

CANADIAN UNION
OF PUBLIC EMPLOYEES

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2008/2009 Event Calendar

PCSA General Council in Québec
(Loews)
Dec.10 and 11, 2008

PCSA General Council in Québec
(place not yet booked)
March 9, 2009

CUPE-Québec Convention in Québec
(Quebec Convention Centre)
March 10 to 13, 2009

Insurance Day in Laval
(Sheraton)
May 20, 2009

PCSA General Council in Laval
(Sheraton)
May 21 and 22, 2009

PCSA General Council in Montréal
(Auberge universelle)
Sept. 23 and 24, 2009

CUPE National Convention
(Montreal Convention Centre)
Oct. 5 to 9, 2009

PCSA A Successful Return !

By Marc-André Beauchamp

THE PCSA SYMPOSIUM, UNDER THE THEME « *LE SYNDICALISME, HIER, AUJOURD'HUI ET DEMAIN* » (LITERAL TRANSLATION : UNIONIZATION, YESTERDAY, TODAY AND TOMORROW) WAS HELD FROM SEPTEMBER 30 TO OCTOBER 2, 2008 AND FEATURED IMPORTANT KEYNOTE SPEAKERS. HOWEVER, THIS GATHERING WAS NOT GOING TO BE ABOUT FUN AND GLITTER; RIGHT AFTER THE OPENING REMARKS, CLAUDE GÉNÉREUX, SECRETARY TREASURER FOR CUPE NATIONAL GAVE US A WORD OF CAUTION : « *THERE IS NO MAGIC FORMULA !* »

Many guest speakers were present and speeches were delivered one after another during the first day. Fernand Daoust, former FTQ President summed up the history of the labour movement in Québec and in Canada, and even touched some of the U.S. One can say that he is a walking wikipedia – he knows just about everything there is to know about unionization! He made a very pertinent comment : « *Pressure tactics must be understood and accepted by the public opinion* » - he was referring to the 1972 Common Front that mobilized thousands of people. Such a political influence could not have been materialized without the consensus of the population on the meagre salaries paid to employees working in the health care sector then.

Closer to our reality, Alain Tessier, Coordinator for the Social Affairs Sector at CUPE-Québec, summed up in a document all the public sector negotiations since the last time the government and the unions negotiated a collective agreement, en 1966. He was followed by Alain Chartrand, film-maker and son of the famous and unique Michel Chartrand, who delivered an inspirational speech on giving of ourselves, something that characterized his father, while providing valuable guidance: « *We must help the weakest and the poorest* ». On the youth issue, he said that we must listen to them. He ended his talk by saying that he is convinced that we can still « *change things by taking up challenges* ». The text of his speech is displayed on our Web site.

The second day, we had a dynamic presentation by Philippe Duhamel, on the basics of strategic campaigns. Françoise David, spokesperson for Québec solidaire, led us into a forum on finding solutions to revive the flame and regroup people behind a same objective. « *First of all we must trust ourselves, work together and find new strategies* » she added. So, the tone was set for the workshops. It was suggested to survey the



members directly, to approach them. We must also diversify the meeting formats, particularly thematic days or even Xmas parties.

One can say without a doubt that there is a willingness to change and a renewed dynamism of the social affairs

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A MESSAGE FROM THE PRESIDENT



Welcome everyone! I hope you had a good summer vacation and that coming back to work was not too painful. Just like every fall, the machine is rolling at PCSA and in the Locals. We had a very interesting symposium in Gatineau from September 30th to October 2nd under the theme « *Organized labour: yesterday, today and tomorrow* »; the guest speakers

were both eloquent and motivating and the workshops productive and interesting.

Negotiation with the Quebec Government is fast approaching. Your involvement will be essential and crucial to optimize this challenging project.

Before we continue, I would like to remind you that the CUPE Québec Convention will take place from March 9 to 13, 2009 at the Centre des congrès in Québec. It is very important to put forward your resolutions in order to consolidate our support with other members of the CUPE sectors before February 6, 2009 at midnight.

« *Let's do it together.* »

Pierre Soucy, PCSA President



A word from our Secretary General

As you know PCSA started the year with new Executive Officers. Our first mandate was to organize the 18th PCSA Convention. I am proud to say that it was a huge success! A committee was created to represent the young members wishing to become involved and wanting to imprint

their presence in the PCSA image. Collectively, we decided that a symposium would be an ideal place to express our views. We have just returned from this symposium where, together, we have been successful in taking a position on what we want from a union.

