, ready to support class 3 members."*

TO BE CONTINUED ON PAGE 3



A Word from the President

by Pierre Soucy



This year is almost half over...Where has the time gone? The past six months have seen a whirlwind of activity. Union raiding has now wrapped up, with very satisfactory results. Once again, we congratulate our activists for their dedication. They've had to go through some tough and troubling times and they still have further challenges ahead in the coming months.

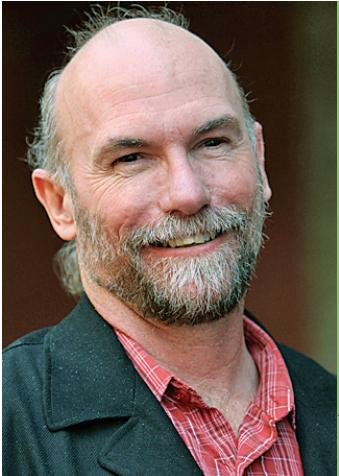
We hope you'll be able to recharge your batteries this summer as the fall promises to be very busy. A study session on the collective and local agreements will be held in Granby in September, to be followed by the CUPE National Convention in Toronto. Lastly, social affairs, the best sector of all, will be holding its convention in Rimouski in October. Your task at this year's convention will be to elect a new president! In fact, the election campaign has already kicked off.

You read right: I'm bowing out at the end of the year. After 38 years in the healthcare network, including 25 years of union life, I feel I can truly say my upcoming permanent vacation is deserved. It has been a great pleasure travelling this road with you, and I was honoured to be your representative!

Your commitment is the driving force behind our union. I urge you to stay engaged and united; together we can achieve great things.

I will continue to represent the members of the Institut de cardiologie et de pneumologie de Québec until early January 2018. After that, I look forward to running into you at our Quebec City rallies!

But for now, summer is here and I'd like to wish all our care facilitators a great vacation!



ANNIE THÉRIAULT

A Word from the Secretary General It's been a while!

by Michel Jolin

Eh oui, la dernière parution du jThat's right! Our last issue was published in July 2016. So what on earth has been happening since then?

Union affiliation campaigns, that's what! More than 200,000 employees in the public network had to choose a union – a first

in the history of the health and social services network – courtesy of Health Minister Gaétan Barrette and the skewed vision of Québec's Liberal Party.

Thanks to the tireless efforts of CUPE activists affiliated with the Conseil provincial des affaires sociales (CPAS), our union welcomed 4,000 new members. My gratitude goes out to our members, retirees and union representatives. Whether

your part was big or small, THANK YOU for this resounding success.

I'd also like take this opportunity to thank the members of other organizations who opted for the "Healthy Choice" in choosing CUPE as their new union. Mark my words: you won't regret it!

Welcome to your new home.

Have a great summer, everyone!

LIFE GOES ON

General Councils

7 et 8 novembre 2016

Social Affairs Coordinator Alain Tessier reported on our pension plan's rate of return, which was 5.57% for the third quarter of 2016, or 1.32% more than the threshold for sound management.

He also summed up the first meeting of the national labour relations committee in a few short words – many problems, few solutions.

CUPE communications representative Sébastien Goulet, along with representatives from the Organizing Department, launched the Healthy Choice campaign.

The CPAS Action Committee also made its report. Since the last General Council, the ambulance has made 17 trips, visiting the Beauce, Chaudière-Appalaches, Bas-St-Laurent, Quebec City and Abitibi-Témiscamingue regions.

Laurence C. Royer, CRDITED Chaudière-Appalaches, was elected to the Youth Committee. Gyslain Gaudet, Institut Philippe-Pinel de Montréal, and Véronique Bouchard, Institut universitaire de cardiologie et de pneumologie de Québec, were elected to the Information Committee.

Members of the Status of Women Committee provided training on the Simplified Guide to Parental Rights.



March 2–3, 2017

Social Affairs Coordinator Alain Tessier gave an account of two further meetings of the national labour relations committee. Reminding us of the various issues, he reported that no solutions had been found.

He discussed a decision regarding article 29 of our collective agreement, in which the arbitrator fined the employer \$1,000 for failing to file documents within the time period provided in the collective agreement.

