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## 2011 Calendar

### General Council

Auberge Universel in Montreal  
September 21-22

### "Status of Women" thematic day

Loews Le Concorde in Québec  
December 6

### General Council

Loews Le Concorde in Québec  
December 7-8

# The Review

## UNION ALLEGIANCE VOTE

# A solid victory for CUPE Local 2184

by Karine Rainville

ON OCTOBER 1, 2010, LONG-TERM CARE CENTRES ST-MARGARET, ST-ANDREW AND FATHER-DOWD WERE OFFICIALLY INTEGRATED INTO THE CSSS CAVENDISH, WHICH EMPLOYS 220 CUPE CLASS II PARATECHNICAL, AUXILIARY SERVICES AND TRADES PERSONNEL MEMBERS. THE LOCALS MADE HERCULEAN EFFORTS DURING THE MONTHS THAT FOLLOWED IN ORDER TO PREPARE MEMBERS FOR A UNION ALLEGIANCE VOTE THAT WOULD PLACE THEM IN OPPOSITION TO LOCAL 298 OF THE SYNDICAT QUÉBÉCOIS DES EMPLOYÉES ET EMPLOYÉS DE SERVICE.

A mobilization campaign demands long work hours, dozens of phone calls, a great deal of discussion and many meetings. The hours of work spawned new friendships and reminded everyone that CUPE's structure and solidarity are worthy of any battle to preserve them.

The ballots were finally counted on May 13 at 9:30 at the offices of the Commission des relations du travail. Shortly before 11 a.m., Local 2184 received the good news that 220 new members would be added to the current 220, after a 63% majority vote.

Despite this solid victory, the work is far from done. The Local plans to hold a general assembly within the next few weeks to collectively define a structure and elect officers. This work is all the more important as there are persistent rumours that the Catherine Booth Hospital may soon be integrated into the CSSS Cavendish. As we anticipate the next campaign, we congratulate Local 2184 and wish a warm welcome to our 220 new members, who now count on us to negotiate their work conditions and defend their interests.



## A Word from the President

by Marco Lutfy

### CUPE is growing!



The 27<sup>th</sup> CUPE-Quebec convention will be etched in my memory for a long time.

First of all, history was made: the position of CUPE-Quebec Secretary General has finally been filled by an elected candidate!

Our sector had been pursuing this objective for a very long time. The position of Secretary General had been filled by the CUPE Quebec Director since the sector's foundation in 1963.

Believe me, it was hard to stay focused on this goal. The pressure was strongly compounded by the refusal of delegates to adopt a resolution during the special convention that was held for this very purpose in November 2010.

Nevertheless, our sector decided that you can't promote a good idea by apologizing for it!

In this case, it was not a question of proving that an elected candidate would perform better than the CUPE-Quebec Director, but to highlight our union's unique policy of holding elections for all its positions and filling them with elected candidates.

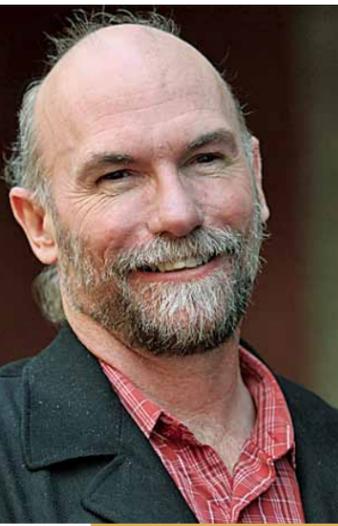
I think that our delegates understood this subtlety when, this time around, they thanked the current Director for his excellent work and voted for the resolution that took this particular responsibility away from him.

Congratulations to Denis Bolduc of the Communications sector for being the first candidate to be elected to the position of CUPE-Quebec Secretary General!

### Institut Pinel

It was an emotional moment when the delegates from Institut Pinel received widespread support

TO BE CONTINUED ON PAGE 3



# A Word from the Secretary General

by Michel Jolin

## Once upon a time, we negotiated our collective agreement

The bargaining process began on March 9, 2009 with the election of your Bargaining Committee, consisting of Karine Cabana, Ghislaine Doré, Monique Trépanier and Yves Paprocki. The Committee was rounded out by Alain Tessier, social affairs coordinator, and yours truly, as political officer.

