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des affaires sociales

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OF PUBLIC EMPLOYEES  
  
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2014 Calendar

- General Council**  
Laval Sheraton Hotel  
March 4 and 5, 2015
- Conseil général**  
Palais des congrès in Québec  
May 4, 2015
- General Council**  
Laval Sheraton Hotel  
June 3 and 4, 2015
- Conseil général**  
Le Concorde Hotel in Québec  
October 7 and 8, 2015
- General Council**  
Laval Sheraton Hotel  
December 2 and 3, 2015



# The Review

## TWO VERY BUSY YEARS

HAS IT REALLY BEEN TWO YEARS SINCE THE LAST CPAS CONVENTION IN ROUYN? THE TIME JUST SEEMED TO FLY BY, WE WERE SO BUSY. THIS YEAR, THE ANNUAL CONVENTION OF CUPE-QUÉBEC’S SOCIAL AFFAIRS SECTOR WAS HELD IN THE VIBRANT CITY OF GATINEAU.



The convention started on a rather sad note. Outgoing CPAS president Marco Lutfy announced that he would not be running for another term because he needed to attend to some health issues. We understand and wish him all the best in the future.

As we look back at our achievements, it’s very clear that CPAS leaders kept the promise they made at the 2012 convention in Rouyn, i.e., to increase the visibility of workers in CUPE’s health and social services sector.

One of the first steps was the care facilitators campaign, which was very skilfully rolled out by our information services. The CPAS scored another coup with the purchase of an ambulance, which was painted in the colours of the promotional campaign.

The campaign was splashed across various media, including television, prime time radio and newspapers. In his final report, Marco noted that: “Never before has a group of healthcare workers promoted itself so extensively in Québec. We are proud of them!”

However, looking ahead, we see Dr. Barrette’s Bill 10 looming on the horizon. It proposes the mother of all reorganizations and gives supreme power to one man. While the bill may look like it has advantages on paper,

TO BE CONTINUED ON PAGE 3

## A word from the President

by Pierre Soucy



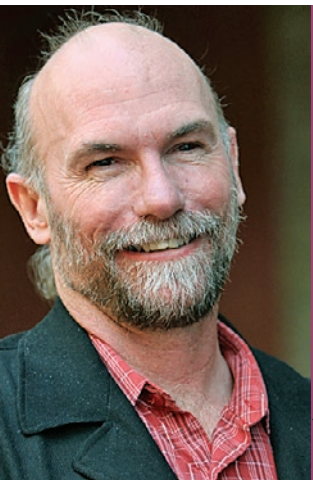
### Thanks Marco !

Marco, a thousand and one thanks for your leadership of the CPAS for the last four years. Your involvement and vision, your determination to advance

our cause and forge our own identity with the care facilitators branding, and your work on the provincial promotional campaign are just a few

TO BE CONTINUED ON PAGE 2





# A Word from the Secretary General

by Michel Jolin

## MERCENARY MADNESS!

With Barrette the mercenary leading the charge, the Liberal government is relentlessly working to destroy our healthcare system. They want to

implement a series of measures that will affect the province's entire population and let's not forget, that includes us.

Create mega structures to slash health-care costs? Reduce the number of managers? Really? What happened to Charest's mergers in 2005? Didn't they

have the same goals? Yet the healthcare system has only become more costly and its management ranks have mushroomed. And that only makes sense; the bigger the system, the more people it takes to run it.

If the government wants to roll back the cost of the healthcare system with Bill 10, how should it go about it? Centralize services, cut back on services, privatize services...and what else?

What kind of care will be available to the public? Will it be delivered from mega

centers? And, most importantly, how much will access to healthcare cost?

With these questions in mind, we're asking you to join us in fighting the bill! Contact your MNAs! Say NO to Barrette's bill!

On a different note, I would like to thank you for the trust you placed in me at the recent CPAS convention by allowing me to represent you again as your Secretary General.

Wishing you a wonderful holiday season!en me permettant de vous représenter à nouveau à titre de secrétaire général.

Je vous souhaite de joyeuses Fêtes!

# THE POWER OF INFORMATION or Demagogy at the Service of Government

NEGOTIATIONS FOR OUR COLLECTIVE AGREEMENT ARE OFFICIALLY UNDERWAY. FOR SOME TIME NOW, WE'VE BEEN BOMBARDED WITH NEGATIVE, AND EVEN CATASTROPHIC, NEWS ABOUT PUBLIC FINANCES: STRUCTURAL DEFICIT, PROGRAM "REVIEWS," RATIONALIZATION AND BUDGET CUTS. THE MEDIA CIRCUS HAS COME TO TOWN.

It's almost become a tradition. Just before the beginning of public sector negotiations, doomsday news about the economy is preached far and wide to set the stage for the government's demands.

