

FOR



FOR

FÉDÉRATION DE LA SANTÉ ET DES SERVICES SOCIAUX

FOR

43RD CONVENTION FROM OCTOBER 25TH TO 28TH, 2016

**Welcome to the 43rd Convention
of the
Fédération de la santé
et des services sociaux–CSN**

Note :

The production of this convention book complies with the FSSS responsible procurement policy adopted by the October 2012 Special Federal Council.

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GUIDE TO CONVENTION PROCEEDINGS AND PROCEDURES

WHERE

Centre des congrès de Québec
1000, boul. René-Lévesque Est
Québec (Québec) G1R 5T8

WHEN

October 25-28, 2016

CONVENTION CALLED TO ORDER

Tuesday, October 25, at 1:00 p.m.

DOORS OPEN

Doors to the plenary hall will be opened 30 minutes before the start of each session.

CONVENTION HOURS

Tuesday: 1:00 p.m. to 5:30 p.m.
Wednesday: 9:00 a.m. to 5:30 p.m.
Thursday: 9:00 a.m. to 5:00 p.m.
Friday: 9:00 a.m. to 5:00 p.m.

LUNCH BREAKS

Wednesday: 12:30 p.m. to 2:30 p.m.
Thursday: 12:30 p.m. to 2:30 p.m.
Friday: 12:30 p.m. to 2:30 p.m.

HEALTH BREAKS

Tuesday: 3:00 p.m.
Wednesday: 11:00 a.m. and 4:00 p.m.
Thursday: 11:00 a.m. and 4:00 p.m.
Friday: 11:00 a.m. and 4:00 p.m.

SCHEDULE FOR REGISTRATION OF OFFICIAL AND FRATERNAL DELEGATES

Tuesday: 9:30 a.m. to 5:00 p.m.
Wednesday: 8:30 a.m. to 12:30 p.m. and 2:30 p.m. to 5:00 p.m.
Thursday: 8:30 a.m. to 11:30 a.m.

ASSISTANCE TO UNIONS*

Tuesday: 9:30 a.m. to 5:00 p.m.

Wednesday: 8:30 a.m. to 12:30 p.m. and 2:30 p.m. to 5:00 p.m.

Thursday: 8:30 a.m. to 11:30 a.m.

* Reimbursement cheques for assistance to unions will only be available on Thursday.

SCHEDULE FOR REGISTRATION OF VISITORS

(after the close of official registration)

Thursday: 2:30 p.m. to 5:00 p.m.

Friday: 9:00 a.m. to 10:30 a.m.

IMPORTANT – CLOSE OF OFFICIAL REGISTRATION

Official registration ends at 11:30 a.m. on Thursday, October 27, 2016. After then, people wishing to attend the convention will be registered as visitors. No changes to delegations may be made after the close of official registration. Preregistered delegates who do not register before the close of official registration will not receive their credentials and will not have voting rights. For any questions about convention registration, please go to the Registration room.

INTRODUCTORY SESSION FOR NEW DELEGATES

Tuesday, October 25, at 10:30 a.m. in Room 204A

This introductory session is offered to delegates attending an FSSS convention for the first time to help them understand convention proceedings. You are strongly urged to attend.

ASSISTANCE TO UNIONS

Your union may be eligible for financial assistance from the Federation to participate in the convention. If so, reimbursement cheques for assistance to unions will be available on Thursday only, in the Registration room.

For information, consult the people in charge of assistance to unions in Room 205ABC during the following hours:

Tuesday: 9:30 a.m. to 5:00 p.m.

Wednesday: 8:30 a.m. to 12:30 p.m.

2:30 p.m. to 5:00 p.m.

Thursday: 8:30 a.m. to 11:30 a.m.

VISITORS

Visitors who wish to obtain the convention document bag and documents must pay the \$75 registration fee. The convention document bag will, however, only be available after the convention in order to ensure that all delegates have theirs.

COMMITTEE ON QUESTIONS OF PRIVILEGE

Questions of privilege must be received in writing at the Executive Committee secretariat, Room 201C, no later than 12 noon on Wednesday, October 26.

WHAT'S WHERE

Plenary hall: Room 200ABC

Registration: Room 205ABC

Assistance to unions: Room 205ABC

Introductory session for new delegates: Room 204A

Visitor registration after the close of official registration: Room 205ABC

Convention delegates' secretariat: Room 201C

Photocopy and fax: Room 201C

First aid: Room 201B

Quotidien du congrès office: Room 201A

Polling stations: Room 205ABC

Executive Committee secretariat: Room 201C

Press room: Room 201A

CONVENTION DELEGATES' SECRETARIAT

To make photocopies, send or receive faxes, pick up or turn in lost-and-found items, etc., please go to the Convention delegates' secretariat, in Room 201C.

FIRST AID

Ambulance workers are available to assist you with any malaise, illness, accident, preventive care, etc. Please go to Room 201B, or ask one of the marshals for assistance.

SOLIDARITY ITEM

A solidarity item will be for sale for \$10 at the entrance to the plenary hall. All profits will be distributed to FSSS-affiliated unions involved in disputes. Show your solidarity by buying it!

SPECIAL ACTIVITY

Thursday, October 27, 2016

Evening for convention delegates, at 9:00 p.m.

Doors open at 8:30 p.m., Room 2000CD.

An admission ticket is mandatory to get in. It is included along with your delegate's badge.

Additional tickets are available free of charge from the Convention delegates' secretariat.

MESSAGE CENTRE

The message centre posts phone messages for delegates on the bulletin board near the Registration room (205ABC). Phone and fax numbers are also posted on this board. No messages will be delivered directly to individuals, so please check the board regularly.

POSTING AND DISTRIBUTING DOCUMENTS

Any posting or distributing of documents, leaflets, newspapers or other materials must first be authorized by the general secretary-treasurer. Requests for authorization must be made to the Executive Committee secretariat in Room 201C. In accordance with previous practice, only candidates' official candidacy forms (union C.V.) will be distributed in the plenary hall by the marshals.

DISTRIBUTION OR SALE OF ITEMS

There will no distribution or sale of items on the convention site unless it has been authorized before the start of the convention by the general secretary-treasurer.

CONVENTION RULES AND PROCEDURES

ARTICLE 19 – CONVENTION POWERS

The convention has full powers. It exercises the following prerogatives among others:

- ✦ It approves the minutes of the previous convention, receives the reports of the Executive Committee, the Federal Bureau, the Service co-ordinators and the various standing committees of the Federation, and disposes of them.
- ✦ It receives the financial statements and disposes of them.
- ✦ It decides on the budget.
- ✦ It elects the members of the Executive Committee and ratifies the election of regional vice-presidents and representatives of private sectors.
- ✦ It makes all decisions pertaining to the smooth running of the Federation.
- ✦ It rules on suspensions and makes final decisions on expulsions.
- ✦ It decides on the number and groupings of regions in the Federation.
- ✦ It decides on the number of sectors, and their definition.
- ✦ It alone may amend this constitution

DELEGATION

ARTICLE 21.01

The convention is composed of delegates from affiliated unions and members of the Federal Bureau.

ARTICLE 21.02

Each affiliated union is entitled to at least one official delegate. If a union has at least 125 dues-paying members, it is entitled to two official delegates. If it has at least 300 dues-paying members, it is entitled to three official delegates. Unions with more than 300 dues-paying members are entitled to one additional official delegate for each additional 175 dues-paying members.

CALCULATION OF THE DELEGATION

ARTICLE 22.01

The secretary-treasurer of the Federation decides the number of official delegates to which each union is entitled on the basis of the average per capita dues it has paid for the last twelve (12) months. The calculation of the averages stops ninety (90) days before the convention.

ARTICLE 22.02

For newly affiliated unions, the number of official delegates is based on the average dues paid since their affiliation.

ARTICLE 22.03

For unions that have not yet paid dues to the Federation, the number of official delegates is based on the number of members in good standing.

VOTING RIGHTS AND CREDENTIALS

ARTICLE 23.01

An official delegate is entitled to one (1) vote.

ARTICLE 23.02

Each delegate must be accredited by credentials from the union he or she represents, and of which he or she is a member in good standing.

ARTICLE 23.03

Credentials must be signed by the president or the secretary of the union that issues them.

ARTICLE 23.04

The same credentials may be used to accredit more than one delegate from a given union.

ARTICLE 23.05

Credentials must be sent out by the Federation's secretary-treasurer at least sixty (60) days before the opening day of the convention, and must be returned to him or her no later than fifteen (15) days before the first day of the convention, unless there are special reasons deemed valid by the credentials committee. The secretary-treasurer gives the credentials to the credentials committee when the latter meets.

ARTICLE 23.06

Registration and changes in delegations end at the close of nominations for office on the Executive Committee.

To register or change any registration, you must present an original letter duly signed by your union's president or secretary.

ELECTION GUIDE

GENERAL RULES FOR ALL POSITIONS

A person may not run for more than one position.

Each candidate must be a member of a union affiliated with the Federation and an official delegate from his or her union to the convention. Members of the Executive Committee, regional vice-presidents and representatives of sectors are, however, again eligible for elective office even if they are not delegates from their union to the convention, providing that they are members of a union affiliated with the Federation. (*Article 101.02*)

Executive Committee members, regional vice-presidents and representatives of private sectors have voting rights in the region to which they belong.

A candidate for a position of vice-president responsible for a public sector must come from the sector for which he or she is running.

A candidate for the position of vice-president responsible for the private sectors must come from a private sector.

A candidate for a position of representative for a private sector must come from the sector concerned.

Nominations close at 11:30 a.m. on Thursday, October 27, at 11:30 a.m.

All officers elected will be ratified by the convention on Friday, October 28 in the plenary hall.

EXECUTIVE COMMITTEE

(7 positions)

President

General secretary-treasurer

Vice-president responsible for nursing and cardio-respiratory care personnel

Vice-president responsible for paratechnical, auxiliary services and trades personnel

Vice-president responsible for office personnel and administrative technicians and professionals

Vice-president responsible for health and social services technicians

Vice-president responsible for the private sectors

CANDIDACIES

Each candidate must fill out a candidacy form prepared for this purpose.

The form can be obtained from the Executive Committee secretariat, Room 201C.

Each form specifies the position for which the candidate is running.

The form must be countersigned by five official delegates.

The form must be turned in to the Executive Committee secretariat by 11:30 a.m. on Thursday, October 27.

FORMAL NOMINATIONS

Candidates will be formally nominated in the plenary session at about 12 noon on Thursday, October 27.

Each candidate must be nominated by an official delegate present on the convention floor. The list of candidates will be distributed to convention delegates on Thursday.

PRESENTATION OF CANDIDATES

At 12 noon on Friday, October 28, each candidate for a position on the Executive Committee will have a maximum of five minutes to speak. After these presentations, each candidate for a position of representative for a private sector will have a maximum of three minutes to speak.

VOTING

Voting will be conducted simultaneously for the seven positions on the Executive Committee. Each official delegate is entitled to vote.

Elections are by secret ballot.

Candidates' names are listed on the ballot in alphabetical order.

Election requires an absolute majority.

Spoiled ballots are not counted in the results.

Official delegates have to show their delegate's badge in order to vote.

The first round of voting will take place on Friday, October 28. Polling stations will be open from 12:30 p.m. to 2:30 p.m. in Room 205ABC.

REGIONAL VICE-PRESIDENTS

(12 positions)

Region 1A	Gaspésie-Îles-de-la-Madeleine
Region 1B	Bas-Saint-Laurent
Region 02	Saguenay-Lac-Saint-Jean
Region 03	Québec-Chaudière-Appalaches
Region 04	Cœur-du-Québec
Region 05	Estrie
Region 6A	Montréal-Laval-Grand Nord
Region 6B	Laurentides-Lanaudière
Region 6C	Montérégie
Region 07	Outaouais
Region 08	Abitibi-Témiscamingue-Nord-du-Québec
Region 09	Côte-Nord-Basse-Côte-Nord

CANDIDACIES

The candidate must come from the region concerned.

Each candidate must fill out a candidacy form prepared for this purpose.

The form can be obtained from the Executive Committee secretariat, Room 201C.

The form must be countersigned by five official delegates from the region concerned.

Each form specifies the position for which the candidate is running.

The form must be turned in to the Executive Committee secretariat by 11:30 a.m. on Thursday, October 27.

FORMAL NOMINATIONS

Candidates will be formally nominated in the plenary session at about 12 noon on Thursday, October 27.

Each candidate must be nominated from the convention floor by an official delegate from the region concerned.

PRESENTATION OF CANDIDATES

Candidates may make a presentation during the 11:00 a.m. break on Friday, October 28. The location for each regional meeting will be announced at the Friday morning plenary session.

Each candidate may speak for a maximum of five minutes.

VOTING

Elections are by secret ballot.

Candidates' names are listed on the ballot by numerical order of the regions.

Election requires an absolute majority.

Spoiled ballots are not counted in the results.

Official delegates have to show their delegate's badge in order to vote.

The first round of voting will take place on Friday, October 28. Polling stations will be open from 12:30 p.m. to 2:30 p.m. in Room 205ABC.

REPRESENTATIVES FOR A PRIVATE SECTOR

(5 positions)

Childcare centres (CPEs);

Pre-hospital sector;

Private institutions and community organizations sector

Home childcare providers and intermediate and family-type resources sector;

Private residential care sector.

CANDIDACIES

The candidate must come from the private sector concerned.

Each candidate must fill out a candidacy form prepared for this purpose.

The form can be obtained from the Executive Committee secretariat, Room 201C.

The form must be countersigned by five official delegates from the private sector concerned.

Each form specifies the position for which the candidate is running.

The form must be turned in to the Executive Committee secretariat, Room 201C, by 11:30 a.m. on Thursday, October 27.

FORMAL NOMINATIONS

Candidates will be formally nominated in the plenary session at about 12 noon on Thursday, October 27.

Each candidate must be nominated from the convention floor by an official delegate from the private sector concerned.

PRESENTATION OF CANDIDATES

Each candidate may speak for a maximum of three minutes on Friday, October 28, starting at 12 noon, in the plenary hall.

VOTING

Voting will take place simultaneously for the five positions.

Each official delegate from the private sector concerned is entitled to vote in his or her sector.

Elections are by secret ballot.

Candidates' names are listed on the ballot in alphabetical order.

Election requires an absolute majority.

Spoiled ballots are not counted in the results.

Official delegates have to show their delegate's badge in order to vote.

The first round of voting will take place on Friday, October 28. Polling stations will be open from 12:30 p.m. to 2:30 p.m. in Room 205ABC.

AGENDA

TUESDAY, OCTOBER 25, 2016

1:00 p.m. Plenary session:

- Remarks by Ann Gingras, president of the Conseil central de Québec-Chaudière-Appalaches
- Remarks by Jacques Létourneau, president of the CSN
- Jeff Begley calls the 43rd Convention of the FSSS to order
- Report from the Executive Committee, by Jeff Begley
- Roll call of Federal Bureau members and names of guests
- Appointment of the secretary for the convention
- Reading and adoption of the agenda
- Presentation of convention proceedings and procedures
- Report on the composition of convention committees
- Approval of the minutes of the 42 Convention and the Special Convention
- Preliminary report from the Credentials Committee
- Appointment of the election president and secretary
- Election procedures

3:00 p.m. Health break

3:30 p.m. Plenary session:

- Report from the Federal Bureau
- Recommendations from the Federal Bureau
- Report on the organization of work
- *Grandir dans la dignité* (Growing up with dignity) campaign

5:30 p.m. Adjournment

WEDNESDAY, OCTOBER 26, 2016

9:00 a.m. Plenary session:

- First report from the Credentials Committee
- Report on finances
- Report from the Financial Oversight Committee
- Report from the LGBT Committee

11:00 a.m. Health break

11:30 a.m. Plenary session:

- Report on valuing, promoting and preserving public services (VPP)

12:30 p.m. Meal break

2:30 p.m. Plenary session:

- VPP report continued

4:00 p.m. Health break

4:30 p.m. Plenary session:

- VPP report continued

5:30 p.m. Adjournment

THURSDAY, OCTOBER 27, 2016

9:00 a.m. Plenary session:

- Second report from the Credentials Committee
- Report from the Health and Safety Committee
- Report from the Status of Women Committee
- Report from the Youth Committee

11:00 a.m. Health break

11:30 a.m. Close of official registration and the nominations period

11:30 a.m. Plenary session:

- Report from the election president on nominations
- Questions of privilege
- Unions involved in labour disputes

12:30 p.m. Meal break

2:30 p.m. Plenary session:

- Plenary debate on resolutions

4:00 p.m. Health break

4:30 p.m. Plenary session:

- Plenary debate on resolutions continued

5:00 p.m. Adjournment

8:30 p.m. Solidarity evening

FRIDAY, OCTOBER 28, 2016

9:00 a.m. Plenary session:

- Final report from the Credentials Committee
- Explanation of election procedures by the election president
- Report from the coordinators

11:00 a.m. Health break and regional meetings for presentations by regional vice-president candidates

11:30 a.m. Plenary session:

- Report from the coordinators continued
-

12:00 noon Presentations by candidates running for positions on the Executive Committee or as representatives of the private sectors

12:30 p.m. Meal break: first round of balloting

2:30 p.m. Polling stations close

2: 30 p.m. Plenary session:

- Report from the election president
- 2nd round of balloting if necessary
- Swearing-in of elected officers

5:00 p.m. Adjournment

**REPORT FROM THE
EXECUTIVE COMMITTEE**

REPORT FROM THE EXECUTIVE COMMITTEE

Although this post-convention term will be short, it is likely to be a very intense period. Be it in the public or private sectors, the government is clearly going to keep us very busy.