We will meet again at the General Council

in December. An action plan will be tabled, discussed and voted on. Then, each one of us will have the heavy burden to submit and implement said plan in our locals.

In closing, I would like to wish our Administrative Assistant, Manon Pépin, a speedy recovery, and in a same breath welcome Manon Dubois who will be replacing Manon during her sick leave. Good luck to the two Manons!

Michel Jolin, Secretary General of PCSA

PUBLIC-PRIVATE PARTNERSHIPS IN QUEBEC The Situation in Health Care

For the COOPPP Committee: Robert Métayer, Daniel Morency et Pierre Soucy

SINCE 2005, PUBLIC-PRIVATE PARTNERSHIPS (PPP'S) HAVE BEEN GROWING IN QUÉBEC. PROJECTS SUCH AS THE UNIVERSITY HOSPITAL IN QUÉBEC, THE MCGILL HEALTH CARE CENTRE AND THE MONTREAL UNIVERSITY HOSPITAL, ESTIMATED AT ALMOST THREE (3) BILLION DOLLARS, ARE PRIORITIES IN THE HEALTH CARE SECTOR.

In Québec, after having been informed of a decision by the CHUQ Board to give in to the government pressure and the PPP Agency, we decided to take the wind out of the promoters' sails by unveiling the news our own way, at a press conference so successful that our colleagues, at the Ontario Health Coalition, were flabbergasted. However, it would take much more to sway a government that foster intermeddling by the private sector in almost all



the activity sectors. The agreement entered into with the Rockland Clinic and ophthalmologic clinic, and complementary private hospital projects revolving around the future CHUM are some examples of the government's determination. Let's mention here the manoeuvre by the health minister, who rejected the most voluntarily challenging proposals of the Castonguay Report, but quickly applied the most important recommendations favourable to the private sector. We all know also that Mr. Philippe Couillard was also eager to join the private sector, and he did less than a month after his resignation.

One of the recommendations in the Castonguay Report was the privatization of all institutionalized services for senior citizens.



Without privatizing directly existing centres, in spite of it all, Québec opted for the initiative suggested in the report. A call for tenders was issued this summer for the creation of 200 places in the Montérégie region. A year ago, almost on the same day, Québec announced the closing of CHSLD Jacques-Viger on the Montreal Island. Other closings are being anticipated and it seems that all the new places for senior citizens are from now on being provided by the private sector, but surely not by the FTQ Fonds de solidarité! Stay tuned for more on this issue.

If you have any relevant information on this topic, please share it with our Committee. Your comments and suggestions are always welcomed.

ACTION PLAN FOR MENTAL HEALTH Setbacks in its Implementation!

By Guy Jolicoeur

ALTHOUGH WE WERE SUPPOSED TO SEE THE FIRST RESULTS OF THE TRANSFER OF THE MENTAL HEALTH RESOURCES FROM HOSPITALS SETTINGS TO HEALTH AND SOCIAL SERVICES CENTRES, WE CANNOT HELP BUT NOTICE THAT THE RESULTS ARE FAR FROM BEING SATISFACTORY.

In regions as well as in big urban centres, resources are on hand and clients are patiently awaiting a confirmation of their transfer. The source of the dilemma is the constant shortage of competent resources, and shall we say, the ongoing negotiations between the doctors and the Quebec government. End result: the project is more or less at a standstill.

You will recall that in their 5-year plan ending in 2010, Québec had planned three phases for the reorganization of mental health resources and its implementation in all Quebec regions. Only some of the staff followed and the general practitioners still need of lot

of convincing to ensure the medical follow-up of the clients with various mental health issues.

So, in the greater Montreal area, at a joint meeting on manpower planning, the spokesperson for the employers did acknowledge that they had underestimated the attraction to suburbia factor – the notorious 450, and that there is a shortage of nurses and technicians-professionals in the health sector. One example stands out: no in-service training is offered in Montréal to future students while suburbs are recruiting them very easily; what is really hard to swallow is the fact that the four big universities have their campus in Montréal!

In closing, the fact of the matter is that between the development of a plan and its implementation there must be serious commitments from the ministry and excellent cooperation from establishments and professional orders as well. None of these conditions were met and we are running the risk of having to face a major meltdown in less than two years. que les quatre grandes universités ont leur campus à Montréal!

