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OF PUBLIC EMPLOYEES

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2015 Calendar

General Council
Le Concorde Hotel in Québec
October 7 and 8, 2015

General Council
Laval Sheraton Hotel
December 2 and 3, 2015



The Review

YOUTH IN ACTION

by Vincent Leclair

THE FOLLOWING MEMBERS WERE ELECTED TO THE CPAS YOUTH COMMITTEE AT THE LAST CONVENTION: SABRINA DAIGLE, LOCAL 1751- L'INSTITUT DE RÉADAPTATION EN DÉFICIENCE PHYSIQUE DE QUÉBEC, REBECCA PIERRIN, LOCAL 1108 – CENTRE HOSPITALIER UNIVERSITAIRE DE QUÉBEC, AND VINCENT LECLAIR, LOCAL 4628 – CENTRE JEUNESSE DE MONTRÉAL INSTITUT UNIVERSITAIRE. IN ADDITION, SIMON BEAULIEU SERVES AS A POLITICAL OFFICER ON THE EXECUTIVE, AND KARINE CABANA AS A UNION REPRESENTATIVE.

The youth committee is more than ever motivated to ensure that the voices of youth are heard and that the new generation plays a prominent role in union organizations. And how does the committee plan to achieve this aim? One of its key objectives is to strongly encourage youth participation in debates and initiatives aimed at training the new generation of union activists. For example, the FTQ's training camp provides one of the best opportunities for young members to dialogue, network and share their values, visions and aspirations for the union's present and its future. The camp helps develop participants' critical thinking skills and fosters interunion solidarity. This feeling of solidarity in turn strengthens young members' sense of belonging to the union and stimulates their interest in all aspects of the union movement. This year, the CPAS youth committee has offered to pay for the enrollment of two people (age 35 or under) in the camp, which will be held at the Manoir du Lac Delage from Wednesday, September 9 to Friday, September 11, 2015. The youth committee hopes for a good showing on the part of CUPE's social affairs sector in view of the tough battles ahead in the health and social services network.

It's important to give a prominent place to the voices of our younger members because they have strong ideals and many ideas for change. They want to share their perspectives with all generations and build a constructive intergenerational dialogue aimed at advancing the union movement and society in general. This desire is what motivated our youth to propose holding estates general on the union movement to discuss new ideas and methods to help members become more familiar with union issues. The estates general will be held in 2016 and is sure to be attended by a great many of our younger members.

The youth committee is also preparing a video documenting

members' opinions, to be aired during the Semaine de la relève syndicale at the end of October. Young CPAS members as well fellow CUPE members and members of other FTQ-affiliated unions will be filmed giving their opinions on topics such as the current austerity measures, the importance of getting involved in the union, and any subject that comes to mind. It's important for the youth committee to allow its members freedom of expression and action even if they don't share the same opinions. The youth committee would like its members to think of initiatives and get involved by sending their ideas or projects to the committee, which in turn will do its utmost to lend support. Youth members are urged to contact the CPAS at infocpas@cpas.scfp.qc.ca with any questions or comments they may have about the youth committee.



1. Karine Cabana, union representative. 2. Vincent Leclair, Local 4628. 3. Rebecca Pierrin, Local 1751. 4. Simon Beaulieu, political officer on the executive. Was absent: Sabrina Daigle, Local 1751.

A WORD FROM THE PRESIDENT

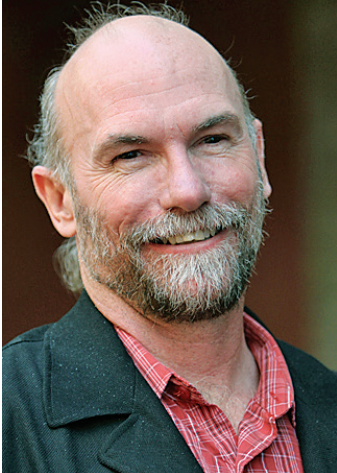
by Pierre Soucy



It's summertime! While most of you take well-deserved vacations over the next two months, your bargaining committee will be working all summer to get the best settlement possible.