The constant beating of this apocalyptic drum ends up brainwashing a certain percentage of the population. Even some workers in the health and social services network are taken in. Faced with this incessant repetition, people are swayed into agreeing to the cuts. Naturally, everyone starts looking around for a scapegoat.

And that's where the public sector comes in. It files its set of demands, and a misinformed public is outraged. Instead of asking about the legitimacy of the demands, the public is focused on seeing where money can be saved. Unfortunately for us, we work for Québec's largest government department.

## Making cuts in the healthcare sector: the easy way out

Regrettably, making cuts to the healthcare sector often appears to create political capital for governments in power. For the past 30 years or so, politicians who slice into the healthcare network have been hailed as heroes. And yet these cuts have hurt our healthcare system. For example, wait lists were much shorter prior to the massive cuts made in the 80s and 90s.

The public seems to think that too much money is injected into the healthcare system and that cuts are

easy to implement. How very depressing! If ever there was an essential service, it's certainly health care. In fact, the US government is trying to copy our system.

## Changing course

For far too long now, Quebecers have believed that the healthcare system is too costly. This is simply NOT TRUE. According to the Canadian Institute for Health Information (CIHI), Québec has the least costly health-care system in Canada. As healthcare workers, we should be proud of all the care facilitators that make up our network. It is thanks to them that the system continues to heal thousands of patients every day, despite the cuts applied over the years.

Governments are building their own political capital at our expense. We have witnessed the erosion of our working conditions and purchasing power for too long. It is time to close the gap.

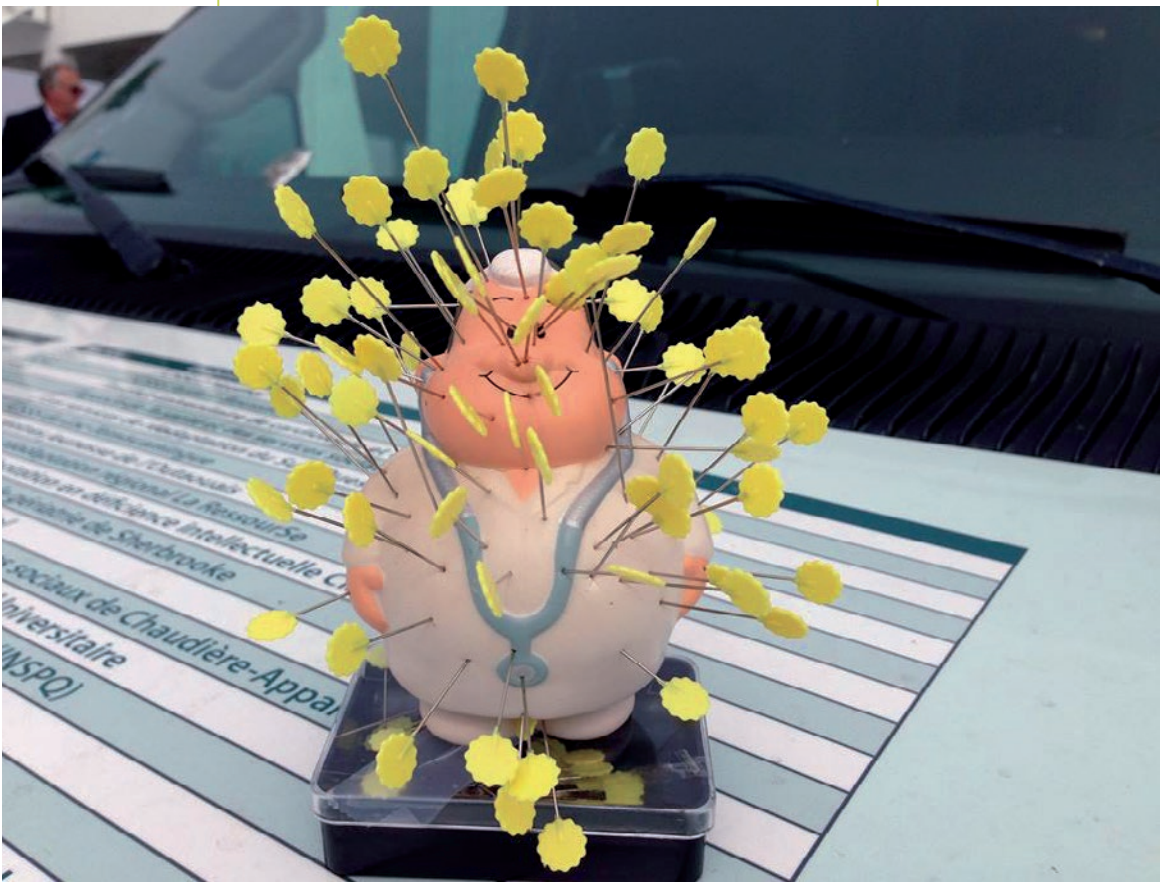
We may not have a large media machine at our disposal, but we can speak the truth, and we're not afraid of the facts. Let's talk to our co-workers, members, friends, families, and even to strangers. Let's use social media and even the traditional media, when they're prepared to listen. Let's be bold and proclaim the truth everywhere. There's strength in our numbers, so let the truth prevail!