There are several areas of work that will indeed keep us on our toes in the next 18 months.

This is the case with the transfer of public services to the private sector, which will certainly continue to be a priority for this government. We can see it happening now in home care, archives, auxiliary services and other areas. It is also the case with the centralization of administrative services – in payroll, computer services and procurement. The same is true with the disturbing accentuation of workloads for all personnel in the health and social services system. Caught between the missteps and fiascos of the Barrette reform and the incessant budget cuts, employees are at the end of their rope.

In the context of a government that has always tried to settle on the cheap and has found union organizations ready to sell off the right to equity, defending women in the system through maintenance of pay equity measures will require vigilance from the Federation more than ever. We will certainly have to react to everything that Minister Barrette will continue to confront us with. From activity-based funding, aimed at thoroughly overhauling funding for institutions in the system to favour volume over quality care, to new budget cuts, a revision of the *Act respecting health services and social services* and his private super-clinics, it is certain that the minister will want to continue dismantling our public system. In such a context, we will have to inter-

vene steadily to raise the concerns of the workers who are increasingly casualties of his crusade.

Negotiations in private retirement residences and the demand for a raise in the minimum wage to \$15 an hour is becoming more and more a part of public debate. The on-going dismantling of the system of educational child care will continue to be a central concern for us. Not to mention the overhaul of pre-hospital services, which may go so far as to put into question harmonized Québec-wide working conditions. For the community sector, we will have to continue to support these organizations in defending their autonomy. Our unions and our allies in this sector will obviously continue to come under tremendous pressure as transfers from the public sector become more and more frequent.

The next term starts, however, with the spectre of raiding and votes on changes in union allegiance that will lead to the creation of mega-unions, imposed by Dr. Barrette and his Bill 10. The size and scope of unions after the amalgamations means that the challenge for all of them, regardless of their affiliation, will be to remain relevant and necessary in the eyes of their members. There's a certain sense of déjà-vu, in fact, since it seems like a re-run of what we foresaw after Bill 30. In this context, it will be all the more necessary to consolidate our efforts and resist the government's centralizing drive so as to build combative unions that are close to their members. This is what we will have to do after the raiding period, as well as reorganizing internally so as to be able to offer a union structure at both the local and federation levels that meets workers' expectations.

Obviously, it is easy to presume that the idea underlying this government ideology of

privatizing public services and forcing a campaign of changes in union allegiance is to divide labour organizations, unions and workers themselves to as to have a free hand for carrying out its schemes easily. This is certainly what the Couillard government is betting on. But the CSN and the Fédération de la santé et des services sociaux can make it lose that bet by being the players who are best able to do battle with it.

If we can see anything positive in the mess of Bill 10, it's the opportunity for virtually all union members in the public sector as well as in intermediate and family-type resources to vote on their union affiliation. Of course the government's goal is to re-draw the union map again. It knows what it would like the outcome of the votes to be: it wants to see more representation by independent unions, with ideally very little or no combative interest at all in the second front – i.e., unions that are content to take a legal approach to labour relations and that leave it up to others to wage the hard battle of defending public services and the services that our members provide to the population.

In short, with Bill 10, it wants to reduce the representative nature of the central union organizations. This is especially true for the largest of them, the CSN (and the FSSS), which has always been one of the biggest irritants for the government—something we are quite proud of in general!

Thanks to the results of the last round of collective bargaining, we are more than ever the obvious choice for workers who want to be part of an organization ready to fight to the bitter end to defend its members and the sectors in which they work. Our determination is the only bulwark that can succeed in forcing into retreat a government that will use every chance it gets to dismantle our health and social services and educational childcare systems.

We are convinced that the next 18 months will be an intense but extraordinary period of time, one showing that the Fédération de la santé et des services sociaux-CSN continues to be a force that can't be ignored FOR the defence of our public systems, FOR better working conditions and living conditions for our members and by extension FOR better living conditions for our fellow citizens, thanks to our defence of our invaluable public services.

THE LAST ROUND OF RAIDING?

Given the size of the new unions resulting from the reorganization caused by Bill 10, many observers wonder whether raiding will even be possible in the future to all intents and purposes. We'll have to start by seeing what the results are this time. If the government gets the results it's hoping for, we could indeed find ourselves frozen into the affiliations that will be the result this coming winter. However, the government can always change the law if it decides that it likes forcing repeated votes by mail. Certainly this will be the largest vote ever in the health and social services sector. As the largest and most representative organization in all classes of personnel, we are sure to be attacked by all the other organizations – and this is precisely what the government is hoping.

If we want to remain a militant organization that is attractive for members who want to play an active role, we will have to show that we are an organization capable of formulating shared demands dealing with our vision of the system, a vision that takes into account our experience in all classes of personnel as well as our capacity to negotiate for better working conditions. We have solutions to offer for improving access to services, and we are one of the only players able to advocate for an alternative to Minister Barrette's vision. Our solutions were

proposed with the system's various components at the *National rendez-vous on the future of the public health and social services system*. Our determination enabled us to rally many of those involved around a shared vision of our public services. We will have to continue insisting loudly and publicly on these solutions in order to force the government to implement them. Finally, if we want a review of how doctors are paid, the establishment of an entirely public system of drug insurance and the development of primary care services in the public system, we will have to work twice as hard. We will have to continue to be active to demand a better use of public investments in our system and to get new sources of revenue to fund our public services and reduce social inequalities.

In the current situation, the best strategy is to come together in the most determined union organization, as the way of giving ourselves the best chance of making gains for all personnel and for the future of the system. This is also true for democracy in our systems – another area of serious concern. We have to resist these attacks, which are steadily shrinking the democratic nature of our systems.

The size of our organization gives us two advantages over other organizations: first, we provide quality, locally based services in all regions of Québec, including the Far North, and we offer political representation in all regions. Second, the FSSS has the largest group insurance policy in Canada, which gives us unrivalled bargaining power. This is also advantageous for our members, who can count on a plan that is both complete and flexible.

For many organizations, it will be tempting to say and do what everyone wants to hear in order to get their vote. After years of experience with raiding, we think that what we really have

to do is to approach people who want to engage in the kind of union work we are proposing and who want to join with us to enrich it. There is no organization that is stronger than one in which the members support and embrace the vision proposed by the organization. For us, unions are not an insurance policy for members. Why would we work in a union organization that only offers an insurance plan at the expense of defending individuals and the rights set out in the collective agreement? Individual defence is an important part of union work, but without a collective vision shared by all and without the strength of powerful mobilization like only the FSSS can provide, workers are isolated and left on their own. We might just as well sell personal insurance! We must, of course, continue to defend our members' individual rights using our strong representative position in the system, but in a context of austerity, we have to do more than that. The attacks on us are so massive that they throw into question the very future of our public system and our jobs. Confronted with these attacks, a corporatist turning in to focus on just our problems would be the worst solution. For us, the only way to ensure the future of our jobs and the services we provide to the public is to group together in the only organization that has the capacity and determination to resist the neo-liberal bulldozer.

It's incredible to see the speed with which the government is destroying public services, in particular in health care, social services and educational child care. As always, unions must take the lead in resisting the dismantling of the systems. In this sense, the FSSS, which represents the four classes of personnel in the public sector and thousands of workers in the private sectors, is uniquely positioned to ensure this defence. In the current context, our campaigns for defending these sectors are more important than ever.

ASSESSING THE DISASTROUS EFFECTS OF THE BARRETTE REFORM

It's no surprise to see that the reform of the health and social services system concentrates power in the hands of medical technocrats at all levels (national and regional, since the local level is abolished). What are the consequences?

Without trying for an exhaustive list, have a look at the most obvious fiascos of the Barrette reform after a little more than one year. This analysis of its disastrous effects simply makes our demand for a moratorium more relevant than ever.

First of all, citizen and activist participation on boards of directors is now abolished. Just about the only members left are the people designated by the ministry. The lack of any voice for citizens means that it is harder for citizens' concerns to be heard when decisions are made by our institutions. Furthermore, unions no longer have any voice on boards of directors. Basically, the only ones whose say will be taken into consideration are doctors and administrators – appointed, themselves, by the minister and his ministry. And this is one of the central aspects of the Barrette reform: the direct injury to democracy in our public services. In the minister's ideal world, there wouldn't be any boards of directors; all decisions would be made by him alone. The FSSS is responding to these attacks by making the issue of democracy in our systems and our society a priority.

Faced with the abolition of the local level, we and many others are very worried about local services. We are already beginning to see the negative impact of the centralization of services: in some cases, they are being concentrated nationally (think of Optilab, for example), while in others the concentration is regional. The size of the regions causes serious

problems when you have to travel long distances for basic services. As well, these regionalizations force workers to leave their city or town, which also contributes to stifling the regions, which are withering away. We certainly need to be concerned with the effect of the reform on our regions. This unprecedented degree of centralization jeopardizes access to quality services in all regions of Québec. And this is without a doubt what is most disturbing in this reform: that it may lead to the disappearance of various services for the population. Their disappearance would have an especially disastrous impact on women, who are both the most numerous workers in the public sector and also the leading users of these services.

Social services are affected just as much or more than local services. Bill 10 is aimed at completing the work begun with Bill 30 for the availability of public social services – i.e., reducing them to emergency and placement services at best. The danger is that all the necessary work of rehabilitation will be eliminated, further aggravating social inequalities. In fact, if the government could transfer emergency social services to the community sector, it would be even more satisfied. It could finally complete its work and put an end to public social services in CLSCs.

Our campaign for Estates-General and reinvestment in services for vulnerable youth is more important than ever. Youth centres are under greater attack than they have ever been since they were created. FSSS-CSN members have worked very hard to denounce publicly the problems with the deterioration of services in this sector. We will continue to focus attention on this sector for the entire next mandate, aiming in particular to push for Estates-General.

The attacks on rehabilitation centres, CRDIs and CRDI-TEDs are not about to stop. As with CLSCs and youth centres, the government hopes to scale down these services quietly, even though they are so essential. It will succeed unless the FSSS-CSN goes on the offensive to organize resistance. Indeed, our mobilization on the transfer of professionals towards family medicine groups (GMFs) has resulted in a first victory by significantly slowing down the transfer process, but we will have to continue the battle to reverse the process and stop the government from bleeding CLSCs dry.

This reform also directly affects office and administrative personnel, caught in the midst of administrative storms and upheavals. Since Bill 10 was adopted, we have wanted to support these women and men so as to be able to adequately denounce the fiascos of this bureaucratic reform.

Finally, if it weren't for the resistance of our federation and its affiliated unions, the government would already have closed several public laundries and kitchens and privatized many sectors of our health-care system.

The Barrette reform will rapidly transform services offered by our members in Classes 2 and 3. The private for-profit sector has wanted to get its hands on these services for a long time. The government is steaming ahead with big "pilot projects" with its extremely expensive P3 model for the CHUM and the MUHC. If we don't want to see more P3s come along, we have every interest in continuing to denounce each and every fiasco in these huge projects. We will succeed in preserving our public services by making it intolerable for the government to defend the CHUM and MUHC as public-private partnerships.

But to defend ourselves against this concerted attack by government, we need a determined

organization that groups together all the actors in health care, social services and educational child care who share an interest in fighting to make the situation better. In another context, there could be a strong corporatist temptation to go it alone in independent unions. But confronted with these comprehensive attacks, nothing can be better than a comprehensive fightback as part of an organization that is able to withstand and fend off the attacks.

THE CRISIS IS JUST AS SEVERE IN THE COMMUNITY SECTOR

Private enterprise wants to infiltrate all the sectors represented at the FSSS-CSN. It is looking for every opportunity for relatively easy and abundant profits. It will be harder for the private for-profit sector to carve out a place for itself in sectors where the work done and services provided are more complex and the profit margin harder to achieve. Never lose sight of the fact that profits, and nothing but profits, are the only reason for its existence!

So in the case of social services, in particular mental health and home care, the government needs the social economy and community sector if it wants to develop services on the fringes of the public sector. The people working in these sectors are often activists who do this work by conviction. No one works in a community mental health organization to get rich. No one works in a shelter for battered women to add to their investment portfolio. They are interested in the mission first and foremost.

For some time now, the government has been trying to exploit the meaning of these missions by stretching the funding elastic. To put it bluntly, it responds positively to requests from community and social economy organizations providing that they are ready to water down

their mission and perform “related work”. Personnel in the organizations see fairly soon that the “related work”, which was often done by the public sector in the past, mean that the organization’s original fundamental mission is disappearing. The organization reaches a point where the “related work” takes up most of the time and space and it becomes harder and harder to preserve these groups’ autonomy. The funding system means that they are often faced with excruciating choices: either accept the changes or disappear, given the threat of a lack of funding. This is why we have to work with our members in this sector and with the other community groups to defend their crucial role in health care and social services.

THE PRE-HOSPITAL SERVICES SECTOR

The pre-hospital sector is certainly one where the government doesn’t attack workers head-on; instead, it uses back doors into revamping the system. It is reasonable to think that it is quietly laying the groundwork for a confrontation in this sector. First, the government seems to want to review the organization of services. Yet there have already been a number of reports examining how to review these services. We are faced, however, with a government that is keeping its cards close to its chest and doing whatever it wants.

What seems obvious is its desire to weaken these unions. The government seems to be questioning the principle of centralized negotiations of working conditions. This will be hard to do for some aspects, like the pension plan. But there are other sections of the collective agreement where it will certainly try to pit the unions against each other. The FSSS is determined to support this crucial sector during

the short period before its next convention.

THE LIBERALS HAVE BEEN WAITING FOR MORE THAN 15 YEARS TO SABOTAGE NON-PROFIT CHILDCARE SERVICES

In the educational child care sector, the Couillard government is again aiming to reduce the demand substantially in order to favour the private sector. The best way of reducing the demand is to attack non-profit childcare services, by far and away the main form of quality child care. At the 2016 World Social Forum, we organized a workshop on these services together with the *Association québécoise des centres de la petite enfance* (AQCPE – Québec association of early childhood centres). There was a presentation on a major mobilization slated for this fall. The AQCPE is organizing a travelling commission on educational childcare services. In the introductory presentation during this tour, we will clearly demonstrate how the Couillard government is favouring for-profit private daycare centres.

At the same time, union members have to renegotiate their collective agreement in CPEs. Collective bargaining promises to be tough, as you can imagine.

Our support as a federation for home childcare providers as well as other CPE workers will be decisive if we want to help save a system that has already proven its worth. It has a proven track record in offering quality services to families and children, as well as offering working conditions that are much more attractive than the for-profit private sector’s.

THE UNIONS IN PRIVATE RETIREMENT RESIDENCES ARE REALLY MAKING THEIR MARK

Our unions in this sector designated 2015 as the year for a grand co-ordination of our demands on pay. We can only admire how well this sector has tackled the work. Before the beginning of the year, the average rate of pay was barely more than \$12.50 an hour. The unions in this sector agreed on a demand for a raise of \$1.50 an hour over three years (an average raise of 12% for over three years). Already close to one third of the bargaining units negotiating have achieved this goal. It seems that some groups of employers have understood that it is in their interest to revise rates of pay. The others continue to hold out.

