



Newspaper of
the Conseil provincial
des affaires sociales

CANADIAN UNION
OF PUBLIC EMPLOYEES
VOLUME 31 N°1
March 2018

IN THIS ISSUE

- 2 / A Word from the
Secretary General
- 2 / A Lot Has Happened
Since our Last Edition!
- 2 / A Consummate Activist
- 3 / Acknowledging Social
Workloads in our Everyday Lives
- 4 / CPAS Members of the Board

2018 Calendar

- General Council**
April 4-5, 2018
Château Frontenac, Québec
- General Council**
June 13-14, 2018
Hôtel Classique, Québec
- General Council**
October 3-4, 2018
Sheraton Laval
- General Council**
December 12-13, 2018
Château Frontenac, Québec



The Review

The Healthcare Network Wants You!



by José Carufel

HAVE YOU SEEN THE ADS THAT TRY TO
GET PEOPLE TO WORK IN THE HEALTH AND
SOCIAL SERVICES NETWORK?

THESE TV ADS SHOW AN EMPLOYMENT
COUNSELOR USING A STETHOSCOPE TO
EXAMINE A YOUNG MAN. GOING DOWN
HIS ARM, THE COUNSELLOR FINALLY FINDS
A HEARTBEAT AND SAYS, “YOU SHOULD
GET A JOB IN THE HEALTH AND SOCIAL
SERVICES NETWORK BECAUSE YOU WEAR
YOUR HEART ON YOUR SLEEVE!”

A second ad shows a similar scenario with a young
woman, and on hearing her heartbeat the counsellor
says: “You should work in the health and social services
network because your heart’s in the right place!”

**Maybe we should be happy about these ads that
promote what we do, but...**

TO BE CONTINUED ON PAGE 3

A WORD FROM THE PRESIDENT

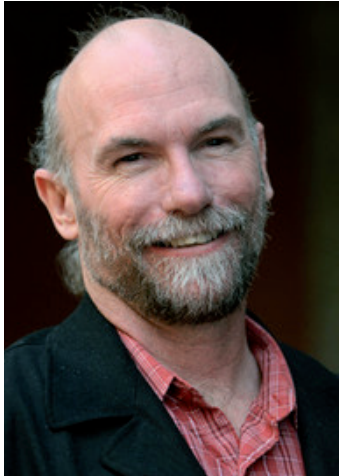
by Frédéric Brisson



Dear care facilitators,
First, let me say how
honoured I am to represent
you, and how grateful I am
for the trust you placed in
me at the last convention.
I pledge to work daily to
defend your interests. On
behalf of the new exe-
cutive, I am determined
to strengthen the CPAS's
capacity for action. It's
now more important than
ever to rally together and

condemn the practices of the current government.
At the convention we approved resolutions in
that regard so we can face the challenges ahead.

TO BE CONTINUED ON PAGE 3



ANNIE THERIAULT

A Word from the Secretary General

NO CLEAR CHOICE

by Michel Jolin

Can there be any doubt that 2018 is an election year? All you have to do is watch the Liberals dole out millions of dollars in gifts, and it'll be obvious! The problem, however, is that we're the ones who pay for such largesse. Do you remember the austerity years? Don't worry, they'll be back—but only after the elections are over, of course.

That's when public sector negotiations kick in, after the doctors have had their raises!

Care facilitators in the health and social services network are facing a quandary. The Liberals are expected to go full steam ahead with their reforms, with Barrette in the driver's seat. Bill 10 was just a taste of things to come; after all, the Liberals have made the disturbing pledge to turn their hands to the Act respecting Health Services and Social Services, if elected.

On the other hand, the major policy points of the CAQ's program are equally frightening.

As for the Parti Québécois, it has said it wouldn't go back to the drawing board. Does that mean that its leaders approve of Dr. Barrette's work?

And lastly, Québec solidaire is against the reforms...but, between you and me, does that party stand a chance of winning the election?

What should we do? In fact, what can we do?

IT'S GOING TO BE A TOUGH CHOICE!

A LOT HAS HAPPENED SINCE OUR LAST EDITION!

by Michel Jolin

22nd CPAS convention, October 24–26, 2017

Serge Morin, assistant director for CUPE in Québec, opened the convention. He said he started his career in the healthcare network in 1981, when he was a beneficiary attendant at Hôpital Notre-Dame-de-la-Merci.

He subsequently became an educator at Hôpital Rivière-des-Prairies in Montréal, and then president of the Conseil provincial des affaires sociales in 1985. In 1990 he was made a union representative and in 2009 he became a member of the CUPE executive for Québec.