The CPAS Action Committee reported that the ambulance went out 43 times, covering a distance of 12,700 km across Québec.

CPAS Secretary General Michel Jolin presented the financial reports for the past year, showing that the CPAS is in good financial shape.

May 15, 2017

Alain Tessier presented the results of the triennial actuarial audit, which were recently made public. As at December 31, 2014, 540,657 active members had paid their dues. The average salary was \$53,450 and the average age 42. There were 231,391 retirees, i.e. 48,000 more than in 2011. With a funding status of 103.7%, our plan is in excellent health.

Alain announced the launch of a comparison study of collective agreements with the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS). This process is designed to ensure that members of other union organizations do not lose any of their rights when changing to a different collective agreement.

The following people will be the social affairs representatives at the SCFP-Québec General Council:

- Vice-President: **Pierre Soucy**, Institut universitaire de cardiologie et de pneumologie de Québec
- Director: **Royse Henderson**, Institut national de santé publique du Québec
- Directors: **Jean-François Haineault**, Centre hospitalier universitaire de Québec, **Simon Beaulieu**, CIUSSS de la Montérégie-Ouest, **Michel Jolin**, CIUSSS de l'Estrie-CHUS, **Pierre-Paul Tessier**, Montréal West Island IUHSSC, **Gyslain Gaudet**, Institut Philippe-Pinel de Montréal

Yanick Ducharme, Institut Philippe-Pinel de Montréal, Frédéric Brisson, Institut universitaire de cardiologie et de pneumologie de Québec, and Jonathan Deschamps, Montréal West Island IUHSSC, were elected to prepare the upcoming study session on the collective and local agreements.

Mélanie Gougeon, union representative with the SCFP's Evaluation department, reported on progress on 2010 and 2015 maintenance with the Conseil du trésor. We learned that the FSSS-CSN has withdrawn from the conciliation process for 2010 maintenance, and we are now waiting for the Conseil du trésor's response.

Recent development:

The Conseil du trésor has notified the unions that the government will not be presenting its settlement offer due to the FSSS-CSN's withdrawal from the conciliation table.

We have therefore referred the complaints concerning SCFP-Québec's 2010 pay equity maintenance to the CNESST's investigation department.

Our goal is to trigger a settlement for our members who have been waiting for a very long time. The SCFP pay equity committee has already started its investigations. Further updates will be provided as the work progresses.

Special convention

May 31 and June 1, 2017

A special convention was held to review the Constitution of the Conseil provincial des affaires sociales. Further to the union raiding campaigns, we need to revisit our operating methods. Seven amendments were necessary, affecting the following articles:

- Article 4: Représentation au congrès
- Article 5: Représentation au Conseil général
- Article 6: Redéfinition des vice-présidences régionales
- Article 6: Création de vice-présidences par catégorie
- Article 7: Rôle des membres du Bureau
- Article 9: Comité de négociation
- Article 16: Fonds de dépannage

As always, please feel free to contact your local executive for further information.

Workers with Heart and Skill!

by Gyslain Gaudet

THIS TITLE IS NO EXAGGERATION: WORKERS IN THE HEALTH AND SOCIAL SERVICES NETWORK REALLY DO WORK FROM THE HEART. AS WELL, THE LAST UNION-RAIDING CAMPAIGN CONFIRMED JUST HOW MUCH OUR MEMBERS ARE AT THE HEART OF OUR UNION WORK. WE ARE PROUD TO REPRESENT THEM AND WE PUT THE SAME PASSION INTO OUR WORK AS THEY DO INTO THEIRS.

Many sacrifices were made to get through this turbulent time. Our employer didn't pause for a second, quite the contrary. And so our activists had to be constantly on the alert, tirelessly defending our members' interests, while staying focused on the priorities of commitment, solidarity and equity – the core values of the CPAS and CUPE.

Many of us didn't get to enjoy the Holidays because we wanted to make a difference in the campaign. The Action Committee, for one, threw all its energy into persuading workers to make the "Healthy Choice".

