



Newspaper of  
the Conseil provincial  
des affaires sociales

CANADIAN UNION  
OF PUBLIC EMPLOYEES  
VOLUME 31 N°2  
July 2018

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2018 Calendar

**General Council**  
October 3-4, 2018  
Sheraton Laval  
**General Council**  
December 12-13, 2018  
Château Frontenac, Québec



# The Review

## Why accept the unacceptable?

by Luc Bernard

I’M SITTING AT MY DESK, LISTENING TO YET ANOTHER CO-WORKER EXPRESS HER FRUSTRATION WITH THE REORGANIZATION OF THE HEALTH AND SOCIAL SERVICES NETWORK AND THE TOUGH ENVIRONMENT SHE HAS TO WORK IN. LIKE MANY OF HER PEERS, SHE FEELS SHE’S AT THE END OF HER ROPE AND CAN’T TAKE IT ANYMORE. AFTER THIS CONVERSATION, I COULDN’T HELP THINKING THAT I SHOULD TAKE A CLOSER LOOK AT GAÉTAN BARRETTE THE MAN, RATHER THAN THE STATISTICS AND IMPACTS OF HIS REFORM.

Dr. Barrette, current minister of health and social services and former president of the Québec federation of medical specialists (Fédération des médecins spécialistes du Québec, FMSQ), is definitely the most controversial minister in Philippe Couillard’s government and the one that receives the most attention from the media. Some reporters have even suggested that this irreverent government official, a former member of the CAQ, behaves and acts like our own homegrown version of Donald Trump.

In a ruling on April 26, 2013, regarding a case between Dr. Barrette’s spouse, Dr. Berthiaume, and her former radiologist co-workers at Hôpital Maisonneuve-Rosemont, the Honourable Marc-André Bouchard,<sup>1</sup> a Superior Court judge, provides insight into Minister Barrette’s vindictive, hot-tempered personality, and the techniques he uses in interacting with his peers:

[10] On March 19, 2008, a majority of SORAD partners held a meeting to replace Barrette as president of their association and as head of HMR’s radiology department. He then announced that he was leaving his job and that Fillion would replace him.

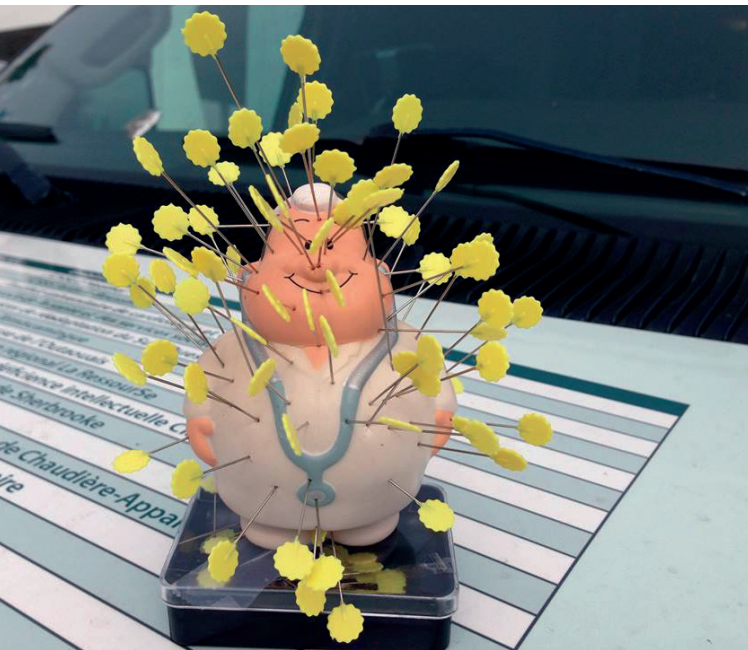
[11] Although the language is crude, it is important to repeat the words Barrette used on arriving at the meeting, as they undoubtedly contributed to the ensuing dispute: “You bunch of bastards...”

[12] Everyone who testified, except Berthiaume (his spouse), said they were offended by these blatantly rude remarks.

(...)

1. Berthiaume c. Carignan, 2013 QCCS 1357 (CanLII)

TO BE CONTINUED ON PAGE 3



## A WORD FROM THE PRESIDENT

by Frédéric Brisson



Brothers and sisters,  
Summer is finally here, with the promise of vacations to come! But before we can take this well-deserved break, local bargaining continues. The Locals are doing amazing work, and I thank all of them for their commitment, energy and time. They represent their members

so well and are fighting hard each day to secure them the best possible work conditions. We hope you enjoy your vacation and come back refreshed and energized to finalize your local agreements.