He announced that he would be retiring in early 2018, after 36 years of service.

CPAS President Pierre Soucy announced that this would be his last address because he was retiring as well and therefore would not be seeking a renewal of his term. The key highlights of his presidency were the 2010 and 2015 negotiations, the European Parliament, the CPAS's various campaigns, and, last but not least, the raiding campaign.

The CPAS General Secretary followed with a discussion of the theme of the convention, Growing Together. He recounted the events that had taken place since the previous convention and updated delegates on the most recent organizing campaign in the healthcare sector. He also welcomed new delegates who had transferred from other unions.

He ended by speaking about finances and announced that the CPAS was in good financial health.

Other guest speakers included Charles Fleury, CUPE National Secretary-General; Denis Bolduc, President, CUPE-Québec; Benoît Bouchard, Secretary General, CUPE-Québec; Christian Nadeau, Full Professor in the Department of Philosophy, Université de Montréal; and Marie-France Marin, Ph.D.

As expected, some amendments were made to the by-laws, and several resolutions were passed.

See the last page of this edition for results of CPAS elections.



General Council held on October 27, 2017

The General Council that followed the convention was mainly dedicated to electing members to various CPAS committees. Here is a list:

Class 1: Daniel Pelosse and Amélie Ladouceur, Institut Philippe-Pinel

Class 2: Édith Brassard, CIUSSS de l'Ouest-de-l'Île-de-Montréal, Stéphane Allard, Institut universitaire de cardiologie et de pneumologie de Québec, Sylvain Dufort, CIUSSS de l'Estrie-CHUS

Class 3: Mélanie Turgeon, Centre hospitalier universitaire de Québec, Lyne Lafond, Institut universitaire de cardiologie et de pneumologie de Québec

Class 4: Luc Beauregard, CIUSSS de l'Est-de-l'Île-de-Montréal

Insurance: Jean Lavoie, Centre hospitalier universitaire de Québec, Isabelle Faucher, CISSS de la Montérégie-Ouest

Status of Women: Céline Lacroix, CIUSSS de l'Est-de-l'Île-de-Montréal, Nancy Bonin, CISSS de l'Abitibi/Témiscamingue

OCOPPP: Alain Plante, CIUSSS de l'Ouest-de-l'Île-de-Montréal, Patrick Hallé, CISSS de la Montérégie-Ouest

List of Job Titles: Jean-François Haineault, Centre hospitalier universitaire de Québec

Job Evaluation: Alain Plante, CIUSSS de l'Ouest-de-l'Île-de-Montréal, Jean-François Haineault, Centre hospitalier universitaire de Québec

Information: Véronique Bouchard, Institut universitaire de cardiologie et de pneumologie de Québec, Luc Bernard, Centre hospitalier universitaire de Québec, Gyslain Gaudet, Institut Philippe-Pinel

Youth: Christian Bisson, Institut universitaire de cardiologie et de pneumologie de Québec, Joey-Pierre Savoie-Ouimet, CISSS de la Montérégie-Ouest, Myriam Nau, Centre de la petite enfance Picasso

OHS: Jean Lavoie, Centre hospitalier universitaire de Québec, Sylvain Vallée, Institut Philippe-Pinel, Julie Laramée, CISSS de la Montérégie-Ouest

Action: Christian Bisson, Institut universitaire de cardiologie et de pneumologie de Québec, Nancy Quenneville, CISSS de la Montérégie-Ouest

TO BE CONTINUED ON PAGE 4

A Consummate Activist

by Véronique Bouchard



With 38 years in the healthcare network, including five years at the helm of the CPAS, Pierre Soucy certainly deserves praise for his commitment and many achievements. It is with pride that we look back at the union life of this accomplished activist.

Among his career highlights, Pierre says his two rounds of collective agreement bargaining stand out the most, along with the raiding campaign. The latter in particular was a very significant experience: in

this "do or die" moment, he firmly believed that his troops would come out on top. We proved him right and won that battle!

Pierre has seen his share of turmoil in union life. He says that current conditions are no better than in 1997, when Lucien Bouchard gave one-year severances to anyone who wanted to leave, but then narrowed the pool of nursing students. Within two years, the volume of salary insurance and OHS payments had gone through the roof. This is just one of the many events that stand out among the string of reforms carried out by our governments.

Pierre's proudest achievement is his policy to always come to the defense of workers in the health and social services network. What's more, he put similar energy into defending the healthcare system and fighting the privatization of the network.

In his opinion, the healthcare sector is known for its great degree of solidarity. He emphasizes his wish for the new generation in these words: "Be united! There's no reason to compare yourselves in terms of whether your Local is big or small. Together, we can do great things."