Since these unions decided on this demand, there has been a growing movement for a minimum wage of \$15 an hour. There is strong interest in this demand in the retirement residences sector. And we are convinced that by the end of these negotiations, we will be in a good position to move on to a demand for \$15 an hour in the first year of the next round of bargaining in 2018. If we succeed in doing this, the average rate of pay would jump by 20% between 2015 and 2018, from \$12.50 to \$15 an hour. Our work in this sector is still vital, as is the support of all the other components of the FSSS for these unions.

As a federation, we will have an opportunity to support the campaign for a raise in the minimum wage to \$15 an hour, which will have a strong impact on the private retirement homes sector but also on many other sectors of Québec's economy. For us, this campaign is an opportunity to continue participating actively in the fight for a better

distribution of wealth in Québec and to curb privatization in health care and social services.

MAINTAINING PAY EQUITY AND OUR INDISPENSIBLE EXPERIENCE

As we saw in the last round of public-sector bargaining, expertise in pay equity is found first and foremost at the FSSS-CSN. The government was forced to pay more than \$240 million more because it made the clumsy decision to squeeze us out of the conciliation process on maintaining pay equity in Class 1. The FIQ was the first organization to flout this fundamental right by trading off the right to the maintenance of pay equity for a settlement. After that, all the other union organizations representing care professionals accepted the government's unacceptable proposal. Since it had good reason to think that we were right on this issue, the government decided it was preferable to invest this additional money in an enhanced agreement for the CSN. What now remains to be done is to obtain justice for the maintenance of pay equity in the other three classes of personnel. We will have to play a leadership role on this vis-à-vis the same players that conceded Class 1 and are also present in Classes 2, 3 and 4.

In addition to our expertise on pay equity, we understand now what the government's strategy on this will be. It now knows that no agreement is possible without the consent of the FSSS-CSN. We intend to make maximum use of our expertise, for the benefit of our members and with the objective of continuing the struggle for equality between women and men.

CONCLUSION

As a federation, we have everything we need to meet the expectations of people who want to join an organizations eager to wage the battle on all these aspects. It goes without saying that

there are union members who prefer an individual insurance policy if things go wrong with their employer. We have no problem accepting these people in our ranks, and we are well-prepared to meet their demands with the services we offer in all regions, plus our insurance plans that are by far the most complete in the sector. But we remain convinced that in the current situation, a good insurance policy is not all members will need in the coming battles!

We hope, however, that the upcoming raiding will be an opportunity to attract to our ranks determined people who will join us so as to fight FOR saving the health and social services and educational childcare systems. Workers who will join us to fight FOR improvements to working conditions that have stagnated and even deteriorated for years now, and to fight FOR improvements to the services that we provide daily and that make our society a fairer society with greater solidarity.

FOR the FSSS!

FOR the CSN!

Best wishes for a good convention!

REPORT FROM THE FEDERAL BUREAU

REPORT FROM THE FEDERAL BUREAU

INTRODUCTION

The time since the last FSSS convention has been a busy one, to say the least! Between the struggles waged by the Federation's sectors and unions and a punishing legislative agenda, there has been no time to rest. And that's the hallmark of this mandate: our stubborn determination to continue to fight. When we take up a battle, we don't know at the start how it will end. And if the results of our efforts don't always measure up to our hopes, it is important to take note of the seeds we have planted in recent years that are now simply waiting to grow. In working to establish a form of unionism that allies social mobilization with close ties with the workers we represent, we are banking on the strength of our unions and our 130,000 members to equip ourselves with what we need to continue being an organization that makes the difference.

In this report, we will look back over all the work done since the FSSS's 42nd Convention, held in 2012, examining it thoroughly and frankly. Though we can say that the work was done well at a number of levels, we have no intention of looking at matters through rose-coloured glasses. And there'll be no shortage of work in the coming months either! But the best way of tackling the work FOR our public services and FOR better working conditions for the workers we represent is to share a common reading of our actions collectively.

THE CURRENT CONTEXT

In looking at what has happened since the close of our 42nd Convention, there's no getting around the scope of the changes that have confronted us. Remember, our last convention was held while all of Québec was caught up

in one of the most promising mobilizations in our history. The 2012 student and social mobilization left a tangible mark on our union action. First, it reminded us that it is possible to work on broad mobilization, both of the members we represent and of the population in general. It also highlighted the importance of work at the grassroots level to consolidate the impact of our struggles. If we are to hope to see significant mobilization develop, we have to redouble our efforts to inform our members and count on popular education to convince people that the struggle is necessary.

Our fundamental strength is still the strength of our numbers and the action of the workers we represent in all regions of Québec.

We can, without a shadow of doubt, claim that we were marked by the fight against raises in tuition, because we have drawn on the strong points of that mobilization for our own struggles. What we have done in recent years is to restore our collective confidence in our union actions. There's certainly still lots of work to be done, but it's off to a good start. And to continue in this direction, it's important to mark and celebrate each victory. Each gain must be analysed to understand what can be used as a source of inspiration next.

THE PQ'S REIGN

Apart from the students' struggle, the last mandate began under a Parti Québécois government whose time in power was shortened by the 2014 general election. The Marois government's term in office leaves us perplexed. On the one hand, some worthwhile bills never really got off the ground. Take autonomy insurance,

for example, which had the merit of tackling Québec's delay in developing long-term care and the offer of home-care services. But introduced in the framework of an austerity budget, the autonomy insurance project couldn't measure up to its ambitions. It was likely to leave the door wide open to contracting out the work done by health and social services aides. At the time, we emphasized the need to invest more in home care, while criticizing the privatization embedded in the autonomy insurance project.

The Marois government also proposed to increase fees for child care and then index them to inflation. We protested this measure and the impact it would have in reducing access to childcare services for low-income families. At a time of steadily growing social inequality in Québec, we think that we have to defend the broadest possible access to social programs, which are an excellent anti-poverty lever.

One of our most important struggles during this period was the struggle waged by a number of unions against the *Proaction*-style work optimization projects. Timing and scheduling the work of personnel in health care and social services will certainly be remembered as one of the worst ideas put forward by our institutions. We spent months showing the general public how unsuitable it was to draw on techniques from the private sector to provide care and services in the public sector. What many employers still don't seem to understand is that we work with human beings, not widgets or machinery. Human beings that need someone to listen, that need adapted and evolving care, not standardized responses. Although this battle was a strong blow to the *Proaction* consulting firm and its inhumane methods, our managers continue to be seduced by the optimization of work, and we have to continue the battle for a vision of care based on users' needs.

In our constant struggle against privatization, we also denounced the use of P3s (public-private partnerships) in health care and social services. The end result was a government promise to no longer develop new P3 projects, though it left in place the projects already under way using this model. Be they in CHSLDs or the two university hospitals, P3s are a formula for socializing losses and privatizing profits. There is no benefit for the population of Québec. Most of these projects are becoming operational, so our job now is to patiently demonstrate how ineffective and inefficient they are. Each time the public sees their flaws or defects, it will make it harder and harder for our governments to refuse to buy back these contracts and return the institutions to the public domain.

The move to a P3 CHUM comes at the cost of the Hôtel-Dieu hospital in Montréal, whose future remains uncertain. The struggle of the *Coalition Sauvons l'Hôtel-Dieu* (Save the Hôtel-Dieu coalition) has so far managed to ward off the danger of the buildings being converted into private condos and to make progress towards the development of social housing. It now remains to be seen whether the hospital vocation of this heritage institution will be maintained.

We must also say a few words about the tragedy at Lac-Mégantic, where 47 people, including some members of the Federation, lost their lives. In this terrible event, we remember the perseverance of workers in the region affiliated with the FSSS who did a remarkable job of providing the population with the support it needed.

What also marked the passage of the PQ government was its promotion of austerity measures that, far from deviating from the direction of government under the Liberals, subscribed to the same neo-liberal logic – the

only option the elite wanted. This craze for balancing the budget tainted its decisions in health care and social services and even early child care. The many solutions that we proposed for both better managing public finances and increasing government revenue were ignored. Think back to the fiscal anxiety of the wealthy when the Marois government toyed with the idea of increasing the contribution made by the richest in society. Starker austerity under the Couillard government.

The April 2014 election returned the Liberals to power under Philippe Couillard. Not only did the Liberal government stick to its logic of austerity, it speeded up this vision so disastrous for our public services and the economy. The government's true intentions soon became evident. While promising to improve access to health care and social services, it quickly showed that it would do the exact opposite. After condemning the Marois government's proposed increase in childcare fees, it rushed into a head-on attack on educational childcare services.

What we always have to keep in mind is the government's firm intention of repositioning the State. It's not always about privatizing our public services; often it's a matter of importing methods from the private sector. Above all, this government wants to put our public services in the service of private interests. It cuts back on funding for public services to leave more room for the development of private businesses to compensate for the services that the public will no longer be able to provide, as well as distorting the basic nature of the autonomy of community organizations.

Again in the area of health care and social services, we can't ignore the appointment

of Gaétan Barrette as minister of health and social services. We have rarely seen a minister so determined to take apart our public system. A real tyrant, Minister Barrette practises "garbage politics",¹ destroying everything with a scorched-earth approach. If you don't agree with him, you are reduced to silence or insulted. If you propose solutions, he ignores you.

Since it took power, the Couillard government has passed a number of laws that completely overhaul the health and social services system.² The most notable of these is Bill 10, which imposed an umpteenth reform of structures in health care and social services just as the system was beginning to recover from the previous reform. Besides creating mega-institutions, this unprecedented reform directly attacks the democratic aspect of our system. Those who want to defend access to services have less and less space to make their voices heard. In hyper-centralized structures where the minister controls all the decisions, it's the patients who wind up paying the price, having a hard time navigating it and finding what they need. The budget cuts that continue to afflict the system year after year simply shrink access to the services people are entitled to expect, as well as putting more and more pressure on workers.

The childcare system has certainly not been spared. In addition to imposing millions of dollars of cuts since they took power, the Liberals have raised fees. Parents now pay different

1 The term is borrowed from the journalist Patrick Lagacé, who compares Minister Barrette's methods with those of the Republican candidate Donald Trump. See Patrick Lagacé, « Gaétan Trump », *La Presse*, May 29, 2016, <http://www.lapresse.ca/debats/chroniques/patrick-lagace/201605/26/01-4985307-gaetan-trump.php>

2 Appendix 4 gives a list of this legislation.

rates, depending on their income. The result of such a policy, combining cutbacks in funding and higher fees, is the development of the private sector. And that's precisely what the government wants, because it's never really believed in a system of educational child care anyway. Yet the CPEs and home childcare providers are a first-class collective tool for improving the development of our children and helping thousands of women to improve their living conditions.

The effects of the Couillard government's policies have been disastrous in the short and medium run. The workers we represent are exhausted, caught in the midst of the collateral effects of austerity. Over time, these policies will increase social inequalities in Québec. More and more observers in Québec and internationally are speaking out to alert us to the dangers of worsening inequalities. Yet the government persists. Its real intentions are showing. Supported by the wealthiest in our society, this government slavishly defends policies that serve their interests.

Clearly, an analysis of the current situation gives us good reason to be disturbed, but our union and social action has slowed down the neo-liberal train. We don't dare imagine what Québec would look like if the labour movement hadn't taken a stand against each attack on the social State. In this long struggle in which we are engaged, there are both victories and defeats.

To take on an adversary who controls the legislative agenda, we have to look at the actions we took during the past four years so as to better establish our action plan for the coming years.

REVIEW OF THE MANDATES FROM THE 42ND CONVENTION OF THE FSSS

At the 42nd Convention of the FSSS' delegates adopted four fundamental resolutions³ on the themes of union life; valuing, promoting and preserving public services; leadership in the organization of work; and communications.

BETTER UNION LIFE

The mandate on union life from the last convention stemmed from a process of reflection that began earlier. This was aimed at responding to issues with our local union organization following the mergers that led to the creation of the CSSSs. At the time, many unions pointed out the challenge posed by their role of representing members distributed over a wide geographical area and working in a number of different institutions.

As we are subjected to a new wave of amalgamations, it goes without saying that union life is still a key issue. We have drawn on this analysis and thinking for the work we are now doing to establish the structure of local unions resulting from mergers of bargaining units.

Right from the start of the last mandate, we organized a vast round of meetings on union life with the goal of meeting a majority of our members. Although we didn't succeed in achieving all the goals we had set ourselves, the many efforts made by unions did enable us to meet with close to 40% of the workers we represent. The objective was to work at consolidating decentralized unions and maintaining constant ties with the members we represent, while working to prepare a next generation of union members and activists. As well, a conference

3 The resolutions from the 42nd Convention of the FSSS are attached in Appendix 1.

on younger union members and the next generation of union activists was held in October 2014, organized by the FSSS Youth Committee.

VALUING, PROMOTING AND PRESERVICE PUBLIC SERVICES (VPP): A DIFFERENT KIND OF CAMPAIGN

The VPP campaign continued throughout the past four years. We worked to consolidate the VPP structure, with its local, regional and national levels of action. We intervened at all levels to defend our positions. We took advantage of the election campaigns to challenge the parties and ask them to take positions on our demands. We participated in a number of parliamentary hearings on various bills to defend our vision. We continued to provide training so that unions have the tools they need to intervene in their institutions. We played a leading role in a number of coalitions, notably by participating in actions like demonstrations, disrupting conferences or occupying offices. We organized a round of protests against the impact of budget cuts in health care and social services.

One of the successes of the VPP campaign was to integrate the VPP philosophy in all our union work. The VPP is aimed at both valuing our public services and organizing to fight attempts at privatization. There were local struggles in a number of places to force employers who wanted to privatize to back down. The campaign's language and messages were used in the battles we have faced in recent years, from public-sector bargaining to the *Refusons l'austérité (Reject austerity)* campaign, the battle against Bill 10 and resistance to the attacks on the system of educational child care.

The VPP campaign is a different kind of campaign. It's first and foremost a way of working, a way of organizing to defend our public services. This is why we can say that we spent all

of the past four years working with the VPP campaign. This is the case when we take time to highlight the work done by staff. It's also the case when we reply to each and every argument of the proponents of privatization. And it's certainly the case when we fight locally and nationally against the dismantling of our public health and social services system.

The scope and scale of the attacks did require a certain repositioning. We had to work on creating broad alliances to defend our public services and define solutions to ensure their future. This is why the FSSS took the initiative of organizing two *Rendez-vous nationaux sur l'avenir du système public de santé et de services sociaux* (National rendez-vous on the future of the public health and social services system).⁴ These two conferences brought together participants in the system from different areas and backgrounds to share a common understanding of the challenges and solutions to be proposed. Who would have believed that we would succeed in convincing so many groups to participate in such a process? And who would have believed that this would help broaden support for demands that we had put forward for a long time, like the establishment of an entirely public drug insurance plan, and the necessary overhaul of how physicians are remunerated?

At the confederal level, the FSSS worked together with the Fédération des professionnelles (FP) and the CSN on *Hands off my place in health care!*, a campaign aimed at alerting the general public to the quiet privatization of our system. It's an "umbrella" campaign, covering a number of themes affecting workers affiliated with the FSSS and calling on them to mobilize around

4 You can read the evaluation of these two Rendez-vous on the FSSS-CSN web site, at <http://www.fsss.qc.ca/grands-dossiers/vpp/#documents>

their specific concerns. It has been a way to support the struggle to defend our CLSCs, as well as the fight to keep local medical labs. It takes on the struggle to preserve the youth mission and provides support for the struggle of unions in youth centres. In 2014, their struggle led to the campaign *Grandir dans la dignité* (Growing up with dignity), calling for a moratorium on cut-backs in youth centres. The *Hands off my place in health care!* Campaign is also aimed at preserving the work public-sector personnel do in home care, as well as rehabilitation services.

TAKING ACTION ON THE ORGANIZATION OF WORK

Delegates to the 42nd Convention also passed a resolution on the organization of work. The FSSS has always been active on this issue, proposing projects that improve working conditions and the delivery of services to the population. In recent years, we have however had to mobilize against a simplistic vision aimed above all at meeting the requirements imposed by budget cuts.