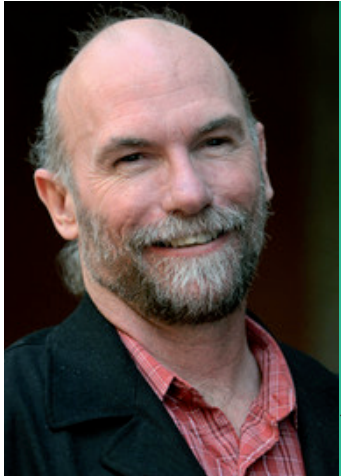
The Québec elections will be held this fall. The FTQ has chosen not to endorse any particular political party this year but instead to support the cause of workers. Our union organizations have devised an election platform consisting of four major themes: the workplace, the economy, employment and taxes; democracy; language; and, of course, public services.

The CPAS will focus on the following objectives:

- large-scale reinvestments in health and education;
- better access to daycare;
- ending privatization in the health and social services network;
- developing prevention and primary care services, as well as care for the elderly;
- instituting a public prescription drug insurance plan;

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# A Word from the Secretary General WHO'S PULLING THE WOOL OVER OUR EYES ?

by Michel Jolin

An FTQ delegation met with Health Minister Gaétan Barrette on May 28, and what an experience that was! He projects the same personality that you see on TV. But is he really that opinionated, or simply arrogant? That's an important distinction...I would say most likely the latter.

During the meeting, he changed the agenda so he could hear our report on the Institut Philippe-Pinel. Asked whether the vocation of that institution would change, the Minister didn't seem to know, but said he would find out. A typical response that we often also hear from the Comité patronal de négociation du secteur de la santé et des services sociaux. Stay tuned for more information on this issue.

Minister Barrette seemed reluctant to discuss the problem of excessive workloads in the health and social services network, saying he'd heard it all before and we were right. However, he believes that we're part of the problem because when we criticize our work conditions, it makes the network less attractive to potential employees. As a result, we get labour shortages and that leads to bad work conditions, like mandatory overtime. But if we don't draw attention to our conditions, who will?

Nonetheless, the Minister made two surprising and important statements. On the topic of second baths, he affirmed that employers had received the entire budget earmarked for that service, allowing them all to offer clients second baths. However, the Minister is aware that not all CHSLD residents want a second bath, so he instructed employers to

use any remaining sums from this budget to alleviate the work of beneficiary attendants. But that's not the version we heard from these institutions!

The Minister has also repeatedly asked these CEOs, to whom he will be speaking next week, to establish more stability and reduce personnel mobility within the network insofar as possible. In another stunning statement, given the status of our local negotiations, he repeated that we had to enhance the stability of our work teams, which would also open up more full-time positions.

Now all that's left is to determine who's pulling the wool over our eyes—the Minister or our employers?

In the meantime, wishing you all a great vacation !

## CPAS General Councils

by Michel Jolin

SINCE THE PUBLICATION OF THE LAST EDITION OF THE REVIEW, DELEGATES FROM OUR LOCAL UNIONS HAVE HELD TWO CPAS GENERAL COUNCILS.

### April 4 and 5, 2018

The CUPE health sector coordinator explained labour standards regarding mandatory overtime. The rules are quite simple. We can refuse overtime if we have worked:

- more than four hours in excess of our usual daily hours or more than 14 hours per 24-hour period; or
- more than 50 hours per week.

The above stipulations do not apply when the life, health or safety of workers or the public are at risk.

The coordinator also explained the decision handed down by arbitrator Claude Roy regarding the CIUSSS de l'Ouest-de-l'Île-de-Montréal and the posting of equivalent positions.

The arbitrator ordered the employer to comply with the posting rules so that all members can apply for positions with the same status and within the same department.

The OHS Committee presented its report, and delegates approved the committee's choice of Julie Laramée of the CISSS de la Montérégie-Ouest to sit on the board of directors of the ASSTSAS.

In addition, the delegates approved a resolution mandating the Insurance Committee to issue a call for tenders for the 2020 renewal.

As concerns the 2010 maintenance issue, the CPAS Job Evaluation Committee announced the launch of the investigation into 377 of the program's job titles. In addition, the first conciliation meeting is scheduled for April 18.

The delegates agreed to establish an ad hoc committee for the senior assistant pharmacy technician and sterilization attendant job titles. This will involve documenting the tasks that both job titles actually perform.

Sasha Farago of the CHSLD Heather was elected to the Class 1 Committee.

Pierre Bureau of the Institut universitaire de cardiologie et de pneumologie de Québec was elected to the Action Committee.