## WANT TO BE FRIENDS ON FACEBOOK?

SIMPLY TYPE "CONSEIL PROVINCIAL DES AFFAIRES SOCIALES" IN YOUR FACEBOOK SEARCH BOX AND CLICK "LIKE" ON OUR FACEBOOK PAGE!



Like





# YOUR OFFICERS HARD AT WORK

SINCE THE LAST ISSUE OF THE REVIEW WAS PUBLISHED, DELEGATES FROM YOUR EXECUTIVES HAVE ATTENDED THREE GENERAL COUNCILS OF THE CONSEIL PROVINCIAL DES AFFAIRES SOCIALES. HERE’S A LOOK AT WHAT HAPPENED:

## General Council held on June 26, 2014, in Trois-Rivières

Demands drafted by the Common Front for Central Table negotiations (salaries) were submitted to delegates, and the frontcommun.org website was launched. Representatives were assigned to present the demands to members by September 26, 2014.

Delegates from the Montréal/Outaouais/Laurentides/Lanaudière/Montérégie region appointed Simon Beaulieu, Local 3247, as regional vice-president.

## General Council held on October 3, 2014, in Rimouski

Delegates adopted a resolution to rally against Bill 10 and condemn the bill in every possible forum.

Simon Beaulieu, vice-president, Montréal/Outaouais/Laurentides/Lanaudière/Montérégie, Martin Coté, Local 1350 (CRDI Chaudière/Appalaches), and Mélanie Gougeon, Local 2960 (Institut Philippe-Pinel), were elected to CUPE-Québec’s executive.

Nathalie Olivier, Local 4490 (Chinese Hospital), was elected to the CPAS Bargaining Committee, representing Class 2 members.

Julie Laramée, Local 3247 (CSSS Jardins-Roussillon), was elected to represent us on the board of the ASSTSAS.

## General Council held on November 7, 2014, in Gatineau

Elections were held for representatives to the CPAS’s committees. Here are the results:

### Class 1

Nathalie Horth, Local 4723, Johane Harrell, Local 4723, and Benoit Piché, Local 4723 (Institut universitaire de gériatrie de Montréal)

### Class 2

Stéphane Allard, Local 3300 (Institut universitaire de cardiologie et de pneumologie de Québec), Rémi Arsenault, Local 2881 (CSSS de Dorval-Lachine-LaSalle), and Sylvie Gagné, Local 4490 (Chinese Hospital)

### Class 3

Martine Roy, Local 2825 (CSSS de St-Léonard et St-Michel),

Maude Lirette, Local 4628 (Centre jeunesse de Montréal), and Jean Lavoie, Local 1108 (Centre hospitalier universitaire de Québec)

### Class 4

André Vaillancourt, Local 3608 (Centre jeunesse de l’Abitibi-Témiscamingue), Kathy Hébert, Local 3350 (Batshaw Youth and Family Centres), and Sylvain Lemieux, Local 2960 (Institut Philippe-Pinel)

### Action

Frédéric Brisson, Local 3300 (Institut universitaire de cardiologie et de pneumologie de Québec), and Pierre Bureau, Local 1284 (CRDI de Québec)

### Insurance

Royse Henderson, Local 5059 (Institut national de santé publique), and Yanick Ducharme, Local 2960 (Institut Philippe-Pinel)

### Status of Women

Chérie Thomas, Local 3350 (Batshaw Youth and Family Centres), and Carmen Lamarche, Local 311 (CSSS de Rouyn-Noranda)

### OCOPPP

Frank Kociper, Local 2960 (Institut Philippe-Pinel), and Alain Plante,  
Local 2881 (CSSS de Dorval-Lachine-LaSalle)

### Job Title

Mélanie Gougeon, Local 2960 (Institut Philippe-Pinel)  
Job Evaluation  
Louise-Anne Giguère, Local 3247 (CSSS Jardins-Roussillon), and Martine Roy, Local 2825 (CSSS de St-Léonard et St-Michel)

### Information

Vincent Leclair, Local 4628 (Centre jeunesse de Montréal), Sylvain Lemieux, Local 2960 (Institut Philippe-Pinel), and Rémi Arsenault,  
Local 2881 (CSSS de Dorval-Lachine-LaSalle)

### Youth

Vincent Leclair, Local 4628 (Centre jeunesse de Montréal), Rebecca Pierrin, Local 1108 (Centre hospitalier universitaire de Québec), and Sabrina Daigle, Local 1751 (Institut de réadaptation en déficience physique de Québec)

### OHS

Luc Beauregard, Local 2825 (CSSS de St-Léonard et St-Michel),  
Julie Laramée, Local 3247 (CSSS Jardins-Roussillon), and Karmen Lévis, Local 2659 (Centre de réadaptation La Maison)  
And that’s the news in a nutshell. For further information, please contact your local executive.