I found the most recent round of bargaining to be satisfactory, especially for employees who work on night and/or evening shifts, and for emergency department and critical care personnel. Their premiums have increased, which might help convince others to make themselves available to work on these shifts or in these departments.

Class 1 employees and beneficiary attendants also benefited from this round of bargaining with the recognition of overlapping shift time for nursing personnel and the awarding of a 2% premium for other Class 1 members and beneficiary attendants.

There was one cloud on the horizon, however: our salary increases. The government once again refused to recognize the value of the work we do. We will have our work cut out for us at the next round of negotiations in 2015. To be up for the challenge, we must believe in our cause and work together to succeed.

In closing, I would like to thank Karine, Ghislaine, who was replaced by Nathalie Olivier at the end of the process, Monique, now a happy retiree, Yves, and our leader, Alain.

## RAISING AWARENESS

### Parole du milieu

by Sylvain Lemieux

OUR COLLEAGUES AT THE INSTITUT PHILIPPE-PINEL HAVE LAUNCHED A ONE-OF-A-KIND PUBLICATION TO RAISE AWARENESS FOR THE NATIONAL DAY OF MOURNING ON APRIL 28.

The Health and Safety Committee of Local 2960 has published *Parole du milieu*, a book on the impact of an attack on four colleagues at the Institut. The book was written by one of our members, Philippe Poirier, a maintenance worker.

For his book, four workers generously volunteered to tell their story to help make their new co-workers aware of the risks at their workplace, which are unfortunately not widely known but are inherent to that environment. The four workers experienced events that caused them physical and/or psychological harm.

We hope that the book will inform workers about the risks of the job and prevent future assaults,

while helping the rest of us remember so that we can continue to grow together in safety.

You can request your copy for \$3 by writing to [journal2960@hotmail.com](mailto:journal2960@hotmail.com).



## News from the Groupe Intervention Santé (GIS)

by Pierre Soucy, GIS political officer

We are still on the lookout for men and women who are willing to take part in high-visibility activism on short notice and represent their fellow health and social services union members.

The next round of negotiations is only four years down the road. That might seem like a lot of time to some, but it is too little time for others. At any rate, the sooner we prepare, get trained, rehearse what we need to do and organize ourselves, the better.

Unfortunately, we have had very few expressions of interest in our activist group and are not sure why. Prospective members still have the rest of the summer to join. We now have a strategy, but having a team would be even better. We plan to complete our members' training by the end of this year.

If you meet the following criteria:

- Ready to participate on short notice
- Believe that things can change
- Are determined and have a sense of adventure...

...then we urge you to submit your candidacy to your union representative, who will forward your name to the CPAS.

Join us now!

## Your Delegates in Action

by Michel Jolin

Two General Council meetings of the Conseil provincial des affaires sociales (CPAS) have been held since the publication of the most recent edition of *The Review*.

The first meeting, held in Quebec City on March 30 and 31, explored various topics with the hundred or so delegates in attendance. The sector coordinator discussed Bill 127, which revises the composition of the Board of Directors of our institutions, among other initiatives. Alain advised the delegates to ensure that they fill every seat possible after the upcoming Board elections this fall.

Two elections were held during the meeting. Sylvain Lemieux of the Institut Philippe-Pinel de Montréal was elected to the Information Committee, and Élyse Boivin of the Institut national de santé publique du Québec was elected to the Status of Women Committee.

Johanne Martel, a consultant with CUPE's Job Evaluation department, gave a presentation on the salary equity maintenance process and the mechanism for amending the job title list prescribed under Article 8 of our new collective agreement.

The CPAS Secretary General presented the 2010 financial statements, after which the delegates approved the auditors' report and the 2011 budget forecasts.

The second meeting of the CPAS General Council was held on May 9, again in Quebec City, prior to the CUPE-Quebec Convention, which ran from May 10- 13. The General Council meeting provided the opportunity to review constitutional proposals and amendments before submitting them to sector delegates at the Convention.