This fall promises to be a scorcher, so be sure to take time to recharge your batteries !!!

To all care facilitators, I hope you have a wonderful vacation.



ANNIE THERIAULT

A Word from the Secretary General

by Michel Jolin

Help !

The Liberal Party has mounted an all-out attack on the healthcare network! Its weapon of choice (or should I say, weapon of mass destruction) is the *Act to Modify the Organization and Governance of the Health and Social Services*

Network, in Particular by Abolishing the Regional Agencies (Bill 10). The Health Minister's orders are clear: reduce the size of the network; cut, cut, and cut again, let the axe fall where it may.

Health and social services agencies staff were the first members to feel the cuts. Some were shifted from one place to another, others transferred far from home. Sure, they still have a job, but look at the conditions! Yet Minister Barrette could care less.

The CIUSSSs and CISSSs have announced their own reorganizations, another code word for cuts. That's

right, more downsizing. Since they've been ordered to save (cut) millions of dollars, administrative services and auxiliary services will be downsized indiscriminately, turning the lives of many people upside down.

This right-wing government won't be sparing other services either. Day centres will be closed, home care provided by social economy enterprises will be reduced, and who knows what else. That's what happens when numbers matter more than people.

Despite the storm clouds on the horizon, I wish you an enjoyable summer !

YOUR REPRESENTATIVES AT WORK

by Michel Jolin

May 4, 2015

Representatives of your local unions attended the General Council of the Conseil provincial des affaires sociales, where they welcomed Chrystine Montplaisir, a new union representative at the Montréal office, as well as two new representatives, Alexis Côté and Stéphane Brassard, who will be working at the Montréal and Québec City offices respectively.

Social affairs coordinator Alain Tessier announced that our pension plan (RREGOP) was capitalized at 98%. Since the plan is in excellent health, there's no reason for the government's reforms.

Your Bargaining Committee reported on its progress at the Sectoral Table. Weekly meetings have been held where the parties are promoting their respective demands.



In his report on Sectoral Table negotiations, CUPE assistant-director Serge Morin indicated that despite the parties meeting for two days every second week, the government hasn't budged on its offers. Serge also encouraged delegates to participate in the various mobilization activities that will be held in connection with negotiations.

Attendees adopted a resolution authorizing them to begin negotiating with their employers on the essential services that will be maintained in the event of a strike.

CPAS President Pierre Soucy was appointed Vice-president of the social affairs sector on the CUPE-Québec executive. Michel Jolin, CPAS Secretary General; Paul-André Clermont,

Vice-president, Abitibi/Témiscamingue/Nord-du-Québec; Simon Beaulieu, Vice-president, Montréal/Outaouais/



Laurentides/Lanaudière/Montérégie; Mélanie Gougeon, Local 2960, Institut Philippe-Pinel, and Martin Côté, Local 1350, CRDI Chaudière/Appalaches, were elected as directors on CUPE-Québec's General Council.

May 5–8, 2015

Your union representatives attended the CUPE-Québec convention. It was a very busy week, during which many resolutions were debated and adopted.

Several speakers addressed the current state of Québec politics. We heard from Ianik Marcil, independent economist; Alain Deneault, philosopher and economist; comedian Boucar Diouf; Alexa Conradi, President of the Fédération des femmes du Québec; Gabriel Nadeau-Dubois, former spokesperson for CLASSE; Mario Beaulieu, head of the Bloc Québécois; and NDP leader Thomas Mulcair.

Attendees expressed their support for members of the CSD union in Saguenay and Unifor in Quebec City.