To quote Alain Tessier: *"The CUPE team works on the firm conviction that our organization has the unique ability to improve the working conditions of the members we represent. We thank our members for making the "Healthy Choice".*

Today, we look to the future with optimism. In view of the work that remains to be done, we need to remain vigilant and ensure that our structures are in step with what is actually happening in the workplace. We have to do whatever it takes to see that everyone is equitably represented.

We welcome everyone who recently joined the broader CUPE family! After all, health and social services are everyone's business!

CONTINUED FROM PAGE 1

For her part, Céline Langevin offered this positive insight: *"After more than 30 years of activism with the CSN, here I was at CUPE, a new union. Obviously, I was in shock, and I felt like I had lost my bearings. I went through a grieving period, but after transferring to the new union all the files of the members that I represented, I realized that the ultimate goal of any union activist is to defend his or her members and represent them well. Since arriving at CUPE, I've had the opportunity to attend some meetings of CUPE and FTQ officials and I finally realized that we share the same values."*

The experience of working with CUPE has been highly motivating for our two new activists, and they're already looking to the future with CUPE-4628 with a positive eye.

In their words: *"Working at CUPE-4628 means working with committed, engaged people who have an open heart and an empathetic ear. They listen to each other and work together to improve our conditions and make sure our collective agreement is followed. It's a learning opportunity for us and a chance to become better union representatives, better activists and better people."*

Even the Best Battles Suffer Losses

by Sylvain Lemieux, Institut Philippe-Pinel

OVER THE YEARS I'VE WORKED ALONGSIDE PERSUASIVE ACTIVISTS WITH DEEP CONVICTIONS AT THE CPAS. NOT ONLY ARE THEY PROUD OF THEIR MEMBERSHIP IN CUPE, BUT THEY ALSO WANT TO SERVE THE BROADER UNION CAUSE. I HAVE MET INTERESTED, INTERESTING AND COMMITTED INDIVIDUALS WHO ARE CONCERNED ABOUT OUR HEALTH AND SOCIAL SERVICES NETWORK. THEY TAUGHT ME A LOT, ENABLED ME TO GROW AND, IN TIME, BECAME FRIENDS.

Naturally it is sad that we lost some outstanding people due to a union raiding campaign that nobody wanted. With this short note, we would like to thank everyone who no longer belongs to the broader CUPE family. We salute your involvement, loyalty and combative spirit. We also honour all the others who have been involved with the union as well as those they represented.

Our gratitude goes out to the following:

- ASSS de l'Outaouais (class 3)
- ASSS du Bas-St-Laurent (classes 3 and 4)
- Centre de réadaptation La Maison (classes 1, 2 and 4)
- Constance-Lethbridge Rehabilitation Centre(classes 2 and 3)
- Mount Sinai Hospital Montreal (classes 2 and 3)
- Centre jeunesse de l'Abitibi-Témiscamingue (classes 3 and 4)

- Batshaw Youth and Family Centres (classes 3 and 4)
- Centres jeunesse de l'Outaouais (class 3)
- Miriam Home and Services (class 3)
- CRDI de Québec (classes 2 and 3)
- Centre de réadaptation régional La Ressource (classes 2 and 3)
- CRDI TED Chaudière-Appalaches (classes 3 and 4)
- CSSS d'Arthabaska-et-de-l'Érable (class 3)
- CSSS de Beauce (class 2 and 3)
- CSSS de St-Léonard and St-Michel (class 3)
- CSSS du Lac-Témiscamingue (class 4)
- CSSS La Pommeraie (class 3)
- CSSS Lucille-Teasdale (class 2)
- CSSS Cavendish (class 2)
- CSSS de Rouyn-Noranda (class 2)
- CRDI-TED Mauricie/Centre-du-Québec (classes 3 and 4)
- Montreal Chinese Hospital (class 2)
- Hôpital Rivière-des-Prairies (class 2)
- Institut de réadaptation en déficience physique de Québec (classes 2 and 3)
- Institut universitaire de gériatrie de Montréal (class 1)

We would particularly like to pay tribute to three members who belonged to the CPAS executive these last years and who regrettably lost the ultimate battle:

Marco Lutfy (CPAS President from 2010 to 2014)

Paul-André Clermont (Vice-President, Abitibi/Témiscamingue/Nord-du-Québec)

Francine Lamothe (Vice-President, Estrie/Montérégie-Est/Mauricie/Centre-du-Québec)

These devoted officers made an enormous contribution to the CPAS.