### June 13 and 14, 2018

Karine Cabana, CUPE social affairs coordinator, addressed a number of topics. She began by clarifying the National Holiday Act, followed by an explanation of one aspect of article 15 of the collective agreement concerning job security, i.e.

the concept of replacement.

Karine also presented the amendments made to the Act respecting Labour Standards.

TO BE CONTINUED ON PAGE 4



[16] In January 2009, at a lunch with partners, Barrette made derogatory remarks about Pauline Daigle, a radiologist he worked with, prompting her to leave in tears.

(...)

[28] In a further incident on the evening of that same day, Barrette called Fillion, and, according to the latter, threatened “to do everything in his power to damage the department” and “to personally attack all the partners” and “destroy them one by one,” indicating that he “couldn’t care less about any collateral damage” that might result.

(...)

[85] On the same topic, Barrette invited Blais to his office at the end of September, when, according to the latter, he spoke disparagingly of Fillion, Carignan and Gougeon. Barrette also mentioned he might hire radiologists from France to replace any members of the department who might leave HMR.

(...)

[86] The testimony given by Rousseau, who left SORAD on November 24, 2011, well illustrates this dynamic. He explains that by September 2009 the atmosphere had become toxic; that the employees felt browbeaten by Barrette; and that Barrette and Berthiaume were behaving erratically, even harassing their close colleagues, particularly by using offensive and disparaging language.

What’s more, according to revelations by investigative reporter Isabelle Hachey, Dr. Barrette was said to have uttered serious threats against some of his colleagues, particularly Dr. Carignan, of whom he reportedly said: “He stabs people in the back, but I’m going to stab him in the face until he dies.”<sup>2</sup>

Since Barrette became minister of health and social services, his arbitrary attitude and contempt for workers in the network have been denounced by every organization. His methods run counter to the Couillard government’s action plan against bullying. Barrette imposes his opinions, acts unilaterally, uses force, gets even, denies facts and situations, introduces laws and regulations to quash judgments that go against his wishes, and, along the way, tramples on anyone who criticizes his unacceptable actions.

Since Gaétan Barrette has been at the helm of health and social services, I have had to take a closer look at the man. I was already aware of his arrogance, but was far from suspecting that he had such a controversial past and that his volatility had caused so much damage to those who have had the misfortune of associating with him.

Since learning this, I can’t help but think that we need to wake up and take the opportunity afforded by our precious democracy and the upcoming elections to rid ourselves of Minister Barrette before he wreaks even more havoc on the health and social services network.

2. [http://plus.lapresse.ca/screens/afac55d1-ee58-4fcf-aa95-305abc2a7453\\_\\_7C\\_\\_0.html](http://plus.lapresse.ca/screens/afac55d1-ee58-4fcf-aa95-305abc2a7453__7C__0.html)

PRESIDENT CONTINUED FROM PAGE 1

- and last but not least, improving the overall compensation of Québec government employees.

To make sure that the public hears us, we will need you, our activists. The Action Committee will be involved but won’t be able to shoulder all the work alone. Teams will be established in all of CUPE-Québec’s sectors to ensure that workers’ voices will be heard during this electoral campaign. Together, we can make a difference!

The fall promises to be very busy but before that, let’s take advantage of our vacations! I wish you sunshine, the opportunity to relax and many good times with family or friends. Happy vacation to all our care facilitators!

WE DEMAND RESPECT!

by Gyslain Gaudet

The institutions of the health and social services network are based on the values of respect, commitment, dedication and collaboration.

They are proud that these values underpin their management philosophy and even drive their management policies and activities.

Healthcare workers should therefore expect to work under managers who listen to their needs, are open to their complaints and actively promote their well-being. Wouldn’t these approaches be consistent with the fundamental values endorsed by their organizations?

Unfortunately, the actual situation is quite another story. Since Minister Barrette’s cutbacks and structural changes – which in fact have actually “dehumanized” the delivery of care and services – healthcare workers have been forced to do more with less for months, even years. In their efforts to meet their clients’ individual needs, workers dedicate themselves body and soul, often at the expense of their own health. It’s therefore no surprise that they too fall sick, exhausted by the weight of their tasks, the pace imposed and the lack of support.

When this situation arises, who will take care of them? Their managers? It’s definitely not by



contesting disability claims to the insurance company, increasing disciplinary actions and imposing mandatory overtime that these managers are giving their workers the care they need. Quite clearly, they’re oblivious to the plight and well-being of employees in the health network.

Isn’t it time to remind them of the meaning of the fundamental values of respect, commitment, dedication and collaboration?