June 3–4, 2015

CUPE union representative Pierre-Guy Sylvestre reported on various files. The Comprehensive Economic and Trade Agreement (CETA), which is available on CUPE's website, is in the process of being adopted in Canada and Europe. The specialized workers file has been submitted to the Central Table, and a Central Table subcommittee has been organized. Discussions are underway and good news should be announced shortly. Attendees were reminded that the fight against subcontracting must continue and that compliance with article 29 of the collective agreement must be a priority.

CPAS President Pierre Soucy announced that Jessica Olivier-Nault has been hired as a researcher for the CPAS.

The delegates adopted a resolution postponing the CPAS convention until spring 2017. They also passed a resolution giving them the mandate to hold a vote on a legal strike at their next general assemblies.

The Class 2, Action, Youth, OHS, and Job Evaluation Committees presented their reports.

Social affairs coordinator Alain Tessier welcomed Jean-Julien Mercier, a new union representative at the Quebec City office.

Alain informed us that our pension plan had a very healthy first-quarter return. He also explained that the government is currently preparing a bill to merge CARRA and the Régie des rentes du Québec.

In addition, he provided an overview of articles 14 and 15 of our collective agreement. A guide for Local Unions is currently in the works.

The Bargaining Committee reported on the government's second offer at the Sectoral Table, which expands on elements of its first offer. See Sylvain Lemieux's article on this topic.

Royse Henderson, Local 5059, Institut national de santé public, was elected provincial Vice-president of the Conseil provincial des affaires sociales.

As always, you can ask members of your executive for further information.

Bargaining News

by Sylvain Lemieux

Votre comité de négociation sectorielle, qui représente As you know, your sectoral bargaining committee, representing the three FTQ unions (CUPE, SQEES and SEPB), is currently negotiating with the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS). Since last February, we have met once a week to review the union's 95 initial demands as well as the employer's four main policies. During these meetings, a number of questions and requests have been tabled by both parties.

Surprisingly, the employer filed a second proposal on May 28, even before the first round had been completed. The CPNSSS expanded on the following three of its four main policies:

1. Achieving greater availability and flexibility in the workforce;
2. Ensuring efficient management of resources;
3. Modernizing the provisions respecting certain benefits in the collective agreements, and reviewing the procedure for making changes to the list of job titles.

Some concrete examples of these policies are listed below:

- Withdrawal of enhanced evening, night and critical care premiums;
- Withdrawal of the 2% nonoverlap premium;
- Facilitating the application and implementation of atypical schedules and rotating shifts;

- Eliminating the 16 hour rule;
- Increasing the work week to more than five days per week, with no overtime;
- Introducing the concept of temporary assignments for salary insurance purposes;
- Granting callback priority to employees considered to be on temporary assignment for salary insurance purposes;
- Terminating the setting of meal prices by the collective agreement.

If you recall, these proposals are in addition to a salary freeze for the first two years of the collective agreement and significant changes to our pension plan.

For its part, the bargaining committee has filed additional demands in relation to Bill 10, the procedure amending the list of job titles, and other demands relating to certain job titles, bringing our list to 137 union demands. For the time being, the committee is identifying items of convergence and divergence. It is also consulting with local unions and reviewing case history on various issues.

These new proposals have naturally altered the tenor of the negotiations. We will be meeting more frequently over the coming weeks and will keep you informed of any new developments.

Happy summer to all!



HEALTH NETWORK STRIKE

The Myth of Public Opinion

by Rémi Arsenault

Who hasn't heard the phrase: «Public opinion isn't on our side.»? Some members think that public opinion can play a decisive role in the outcome of a strike or social strife and has a significant impact on class conflicts. Workers in the healthcare network have rarely needed to resort to a strike, especially after the traumatic experience of the nurses' strike in the late 90s, which still resonates at our general meetings today.

However, some strikes have solved crises, such as the common front strike in 1972, or, more recently, the dramatic student strike in 2012. Both these strikes led to considerable gains.

