

**WITH THE
CSN, YOU'RE
NO LONGER
ALONE**



**Plus
jamais
seules**



Intermediate and
family-type resources

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The Confédération des syndicats nationaux (CSN) is the organization best able to represent and defend the rights of intermediate and family-type resources (RI-RTFs). It is a key player, which means that no government, no institution can ignore intermediate and family-type resources belonging to it.

Since the creation of the first unions for this group in 1999, the CSN has consistently supported and advocated for the rights of intermediate and family-type resources.

- In 2008, the CSN challenged Bill 7 (which prohibited RI-RTFs from organizing) in Superior Court and had it declared unconstitutional.
- In 2009, the CSN was involved in obtaining legislation¹ recognizing their right to join together and negotiate their working and living conditions.
- In 2012, the CSN was the first to reach and sign a group agreement that brought significant gains for intermediate and family-type resources.

Although there is still a lot of progress to be made, the CSN is the best choice you can make. The strength of its 325,000 members, combined with its substantial human and financial resources and more than 90 years of successful collective bargaining, helps improve the living conditions of intermediate and family-type resources. With the CSN, you're no longer alone!

1. An Act respecting the representation of family-type resources and certain intermediate resources and the negotiation process for their group agreements



MAJOR GAINS WITH THE CSN!

There's no comparison between the gains made with the CSN and the situation that prevailed before the legal recognition of intermediate and family-type resources in June 2009. The progress achieved is due to the intermediate and family-type resources themselves who, with the help of the FSSS-CSN, have been actively involved in improving their situation.

Some of these gains include:

- an overall increase in remuneration of thousands of dollars a year, accompanied by retro-active payments;
- a GDP² adjustment clause applicable to remuneration and the amounts allocated for social benefits (QPP, QPIP and CSST);
- monetary compensation of 10.1% (vacations and statutory holidays) on the basis of 365 days of service delivery;
- compensation of 6.85% for a supplementary pension plan;
- a basic allowance of \$25.27 a day per user for the resource's expenses;
- CSST costs fully borne by the institution itself.

2. Gross Domestic Product, representing the value of goods and services produced in a given year



THE AUTONOMY OF RI-RTFS IN THE CSN

Respect for unions' autonomy is fundamental at the CSN. This is a value shared by its 2,000 or so affiliated unions representing more than 325,000 members in all sectors of work.

As well:

- in the event of any disagreement, the right to be represented and heard by an arbitrator or the Tribunal administratif du Québec, as the case may be;
- a budget of more than \$15 million over three years for training and professional development;
- the right for intermediate and family-type resources to sit, with no loss of income, on the national committee for discussion and follow-up on the group agreement, as well as the local discussion committee.

Autonomy is the capacity of a union and its members to decide for themselves on the basis of their concerns and expectations. At the CSN, it's the union, not the central organization, that holds the certification issued by the Commission des relations du travail. This gives union members, in this case intermediate and family-type resources, all the freedom they need to make decisions and manage their own affairs.

This means that it is the members who decide on the content of their group agreement demands and who accept or refuse offers from the Ministry of Health and Social Services. They make the decision about using or not using pressure tactics. The members are the ones who decide how their union operates and who elect their representatives on the various committees.

UNION DUES

The rate of union dues is set by the members at a general membership meeting. Dues are deducted from the portion of remuneration paid to intermediate and family-type resources on the basis of the number of persons receiving services. It corresponds to 2% of income, capped at \$65 a month or \$780 annually.

WHAT ARE DUES USED FOR?

The dues you pay enable the union's elected representatives to carry out all the mandates they received from members at the general membership meeting, such as:

- welcoming new members;
- enforcing rights set out in the group agreement;
- examining living conditions;
- settling disagreements;
- prevention and defence work in occupational health and safety;
- union life and management of union activities.

THE CSN: A PLACE FOR INTERMEDIATE RESOURCES AND FAMILY-TYPE RESOURCES

The CSN's role is to provide support for the policies and decisions made by intermediate and family-type resources in general membership meetings. This support takes into account the evolution of labour law and realities in other sectors of work. Diversity is what makes the CSN strong.

SECTORAL GROUPS

In the Fédération de la santé et des services sociaux (FSSS-CSN), intermediate and family-type resources are organized in regional unions, covering the Saguenay–Lac-Saint-Jean, Laurentides, Abitibi-Témiscamingue, Montérégie, Laval, Bas-Saint-Laurent, Côte-Nord and Outaouais regions.

Unions meet in sectoral bargaining councils. With the support of a sectoral representative elected

by intermediate and family-type resources themselves, the sectoral group is an opportunity to discuss matters of concern to them and make decisions.

The responsibilities and duties of the RI-RTF sectoral council include electing the members who sit on various union committees, adopting bargaining demands, deciding on tactics to achieve their goals and then accepting an agreement in principle.


THE CSN: OUTSTANDING SERVICES

The CSN and its affiliated organizations, including the FSSS and regional central councils, have union staff representatives and office employees serving CSN members all across Québec.



This is why it can offer intermediate and family-type resources local services:

- developing, negotiating and enforcing the group agreement and providing support for the various committees the agreement creates;
- defending the union and social rights of members in court or before tribunals;
- analysing and setting various pension and group insurance plans;
- doing sectoral socio-economic studies and determining monetary demands (daily resource allowance, remuneration, etc.);
- providing various engineering, ergonomics and health and safety analyses;
- drawing up communications and information plans to make the demands of intermediate and family-type resources better known to the media and the general public;
- helping unions produce open and transparent financial statements;
- regional mobilization to support union members in achieving their goals;
- providing union training on collective bargaining, settling disputes, status of women, harassment, finances, etc.



JOIN THE DYNAMIC RANKS OF RI-RTFs WHO BELONG TO THE CSN

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fsss.qc.ca/membres/ressources-intermediaires-ressources-type-familial

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