The union of technical professionals of the CIUSSS de l’Est-de-l’Île-de-Montréal is striving to do just that with a campaign about demanding respect. Shouldn’t we be following their lead?

Your chance, your vote!

by José Carufel

We can tell that an election is coming up in the fall when we see the Liberal Party trying to downplay its infamous austerity years by promising voters gifts, for which it will use voters’ own money. It’s easy to judge the Liberals’ record on health care: simply think of the damage they’ve inflicted on the healthcare network since the last two reforms, including the deep erosion of our working conditions over the past 10 years.

Now that all the political parties have announced their platforms, I encourage you to read about them so you can make an enlightened choice before the upcoming election.

They’re all proposing umpteen solutions for the health and social services network but, for the most part, without elaborating on how they would improve working conditions.

I’ve written to the various parties to give them a chance to explain their platforms. Only Québec Solidaire responded.

In a nutshell, however, all the parties are promising wider and easier access within the network and want to relieve overcrowding in the emergency room. Québec Solidaire will guarantee public, universal and free access to health care, including dental care and social services. The Parti Québécois is emphasizing support for caregivers and home care.

All the opposition parties want to review agreements with doctors and cut their pay. Regarding doctors working in the health and social services network, Québec Solidaire even wants their status to change from self-employed workers to employees, just like all the other professionals in the network.

As well, Québec Solidaire promises to be receptive to the demands of all categories of public and parapublic workers within the network in terms of working conditions and employee benefits. The party also proposes to eliminate the use of employment agencies.

Since the Liberal Party instituted the Barrette reform, decisions have become much more centralized. However, the opposition agrees that the network should be decentralized. For its part, the Parti Québécois promises to return power to local actors and put health and social services professionals on an equal footing. It also wants to encourage the use of alternative care models and recognize the work of community organizations.

Coalition Avenir Québec would like to re-establish trust with managers and professionals to help them regain their sense of belonging. The party promises to open up full-time nursing positions and abolish mandatory overtime, while pursuing the 17 pilot projects on patient-nurse ratios.

According to the CAQ, beneficiary attendants will receive greater recognition through the creation of a new professional body with mandatory membership. Although not a professional order, the group would provide better protections for patients, promote the profession, and help offset the shortage affecting all the institutions in the healthcare network. While we can all agree that beneficiary attendants don’t receive the recognition they deserve, it’s still hard to understand how the creation of this new entity would make their work conditions more appealing.

The Parti Québécois and Québec Solidaire propose to better equip CLSCs and/or increase their funding. Québec Solidaire is even promising to halt the transfer of professional personnel in the CLSCs to Family Medicine Groups (FMGs). As for the CAQ, it is emphasizing walk-in appointments and greater access to evening and weekend care at CLSCs, clinics in the health and social services network, and FMGs.

To relieve overcrowding in the emergency room, the CAQ proposes to open beds outside of the hospitals. Given that party’s favourable position on privatization and recourse to private services, these promises make us fear the worst!



# DID YOU KNOW?

by Karine Cabana

Under Article 20.03 of the collective agreement, employees must be paid double time if they work overtime during a statutory holiday. The statutory holiday is the date of the actual holiday and not its deferred date.

Since April 1, 2018, mileage has been increased to \$0.44 for the first 8,000 km and \$0.395 for everything over that distance.

Article 7.14 of the collective agreement provides that an employee can opt to receive cash for some holidays such as statutory holidays, vacation, and floating days off instead of actually taking these days off.

If your vehicle is required for your position or assignment, article 27.03 of the collective agreement stipulates that your employer must reimburse the parking fees you pay at your home base.



An employer can't make you work more than four hours of overtime unless the life, health or safety of workers or the public are at risk. Contact your Local Union if you have questions about whether a situation presents a risk.

## GENERAL COUNCILS CONTINUED FROM PAGE 2




Guy Deblois, the FTQ coordinator for the negotiation of the collective agreement, was present to meet our members and to remind us that we can file our demands at the Central and Sectoral Tables six months before the end of the current collective agreement. He also mentioned that an FTQ committee met with Minister Barrette on May 28. Julie Girard-Lemay, CUPE union representative, reported on a Supreme Court decision respecting



pay equity. She reminded us that the government had amended the Pay Equity Act in 2009 to restrict retroactive payments and prescribe job evaluations every five years. The Supreme Court judgment orders the government to make the necessary amendments to the law so that job evaluations are performed continuously and that people receive their adjustments retroactively to the time their job title was amended. In addition to the Class 2 and 3 Committees, the following committees also presented reports:

- National Young Workers' Committee
- National Global Justice Committee
- Status of Women Committee
- Youth Committee
- Action Committee



### 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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