On behalf of all of us, our deepest THANKS!



Marco Lutfy, CSSS Lucille-Teasdale



Frédéric Brisson and Pierre Bureau

Action Committee Road Warriors

by Véronique Bouchard

NO ARTICLE ON UNION RAIDING WOULD BE COMPLETE WITHOUT PAYING TRIBUTE TO THE ACTION COMMITTEE AND ITS ADVENTURE TOUR ACROSS QUÉBEC. THE COMMITTEE LOGGED 12,700 KILOMETRES OVER THREE MONTHS TO LEND SUPPORT TO UNION COMRADES IN THEIR COMBAT.

That may seem like a long journey but drivers **Frédéric Brisson**, Institut universitaire de cardiologie et de pneumologie de Québec, and **Pierre Bureau**, Institut de réadaptation en déficience physique de Québec, describe their experiences as unique and unforgettable.

The distance they covered was impressive. From mid-November 2016 to early February 2017, their itinerary took them to most regions across Québec. Time off was rare and days were long because of the number of institutions they visited.

Instead of the usual fare of hot-dogs, they had coffee, muffins, free soup, St-Hubert barbecue and Karma juice to sustain them. They also stopped for poutine in Montréal's east end, a \$25 treat that was as heavy on their stomachs as it was on their wallets. And they won't soon forget the famous seafood soup served up in Buckingham, Outaouais, by a Portuguese chef affectionately known as Guiseppe Scarfo, who saved his coveted dish just for them!

A milestone on the trip was when a Sûreté du Québec officer suggested they stay in his cottage so they could get away and relax for a time. Pierre, who's still amazed by the officer's generosity, said it was the first time a cop had ever offered him an escape route. Other memories include the Optilab demonstration, Santa-Cabrini Hospital, the ice sculptures in Abitibi-Témiscamingue and Christine Mercier's test runs in her yard to find a colour that adheres to the ice. It's a secret recipe so

don't bother asking. The guys were blown away by Paul-André Clermont, who got up early every morning to sweep the snow off the sculpture to make sure it was visible. What amazing teamwork!

The ambulance, dubbed the Mobmobile, broke down in Val-d'Or. Unfortunately, ambulances are not immune to -40 °C weather. But in the end, it survived the cold and chugged back to life, staying in one piece except for a few lost hubcaps and a lack of serious housekeeping. Let's not forget it was home to two men. In another incident, our heroes forgot to turn off their ambulance lights on the Metropolitan. It was only a few kilometres later that they realized why Montreal drivers were being so courteous and letting them through. That was a pretty good Friday. Such great memories and so many more!!!

Frédéric summed up his extraordinary experience as follows: *"It was the trip of a lifetime. Three intense months on the road with my "brother Pierre." Wow! We sure know Québec now! We have friends, brothers and sisters everywhere.... We're one big family!"*

And they would hit the road again in a heartbeat even though it means being far from home and missing out on family time. *"We fought for our union, but more importantly, we stood up for an ideal that we believe in. More than activism, it's a gut conviction,"* says Pierre.

It was a colossal feat carried out with pride, comradery and enthusiasm. On behalf of all your brothers and sisters, I want to take this opportunity to thank and pay tribute to you. No one can deny these road warriors' dedication and generosity!

You definitely deserve to blow your own horn :)

Some tidbits:

- Frédéric is impatient in traffic, especially on Sundays.
- To start his day, Pierre needs two cups of coffee in the morning (before leaving the hotel room).
- As for Fred, he's just a slowpoke!

- Music anthems:
 - On lâche rien – HK & Les Saltimbanks
 - American Idiot – Green Day
 - Libérez-nous des libéraux – Loco Locass
 - L'extraordinaire chorégraphie Toi + Moi – Star Académie

Favourite saying: *"I have an ambulance!"*



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)

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