FOLLOW-UP Letter of Intent CSN-FTQ

The agreement entered into between CSN and FTQ is valid starting now and until six (6) months before the next period of negotiation that will follow the one for 2010. These are three important elements to remember:

- Sustained cooperation and sharing of information during the exchanges concerning the negotiation system in the public and parapublic sectors.
- Joint cooperation in a public education and awareness campaign aiming at restoring the prestige of the union movement.
- Commitment not to solicit, under any means whatsoever, between the two bargaining units during the next union allegiance campaign.
- The objectives of this agreement are as follows:
 - Ensure the next one will be a genuine negotiation.
 - Ensure that the main focus of these two organizations will be the next round of negotiation.
 - Ensure that the message is clear for the elected government.

Let's make the next round of negotiation our priority!

18TH PCSA CONVENTION

ALREADY FOUR MONTHS HAVE GONE BY SINCE THE 18TH PCSA CONVENTION WHICH WAS HELD THIS YEAR FROM JUNE 8TH TO THE 12TH, AT HÔTEL LE VICTORIN IN VICTORIAVILLE UNDER THE THEME « *LE CPAS : J'Y CROIS, J'Y VOIS.* »

Jacques Aubry, Regional Council President for FTQ Mauricie/Centre-du-Québec, delivered the opening address. As it is customary, the President and the Secretary General delivered their respective message afterwards.

Pierre Soucy covered the following issues :

- The manpower shortage;
- The negotiation system in the public sector;
- The privatization of the health care sector;
- The group insurance plan;
- The union movement;
- Symposium on organized labour.

Michel Jolin followed suit with the following topics:

- The history of the pay equity saga;
- The local round of negotiation challenge;
- Contesting Bills 30 and 142;
- The Castonguay Report;
- Balanced budget forecast for 2008;
- Presentation of a budget forecast at the beginning of each year.

During the week, ten (10) resolutions, two (2) emergency motions and six (6) amendments were debated and voted on during the convention. These are the decisions that were taken:

- Creation of a Youth Committee;
- Reduction of paper used and use of recycled paper;
- Reimbursement of union liberation expenses for one person on the negotiation committee at Corporation Urgence-santé.

In addition, the following guest and keynote speakers were in attendance and addressed various topics, namely:

- Michel Arseneault, FTQ President, discussed the FTQ support for the health care sector.
- Jean Bernier, a former Université Laval professor, talked on the issue: « Les jeunes : j'y crois, j'y vois »;
- Julie Dassylva, Nathalie Olivier and Nathalie Stringer discussed the visits made by the Youth Committee to various sectors represented by CUPE Québec;
- Alain Bélanger, from Physiométrie, talked about repetitive work;
- Lucie Levasseur, President CUPE-Québec, tabled her priorities for the coming year;
- Louise Valiquette, Assistant Director for CUPE, replacing Michel Poirier, CUPE-Québec director, painted a picture of what we can expect over the next two years;
- Paul Moist, President, CUPE National, talked about PPP's and the risks they represent for the health care sector in Québec. He took the opportunity to present a gift to Claude Turcotte and thank him for all the work he has done within CUPE.



For the elections, Claude Turcotte and Manon Pépin acted respectively as Election President and Secretary.

Were elected:

- President : Pierre Soucy, Local 3300;
- Secretary General : Michel Jolin, Local 2385;
- Vice President, Montréal/Outaouais/Laurentides/Lanaudière/Montérégie : Marco Lutfy, Local 4713;
- Vice President, Québec/Beauce/Appalaches/Bas-Saint-Laurent : Annette Morin, Local 4825;
- Vice President, Estrie/Montérégie-Est/Mauricie/Centre-du-Québec : Francine Lamothe, Local 9858;
- Vice President, Abitibi/Témiscamingue/Nord-du-Québec : Paul-André Clermont, Local 311;
- Vice President to represent women : Nathalie Olivier, Local 4490;
- Auditor : Benoit Deschênes, Local 2960.

The last Credentials Report indicated the following statistics:

	Women	Men	Total
Delegates	65	48	113
Observers	12	1	13
Board Memmbers	2	4	6
Coordinator		1	1
Advisors	4	5	9
Guests	4	4	8
TOTAL	87	63	150

In closing, I would like to thank all those who made this convention a success. Without your help and support, this task would have been almost impossible to accomplish.

Michel Jolin



Marco Lutfy, Michel Jolin, Pierre Soucy, Alain Tessier, Paul-André Clermont, Nathalie Olivier, Annette Morin et Francine Lamothe.



SOLIDARITY WITHOUT BORDERS!