While Pierre will always be remembered for his leadership qualities, he was also known to be respectful, unifying, candid, and honest. During his very eventful union life, he served others, promoted the values of fraternity, solidarity and justice, and actively worked to improve the daily experience of care facilitators.

Even today as he retires, he remains a union man. He fights the urge to write letters to the editor, and he continues to chafe at injustice. Although he has left the union environment, it's likely that we'll come across his familiar, good-natured face once again.

Pierre wishes all of you the best of success in your future battles!

THE HEALTHCARE... CONTINUED FROM PAGE 1

The government should also find solutions to retain employees and ensure they stay healthy. These past few weeks, we've seen several studies demonstrating that absenteeism continues to climb. Psychological distress among employees has reached unprecedented rates since the introduction of the much-touted Barrette reforms.

Although the media has reported on the grave challenges faced by nurses in the health and social services network, workers in all job titles are overloaded and distressed. It's been shocking to see the Liberal government throw the ball in the unions' court to find solutions, even though the main culprits are really the government's own austerity measures, and Barrette's reforms in particular.

Salary insurance output hasn't stopped climbing since Bill 10 came into force on April 1, 2015. The past three years have seen a wave of changes, all of which have come quickly crashing down on us.

While workers are asking for greater stability and work-family balance, employers are demanding more flexibility from its workforce.

Since the beginning of the reform, we've heard several horror stories like those of workers who have to fight traffic for more than one hour to get to their new home base and others who have seen their schedules changed to offset labour shortages. There's no doubt that rising absenteeism is related to work overload, mandatory overtime and other stress factors. Yes, the users of the health care network are very important, but ultimately, they're the ones who suffer when we have substandard work conditions or fall sick.

We have nothing left to give!

It's high time to improve our work conditions. Local bargaining has kicked off just about everywhere, presenting a great opportunity to fight for more stability at work, reduce job uncertainty and improve work-family-study balance.

Barrette's equation appears simple: healthcare institutions now serve a greater number of buildings over a larger area. However, he has failed to take into account that those who work in these institutions are also fathers, mothers, students, and more importantly, human beings.

Let's hope that employers use this time to find solutions for retaining personnel. Advertising is good, but real solutions are better!

PRESIDENT CONTINUED FROM PAGE 1

Together, in solidarity, we will oppose the Liberal Government's austerity measures and demonstrate our resolve to protect the health and social services network.

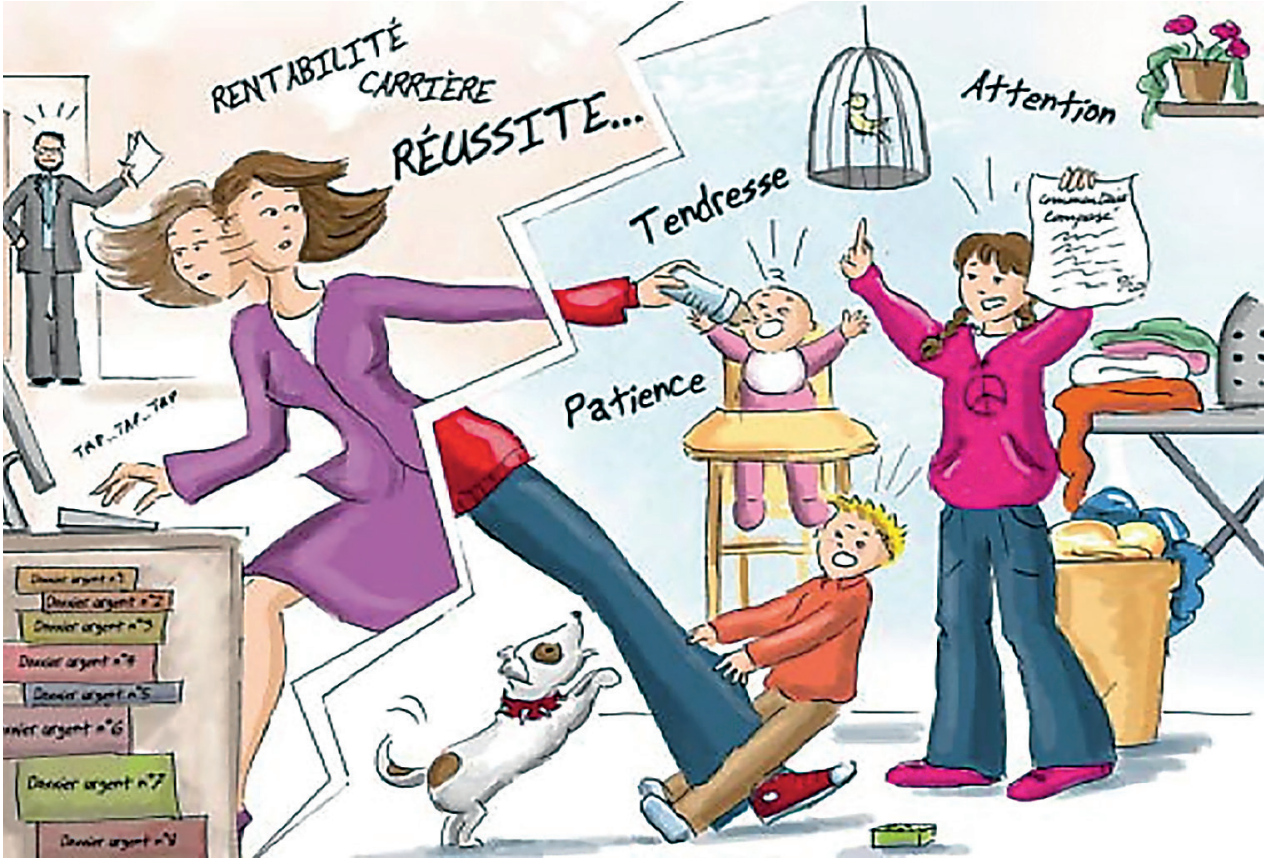
Everyone is aware of the collateral damage left behind by Barrette's reforms. We're overstretching ourselves, and this has to stop.