#### A WORD FROM THE PRESIDENT / CONTINUED FROM PAGE 1

of the projects you successfully implemented, and there were many more. Take good care of yourself, and see you soon!

I also want to thank all the CPAS care facilitators and activists who attended the convention in Gatineau and supported me as Marco’s successor as president. The task ahead is a daunting one; we’ll be tackling public sector negotiations and Bill 10 and its implications for the healthcare sector. I have some experience under my belt, but the president can’t do it all alone. Fortunately,

in Gatineau, I sensed that our care facilitators were more than ready for the combat ahead. The various messages that came across were: “We’re not going to let this happen!” “We’re behind you!” “We’re going to fight!” “We’ve been through worse!” “Together, we’ll win!”

Finally, I would also like thank all the union organizations, CUPE-Québec, CUPE National and the FTQ, for their encouragement and support in our battle against the governments and for our negotiation efforts.

#### TWO VERY BUSY YEARS / CONTINUED FROM PAGE 1

they won’t compensate for the havoc it will wreak in the network for years to come!

Everyone is against the bill – from healthcare managers to directors of healthcare institutions, doctors, workers, unions, and respected journalists.

Its only supporters are a few right-wing columnists and the Québec Chamber of Commerce Federation, which is figuratively rubbing its hands in glee over the business prospects the bill would bring!

In rationalizing healthcare structures, the bill would open the door wide open to the private sector. And when the private sector steps in, salaries go down, and shareholder profits and corruption go up!

We recently filed our salary demands, choosing once again to face the government in a common front with the other unions. The formula we had used last time

served its purpose, so there was no reason it wouldn’t work again.

As usual, the convention is an opportunity to exchange views, reflect on the issues and receive training on challenges in the workplace and our union commitments.

One of the speakers was noted economist Ianik Marcil, who explained why the Couillard government’s austerity measures are bad for the economy.

A number of CUPE officials were on hand to support CPAS members in their upcoming battles. CUPE-Québec President Lucie Levasseur, National President Paul Moist and National Secretary-Treasurer Charles Fleury pledged to mobilize every possible resource to help us to meet the challenges ahead. FTQ President Daniel Boyer also expressed his support and reminded us of another combat just around the corner: defeating the governing party in Ottawa in the next federal election.



# 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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**Secretary General** : Michel Jolin

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# Study Session on the List of Demands

THE STUDY SESSION ON THE LIST OF DEMANDS FROM THE SECTORAL TABLE WAS HELD ON SEPTEMBER 30 AND OCTOBER 1 AND 2. THE DEMANDS WERE PREPARED BY THE THREE AFFILIATES OF THE FTQ, I.E. SQUEES-298, THE SEPB AND, OF COURSE, CUPE.

Before the session began, it was clear that all the CPAS officers felt the need to discuss Minister Barrette and his Bill 10. CPAS coordinator Alain Tessier kicked off the discussions with a brief overview of the bill and its implications. This was followed by a long period of animated debate.

With the topic partially out of the way, the members of the bargaining committee, with the coordinator's assistance, began presenting the list of demands. Each of the 93 demands was introduced, explained, debated and then voted on by members. Some demands were sent back to the committee to be reformulated and one demand was added.

Lastly, all the demands were approved and then presented to the CPAS's Locals for their approval. By majority vote, the final list of demands was approved for submission on October 30.

## The bargaining begins

More than 2,000 union members attended the filing of the common front's demands at the central table in Quebec City on October 30. The common front is comprised of the FTQ's affiliated unions, the SISF and the CSN.

This means that the demands of 400,000 public sector workers have been submitted to the Conseil du trésor. Daniel Boyer (FTQ), Francine Lévesque (CSN) and Lucie Martineau (SISF) addressed the crowd, while Gabriel Nadeau-Dubois acted as master of ceremonies. Demonstrations were held in front of the National Assembly and were followed by a march to the Conseil du trésor.

## Sectoral table

While these events were unfolding, the sectoral bargaining committee was also filing its list of demands with the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS) in Quebec City. The protocols for this submission were followed and the usual courtesies exchanged.

The unions filed a partial list of demands (other items will be submitted at a later date). The employer indicated that we would be receiving its demands within the legal timeframe. Some clarifications were provided before the meeting ended. A more detailed analysis and the actual bargaining are expected to take place at the next meeting.

The public sector collective agreements expire on March 31, 2015.