CUPE-Quebec Board and General Council elections were held: Marco Lutfy, CPAS President, will represent the sector as Board Vice-President. Michel Jolin, CPAS Secretary General, Francine Lamothe, Vice-President of the Estrie/Montérégie-Est/Mauricie/Centre-du-Québec region, Pierre Soucy, Vice-President of the Québec/Beauce-Appalaches/Bas-St-Laurent region, Manon Lupien of the CRDI-TED Mauricie/Centre-du-Québec, and Normand Lafrenière of the CRSSS de la Baie-James, will represent the sector as Directors on the CUPE-Quebec General Council.

In addition, Maryse Gagnon of the Corporation d'Urgences-Santé was elected to the CPAS Youth Committee.

If you have any questions about the General Councils, your delegate is sure to have the answer. Please do not hesitate to contact him or her.

from the floor and the national organization in regard to the stressful week they experienced last month when a hostage situation occurred at their institution and unfolded in a distressing way, to say the least, for security personnel.

All in all, this was an uncommon Convention, considering the wide scope of hot topics that were discussed, and the election of a President and Secretary General.

In the end, the delegates had masterfully resolved the thorny issues that were raised by relying on the best that unionism has to offer: solid, just and equitable principles. This is always how a union grows—when the proposed solutions benefit the group rather than the individual.

The delegates nonetheless had to stand up and be heard...and that is what they did throughout the Convention, and what our sector did most energetically! They made me very proud!

In doing so, they made democracy come alive; as someone once said, democracy exists only when it is exercised.

At a time when unionism is being reconsidered across much of the world, it is good to see that CUPE has everything it needs to win and hold its head high. And as it works to that end, all citizens will profit, even those who are unaware that they too will benefit.

# 27<sup>th</sup> CUPE-QUEBEC CONVENTION

by Sylvain Lemieux

THE 27<sup>th</sup> CUPE-QUEBEC CONVENTION WAS HELD FROM MAY 10-13 ON THE THEME OF «VISIBILITY IN THE MEDIA.» WE REMIND YOU THAT CUPE-QUEBEC REPRESENTS MORE THAN 110,000 MEMBERS, BELONGING TO 505 LOCAL UNIONS.



During the convention, we examined 70 resolution proposals, received 18 reports from different officers and committees, listened to five speakers and three presentations, and took part in a demonstration on protecting our pensions.

Some of the special guests included Emmanuelle Champion (*Syndicats et coalitions citoyennes*), Mario Asselin (*Le syndicalisme à l'heure des médias sociaux*) and Biz, a member of rap group Loco Locass (*Politique, médias et syndicats*), who was invited by the CUPE-Quebec Youth Committee.

Lucie Levasseur, President of CUPE-Quebec, began her presentation with a snapshot of the

challenges before us. She reminded us that the magazine *The Economist* had made nothing less than an open declaration of war against public sector unions.

«The right's plan is simple,», she said. «Collect less money and then announce to the good people that the lack of funds will force the government to make cuts to public services, and then more cuts. And, naturally, [...] cuts to our working conditions.»

CUPE-Quebec director Michel Bibeault explored the topic further with a short video showing an openly right-wing journalist, Éric Duhaime, spewing the sort of rhetoric that will be fed to the unions over the coming years. Michel added:

«Employers don't hold back and use every means at their disposal to speak out in public and take positions to influence government policy. It is time for the union movement to do its work, take its rightful place and be a visible presence in all media.»

Presentations were also given by union leaders Claude Généreux, CUPE National Secretary-Treasurer, Paul Moist, CUPE National President, and Michel Arsenault, FTQ President.

Each speaker issued cautionary statements about the federal elections and warned that we should protect ourselves against the rise of the right. Unions should be visible across all media in order to combat right-wing discourse. The theme of the convention, the words of our union leaders, and, more particularly, Mr. Asselin's presentation, were all compelling arguments.

Faced by a new reality, new forms of media and the new political deal in Quebec, CUPE-Quebec has no choice but to modernize if it wants to continue its role as an activist and a change agent. Our elected officials are the driving force of our movement and must therefore lead the way.

As always, young people represent the future of unionism. We must therefore reach them, adjust to their lifestyle and their way of communicating. We have no choice but to soldier on and adapt to change.

The work of the CUPE-Quebec Convention ended with the election of its leaders. Lucie Levasseur was re-elected as President for a two-year term, and Denis Bolduc became the first elected Secretary General.