By Alain Tessier

GLOBALIZATION MAKES US REALIZE HOW SMALL OUR PLANET REALLY IS. ALL OF A SUDDEN, OWING TO THE INTERNET, PEOPLE WHO LONG AGO WERE FAR AWAY ARE NOW OUR NEIGHBOURS. HOWEVER, GLOBALIZATION IS NOT ONLY ABOUT THE WEB.

Let's consider for a moment the U.S. economic crisis that is shrinking our nest egg in Québec, and everywhere else in the world for that matter. This crisis is reminding us of something that we cannot ignore: **we are all in the same boat**. Just like the business world, we have to develop our solidarity between workers and this well beyond our borders.

The economic health of Québec is closely linked with the economy of our neighbours everywhere in the world and if we overlook this fact, we are destined to be subjected to the after-effects of errors or misfortune of other people. This is the reason why CUPE, thru FTQ, is involved in the development and support of emerging union organizations in developing countries. As long as workers are being exploited by multinationals, people here will be subjected to the harmful effects of a «planetary» willingness to level down the life conditions of people we represent.

This is not unique to the private sector, the public sector is also affected. Indeed, citizens who pay income taxes finance services to the population. By the way, the equation is simple: the more and better-paid jobs there are, the more prosperous the economy is bound to be. This economic wealth generates more revenues. Insofar as the jobs from



the private sector are moved somewhere else, where people are exploited and doing the same work with starvation wages, everybody is losing in the deal. The only short-term winners are shareholders of big companies who are filling up their pockets.

In order to stop this dynamic, we must continue to support our brothers and sisters who, and rightfully so, have the will to improve their conditions and therefore to level up. The means to get there are numerous and sometimes very simple. Let's take for example our commitment to organize unions in Haiti. For 20 years now, FTQ has contributed, through training, to the development of the labour movement. In spite of all the bad luck encountered by union officials in Haiti, we recognize that the labour movement in that country will survive.

It is astounding to see that hurricanes, droughts and all the attacks from employers have failed to destroy this will of wanting to change the world. In the perspective to support this changing force, new union missions are being organized. Specifically, a team of trainers and facilitators will soon go and give courses on labour negotiations to members of several unions including those in health care.

WITHDRAWAL OF DOCTORS FROM THE PUBLIC SYSTEM Québec Must Regulate

By Guy Jolicoeur

« If we want to prevent a two-tier health care system, Quebec must monitor closely the number of doctors pulling out from the public system, and this is one of the issues that the Health Solidarity Coalition will tackle this year », commented Michel Ducharme, President of the FTQ Regional Council of Montreal Metropolitan and spokesperson for the Coalition. « Ontario has already legislated to that effect by imposing fines to doctors who were pulling out from the system; this allowed keeping a high number of practitioners in the public system. What is Quebec waiting for, why aren't they doing the same thing? » added Mr. Ducharme.

However, this is not the only issue that the Coalition will challenge this year. This alliance wants to inform the population at large of the dangers of public-private partnerships, the 3Ps, in health care. For example, the Rockland Clinic which is affiliated to the Sacré-Coeur Hospital to perform more surgeries and the decision of the future CHUM to give to private clinics special treatments that it will not be able to dispense in its new facilities.

To this end, the Coalition is planning to produce a u-video that will be circulated to its members across Quebec, and followed, if possible, by question periods. The aim is to inform constituents so that they will understand the stakes of privatization of health care in Quebec.

The Coalition is also affiliated with groups in other Canadian provinces, which have the same goals and are also protecting the public health care system and access to medication insurance.

The Health Solidarity Coalition is made up of about thirty individuals from several popular and community groups as well as unions representing health care workers.



CONTINUED FROM PAGE 1 / A Successful Return

world : strategy changes other than a classic strike (a new common front is called upon), new ways to perceive unionization (for example by defending social causes), maximizing the use of news medias, in other words, there will be some positive changes at PCSA!

As for the PCSA General Council meeting that followed the symposium, there are two main issues to note: the results of the tenders for the insurance plan and a request for truce during allegiance voting with CSN.

The Committee has received and studied the proposals sent by three insurance companies, i.e. Desjardins, La Capitale and SSQ. The Committee agreed that La Capitale is offering the best rates.

As for the memorandum of agreement between the two big confederations, what was decided at the last General Council meeting was that officers should consult their members in general assembly so that they can vote for or against it. In the meantime, something has come up and when you read this document, this agreement will probably have been announced at a press conference.

M. Bolduc, la vie d'un Montréalais ou d'un Lavallois vaut-elle moins que celle d'un Torontois?

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