In the meantime, several Locals will have their own challenges to deal with over the next few months. Local bargaining is going to be a tough process, involving major issues like personnel mobility, home base and the concept of position.

Now more than ever, we must work together so we can grow together.

In closing, I want to convey my warmest thanks to outgoing president Pierre Soucy for his 25 years of activism and his five years at the helm of the CPAS. He was my mentor these past 11 years, and I'm proud to follow in his footsteps. Along with our 25,000 care facilitators, I wish him a happy and well-deserved retirement!

Thank you, Pierre!



Acknowledging Social Workloads in our Everyday Lives

by the Status of Women Committee

WHEN YOU HEAR THE EXPRESSION “STATUS OF WOMEN”, WHAT COMES TO MIND? WE CAN GUESS WHAT YOU’RE GOING TO SAY, AND THAT’S WHY WE WANT TO CHALLENGE SOME CULTURAL ASSUMPTIONS ABOUT THE ROLES OF MEN AND WOMEN.

Society has shaped us in a number of ways. For the longest time, the role of women was to nurture others, organize and run the household, and keep the house clean and welcoming at all times. Women were expected to be domestic goddesses, but things have changed. Today, women must do all the household work along with gaining financial independence and having a thriving career. And while these activities obviously result in mental exhaustion, cultural expectations of women are well-entrenched and are being passed on to our children.

We want to change public opinion about the status of women. We need to lose the negative stereotypes and promote everyday feminism. Although women's status and their place in society have evolved since suffragette times and progress has been made, much work remains to be done before social workloads are equally apportioned.

As for the sharing of mental workloads, this is a social and educational issue that affects all generations and genders, and all homes and organizations. It's an issue that goes beyond the concept of male and female roles.

On this topic, we have been inspired by Emma, a cartoon artist who depicts the many hats women have to wear. She focusses on the male-female inequalities that no one else seems to be talking about. Her incisive cartoons convey the mental workload of mothers in domestic life, especially the expectation that they have to think of everything while their partners often content themselves with helping if asked.

Yet men and women must work together to find solutions that work for couples, families, the workplace, and union involvement.

“Still feminists, for as long as it takes!”

To learn more about Emma, go to the following sites:
<http://ici.radio-canada.ca/tele/tout-le-monde-en-parle/site/segments/entrevue/55495/emma-charge-mentale-bd-famille-taches-travail>
<https://emmaclit.com/>

Isabelle Faucher
CISSS de la Montérégie-Ouest–Local 3247

Céline Lacroix
CIUSSS de l'Est-de-l'Île-de-Montréal–Local 5425

Marie-Ève Adam, Political Officer

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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Copy Editor: Danielle Laramée
Graphic Artist: Anne Brissette
Translator: Lorena Ermacora
Printers: Atelier Québécois Offset 1998 inc.
Printing: 4,000 copies in French, 600 copies in English