Work optimization projects like the ones brought in by *Proaction* amount to timing the work personnel do so that it can be standardized and the pace of work speeded up. So nothing to help improve our system. Quantity, not quality, is all that counts. It's called *new public management*, and it is harmful to employees' daily lives and work. These projects put more pressure on personnel, many of whom had to stop working.

We didn't spare our efforts to develop joint organization of work projects in health and social services institutions. Unfortunately, we came up against strong resistance from employers. In a number of cases, the employer proceeded without consulting us, though claiming in official documents that what they had done was approved by the unions. At a time when it is more

urgent than ever to provide quality services to a population that is increasingly impatient with the problems and failures of the system, it is deplorable to see that employers aren't on board.

We will have to remain vigilant and continue to intervene on the issue of the organization of work to make employers back down from the temptation to draw on methods from private enterprise for revising the work of personnel in the system and thus letting our public system deteriorate.

INCREASING THE REACH AND IMPACT OF OUR MESSAGE

The last resolution dealt with communications. Delegates wanted the Federation to acquire new tools for raising its profile. The FSSS therefore launched a new web site bringing together information about all the sectors it represents and making it easier to share content on social media. As well, it created an info-letter that lets it pass on information from the web site to many people via e-mail. And an FSSS blog has been a way to better develop our messages while exploring various topics of interest to members in more depth.

The FSSS has also expanded its presence in social media, be it in various groups or on its Facebook page. It's an excellent way of reaching thousands of our members directly, at any time of the day, throughout Québec. The Federation's audience on these tools is growing constantly.

Be it in the struggle against Bill 10, the mobilization against the attacks on child care or in our collective bargaining, the new communications tools developed by the Federation have enabled us to reach our members and the general public faster and more effectively.

The Federation has also put efforts into giving unions more support for circulating information to members. A set of tools and training was created for communicating better with our members in all possible ways. Information work in the private sectors has also been improved, in particular with the distribution of newsletters related to the various decision-making bodies.

We wanted to improve our visibility in both regional and national media. The Federation is well placed on this, being cited by the media on a number of issues. The mobilization of FSSS unions was a major plus in enhancing our place in the media. This was especially true for regional media, which often gave actions by FSSS unions good coverage. Media relations take constant work. To get and keep the media interested in our concerns, nothing works better than files that are well-prepared and thought out in terms of the public interest.

FIGHTING AGAINST THE DISMANTLING OF THE PUBLIC HEALTH AND SOCIAL SERVICES SYSTEM AND EDUCATIONAL CHILD CARE

The Couillard government was very proactive about carrying out its neo-liberal agenda. To fight back against these attacks on our public services, the regions, culture, educational child care and various social programs, the CSN took an active part in creating the *Refusons l'austérité* (Reject austerity) collective. During the fall of 2014, we took action in all regions of Québec to protest and make known the impact of austerity measures on the population. This mobilization culminated in the November 29, 2014 demonstrations when more than 200,000 citizens marching through the streets of Montréal and Québec City to protest the Couillard government's attacks.

This campaign had the merit of putting the government on the defensive, as the population became more and more convinced of the ravages of austerity. But since the Liberals had won a majority in an electoral system that lets a government reign on its own with the support of just a minority of the population, they continued their attacks on public services. These attacks hit members of the FSSS especially hard. For a federation in which close to 80% of the members are women, the fight against austerity was self-evident, with the facts showing that austerity hits women especially hard, both as workers and as the main users of public services.

In addition to continuing to cut budgets for health and social services institutions, the government brought in Bill 10 in September 2014, aimed at concentrating power to an unprecedented degree in the minister's hands. If ever anyone doubted that Minister Barrette is an especially narcissistic person, this bill demonstrated it unequivocally. Bill 10 is the cornerstone of the Barrette reform, which is aimed at weakening the public health and social services system. Imposing such a massive reform while continuing to cut budgets results in a dismantling of the system.

Faced with this attack, the Federation went into action by launching a campaign against the dismantling of the public health and social services and educational childcare systems at a special Federal Council held on October 17, 2014. As part of the anti-austerity struggle, this campaign demonstrated the impact of austerity on services to the general public and on the workers who provide those services daily. We had to show how Bill 10 fits into a logic of austerity that shrinks the place of social services, weakens democracy in the system, damages the delivery of services in the regions and complicates the work of personnel by insisting they fit

it into heavy bureaucratic structures. The overall effect is to force more and more patients to turn to the private sector in order to obtain services.

The FSSS is certainly the organization that fought Bill 10 the hardest. Local and regional demonstrations, leafleting of workers and the general population, circulation of a petition and occupation of MNAs' offices – all actions that we carried out together. Throughout this period, the FSSS tried to rally as many voices as possible in this battle. It also broadcast a TV commercial telling the population about the dangers of the Barrette reform.

Be it in this struggle or the struggle to renew the collective agreement in the public sector, various unions took initiatives that should be mentioned. In adapting our actions to local and regional realities, we were able to expand our influence, notably by bringing together various neighbourhood or regional groups. In February 2015, the Couillard government showed its total disregard for democracy by using closure to push through Bill 10 as we held a vigil in front of the National Assembly. In adopting the bill, it ignored the consensus uniting the components of the health and social services system. The *Fédération des chambres de commerce du Québec* was practically alone in supporting the bill,⁵ all too happy to see new business opportunities emerging in the public system.

At the same time, the Couillard government was attacking the system of educational child care. He proposed bureaucratic legislation aimed at regulating “phantom” spaces. He imposed

5 Amélie Daoust-Boisvert, « La réforme de la santé, une porte ouverte au privé? », *Le Devoir*, October 25, 2014, <http://www.ledevoir.com/societe/sante/422116/la-reforme-de-la-sante-une-porte-ouverte-au-privé>

modulated rates after loudly protesting the Marois government's planned increase in fees. Finally, he imposed millions of dollars in cuts. The consequence has been to encourage the development of the private sector, even though all the studies repeatedly show the relevance of our system of educational child care. The campaign thus incorporated early childcare care issues in order to cover the concerns of all FSSS members.

Ultimately, this led to the creation of a campaign on the theme of *Un réseau qui fait grandir* (A system for children to grow), launched in February 2016. This CSN campaign is aimed at informing the population about the effects of the attacks on CPEs (facility-based child care), home childcare providers and school-based child care. Campaign work has included distributing a number of video clips, gathering thousands of signatures on postcards in support of our demands and holding a number of regional and province-wide demonstrations.

In May 2015, the FSSS held a special convention dealing mainly with the question of the struggle against the dismantling of the public health and social services system and educational child care. It was an opportunity to give thought collectively to ways of continuing our struggle. Delegates adopted a number of resolutions for combatting social inequalities and ensuring the funding and preservation of public services.⁶

To continue alerting the population to the quiet privatization of health care and social services, in May 2016 the CSN launched a campaign on the theme of *Hands off my place in health care!* This campaign tackles a number of themes related to the health and social services sys-

6 The resolutions adopted at the May 11-15, 2015 special convention are attached in Appendix 2.

tem, showing how the Couillard government's attacks affect services to the population. As a matter of fact, our mobilization forced the government to back down and extend the timeline for transfers of personnel from CLSCs to GMFs (family medicine groups). This victory shows that we have to continue our mobilization to weaken this neo-liberal government.

Although we have not always achieved all our goals with our mobilization in recent years, it has shown beyond all doubt that our greatest strength lies in being active at the grassroots level. Though some commentators have doubted our ability to reach our members and the general public, they now have to admit they were wrong. It is by continuing our actions and doing political education with our members that we will continue to assert ourselves as a counter-power.

By continuing our mobilization through thick and thin, we prevent our adversary from carrying out his entire program. We even succeed in pulling off victories that should then inspire us to continue, like the Lavérendière and Partagec laundries, which will stay public. Like the board of directors meetings in health and social services institutions that will remain public meetings even though Barrette wanted them to be held behind closed doors. Like the co-ordinated bargaining in private retirement residences that help improve working conditions for thousands of workers. Like the health tax that will be abolished, the CHUM kitchens that will stay public, the end of the public-private partnership with the Rockland MD clinic. Like the services we have defended in youth centres, or the moratorium that we won in 2013 on closing continuous assistance resources in CRDITEDs.

The solutions we propose are becoming more and more a part of public discussion and debate.

We set out on a perilous path, but one that can lead to victories, thanks to our repeated efforts.

PUBLIC SECTOR

2015-2016 PUBLIC-SECTOR BARGAINING

Although the review and evaluation of the last round of public-sector bargaining are still to come, a few things can already be said about this very demanding period. Many of us have divided feelings about these negotiations. On the one hand, there are a number of aspects that were positive and inspiring for future rounds of bargaining, notably with respect to mobilization. On the other, results judged to be unsatisfactory on a number of levels demonstrated the difficulty of negotiating with an austere government, as well as the importance of thinking about other ways of organizing.

What is also to be noted about this round of bargaining and others is the leading role played by the Federation and the CSN. Starting as early as the December 2012 Federal Council, the question was on the table. We were among the first to discuss what our priorities should be for negotiations. Fairly soon, pay emerged as *the* priority for these negotiations. We saw it as a way of giving better recognition to the daily contribution made by workers in the health and social services system, as well as an excellent tool for fighting growing social inequalities. Our debates weren't always easy, and we had to set aside certain demands in order to give priority to the issue of pay. But throughout negotiations, we succeeded in maintaining a good level of debate.

At the level of the federation, we broadened our solidarity by including many unions from the private sectors in our discussions. At the level of the CSN, we conducted these debates with comrades in the other public-sector federations to decide what the CSN's bargaining

priorities would be. The discussions continued with the other union organizations that decided to form the Common Front. In health care and social services, there was only one organization that decided to go it alone, forcing us into a raiding period in the summer of 2014 and having tragic consequences on the outcome of negotiations. We will come back to this later.

In July 2014, we launched consultations with members on the basis of the strategic framework for sectoral bargaining.⁷ These consultations enabled us to find out what workers thought about demands at the sectoral and central tables. At the end of the process, we put together our set of contract demands.

On October 30, 2014, we filed our union demands at the sectoral and central tables. At the sectoral level, we identified four targets: opposing privatization, improving the quality of life at work, reviewing the *List of job titles and job descriptions* and improving the process for modifying it, and freedom of union action. You will remember that during this period, we launched the battle against Bill 10, which led later to reviewing our sectoral demands in order to protect members' rights in this reform of unprecedented size and scope.

At the central table, overall remuneration was the priority for the union organizations in the Common Front. The Common Front's demand on pay was aimed at closing the gap in pay for public-sector workers, who lag behind others.

The employers' December 16, 2014 filing at the central table proved that these negotiations would be difficult. You no doubt remember the

contemptuous offers made by the Couillard government and Conseil du trésor Chair Martin Coiteux. They included unjustified employer demands for setbacks – both on pay, with an offer of 3% over 5 years, and on pensions, even though the RREGOP is in very good shape. In austerity times, it was obvious that the government wanted to take advantage of negotiations with us to roll back working conditions for employees in the public sector.

The same was true for employer offers at the sectoral level. Management left out nothing in its efforts to put existing provisions into question, notably the mobility of workers, attraction and retention measures, absences and leave from work, salary insurance and union rights. After the fact, we can certainly say that the extent of the setbacks the government wanted to impose on us was one of the factors that contributed to our strong mobilization.

To stand up to such setbacks and push for our demands, we had to step up our mobilization. We began discussing strike action, notably at an event involving all the Common Front organizations in February 2015 and with discussions about the kind of strike action we should propose.

At the bargaining tables, the parties remained just as divided. The employers took a long time showing their hand at the sectoral table, with demands that verged on ridiculous and that would in some cases have had the effect of destabilizing the system. At the central table, the government added insult to injury in November 2015 with a counter-offer that shifted the year of the 1% increase but maintained the overall increase at 3% over 5 years.

Throughout negotiations, the government refused our legitimate demands for better ways of attracting and retaining personnel in

⁷ FSSS-CSN, *Strategic framework for sectoral bargaining in 2015*, Adopted by the Federal Council for Sectoral Bargaining, Drummondville, February 25-27, 2014.

the public sector. Although all the indicators pointed to the urgency of the situation, be it in time lost from work, excessive workloads or the growing gap between pay in the public sector and pay for other employees, the government's priority remained greater workforce flexibility.

Just after recovering our legal right to strike in October 2015, we planned our strike calendar with the Common Front. On October 3, 2015, almost 200,000 people demonstrated in Montréal to demand progress in bargaining talks. This demonstration showed the entire population that public-sector workers were mobilized and demanding better working conditions in order to preserve public services. During the same months, unions on the Côte-Nord mobilized to keep their 8% retention premium in Sept-Îles and Port-Cartier. Thanks to their determination, they won.

October 26, 2015 was the first day of strike action in the public sector since 2005. The Common Front launched a rotating strike covering all regions of Québec. It planned three sequences of strike action, for a total of six days through until the beginning of December. FSSS unions participated in the organization of these strike days on a large scale. In a sector governed by the *Essential Services Act*, organizing strike schedules and going on strike more or less around the clock is hard work, which we did successfully.

In mid-November, the Common Front made a counter-proposal cutting union demands almost in half, and postponing the strike days scheduled for December 1, 2 and 3. Minister Coiteux rejected this counter-proposal the same day it was made, without even taking the time to analyse it, despite the fact that the report from the *Institut de la statistique du Québec* at the end of November confirmed that the gap in

pay between public-sector workers and other employees in Québec continued to widen.⁸ On December 1, the FSSS announced that it was launching consultations to obtain a mandate for another 10 days of strike action. On December 9, 2015, the Common Front held the biggest strike in the history of the public sector when more than 400,000 workers went on strike.

At the sectoral level, the deadlock in negotiations was broken. At a Federal Council for Consolidated Bargaining on November 23-24, the FSSS Bargaining Committee announced that it had succeeded in getting all the employer demands for rollbacks taken off the sectoral table. It had taken five bargaining blitzes and more than 20 bargaining sessions to achieve this. The employers finally abandoned their intentions of putting an end to various premiums resulting from the previous round of bargaining; modifying work schedules; increasing the flexibility and mobility of personnel; introducing setbacks in protection provided by salary insurance; and obliging employees to accept positions a long way from where they live.

On December 10, 2015, the FSSS announced that an agreement in principle had been reached at the sectoral table. Highlights of the gains made by the FSSS-CSN included countering various forms of privatization, notably contracting-out, sub-contracts and public-private partnerships (P3s); a better defence of workers' job security; a concrete increase in the number of full-time positions for all classes of personnel (1, 2, 3 and 4), with 60% as the minimum target; recognizing the fundamental role of workers in reorganization of work projects, and doing more prevention work in occupational health and safety.

8 Institut de la statistique du Québec, *Rémunération des salariés – État et évolution comparés*, November 26, 2015.

On December 19, the Common Front announced that it had reached an agreement in principle with the government on central table clauses. At a meeting of the Federal Council for Consolidated Bargaining on December 22, the 600 FSSS delegates decided to recommend that their unions reject the agreement in principle reached with the Couillard government. This was followed by a consultation with members in the public sector of the Federation on continuing negotiations.

The government wanted to close the books on public-sector bargaining for 2016, but the FSSS indicated that this was not going to happen. Delegates judged that the objectives pursued in these negotiations had not been achieved by the Common Front's tentative agreement. This was especially true for the issue of pay, because bargaining goals had been aimed at overcoming the deepening poverty cycle in which public-sector workers had been caught for years. At the time, the FSSS indicated that if other groups decided to reject the agreement in principle, we could demand a return to the central table. If not, we were ready to propose solutions to the government for reaching an agreement that would meet the needs of workers in the health and social services system.

The government waited until the results of the round of consultations was known to react to our desire to continue negotiations, even though we had signalled in various ways that we were open to negotiations as soon as the Federal Council decided to reject the agreement in principle.

On March 4, 2016, we announced that after consultations with our general membership meetings in all regions of Québec, the FSSS rejected the agreement in principle reached with the Couillard government. We therefore demanded conciliation to revive negotiations. Seventy-

three per cent (73%) of FSSS bargaining units voted to reject the tentative agreement.

There were bargaining sessions in the days that followed, and on March 8 the Federation announced that an enhanced agreement in principle had been reached with the government. On March 11, at the end of a debate held by the Federal Council for Consolidated Bargaining, FSSS delegates decided to recommend the agreement in principle, even though it did not satisfy the initial priorities of workers in the health and social services system.