Mobilization and education

In 1972, the Québec union movement was in full swing. The preceding decades had been marked by several large-scale strikes. In 1970, union organizations adopted bold manifestos, such as the FTQ's L'État, le rouage de notre exploitation and the CSN's Ne comptons que sur nos propres moyens. It should come as no surprise then that public employees were already imbued with a militant spirit. With respect to the student movement, there didn't seem to be any signs of activism among students in 2010. It took two years of sustained information and mobilization efforts to get the student movement off the ground, but once it took off, it brought down the government.

Mobilization played a crucial role in these events; the government may have tried to justify its actions by evoking the support of a so-called silent majority, but the student movement had already gathered steam from grassroots mobilization. As for the common front strikers in 1972, they were able to draw on the long tradition of activism in the labour movement.

Demands

Both movements benefited by focusing on core issues that galvanized not only their members but the general public as well. In 1972, union organizations demanded a \$100 work week, arguing that public sector working conditions needed to be significantly improved to attract workers from the private sector. This call to arms proved effective because a few weeks later, 300,000 workers, including some from the private sector, went on strike after three union leaders were arrested.

The "Stop the Hike" slogan in 2012 was a simple yet effective phrase that resonated with everyone and gave the movement momentum. As a result, the entire education system was laid open to scrutiny, and a new vision of education emerged. The student union could not have fought Bill 78 without grassroots support. It is also true that police brutality towards students elicited outrage from the general public, and no doubt the Red Square was a powerful symbol as well. Public opinion may have played a role in these events, but was it the tipping point? It's hard to say. Did the media play a role? The three student leaders had a good relationship with the media, but their detractors enjoyed extensive coverage.

Civil disobedience and resolve

In both cases, the government issued orders and special laws but the movements remained defiant and refused to fall in line. The sheer force of numbers kept up the pressure, and demonstrations and occupations led to considerable gains in both 1972 and 2012. The unions won the \$100 work week, job security, and cost of living indexation for their salaries, a victory that had a significant impact on the living conditions of public sector workers.

Although the students saw their tuition hike cancelled by the Parti Québécois after it won the election, the cost of living indexation that later followed was a bitter pill to swallow. Nonetheless, the student movement had achieved an unprecedented result – the defeat of an exceedingly obstinate government.

In conclusion, can we say that public opinion plays an important, even vital, role in labour movements? We do know that well-informed members whose demands are strongly rooted in reality and who take bold and consistent action can make all the difference in influencing public opinion. At the Common Front convention on March 31, 2015, historian Jacques Rouillard pointed out that public opinion is rarely in favour of strikes during times of labour unrest. But have certain lessons from the past taught us otherwise?



In preparation for this edition, we met in a small office to discuss potential topics. To our surprise, we started discussing strikes and their impact on employers. I pointed out that the main purpose of a public sector strike is to show solidarity, express our resolve and try to win over some of the public to our cause. That led to a discussion on whether public support was really necessary.

My colleague Rémi and I decided to share our respective positions on this question with readers, and here is the result.

by José Carufel

Although Québec is one of the most unionized places in the world, it loses the fewest hours of work due to labour conflicts. It has nonetheless seen its share of historic labour battles, such as the many lockouts imposed by Québecor under the direction of the illustrious Pierre-Karl Péladeau. In 2002, more than 2,200 Vidéotron (Québecor Média) employees voted to strike against the sale of the company's technical services department to a subcontracting company, and to call for the maintenance of decent working conditions. Nearly 24 hours after the strike began, Vidéotron imposed a lockout that ended up lasting 13 months. Since Vidéotron is a company under federal jurisdiction, there was no law preventing it from using scabs to replace workers on lockout. While workers lost out on their paycheques because they took action to protect their jobs, the employer was having its work done, sometimes even at a lower price. Is there any doubt about who had the upper hand?