Source: [www.scfp.qc.ca](http://www.scfp.qc.ca)

## MAY 25 CONFERENCE IN MONTREAL Social workers speak out against government strong-arming!

by Guy Jolicoeur

IN THE WAKE OF RISING NUMBERS OF MENTAL HEALTH ILLNESSES, SOCIAL WORKERS ARE CRYING OUT AGAINST THE WORK ORGANIZATION METHODS IMPLEMENTED AFTER THE CSSS MERGERS WERE INSTITUTED SIX YEARS AGO AND WHICH HAVE EXACERBATED CONDITIONS BY EMPHASIZING STATISTICS RATHER THAN QUALITY OF WORK. «NOW WE'RE CASE MANAGERS INSTEAD OF SOCIAL WORKERS», SAID ONE PARTICIPANT. «WE MANAGE THE WAIT LISTS MR. BOLDUC CREATED.»

The accent on numbers is a feature of «new public management», an offshoot of private sector methods that emphasizes wait periods and the attainment of targets by institutions and social workers. The era of quality work has given way to one of quantity work in which high-level bureaucrats at the MSSS in Quebec City design and dictate program criteria. This method is crushing worker autonomy and forcing social workers to juggle large case loads and cut back on customer service.

This gloomy report was given at a conference on institutional mergers and changes in the health and social services sector, organized by the Réseau intersyndical des professionnels et techniciens de la santé de Montréal, of which CUPE-Quebec is a member.

Researcher Angelo Soares of UQÀM and Dominique L'Huilier of the Conservatoire des arts et métiers (Paris) were among the guest speakers who descri-



bed the fallout of combining social work with the Toyota work method, a system dear to the heart of Health Minister Yves Bolduc but better suited for assembly lines.

A panel of community organization representatives explained how services to the elderly have suffered at the hands of new public management methods. A union panel headed by Marco Lutfy, President of the Conseil provincial des affaires sociales, explained the negative consequences of the new method for CPAS members.

The conference saw the inauguration of a new association of social workers under the name RÉCIFS. The group will be reaching out to social workers and offering them a platform for voicing their opinions.

This was a notable conference for its ability to explain to workers the reasons behind the difficulties they are experiencing with the re-organization of their work methods.

# How Can We Interest Youth in the Union Movement?

by Sylvain Lemieux

THERE HAS BEEN A NOTABLE DECREASE IN YOUTH PARTICIPATION IN THE UNION MOVEMENT OVER THE PAST SEVERAL YEARS. TO ADDRESS THIS ALARMING SITUATION, ROUND TABLES WERE HELD ON YOUTH UNION INVOLVEMENT DURING THE CPAS YOUTH THEME DAY, HELD ON MARCH 29, 2011.

Here is a report on the proceedings and some of the solutions proposed.

Veteran union members believe that young workers are not interested in unionism because of the following reasons:

- Young people did not have to fight for what they have
- They believe that they can solve their problems on their own
- They see unions purely as a safety net

- Young workers are more individualistic
- Young people view their jobs as temporary situations and often have other career plans
- Young people are not interested in union activism
- Young people do not know what the duties of the executive are, nor are they interested in knowing until they experience a problem

For their part, several of our younger members believe that unionism is the product of a bygone era, for the following reasons:

- The major struggles have already been fought
- Unions only look after baby-boomers (pension funds, seniority, etc.)
- Unions seem to defend those who profit from the system
- Young people know little about the duties of the executive, and members of the executive, for the most part, seem to be oblivious to the situation

Many of the participants attribute the above perceptions to lack of information about the worker

movement, current issues, and the union movement's positive accomplishments. These issues are not covered in the current history curricula of our school system.

The participants said that we should improve the way new members are welcomed, for instance by providing them with an orientation guide or directing them to a Web site where they can learn more.

There are other factors that might also be preventing our youth from getting involved:

- Young members say that they are labelled when they take part in union activities, and this affects their chances for promotion
- Young employees on recall lists are sometimes required to gain experience by working at several positions spread out over a large territory, which prevents them from getting involved

The question of lack of youth involvement seems to prompt answers along generational lines. Regardless of our assumptions about the reasons behind the problem, however, we have no choice but to make the union movement appealing for youth, because they constitute the next generation of workers!

All members seem to agree that they need a strong union capable of confronting employer associations and protecting their acquired rights.