This agreement in principle nonetheless showed that the determination of the FSSS had made it possible to obtain a better settlement. The enhanced agreement contained all the provisions found in the sectoral agreement in principle reached between the FSSS-CSN and the sectoral management bargaining committee (the Comité patronal de négociation du secteur) in December 2015, along with all the elements negotiated by the Common Front at the central table. As well, though, the discussions conducted by the CSN and the FSSS with the government resulted in enhancements to the agreement and a supplementary investment of approximately \$80 million for FSSS-CSN members.

On May 2, 2016, the Federation announced that after a round of consultations with the general membership meetings of its affiliated unions, it was adopting the agreement in principle reached on March 8, given that the majority of unions in all four classes of personnel had voted in favour of the enhanced agreement in principle.

Next came discussions on the wording of the collective agreement. Despite numerous arguments from us, the wording proposed by the employer party was too distant from the agreement in principle. We then said that it was clear

for us that discussions on the final wording of the collective agreement were not supposed to lead to setbacks proposed by the employer party. We proposed a number of solutions aimed at reaching agreement on final texts, and on July 4, 2016 we finally reached an agreement with management on the wording of the 2015-2020 collective agreement.

These negotiations certainly didn't solve all the problems in the health and social services system. However, our determination did enable us to make additional gains over what was contained in the December agreement, as well as in our struggle for a better distribution of wealth.

PAY EQUITY

The issue of pay equity occupied an important place in the Federation for last four years, in both the public and private sectors – showing once again the leading role played by the CSN in the struggle for gender equality.

Ever since the start of this last mandate in 2012, we have intervened publicly to put pressure on the government to reach a settlement on the complaints stemming from the 2008 maintenance of pay equity exercise. On January 21, 2013, we publicly announced that we had reached an agreement with the Conseil du trésor. As you no doubt recall, the FSSS was the only union organization to file such complaints covering all classes of personnel in the public sector. The agreement settled the cases of some twenty complaints regarding the 2008 maintenance of pay equity process and gave all the workers in the job titles concerned by the agreement the benefit of the efforts made by the FSSS.

The Federation then wanted to focus on settling the complaints filed about the 2010 pay equity audit. Despite a number of interventions

aimed at making progress in the work, the government turned a deaf ear and wanted to tie the issue of pay equity to collective bargaining in the public sector. It was clearly a way for this austerity government to flout women's rights further on the pretext of negotiations so as to reduce the costs associated with a settlement of the pay equity audit complaints.

The more bargaining talks advanced, the more pressure the Conseil du trésor applied to reach a settlement on the 2010 complaints. The FSSS indicated a number of times that negotiations were not supposed to be an opportunity for the government to shirk its duty to public-sector workers.

At this point, something with serious consequences occurred. On December 5, 2015, the FIQ announced that it had reached an agreement in principle at the sectoral table. The same day, the FIQ abandoned all the complaints for the maintenance of pay equity for nursing and cardio-respiratory care personnel that it had filed following the Conseil du trésor's 2010 pay equity audit.

As soon as the government signed an agreement with a single organization, it tried to impose it on the others. The government wanted to use the signature of this agreement to deprive unions of their recourse for protecting the rights of workers in the 2010 and 2015 pay equity audit process. The pressure it put on the FSSS was especially strong, with this issue remaining central in all discussions right through to the end of negotiations.

Concerning the maintenance of pay equity for nursing and cardio-respiratory care personnel, the government continued to insist on its requirement that we accept the agreement reached with the FIQ, i.e., that the FSSS

agree to withdraw its complaints regarding the 2010 process and undertake not to contest the 2015 exercise for job titles in Class 1.

All the other union organizations representing this class of personnel had already accepted this government requirement when the agreement in principle was reached with the Common Front. The FSSS stuck to its position until the very end of the bargaining process. It was most reluctantly⁹ and only given the difficult context in which we found ourselves that we were forced to reconsider our position. Furthermore, the FSSS denounced the fact that these negotiations and the settlement were concluded at the expense of care professionals. The FSSS will nonetheless continue to denounce this harmful precedent that trades off the right to pay equity.

The FSSS continues talks to reach an agreement on the 2010 pay equity complaints for the job titles that are not covered by the FIQ agreement. It has also begun work on the 2015 pay equity audit. We have analysed the government's two postings to ensure that the rights of the workers concerned are respected. We have reported a number of sources of dissatisfaction with the posting itself to the Conseil du trésor. The FSSS has filed a number of complaints and in the coming months will see to defending the right to pay equity.

CLASS 1

The FSSS has been particularly active in defending the working conditions of care professionals over the past four years. It took part, for instance, in the conventions of the various professional orders for personnel in Class 1, as well as raising our public profile. We sought to denounce the effects of austerity measures that

result in heavier workloads for nurses, nursing assistants and respiratory therapists. We were also proactive about updating training for these personnel and participated in the work aimed at improving the delivery of care to the population. We have recognized the value of the work done by these professionals with various days and weeks honouring these job titles.

Throughout this time, we denounced the shortage of care professionals, notably in all the work we did on the issue of the organization of work. We worked to reduce the privatization of nursing personnel by reducing the place of independent labour. We intervened repeatedly to improve the contribution made by care professionals in the health and social services system, notably through better recognition of the role of nursing assistants and to accompany and support the deployment of specialty nurse practitioners.

The FSSS lobbied for the government to create the job title of candidate to the practice of the nursing assistant profession, and on December 9, 2015, obtained a commitment from the MSSS to create this job title as part of the agreement in principle in sectoral bargaining.

What marked the last four years above all for this class of personnel was the period of changes in union allegiance preceding the last round of bargaining. The FIQ's refusal to join the ranks of the Common Front led to a period of raiding in the summer of 2014. On the theme "*Vous êtes une force incontournable*" (You are a force to be reckoned with), this campaign reminded people of the gains that the CSN had obtained for care professionals and all the rest of personnel in health care and social services. At the end of this period, the FSSS preserved its representative position in all four classes of personnel, with thousands of workers deciding to stay with the CSN.

⁹ The resolution adopted by the Class 1 Federal Council meeting on March 10, 2016 is attached in Appendix 3.

CLASS 2

In the class of paratechnical, auxiliary services and trades personnel, we continued to work for recognition of the value of these job titles and to curb attempts at privatization. We marked the days of recognition for various job titles and demonstrated how the budget cuts have disastrous effects on the health of beneficiary attendants and personnel in general in the system. We also asked Minister Barrette to make May 19 “Beneficiary Attendants Day” officially.

Various working committees fleshed out our arguments in favour of valuing job titles in Class 2 – for example, intervention officers, health and social service aides and beneficiary attendants.

On several occasions we managed to put a stop to attempts at privatization in our institutions, notably in laundries and kitchens. Take, for example, the Lavérendière and Partagec laundries, or the kitchens of the future CHUM, which will all remain public. FSSS unions intervened with employers to prove, figures in hand, the benefits of keeping the jobs and services public. This work saved hundreds of jobs.

We also intervened a number of times for stronger recognition of the work done by health and social services aides (ASSSs). At a time when Québec must take major steps towards increasing the offer of home care, it is more urgent than ever to recognize their skills and improve continuing training. We will continue to work for better training for health and social services aides and beneficiary attendants.

With the 2015 negotiations, we wanted to go back to the government and force it to take concrete measures for skilled workers. The work of the committee stemming from the 2010 round of bargaining had not resulted in a solution for

improving recognition of skilled workers, and so we reopened talks with the government.

In part, the Common Front demands filed in October 2014, demonstrated the unions’ determination to improve the attraction and retention of skilled workers in the public system. By the end of bargaining talks, we had reached an agreement that will give hundreds of skilled workers an attraction premium, but our battle for full recognition of skilled workers in the public sector is not over. We will continue to argue at all levels that our public institutions must bank on internal expertise rather than turning to the private sector.

The determination of the FSSS in negotiations also resulted in a gain in the premium for employees working with clients in CHSLDs.

CLASS 3

Over the last four years, the FSSS has worked for better recognition of the work done by office and administrative personnel. It first continued the work for better recognition of these workers’ skills and qualifications through work on the review of the *List of job titles and job descriptions*. The result was an increase in the number of job titles.

We also took advantage of Secretaries’ Week to highlight the value of our members’ work. We denounced the effects that the implementation of Bill 10 had on these employees. Caught at the centre of reorganizations leading to the creation of Minister Barrette’s mega-structures, these workers are hit especially hard by Bill 10. This is why the Federation set up a working committee to collect data on the reorganization of services (amalgamations, integrations, abolitions, privatization, etc.) and job structures (abolitions and creations of positions by job

title) since April 1, 2015. Armed with this data, we were able to challenge the government on the consequences of its reform for personnel and services to the population. The FSSS also established a union reclassification process in order to properly defend workers' rights following the adoption of Bill 10 and the coming into force of the new collective agreement. Since we were worried that employers would reclassify employees downwards, we sent out questionnaires to ensure that we have the information we need to enforce employees' rights.

The Federation also emphasized the importance of relying on the public expertise of office and administrative personnel. It recalled the importance of the role played by these employees in providing support to care teams for the delivery of services to the population.

CLASS 4

There are many areas of concern for the Federation in relation to technicians and professionals. Mention must be made of the many actions by unions in youth centres who were prepared and ready to demonstrate the impact of austerity measures on vulnerable youth and their families. Video clips, demonstrations, press conferences: all these methods were used to show that youth centres are having a harder and harder time fulfilling their basic mission of working for the rehabilitation of vulnerable young people.

Unfortunately, the same type of situation is also found in rehabilitation centres. The FSSS intervened with the different governments to obtain a moratorium on the closing of continuous assistance resources (RACs) in CRDITEDs. Although the Couillard government unilaterally rejected this moratorium in 2015, we continue to intervene to get it to react to our demonstration of

the harmful effects of privatization in the delivery of these specialized services.

As if this were not enough, professionals in CLSCs here shocked to hear that they would be transferred to family medicine groups (GMFs). To denounce this further undermining of our CLSCs, we launched a petition and held a number of demonstrations on the theme "*Hands off my CLSC!*". We called for a moratorium on the transfer of personnel to give us the time to demonstrate what the risks of the transfers are for the delivery of social services in Québec. Thanks to our mobilization, we were able to have the transfers postponed in several regions. The professional autonomy of personnel is directly affected by these transfers, with professionals winding up in GMFs under the functional authority of a physician. We spoke out publicly on a number of occasions to argue the importance of maintaining CLSCs that offer local services based on multidisciplinary work teams.

One of the effects of the Barrette reform has been to reduce access to services in a number of regions. The *Optilab* project is another example of this. In merging medical labs, the government would abolish good jobs in regions as well as lowering the quality of samples. There is a not-insignificant risk created by the transportation of samples and delays in processing them. Faced with another project whose effect is to weaken our public services, we organized actions and spoke out publicly against the *Optilab* project.

In the framework of the last round of sectoral bargaining, we also succeeded in renewing the premium and writing it into the collective agreement for psychologists. The FSSS is the first union organization to win this, as well as the creation of a joint committee to monitor the premium, in particular assessing its impact on the attraction and retention of psychologists.

Note that we mobilized and challenged the government when it unilaterally withdrew this premium in April 2015. This is a gain that will benefit all psychologists in the health and social services system and in education.

Furthermore, the premiums for professionals working with clients presenting serious behavioural disorders and the premium for psychologists will be paid retroactively to April 1, 2015, thanks to the enhanced agreement in principle won by the determination of FSSS members. These premiums had been renewed in the December 2015 agreement, but without any retroactive effect, meaning that they only came into force on the date the collective agreement was signed.

When the work of the task force on specialized medical imaging and radiation-oncology technologists was launched, the government's first reflex was to refuse to upgrade the job evaluation. A long union battle followed for better recognition of the value of this work. Thanks to the mobilization of workers, we succeeded in breaking the deadlock in talks on this major issue. Last March, we announced the signing of an agreement that provides better pay for technologists assigned to a majority of the specialities in radiology. They will move into a higher salary ranking as of April 2, 2018 before receiving the results of salary relativity on April 2, 2019.

PRIVATE SECTORS

CHILD CARE IN CPEs

We defended CPE workers by continuing work on negotiations and mobilizing to defend the system of educational child care. Throughout the mandate, various actions organized by the CSN, including strike days in a number of CPEs, reminded us all of the importance of defending

this collective cornerstone of the development of our children. As well, the CSN continued to expand its presence in this sector, with a number of CPE workers joining us in recent years.

The sector played a key role in resistance when various government decisions endangered the future of the childcare system. In November 2012, the Marois government announced the creation of 28,000 new spaces in child care with an approach that promoted the development of spaces in subsidized private day-care instead of banking entirely on CPEs and home childcare providers. In January 2013, the CPE de Fermont locked out its employees. A three-month struggle followed, culminating in an agreement in principle that included a number of union gains. In March 2013, the government continued its attacks, announcing \$56 million in cutbacks in CPEs. There was, however, one worthwhile decision by the previous government: it established a single wicket for registering children for child care.

The CSN worked on setting up a mutual training group in the sector of early educational child care, and the group began its activities in 2014. The result of collaborative work by representatives of employers and personnel in the childcare sector, the mutual group offers training for all categories of workers in the sector.

The Couillard government lost no time showing that it intended to keep up the attacks on educational child care. We knew what was coming as soon as it tabled its first budget, which limited increases in subsidies, forcing a number of CPEs to dip into their surpluses and make tough choices. In 2015, it upped the pressure with cuts of more than \$70 million. In 2016, it continued in the same vein with further cuts of more than \$120 million. The government also announced an increase in fees charged

to parents and the introduction of modulated rates of up to \$20 a day, depending on household income – masking the increase by making it part of tax returns. Thanks to grassroots mobilization, it backed down partly and dropped the modulated rates for a second child.

It even tried to penalize families that send their children to CPEs and home child care with a scaremongering campaign about “phantom” spaces. Yet the main issue for the future of child care is not the optimization of spaces in child care, but the development of spaces to make these services more accessible to families in Québec. Faced with the outcry raised by this absurd legislation, the government delayed proceeding with it.

We highlighted the fact that the Liberals have always been opposed to the development of a system of educational services for children. Here as elsewhere, they do everything they can to favour the private sector. Promoting private daycare as the Couillard government is now doing can only lead to a lower quality of services for our children. And what about the fact that this government made all these attacks without weighing the impact that they would have on women, when our family policy is a vital part of achieving better work-family balance?

So the FSSS took steps to fight these attacks on the system of educational child care. It took advantage of an appearance before the Commission de révision permanente des programmes (Permanent program review board) to reiterate the relevance of protecting the public health and social services system and

educational child care¹⁰ - two excellent ways of combatting growing social inequalities.

This was also when the Federation launched its campaign against the dismantlement of the public health and social services system and the system of educational child care. The CSN participated actively in the mobilization that emerged in favour of the system, notably the campaign “Toujours fous de nos enfants” (Still crazy about our kids) launched by the *Association québécoise des centres de la petite enfance* (AQCPPE – Québec association of CPEs).

On November 9, 2014, thousands of parents and workers in the educational childcare system gathered in a number of cities and towns to protest the Couillard government’s attacks on educational child care and to promote Québec’s family policy. Showing its lack of respect for our democracy, the Couillard government proceeded to use closure for the second time in just a few months and on April 2015 passed the modulation of fees for child care.

We continued to mobilize, with a demonstration in Québec City in May 2015. On February 7, 2016, parents and workers in child care joined up again in the streets of several cities in Québec to attest to their attachment to Québec’s family policy. Then in late February 2016, the AQCPPE announced that it had reluctantly come to an agreement with the government on the application of budget cuts. We, however, indicated that we wanted to continue the mobilization, and launched our *Un réseau qui fait grandir* (A sys-

10 Brief presented by the Fédération de la santé et des services sociaux (FSSS) and the Fédération des professionnelles (FP-CSN) to the Commission de révision permanente des programmes, September 2014, [http://www.fsss.qc.ca/download/vpp/FSSS_memoire_com_prog\(2\).pdf](http://www.fsss.qc.ca/download/vpp/FSSS_memoire_com_prog(2).pdf)

tem for children to grow) campaign. The CSN held a rally in Montréal and launched various information materials to alert the population to the Couillard government's attacks on Québec families. In just a few weeks, we got the support of more than 25,000 people in the form of postcards submitted to the National Assembly. The campaign culminated with a 24-hour vigil and demonstration for *Un réseau qui fait grandir* organized by the CSN that was attended by thousands of people in Québec City.