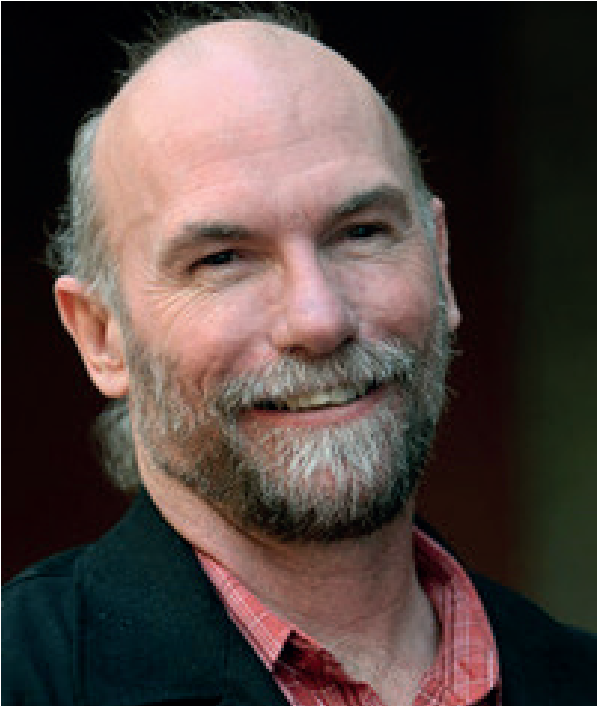
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CPAS Members of the Board



Frédéric Brisson, President



Michel Jolin, Secretary General



Marie-Ève Adam,
Provincial Vice-president



Kathleen Pleau, Provincial Vice-president Abitibi/Témiscamingue/Nord-du-Québec, October 26 to November 27, 2017



Nancy Bonin, Vice-president Abitibi/Témiscamingue/Nord-du-Québec, December 13, 2017



Jonathan Deschamps,
Vice-president - Class 2



Yanick Ducharme, Vice-president Montréal/Lanaudière/Laurentides



Isabelle Laperrière, Vice-president Québec/Chaudière-Appalaches/Bas-St-Laurent



Simon Beaulieu, Vice-president Estrie/Montérégie



Benoît Raymond, Vice-president - Class 4



Pierre-Paul Tessier,
Vice-president - Class 3

A LOT... CONTINUED FROM PAGE 2

General Council held on December 13–14, 2017

The Council kicked off by ratifying the appointment of Nancy Bonin to the position of regional Vice-President for Abitibi/Témiscamingue/Nord-du-Québec, following Kathleen Pleau's resignation.

Social Affairs Coordinator Alain Tessier gave a presentation on the RREGOP. Our retirement plan was created on July 1, 1973 and had 540,657 active members as at December 31, 2014. Its participants had an average salary of \$53,400 and their average age was 42.5 years. The plan also had 231,391 retirees, with an average age of 68.8. As at December 31, 2016, the fund was valued at \$63,062,000,000.

Pierre-Guy Sylvestre, union representative with the CUPE-Québec research department, gave an update on Letter of Agreement N° 34 of our collective agreement regarding the premium paid to some specialized (skilled) workers.

He also presented the results of the last Québec government statistical report.

Class 2, 3 and 4 delegates met in their respective workshops to discuss problems specific to their particular job classes.

The following elections were held:

Class 2 : Fannie Demontigny, CISSS du Bas-St-Laurent, Johanne Daigle, CIUSSS de l'Estrie-CHUS

Class 4 : Myriam Nau, Centre de la petite enfance Picasso

Status of Women : Isabelle Faucher, CISSS de la Montérégie-Ouest

The Job Evaluation Committee presented its report. Topics included 2010 and 2015 maintenance and the provincial committee on jobs.

The Job Titles Committee also presented its report.

General Council held on February 7–8, 2018

Union Representative Julie Girard-Lemay explained the Supreme Court's decision regarding the Caron case. The Supreme Court specified that employers must now take the Charter into account when required to find a position that provides accommodation.

The following committees presented their report:

- Insurance
- OHS
- Action
- Status of Women
- OCOPPP
- Classes 2, 3 and 4
- Job Evaluation
- Job Titles
- Youth

Union Representatives Karine Cabana and Alexandre Prigent explained what we can and can't do in terms of mobilization during local bargaining in our CISSSs and CIUSSSs.

Marc Ranger, CUPE's Québec Director, introduced CUPE's new assistant director for Québec, Carl Dubé. He also announced the resignation of Social Affairs Coordinator Alain Tessier.

Secretary General Michel Jolin presented the financial reports for 2017. The delegates ratified the auditors' report and the 2018 budget forecasts.

Yanick Ducharme, a director on the board of Coalition solidarité santé, outlined the issues his organization has been facing.

The following election was held:

Class 3 : Mélissa Morin, CIUSSS du Centre-Sud-de-l'Île-de-Montréal