The influence of public opinion

Many FTQ unions provided financial and moral support to members of CUPE 1417 and 2815 in their struggle against the Québecor empire. Initially, the public was fairly indifferent to the situation until Luc Lavoie, PKP's right-hand man, arrogantly called all the workers hoodlums. Several public personalities entered the debate, such as renowned media host Paul Arcand. In his thank-you speech at an award ceremony, despite his being an employee of TVA (Québecor Média), he didn't hesitate to ask Pierre-Karl Péladeau to negotiate in good faith. Several other personalities followed suit, helping bolster public opinion in favour of the workers and increasing pressure on the employer. The result was memorable: Vidéotron had to buy back the technical services it had sold and purchase new trucks and tools.

The Journal de Québec, also owned by Québecor, was the scene of another unforgettable conflict involving CUPE. Courageous workers who were on lockout decided to use their talents to court public opinion by distributing the daily newspaper Média Matin by hand throughout Quebec City, again seeking the support of the public. You may remember that Denis Bolduc, president of the union at the time, appeared on the talk show Tout le monde en parle. Once more, public personalities entered the fray, exerting pressure on the employer. The result was astonishing: jobs were preserved, and workers enjoyed another victory.

What happens when the employer is the government?

A number of work conflicts, some legal, some not, have occurred in the public sector. Let's begin with the public negotiations that ended with the Liberal government freezing salaries in 2004 and 2005, and then keeping increases at 2% for the following years.

During that particular round of negotiations, there was no Common Front. The government, which was in its first term, figured there was enough time before the next election for the public to forget its dictatorial approach. But the public hadn't forgotten, and the government received a minority mandate in the 2007 elections.

In 2009, the Common Front established an impressive organization to negotiate with the government. It staged several large-scale demonstrations and showed a firm resolve to procure a satisfactory outcome for its members. In 2010, Jean Charest's government was nearing the end of its third term. To be re-elected, it would have to deal with unfavourable public opinion and decide whether people would take the workers' side. One thing was for certain: the public wanted social peace. Besides, if the government wanted to be re-elected, why would it say that it couldn't raise its workers' salaries and blame it on the deficit it had created during its long tenure? The Common Front obtained an agreement in principle that same year.

The maple spring

No one has forgotten the landmark student strike in 2012. Public opinion was divided, and some voices openly criticized the movement's leaders as hotheads leading the pack astray while the vast majority was abiding by the rules. In their arrogance, Jean Charest's Liberals went further and made an awkward attempt to discredit all the striking students. In a fatal political move, they called an election, blaming the students. Once again, several public personalities entered the debate, taking the students' side. Events took a surprising turn: the Liberal party lost the election to the Parti Québécois. History has shown that the Liberal government should not have underestimated public opinion on the student conflict.

In conclusion, we can see that while governments are sensitive to public opinion, they don't always take it seriously enough, or even discount it all together. With regard to unions, one thing is for sure: without solidarity, it's hard to influence public opinion or even make a show of strength to an employer.



Food Service Personnel

by Class 2 Committee

THE FOOD SERVICE PERSONNEL IN OUR INSTITUTIONS PERFORM A VARIETY OF TASKS, SUCH AS PREPARING, SERVING AND DISTRIBUTING FOOD AND CARRYING OUT CLEANING TASKS, JUST TO NAME A FEW.

They are on duty early in the morning to prepare breakfast and lunch, and their work is only finished once the supper dishes have been washed. They often work split or variable shifts in order to put in the number of hours required.

Food service personnel must work in teams because the members depend on each other in the meal preparation chain. They are often on duty when most other staff members are on meal breaks. Meal-times are probably the most intensive periods of their shifts. The slightest problem can slow down production and impact on quality of care, which explains why food service is so important and is key to providing quality care. Food service personnel make it possible for users, visitors and staff members to enjoy a good meal. What's more, they need to take into account users' every dietary need and restriction.

Cafeteria workers are generally more familiar to staff members, who line up at the cash to pay for their meals every day. Other food service employees most often work behind the scenes.

A sincere thanks to all cooks, cook helpers, food service attendants, butchers, cashiers, pastry-cook bakers, and food service technicians for your excellent work!



The Review

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