In terms of negotiations, the first Federal Council of the CPE sector was held November 18-19, 2014 to discuss bargaining priorities. Note that a number of CPE unions gave direct support to the strike in the public sector by informing parents about the importance of the demands of public-sector workers and the relevance of fighting for a better distribution of wealth in Québec.

In April 2015, we began to go public with our bargaining priorities, relying on our information materials for members. These priorities included worker participation on CPE boards of directors, prevention work in occupational health and safety, annual vacations, group insurance and pay. Right from the first discussions, we demanded that the ministry establish a central bargaining table. The Ministry for Families finally responded to this major requirement for progress in negotiations in June 2016. Our objective remained the same: better working conditions for the women and men working in CPEs and preservation of this collective jewel that ensures the development of our children.

HOME CHILDCARE PROVIDERS

The last mandate began just as negotiations for home childcare providers were about to start. In March 2013, delegates from this sector adopted their contract demands on the theme of uni-

ting for good growth (*S'unir pour bien grandir*). One of the priorities in these negotiations was to find ways of obtaining greater recognition for the work home childcare providers do. Part of this was to improve relations with the co-ordinating offices, improve the procedure for taking annual vacations and agree on the matter of subsidies. As in a number of other sectors, negotiations were not easy. Bargaining talks dragged on for months under two different governments.

In September 2014, we publicly denounced the employers' offers, particularly on monetary items. Given the slow pace of negotiations, home childcare providers affiliated with the FSSS voted for strike action in November 2014, when there was still a deadlock with the Ministry of Families on monetary issues. In early December, we applied for and obtained mediation to try and get bargaining talks moving again. In February 2015, we called on our members to reject the agreement in principle reached by another union organization and to continue negotiations instead. We relaunched mobilization, indicating that we wanted to fight the injustice suffered by home childcare providers. On May 1, 2016, the 3,000 home childcare providers affiliated with the CSN went on strike to turn up the pressure on the government. This one-day strike was followed by an evening demonstration on May 30, 2015, when hundreds of home childcare providers took to the street in Québec City. Finally, on October 1, 2015, the home childcare providers obtained an agreement in principle that led to signing their second group agreement.

With the conclusion of this round of bargaining, we achieved some of our goals, in particular obtaining an analysis of remuneration done in comparison with analogous jobs as set out in the *Act respecting the representation of certain home childcare providers*, namely untrained educators

in CPEs, echelon 1. It's a principle that we had fought for since the start of these negotiations.

We salute the determination of the home childcare providers who stayed mobilized throughout lengthy, obstacle-filled negotiations.

The home childcare providers affiliated with the FSSS were especially active in the mobilization that developed to defend the system of educational childcare services by participating in all the actions that took place in recent years. This was true in particular for a demonstration held in Montréal in September 2015, where home childcare providers reiterated the importance of preserving childcare services and protested the modulation of fees.

Note that we also went through a long period for changes in union allegiance in which we increased our representative position among home childcare providers, with more than 3,000 of them choosing the CSN.

During this mandate, we succeeded in improving working conditions for home childcare providers. We notably obtained a better formula for the CSST (workers' compensation) calculation that gives all home childcare providers fair remuneration for protective leave or reassignment, accidents or occupational diseases. The same goes for continuing education, where we have put on-going efforts into ensuring that home childcare providers have training throughout their career. We have also actively worked for recognition of home childcare providers' right to pay equity. Decisions by the *Pay Equity Commission* have indicated that home childcare providers are entitled to pay equity, and we continue to work to have this right recognized.

PRIVATE RETIREMENT RESIDENCES

For the private retirement residences (CHP) sector, the *Ouvrez les yeux* (Open people's eyes) campaign and co-ordinated bargaining were central during the last mandate.

We continued to expand our presence in this sector by organizing a number of private residences. We now represent more than 2,000 workers in private retirement residences and are doing everything we can to improve their working conditions. Over the past four years, we have worked at making the realities of these workers better known. In particular, we spoke out publicly to inform the population about the importance of better recognition for the contribution these workers make to improving services for seniors.

In October 2013, we filed the report from the ad hoc committee on Bill 90.¹¹ Seeing that Bill 90 was applied differently from one institution to another, we provided a process for defending workers' rights and ensuring the quality of services for the population. More than 40 bargaining units in private retirement residences affiliated with the FSSS participated in co-ordinated bargaining that began in 2015. Bargaining demands covered pay, training needs, the expiry date for collective agreements and labour relations committees. A round of meetings in the regions was organized for the launch of co-ordinated bargaining to make known the issues at stake for workers in the sector.

11 FSSS-CSN, *Report from the ad hoc committee on the Act to amend the Professional Code and other legislative provisions as regards the health sector (Bill 90)*, October 2013 (presented to the November 18-22, 2013 Federal Council meeting).

How is it that our governments accept that workers are underpaid and poorly trained to provide services that seniors must pay for because the government withdraws from this sector? Unions in these retirement residences mobilized in the framework of these co-ordinated negotiations to answer this question. Their mobilization was all the more necessary given that during the same period, employers stopped funding the mutual training groups that we had worked at setting up to improve continuing education for workers in this sector.

The strike by workers at Villa Saint-Alexis in the Saguenay-Lac-Saint-Jean region and the settlement leading to a new collective agreement there were a turning point in these negotiations. Since then, a number of unions have obtained tentative agreements that improve working conditions and achieve some of the objectives of co-ordinated bargaining.

Other unions that were not part of co-ordinated bargaining also fought to renew their collective agreements, notably by going on strike. We salute the courage and determination of these women and men who work with our seniors day after day in difficult conditions.

PRE-HOSPITAL SECTOR

The pre-hospital sector was in the midst of negotiations when the Federation's last mandate began – negotiations had in fact begun a few months before the 42nd FSSS Convention in 2012. In June, there was progress on bargaining on some issues, but talks stalled on others. Unions in the pre-hospital sector took strike votes to push for progress in negotiations. On July 6, an agreement in principle was reached. This was rejected in October 2012 by workers in the sector, who wanted to continue negotiating for more gains. Monetary issues and the reor-

ganization of work schedules were among the bargaining priorities that needed more work.

Since bargaining talks were not progressing fast enough, unions in the sector stepped up pressure tactics in November and then went on strike on December 24. Without a contract since 2010, they mobilized on the theme of *Ensemble finissons la négo* (Together, let's finish bargaining). Talks were then deadlocked on the pension plan that workers wanted to improve, as well as remuneration, including a reduction in the number of pay echelons. In early January 2013, a round of mobilization was organized to turn up the pressure on the government and make progress in negotiations. On January 11, we reached an agreement in principle that was accepted by the members in the weeks that followed.

The agreement included monetary clauses providing for an increase of 6% and up to 10.5%, depending on the economic situation, as well as measures of professional recognition such as a reduction in the number of pay echelons from 16 to 14 for ambulance workers who don't have a CEGEP diploma in pre-hospital care, plus improvements to the pension plan.

The FSSS was also active on the issue of pay equity in the sector. In 2013, the Syndicat des employés d'Urgences-santé obtained a favourable decision on a case pleaded in Superior Court dealing with the maintenance of pay equity. In early 2014, the shortage of ambulance resources was a major topic in public debate.

Mobilization was set in motion to improve response times by demanding additional resources. A number of unions intervened throughout the year to protest the lack of resources and the impact this has on services to the population, notably on the time it takes for an ambulance to arrive on the scene of a call after

first responders intervene. An agreement was reached on July 9, 2015 for Urgences-santé that meant that the problem was finally recognized by the Ministry and the employer. The FSSS continues to work for a reduction in response times and to improve services for the population.

The FSSS also participated actively in discussions on the reform of pre-hospital emergency services in Québec. It filed a brief in 2013 with the national committee looking at the question¹² in which it identified certain issues that the government should take into account. The Federation argued in particular that the effects of an aging population, the increasingly acute nature of cases and the increasing complexity of medical acts for the practice of workers in the sector should be central in any analysis. We also proposed solutions regarding the issue of the strategy of pre-hospital interventions, interventions, the funding model for pre-hospital services and training for personnel.

The commission's report, tabled in November 2014, identified a number of the problems and issues that we had raised, such as, for example, continuing education for paramedics, as well as better clinical processes and communications procedures in the sector. It also recognized that business funding should be based on actual costs and mentioned the key role played by paramedical ambulance technicians, first responders and emergency medical dispatchers.

In April 2016, Minister Barrette finally indicated what his intentions were for the future

12 FSSS-CSN, *Rapport sur la modernisation de l'organisation et de la gestion des services préhospitaliers du Québec*, Document de réflexion et de discussion présenté au comité national sur les services préhospitaliers d'urgences au Québec, December 2013, <http://www.fsss.qc.ca/download/preshospitalier/Rapport%20CNSPU%20FSSS-CSN.pdf>

of emergency pre-hospital services in Québec. In reaction to the minister's announcement, the Federation indicated that it agreed with the objective of improving how ambulance services are funded and run, as well as better reporting and accountability. We said, however, that we didn't see how the methods identified in this reform would improve services, given that the minister stayed silent about what he intended to do with the amounts that an optimization of funding could free up. In particular, there were no plans for tackling the issues of excessive workloads in big centres like Montréal-Laval or the outdated and inadequate system of stand-by duty schedules that still exist in some regions. The FSSS soon began to worry about how this reform could set back the terms of negotiations, since it seemed to want to restore company-based bargaining, which would set the sector back years. Discussions in current negotiations began in 2014. Bargaining priorities were identified and were focused on the issues of pay, pensions, excessive workloads, the recall list, meal periods, annual vacation leave and the abolition of stand-by duty schedules.

Bargaining talks began officially in May 2015 when union demands were filed, on the theme of *Affectés à nos priorités* (Assigned to our priorities). Negotiations got off to a slow start, with employers and the MSSS present at the bargaining table but without any real mandate. In the end of March 2016, we began to mobilize more strongly and demand that bargaining talks really get off the ground. The FSSS indicated clearly that it wouldn't accept being collateral damage in a quarrel between the ministry and employers.

Following on our numerous interventions at all levels, on June 13 the CSAQ announced the appointment of a spokesperson, thus recognizing the legitimacy of negotiating for all the companies that it represents in the

pre-hospital sector in Québec. The MSSS must give the mandates that are necessary for its spokespersons at the bargaining table to make progress. The employers must also give their representatives at the bargaining table mandates so that we can make progress on the issues that are common to all personnel in the sector. It's the only way to conclude a new collective agreement, and this is what we will be working on actively in these negotiations.

On the matter of uniforms, meetings on Appendix A of the collective agreement brought some progress. Following these meetings, the MSSS confirmed to the parties present that it agreed to modify the uniform. The pre-hospital sector of the FSSS is doing everything it can to get the MSSS, Urgences-santé and employers in Québec's ambulance system to be ready to provide uniforms that meet members' expectations.

The FSSS is proactive about providing support for personnel in the pre-hospital sector who intervene day after day in emergency situations. This is why it has concluded an agreement with *La Vigile*, a centre in the Québec City region that provides support for paramedics suffering from psychological problems. With the creation of the Éric Charbonneau fund, the FSSS and its unions in the pre-hospital sector are able to provide services for people suffering from various kinds of psychological problems, from post-trauma management to dependence. This collaboration illustrates the importance of taking action for the health of personnel in the pre-hospital sector.

INTERMEDIATE AND FAMILY-TYPE RESOURCES

The last mandate brought a campaign for changes in union allegiance and negotiations for intermediate and family-type resource providers (RI-RTF) affiliated with the FSSS.

At the end of 2014, there was a period for changes in union allegiance in the RI-RTF sector. We sought the support of intermediate and family-type resource providers using *Pour ne plus être seules* (To not be alone any longer) as the theme. More than 700 foster families and intermediate and family-type resource providers joined the ranks of the CSN by the end of this period, bringing the total number of intermediate and family-type resource providers affiliated with the CSN to more than 1,500.

Negotiations for intermediate and family-type resource providers then began with the adoption of bargaining priorities. These covered pay, broader mandates for local issues discussion committees ("comités locaux de concertation"), the stability of resources and preservation of the family nature of resources. We organized a round of consultations to discuss bargaining issues.

On November 11, 2015, we announced that an agreement in principle had been signed for intermediate and family-type resource providers. More than ten bargaining sessions had resulted in an agreement that provided concrete responses to the daily problems and concerns identified by members. The agreement will allow for more stable resources, greater respect for the family nature of resources, a broader mandate for local committees and guidelines for replacements for intermediate and family-type resource providers.

Note that this sector is also affected by the mergers of bargaining units resulting from the adoption of Bill 10. The creation of new administrative structures in the system further complicates the work of these resources. We will invest the efforts needed to continue to represent the hundreds of intermediate and family-type resource providers affiliated with the FSSS.

PRIVATE INSTITUTIONS AND COMMUNITY ORGANIZATIONS SECTOR

The private institutions and community organizations sector has also paid the price of the Couillard government's austerity measures. There have been various bargaining sessions in this sector, as a number of new units swelled the ranks of the FSSS. But what caught our attention above all is the pressure that austerity measures have put on community groups.

This growing pressure has worsened labour relations for some of our unions, leading the Federation to have to intervene to improve the climate of work. The problem is that austerity has pushed many people who received services in the public sector towards other resources. The community sector suffers this indirect consequence of austerity in addition to having its funding constantly compromised by governments.

Confronted with this situation, community groups launched a campaign "*Je tiens à ma communauté, je soutiens le communautaire* (I care about my community, I support the community sector) to combat the underfunding of community organizations. Community groups have long demanded reinvestments so that they can continue to offer their services. They estimate the shortfall in funding at \$225 million, and as needs grow their demand is more than legitimate. We have to count on the involvement of each component in the system to continue providing quality health care and social services. Autonomous community groups play a key role. We now have to support them in keeping with the importance of the role they play and accompany them in the struggle to put an end to the transfer of missions from the public sector.

This campaign is supported by the FSSS, and the Federation participated in various actions, in

particular the community groups' days of social strike in November 2014 and 2015. This support attested to the ties we build in our struggles. For the FSSS, working to build the broadest possible alliances we can is the way to make gains against governments that are fixated on austerity.

CONCLUSION: COHESION THROUGH THE UPHEAVALS

The mandate since the last convention has been one of the longest in the history of the FSSS. Caught up in the turmoil of a situation demanding tons of energy and lots of adjustments, we met many challenges in the past four years. We drew on all the sectors and were all confronted with insidious attacks from governments. Although we didn't succeed in forcing them to back down each time, we were able to make gains for workers thanks to our determination.

Although at times exhausted by the many struggles to be waged, we also saw the consolidation of a new generation of union activists and leaders who are swelling the ranks of the Federation. We have to continue to inspire our members to mobilize and take action.

Through steady mobilization, we prevent our adversary from carrying out all its plans for dismantling our systems. For that, we deserve our congratulations. But it has to be admitted that in attacking on all fronts so aggressively, governments have often succeeded in achieving what they wanted. This is why we have to redouble our efforts to ensure that the FSSS remains a force to be reckoned with in the health and social services system and continues to play an active role in the struggle for our systems.

The mandate that is ending has been one of countless upheavals, but with cohesion that was constant though at times fragile within the

political leadership of the Federation. Faced with so many attacks, we have to do everything we can to unite despite our differences.

We wish to salute and thank all those who have been part of this political leadership during the past four years. There are some who were there at the outset and who have left, for various reasons. We wish to thank you for your militant qualities and your dedication to improving the working conditions of the members of the FSSS and preserving our public systems.

FOR even more success in meeting the challenges that we face, we have to draw inspiration from what has made our success in the past four years. We have to continue being the union organization that is the most determined to defend our jobs and our public services.

FOR the health and social services system!
FOR the system of educational child care!
FOR the FSSS!