Unions should increase their social media visibility to offset the right-wing leanings of the media and their dismal view of unions. This suggestion was made at the most recent CUPE-Quebec convention, when discussion groups were held following the presentation of new media specialist Mario Asselin.

The participants felt that unions, in addition to fulfilling their traditional role, could also be powerful tools for defending major social causes such as the environment, globalization challenges and work/family balance. Unions could also work for other causes, especially those that resonate with young people, thereby helping to increase solidarity among people.

## ABITIBI-TÉMISCAMINGUE AND NORD-DU-QUÉBEC

by Paul-André Clermont, Regional Vice-President

The Abitibi-Témiscamingue and Nord-du-Québec region covers a vast area of more than 900,000 km<sup>2</sup>.

The Conseil provincial des affaires sociales represents nine (9) Locals made up of 1,650 union members who believe in their union.

- 311** CSSS de Rouyn-Noranda
- 899** CRSSS de la Baie James
- 1459** Centre Jeunesse de l'Abitibi-Témiscamingue
- 2659** Centre de réadaptation La Maison
- 2756** Centre Normand
- 2791** Agence de la santé et des services sociaux de l'Abitibi-Témiscamingue
- 3561** CSSS du Lac Témiscamingue (Centre de santé Ste-Famille)
- 3608** Centre Jeunesse de l'Abitibi-Témiscamingue
- 4451** CRDI Clair Foyer

Locals 1459, 2659, 2756, 3608 and 4451 belong to the five institutions in our region that provide services across the entire region.

Local 899 serves members from Chibougamau to Radisson, including members in Chapais, Lebel-sur-Quévillon and Matagami.

Here is a snapshot of the number of employees in each Local per job class:

	Cat. 1	Cat. 2	Cat. 3	Cat. 4	Total
<b>311</b>		<b>415</b>	<b>160</b>		<b>575</b>
<b>899</b>		<b>100</b>	<b>150</b>		<b>250</b>
<b>1459</b>			<b>43</b>	<b>141</b>	<b>184</b>
<b>2659</b>	<b>1</b>	<b>23</b>	<b>31</b>	<b>129</b>	<b>184</b>
<b>2756</b>			<b>5</b>	<b>31</b>	<b>36</b>
<b>2791</b>	<b>1</b>		<b>40</b>	<b>54</b>	<b>95</b>
<b>3561</b>				<b>85</b>	<b>85</b>
<b>3608</b>	<b>1</b>	<b>65</b>	<b>10</b>	<b>120</b>	<b>196</b>
<b>4451</b>			<b>30</b>	<b>22</b>	<b>52</b>
	<b>3</b>	<b>603</b>	<b>469</b>	<b>582</b>	<b>1657</b>

Our region is home to one of the first two unions to become affiliated with CUPE: Local 311 has been a proud member of our union since December 14, 1960, or a total of 51 years. It has also been a member of the CPAS since its creation on November 17, 1973, or 38 years. Even after all these years, we still firmly believe that our affiliation is the best line of defence for the interests of our members.



ANNIE THERIAULT

We hold three or four full-day regional meetings per year that have very full agendas. During these meetings, we discuss the most recent meetings of the CPAS General Council as well as regional concerns.

In addition, we learn about and share our knowledge of topics of common interest for all Locals such as our employees' medical specialties and policies.

Each time a new collective agreement is signed, we hold our own regional collective agreement meeting because our Locals are unable to send all the members of their executives for outside training, due to budget constraints.

We look forward to meeting the delegates from your Locals at the CPAS Convention in June 2012.

We hope you include Abitibi-Témiscamingue and the Nord-du-Québec in your vacation plans and look forward to meeting you!



## 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: Marco Lutfy

Secretary General: Michel Jolin

Coordinators: Guy Jolicoeur, Michel Jolin, Sylvain Lemieux and Karine Rainville from the information Committee

Special contribution: Paul-André Clermont, vice-president, Abitibi/Témiscamingue/Nord-du-Québec region

Copy Editor: Manon Pépin

Graphic Artist: Anne Brissette

Translator: Lorena Ermacora

Printers: Atelier Québécois Offset 1998 inc.

Printing: 9050 copies in French, 1200 copies in English

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