APPENDICES

APPENDIX 1

Record of decisions from the 42nd Convention in May-June 2012 and the October 23-24, 2012 Special Federal Council

UNION LIFE

- ⤴ That the FSSS continue its process of thinking and analysing union life by producing a tool for evaluating locally how the union works; that all unions periodically evaluate how they work with a view to identifying what they can do to improve so as to act on the findings made as part of the 2011-2012 process of reflection on union life; that this evaluation aim to measure in particular the effectiveness of the union structure in solving problems and the degree of members' involvement in solving their problems at work; and that on the basis of organizational models, it promote a decentralization of union activities, an efficient presence of officers or stewards in charge in as many service points, activity sectors or departments as possible;
- ⤴ That unions strengthen ties with their members, keeping in mind that union information and involvement are based on regular direct exchanges with members and address members' concerns, while informing them about the union's achievements;
- ⤴ That recruitment and training of the next generation of union members and activists be a priority; that in this regard, the FSSS set up a committee composed of a majority of young people to consider the place and role of young people in our unions and the specific problems confronting them in unions in all fields covered by the FSSS to work towards answers to questions about young people's openness to unions;
- ⤴ That the FSSS free up funds to provide support for unions in giving leave to members to help young members participate;
- ⤴ That in the course of the next three years, the FSSS organize a conference on the place and role of people under 35 in our unions and that there be a report to the regular Federal Council following the conference;
- ⤴ That the executive of the FSSS conduct a new round of regional meetings to continue discussions on union life and the fundamental values that underpin our union action at the CSN;
- ⤴ That the evolution of the process on union life be monitored regionally, that it be coordinated by the union staffer at the national level who is responsible for union life, and that an evaluation be presented to the next convention.

VALUING, PROMOTING AND PRESERVING PUBLIC SERVICES

- ⤴ That the Federation and its affiliated unions continue the *Valuing, promoting and preserving public services campaign*, doing everything they can to consolidate and promote the rapid expan-

sion of a public health and social services system accessible to all irrespective of their financial situation;

- ✧ That the FSSS and its affiliated unions take action on these issues:
- ✧ by continuing to establish the VPP structure at all levels through training, the development of tools and materials and the establishment of procedures for coordination, communications and collaboration so as to maximize our capacity to put forward public alternatives to plans for privatization with a view to improving the quality of services and working conditions;
- ✧ by calling for an expanded public coverage, notably for the elderly with declining autonomy, so as to ensure comprehensive and accessible services;
- ✧ by encouraging and then participating with the CSN in the social change needed to achieve the objectives of this campaign including, if necessary, a general and social strike in collaboration with our union partners, grassroots partners and students;
- ✧ by demanding that government integrate, reintegrate and ensure better control over all public services, including administrative and support services currently managed by third parties, in particular foundations. That to this end, representations be made to return care paid for by agencies like the SAAQ and the CSST to our public services.

LEADERSHIP ON THE ORGANIZATION OF WORK

- ✧ That unions exercise their leadership in the organization of work and draw on the following ideas of union action for inspiration:
- ✧ that the union executive debate making organization of work issues a priority;
- ✧ that the executive committee assign someone to be responsible for organization of work files;
- ✧ that the executive committee budget so that the union can organize and cover needs inherent in the organization of work;
- ✧ that the union staff representative be called upon to assist with this work;
- ✧ that when relevant, the executive committee delegate organization of work responsibilities to members of the union council, if need be;
- ✧ that a union structure and communications plan be defined to reach each member affected by an organization of work project;
- ✧ that organization of work issues be addressed with the employer in the framework of a joint committee (e.g., labour relations committee);
- ✧ that an agreement on a joint process, including related conditions, be reached with the employer;
- ✧ that guidelines for a participatory approach be defined for each stage in an organization of work project (start-up, implementation, monitoring of solutions);
- ✧ that unions benefit from training;

- ⤵ that experiences be shared through networking among unions that have been through organization of work projects;
- ⤵ and that the FSSS accompany and support its unions through the organization of work process.

COMMUNICATIONS

- ⤵ That the FSSS and unions work together to publicize their concerns and their achievements in the various fields of action covered by the FSSS at both the national and regional levels;
- ⤵ that the FSSS provide unions with support for the production of information to be circulated to their members;
- ⤵ that the FSSS and its unions pay more attention to political education in support of the defence of public services;
- ⤵ that the FSSS increase the resources allocated to communications and political action so as to support more sustained action and public presence by unions, the public and private sectors and the various missions in which members of the Federation work.

APPENDIX 2

RESOLUTIONS ADOPTED AT THE MAY 11-15, 2015 SPECIAL CONVENTION

RESOLUTION NO. 1

In order to fully fund public services, including childcare services, the FSSS-CSN demands that the Québec government:

- ⤴ put an end to the austerity policies for which it has no mandate from the people of Québec, but which have the effect of widening inequalities while harming the province's economy;
- ⤴ reinvest in our social infrastructure and the public sector to revive and support the growth of the Québec economy;
- ⤴ take measures to increase its revenue by fully restoring progressive taxation and taxing the biggest personal, financial and corporate fortunes more, along with all the forms of revenue that they have here and abroad, notably capital gains and revenue hidden away in tax havens;
- ⤴ put an end to public-private partnerships (P3s), privatization and commodification in health care and social services and child care;
- ⤴ lobby the federal government to get it to increase federal health transfers to the level required to fund all the services that are necessary to meet the population's needs for health care and social services.

RESOLUTION NO. 2

That the FSSS-CSN demand that the Québec government make reducing inequalities its top priority and a guiding principle of its government action.

RESOLUTION NO. 3

That the FSSS-CSN demand that the Québec government put an end to its policy of balancing public finances by slashing services to the population and impoverishing workers in the public sector and those who deliver government-funded services to citizens.

RESOLUTION NO. 4

That the FSSS-CSN demand that the Québec government:

- ⤴ establish a single, entirely public drug insurance plan;
- ⤴ immediately establish a purchasing policy and price regulations for prescription drugs with evidence-based effectiveness, be they proprietary (brand-name) or generic, with the purpose of making them accessible at the best possible price paid elsewhere in the world for the same kind of drug, and that the amounts the public system saves in doing so be entirely reinvested in health care and social services.

RESOLUTION NO. 5

That the FSSS-CSN demand that the Québec government:

- ✧ use more equitable tax measures to cover the increase in revenue it has granted to physicians since 2007, and that it stop paying for their considerable enrichment through cuts to services and an impoverishment of workers in the public sector as well as those delivering government-funded services to citizens;
- ✧ undertake a review of how physicians are remunerated so as to limit inflationary effects on the health and social services budget;
- ✧ take all measures at its disposal to curb physicians from opting out of public health insurance.

RESOLUTION NO. 6

That the FSSS-CSN demand that the Québec government expand and restore the universality of childcare services by means of flat daily rates for all, regardless of family income, at the level of what the Liberal Party promised during the March-April 2014 election campaign.

RESOLUTION NO. 7

- ✧ That the FSSS and its affiliated unions work with a view to organizing a social strike in alliance with other union organizations and grassroots and student groups;
- ✧ That they do everything they can to succeed in forcing the government to back down in its plan to dismantle the State and impoverish the people of Québec with its austerity policies;
- ✧ That the FSSS intervene with the CSN and its appropriate decision-making bodies to promote this, that it give itself tools for doing so and that it budget financial resources to support its affiliated unions;
- ✧ That the FSSS present a report by the next regular Federal Council at the latest.

RESOLUTION NO. 8

That the FSSS reiterate to the government that the pay demands made in the context of the Common Front negotiations are an effective way of reducing inequalities.

RESOLUTION NO. 9

That the FSSS invite the CSN to organize a monthly demonstration against austerity, in collaboration with the entire labour, community and grassroots movement.

RESOLUTION NO. 10

That the convention mandate the Executive Committee to make all the expenditures that are necessary between now and the regular convention to achieve our objectives in collective bargaining and resistance to the dismantling of the public systems.

That the expenditures be ratified by the Federal Bureau and presented at a Federal Council.

APPENDIX 3

RESOLUTION ADOPTED BY THE MARCH 10, 2016 FEDERAL COUNCIL FOR CLASS 1

- ⤴ Whereas the FIQ set a damaging precedent in agreeing to negotiate the right to pay equity with the government in the last round of bargaining;
- ⤴ And whereas an agreement was reached between the Conseil du trésor and the FIQ on December 5, 2015 regarding the pay equity audit complaints for nursing and cardio-respiratory care personnel, and whereas the other union organizations (CSQ and FTQ) representing personnel in this class accepted the same conditions;
- ⤴ And whereas the FSSS-CSN rejected the agreement in principle, including the conditions about abandoning the right to the maintenance of pay equity;
- ⤴ And whereas following this rejection and the FSSS's refusal to abandon the right to the maintenance of pay equity, the Conseil du trésor gave the FSSS an ultimatum to reach an agreement with the government and sign a new collective agreement, threatening reprisals in the form of special legislation that might include measures inferior to the agreement reached with other union organizations;
- ⤴ And whereas the Conseil du trésor remains intransigent in refusing to agree on ways and means other than those included in the FIQ agreement for settling the pay equity audit complaints;

In order to avoid such reprisals for FSSS members, that the Sectoral Federal Council mandate the FSSS to accept the agreement reached between the Conseil du trésor and the FIQ as transmitted to the FSSS on December 5, 2015, with any adjustments and changes for consistency that may be necessary, as well as the addendum to that agreement to take into account the parameters on raises in pay agreed upon on December 17, 2015.

APPENDIX 4

LIST OF BILLS INTRODUCED IN THE NATIONAL ASSEMBLY DURING THE 2012-2016 TERM OF OFFICE

40th legislature, 1st session (October 30, 2012 – March 5, 2014)

41st legislature, 1st session (March 20, 2014 -)

Bill no. 2 (2014, chapter 8)

An Act to amend the Educational Childcare Act

Bill no. 4 (2014, chapter 4)

An Act to amend the Act authorizing the making of collective agreements with a term of more than three years in the public and parapublic sectors

Bill no. 10 (2015, chapter 1)

An Act to modify the organization and governance of the health and social services network, in particular by abolishing the regional agencies

Bill no. 20 (2015, chapter 25)

An Act to enact the Act to promote access to family medicine and specialized medicine services and to amend various legislative provisions relating to assisted procreation

Bill no. 52 (2014, chapter 2)

An Act respecting end-of-life care

Bill no. 97 (2016, chapter 14)

An Act to amend certain Acts establishing pension plans applicable to public sector employees

**REPORT FROM THE STATUS
OF WOMEN COMMITTEE**

REPORT FROM THE STATUS OF WOMEN COMMITTEE

AUSTERITY ATTACKS WOMEN

The Status of Women Committee's last term of office ended in turbulent times. Committee members had to roll up their shirtsleeves, postpone the implementation of certain proposals made at the last convention and take up drums to ensure that the voice of women was heard loud and clear during this period of major upheavals and implementation of austerity policies attacking women.

The members of the Status of Women committee spoke out repeatedly to denounce austerity measures, proposed legislation, cutbacks in services, the dismantling of the social safety net, etc., that violate the right to equality and justice for all. Be it on the economic, political or social front, austerity worsens inequalities between women and men. This austere vandalism is violence against women.

The Liberal government worked away at dismantling our public health and social services. It also took an austere approach to managing social gains made in the past, attacking in particular childcare services, grants to community organizations, etc. When we see that 80% of workers in health care and social services are women, and that child care and community organizations are also largely staffed by women, it is hard to avoid denouncing these measures as attacks on women's rights.

As various studies have pointed out, including one by IRIS that appeared in March 2015, women are more affected by austerity measures. First, because they fill the majority of jobs in public services, which means that when the government de-invests and cuts positions, most of the jobs affected are held by women. Second,

with the erosion of the health-care system, women are the ones compensating for the lack of services by staying home more as mothers and informal caregivers to ensure basic care for their families. Women, especially women living in poverty, are also the ones who are supposed to benefit from the services being cut.

It is also essential to reiterate the crucial role that our system of child care plays in the emancipation of women in Québec. When the childcare system is attacked, it's an attack on progress in women's rights. This system has made possible a significant increase in the number of women in the labour market, and the current austerity measures are weakening equal opportunities for women and children.

For all these reasons, the Status of Women Committee mobilized together with various groups to oppose these measures that harm gender equality, and we will continue to fight and resist!

In this report, we will sum up the Committee's main actions and accomplishments and outline prospects for work in the next term of office.

THE STATUS OF WOMEN COMMITTEE

Since the start of its term of office in 2012, there have been a few changes in terms of the Committee's membership.

THE MEMBERS OF THE STATUS OF WOMEN COMMITTEE

- ▲ Josée Marcotte, vice-president responsible for office personnel and administrative technicians and professions, and elected

officer with political responsibility for the work on the status of women

- ✦ Céline Pageau, Syndicat des travailleurs et travailleuses du Centre jeunesse de Montréal
- ✦ Caroline Pelletier (until February 2014), Syndicat des employé-es de bureau du CRSSSRN
- ✦ Nadine Lavoie, Syndicat des paramédics Saguenay-Lac- St-Jean Nord FSSS-CSN
- ✦ Marie-Josée Tremblay, Syndicat des employé(e)s du CSSS La Baie-CSN
- ✦ Josée Pelletier (until September 2015), Syndicat du Centre jeunesse de Laval
- ✦ Marie-Hélène Plourde (since December 2015), Syndicat des travailleuses et travailleurs de l'Hôpital Maisonneuve-Rosemont- CSN
- ✦ Nathalie Fontaine (since December 2015), Syndicat des travailleuses (travailleurs) en CPE
- ✦ Geneviève Moreau, FSSS-CSN union staff representative

We have all worked in solidarity to improve the status of women.

NO TO AUSTERITY, YES TO THE REDISTRIBUTION OF WEALTH!

To oppose this social destruction, the Status of Women Committee, in collaboration with various groups, closely monitored the government's decisions about austerity, analysing and condemning the impact these measures had on women.

In this context of austerity, the Status of Women Committee had to suspend the implementation of certain recommendations made for its mandate. Some of them couldn't be carried out, but we intend to do so during the next 18 months: organizing a networking day and producing a guide to preventing harassment and violence,

with suggestions of various ways unions can take action to prevent violence and harassment in the framework of their union roles. Like the Federal Council, which decided to give priority to the struggle against Bill 10, defending the childcare system and collective bargaining, the FSSS Status of Women Committee made these actions priorities and got actively involved in the fight against austerity.

We continued to rise up in solidarity in response to the events of the past few years. We thus quickly concluded that our place was in the heart of this struggle in which we all participated.

WOMEN WANT TO MAKE THEIR VOICES HEARD

We had already begun considering the idea of using drums during marches and demonstrations, and it proved a timely choice. Armed with drums, the women on the Committee voiced their indignation. We used our instruments as loudspeakers in all corners of Québec. Percussion workshops for FSSS members helped swell our ranks for big marches and demonstrations. Staying silent was out of the question when the government was slashing away at our social gains, attacking our public services and child care, making workers in the system poorer, jeopardizing the continued employment of hundreds of women, flouting the right to pay equity, etc.

We opted for drums, because in some parts of the world drums are an instrument reserved for men. We chose them because we didn't want to watch the parade go by in silence; we wanted to lead it. We wanted to demonstrate our anger in a way that would draw others in around our indignation. And above all, we wanted to make ourselves heard.

During the last four years, we have also used various other ways of making ourselves

seen and heard and proclaiming our message of respect and equality: signs, slogans, clothing, our voices, clotheslines, puzzles, etc.

The theme for March 8, 2016 was “Call on all to be heard!”, evoking the past year’s mobilizations and those that continue. Think back over the feminist, grassroots, community and union actions and demonstrations against austerity measures, the World March of Women actions that mobilized thousands of women in Québec and around the world, mobilizations against violence against women and the actions of the feminist movement in solidarity with indigenous women to demand a commission of inquiry into missing and murdered indigenous women and girls. Think as well of the workers in the public sector who mobilized to defend public services and decent working and living conditions, and think of the workers in child care. All these mobilizations attest to the strength of women’s actions and mobilization to defend and demand equality and justice for all. We have to continue to make our voices heard denouncing the Liberal government’s sexist policies.

Below you some of the areas of action in which we were involved. It is not an exhaustive list, but it does give you an overview of our involvement.

THE PLACE OF WOMEN

RESOLUTION FROM THE 41ST CONVENTION OF THE FSSS

That unions designate a member of the executive committee to be responsible for work on the status of women and that they ensure that this responsibility is always taken on by a woman. In recent years, the Status of Women Committee has made unions aware of the place of women in their organization. Already more than 50% of unions have designated a member of their executive committee to be in charge of work on the

status of women and put a woman in charge.

The committee was able to draw up a sizable list of status of women officers and a bank of e-mail addresses, using various methods: reminders at conventions and Federal Council meetings, during activities, via Facebook, etc.

Equitable representation of women must always be one of our concerns in order to ensure that women’s realities and specific problems are taken into account in all areas of the movement’s work and activities. Although some progress has been made, there are still a number of deficits in women’s representation at the CSN, the FSSS, central councils and in local unions. We have to pay constant attention to trying to fill positions in accordance with the number of women we represent by encouraging women to stand for election and to take on union roles. At the FSSS, close to 80% of members are women. This is why, during the last mandate, we continued the work on developing the distribution list, but the political situation under the Liberals prevented us from completing this project. During the next mandate, we will continue our outreach work and continue to encourage unions to put a person on the executive committee in charge of work on the status of women.

During the previous mandate, the committee adopted the pink gerbera as its logo, with a mike replacing the flower’s pistil. Knowing that many women are still hesitant to speak up, committee members thought to was important to reiterate that women have their place in our society and that our voice must be heard. This logo is a pointed reference to the importance of speaking out, because expressing ourselves is also a way of taking our rightful place. The committee also produced

an interactive logo during the same period. With a view to informing and raising the awareness of FSSS-CSN members about news and current events affecting women, the Status of Women Committee made a Facebook page available to interested members on which it publishes articles about current events related to the status of women. There are already more than 250 followers of this page. You can still subscribe to it at: <https://www.facebook.com/conditionfemininefsss/>

Again on the FSSS-CSN web site, there is a special section for committees, including the Status of Women Committee. There you have all kinds of documents, such as the *Voix des femmes* newsletters, the parental rights handbooks for the public and private sectors, (available in English under the general Documents tab, Guides et politiques), some laws (parental insurance), leaflets and various other publications put out by the Committee. You are invited to consult this section regularly.

THE LA VOIX DES FEMMES NEWSLETER

La voix des femmes is put out for certain FSSS meetings to raise members' awareness about topics affecting women specifically. Since it was first published, four issues have been distributed, two of them during this mandate.

In November 2013, there was an issue being discussed everywhere, and we put out a newsletter on the secularism ("laïcité") charter. The April 2014 election put a stop to this charter. In November 2015, the newsletter denounced the Couillard government's austerity, which prevents women from making progress towards achieving equality.

During this mandate, we have also written various articles and press releases.

OUR NECESSARY ALLIANCES WITH THE WOMEN'S MOVEMENT AND LABOUR CIRCLES

THE CSN'S NATIONAL WOMEN'S CO-ORDINATION

The FSSS-CSN Status of Women Committee participates in the CSN's National Women's Co-ordination, composed of the women from the CSN's National Status of Women Committee and representatives of the committees of the central councils and federations. The Co-ordination's meetings are aimed in particular at linking up and balancing the activities of the status of women committees of CSN federations and central councils.

THE FÉDÉRATION DES FEMMES DU QUÉBEC (FFQ)

The FSSS is a member of the FFQ (Québec Federation of Women), and the Status of Women Committee participates in its decision-making meetings and many of its activities. Throughout its mandate, the FFQ's calls for solidarity are passed on the FSSS and vice-versa, helping to keep the feminist network in Québec lively and vital.

Fears about the impact of conservative and neo-liberal policies on women, and more especially on funding for groups working for the collective defence of women's rights, have become a very practical reality for the FFQ, confronted in recent months with a substantial drop in revenue. It is more important than ever to support, encourage and financially sustain the FFQ.

Difficult questions around secularism, reasonable accommodations and wearing the Islamic headscarf or other religious signs have sparked numerous debates throughout the women's movement.

INTERNATIONAL WOMEN'S DAY

Each year, local unions are encouraged to organize an activity to mark International Women's Day. In 2013 and 2014, members of the Status of Women Committee participated in activities in their respective regions organized by the central councils. March 8 is an especially important day for women. It is a time for remembering how women have had to fight for their rights and that these rights are not necessarily acquired for good. We can see this in the themes for March 8 each year that have guided our action throughout our mandate.

2013: Feminism, more relevant than ever...for egalitarian tomorrows

2014: Keys within everyone's reach

2015: Women on the move for equality, standing together against austerity!

2016: Call to all to be heard!

PAY EQUITY, THE LAW AND A RIGHT!

In March 2016, as part of International Women's Day activities, the members of the Status of Women Committee joined many activists in front of the office of the Pay Equity Commission dressed in suits and ties to protest against a government that tested the bounds of indecency by forcing unions to negotiate and trade off the right to pay equity during the last round of public-sector bargaining.

THE PAY EQUITY COMMISSION MERGED

The Status of Women Committee is worried about the impact of the merger of the Pay Equity Commission with other government bodies. It is a historic setback for the still-fragile progress achieved by women on the right to equality and pay equity. There are major risks of work on pay equity going off the rails. We will have to stay on the alert.

THE 2016 WOMEN'S SUMMIT

The *Sommet des femmes du Québec* (Québec Women's Summit) was held March 3-4, 2016, dates that coincided with the 75th anniversary of the right to vote for women in Québec. Social, economic and political power was central in our discussions, along with women's representation in business and organized labour.

Almost 1,000 women (plus a few courageous men) met at the Montreal convention centre for this event. Four members of the Status of Women Committee took part in workshop discussions with women of all ages and all origins on ideas for solutions and achieving genuine equality between women and men. Speakers shed light on fundamental issues in women's living conditions and the struggles we have to continue.

There were many, many people present, but one woman shone by her absence: Vice-Premier Lise Thériault, the Liberal who doesn't take her responsibility for the status of women seriously. Premier Philippe Couillard was off in Vancouver and so was also absent from the Summit. The organizers of the Women's Summit informed us that they had offered to send a cameraperson to Vancouver so that he could record a message for us, but he didn't respond to the invitation. It would seem to be true that the Liberals don't like women! (see *Lux éditeur*, Aurélie Lanctôt)

PARENTAL RIGHTS GUIDE FOR THE PRIVATE AND COMMUNITY SECTORS

During the preceding mandate, the Status of Women Committee had created a guide to parental rights. Recently, we made some important updates for the private and community sectors and integrated the sector of intermediate and family-type resources ((RI-RTF) and home childcare providers. It begins with the sections

of the *Charter of Human Rights and Freedoms* that protect parents against discrimination.

In June 2002, the *Act instituting civil unions and establishing new rules of filiation* was passed unanimously by the National Assembly, recognizing all spousal and parental rights for gays and lesbians. It was therefore necessary and vital to include this equality legislation in our handbooks.

The QPIP is now administered like other government bodies, for instance the *Régie de l'assurance-maladie du Québec* and *Passport Canada*, that do not discriminate in any way in providing their services.

Finally, the sections on eligibility and the procedures to follow when applying for benefits were integrated in accordance with the laws that have been updated.

ELIMINATING VIOLENCE

Part of the Committee's mandate is to commemorate December 6, the anniversary of the Polytechnique massacre, and the campaign of 12 days of action to eliminate violence against women at the regular Federal Council held each fall. We have used different ways of marking this day, notably by paying homage to all women victims of violence by distributing white ribbons. In 2013, we used a mini-quiz over the lunch hour to bring together members for a discussion on the history of feminism. And in 2015, we wanted to put faces to the names of the 12 women killed at the Polytechnique who were unfortunately never able to pursue their ambitions. Tribute was paid to each of them at the December 2015 Federal Council.

SUPPORT COMMITTEE FOR THE PREVENTION OF VIOLENCE AND HARASSMENT AT WORK

The role of this committee, composed of Josée Marcotte, Geneviève Moreau, Céline Pageau, Marie-Josée Tremblay, Gisèle Charette (Côte-Nord regional vice-president) and Gaston Langevin (Saguenay-Lac-Saint-Jean regional vice-president), is to provide information and do preventive work, in collaboration with the other members of the Status of Women Committee.

The committee was set up and began researching information. Given general prevailing conditions, however, it suspended its work. The Status of Women Committee will pursue this work vigorously during its next mandate to continue carrying out the recommendation from the 42nd Convention of the FSSS-CSN.

LOTS OF ACTIONS ... MORE THAN 50

We can't list all the actions we carried out, but here are a few of them. We do, however, have a visual to illustrate our overall involvement:

In March 2015, many groups took to the streets of the metropolis for a demonstration against austerity. The Status of Women Committee also participated, denouncing austerity measures with messages written on clothes hung on a clothes line and drumming to make our opposition to government cutbacks heard.

On October 17, 2015, we took part in the *World March of Women* in Trois-Rivières. On the theme of "Freedom for our bodies, our land and our territories", more than 10,000 people – younger, older, women and men – marched through the streets of the city. Afterwards, 1,000 women, including Committee members, participated in a "die-in" in memory of the

1,186 indigenous women missing or murdered in the past 30 years... A very emotional moment.

We were very concerned about Bill C-452, which would reverse the onus of proof, putting it on the exploiter and meaning that women would no longer have to testify against their pimps, which is currently the main obstacle to arresting them. Their possessions could be seized and sentences could be cumulative. The bill is still not law, because Prime Minister Justin Trudeau has not signed the order-in-council enacting it and thus protecting our girls and women who are controlled by these men. We have written to the prime minister, urging him to act quickly on this.

Sensitive to the problems experienced by women subjected to violence and to offer them a bit of comfort, we organized a collection of the personal product samples supplied in hotel rooms during the November 2015 Federal Council. Surprised and pleased with the success of the collection, we gave gift baskets to 15 centres affiliated with the CSN that provide assistance to battered women. Mission accomplished: we did a bit to warm the hearts of women who need to feel important at an especially difficult time in their lives. The Status of Women Committee intends to repeat this action regularly.

Preserving childcare services is something else that is very important for us. The budget cuts and the modulation of childcare services are a direct attack on women. Lise Thériault and then Sébastien Proulx, after a cabinet shuffle, are two dangerous figures who give us serious problems. Members in CPEs, home childcare providers and the FSSS Status of Women Committee have participated intensively in the campaign *Un réseau qui fait grandir* (A system for children to grow). We took part in a number of actions together with these two sectors.

We were very angry and indignant when Status of Women Minister Lise Thériault told us that she wasn't feminist but... egalitarian. Our committee initiated a photomaton activity. Each delegate, female or male, was invited to take a photo with an "I'm a feminist" sign and send it to Minister Thériault, reminding her that feminism is a movement that fights for equality between women and men.

RECOMMENDATIONS

Considering that the next mandate will be a short one, and considering that there are still some recommendations to be carried out, the Status of Women Committee has decided to make a limited number of recommendations to the convention, especially since there are some major battles to continue. We thus submit the following two recommendations, following on the last round of collective bargaining in the public sector:

RECOMMENDATION NO. 1

That the Status of Women Committee, in collaboration with the public-sector bargaining team, produce support tools for unions following the creation of a local committee on work-family-study balance.

Following the last round of bargaining in the public sector and the introduction of Letter of Agreement no. 15 in which the negotiating parties recommend that local parties use local arrangements to create a joint inter-union committee on family-work-study balance that would have the mandate notably to:

- consult employees to identify needs with respect to family-work-study balance;
- analyse the data collected;
- propose measures adapted to employees' needs and workplace realities and, if applicable, analyse the appropriateness of instigating such measures through pilot projects,

The Status of Women Committee also encourages unions to establish this local joint inter-union committee on family-work-study balance and would like to help equip unions better for this work.

These tools could also be useful for unions in the private sectors.

We think that it is important to act for better family-work-study balance in our various workplaces.

RECOMMENDATION NO. 2

That the Status of Women Committee update the guide on parental rights for the public sector.

Following the last round of collective bargaining in the public sector and the introduction of new provisions, an update of the guide to parental rights for the public sector is necessary.

OUR THANKS

Throughout all the struggles of the past four years, the Status of Women Committee has been able to rely on the support of many FSSS members, be it through their presence at demonstrations or actions, as well as their concrete participation in these events.

In conclusion, even though all the positions on the Status of Women Committee are now filled, we would like to note the contributions made by two members who had to leave us during the past mandate, and express our thanks and best wishes to them: Caroline Pelletier and Josée Pelletier.

We are also pleased with the participation of many members in elections to fill certain seats on the Committee at the regular 2015 Federal Council. It illustrates members' interest for feminism.

WE ARE FEMINISTS, AND PROUD OF IT!

Feminism is the stance of those who want women to have the same rights as men. Unfortunately, we have to say that the Liberal government is not feminist – on the contrary! In this neo-liberal era, the solidarity of the feminist movement is more necessary than ever, and we need the support of both women and men.

Equality is not an individual matter. It is together, collectively, that women will achieve it, without leaving anyone behind.

“We won't be free unless we all walk together!”

**REPORT FROM THE OCCUPATIONAL
HEALTH AND SAFETY COMMITTEE**

REPORT FROM THE OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

In accordance with its mandates, the FSSS Occupational Health and Safety Committee has continued to work at promoting the importance of taking a proactive approach to prevention in the workplace. Workers have the right to work in a safe, healthy environment.

In reading this report, you will be able to appreciate the committee's work over the past period. But first, we think it is important to outline the state of occupational health and safety.

In the health and social services system, the situation is not great. Musculoskeletal problems are definitely on the rise. Situations involving violence against staff and cases of psychological problems are more and more frequent in workplaces. The same seems to be true in the private sectors.

Austerity measures, the insistence on "always doing more with less" and an intensified pace of work are certainly factors aggravating the deterioration of workplaces that puts workers at risk.

Bill 10's transformation of the health and social services system results in some disturbing findings about health and safety. After checking with unions, it is clear that there is a decline in health and safety in institutions. In fact, the majority of unions told us that their health and safety committees were non-existent because they simply didn't have time for them.

Given current conditions and what's coming – notably in the wake of this reorganization and in the whole process of votes on union allegiance – the situation is not likely to get any better. This means we will have to redouble our

efforts, imagination and determination to make prevention work a priority in our workplaces.

Although the committee worked on all the mandates that it was given, the results have been significantly affected by the reorganization in the public sector of the Federation.

During its last mandate, the committee met nine times, and the three resolutions from the previous mandate were handled as follows.

RESOLUTION NO. 1

That the FSSS Health and Safety Committee assess the current program for moving beneficiaries safely with a view to proposing that the ASSTSAS develop a new Level 2 program for moving beneficiaries safely (PDSB) if need be, so as to ensure a more proactive role in the workplace.

At the fall 2013 Federal Council, the committee presented these findings:

At this time, the active instructors who are not involved in prevention work give the same reasons as those cited to explain the lack of training on the principles for moving beneficiaries safely (PDSB), namely the lack of sufficient resources from the employer and the fact that the employer asked them to devote themselves solve to follow-up on personnel already trained.

In practice, even when trained, it is often hard for personnel to apply what has been taught because of pressure from the employers, who want the work done "quickly and well" – to the detriment of workers' physical integrity.

This is why, in our opinion, the current training meets workers' needs and is all the more relevant. But it would be more important to emphasize PDSB follow-up, prevention and integration in the workplace.

Level 2 training is not an option retained by the committee. However, there is work and development to be done. Therefore, we will proceed as follows:

First, representations will be made to the ASSTSAS with a view to continue concentrating our efforts on the safety officer and follow-up officer in order to further develop the educational content so as to provide instructors with better tools.

The emphasis should be put on acquiring tactics and strategies that can be useful for them to favour the adoption of organizational changes.

The Health and Safety Committee will work to prepare a tool for unions aimed at convincing organizations via the joint committee or management to establish a program for all personnel. The program's objective will be to ensure follow-up after PDSB training, offer workshops on the topics identified and assist injured workers returning to work so as to reduce the danger of a relapse, recurrence or aggravation of work-related injuries.

As indicated previously, the work didn't progress, notably because of the reform. However, the lines of work presented at the November 2013 Federal Council should be carried forward for the next mandate, and we think that a strategy of follow-up and support should be considered in light of the new realities in the system.

RESOLUTION NO. 2

That unions demand that employers take steps to ensure the transfer of good practices in occupational health and safety. That these steps be discussed and approved by the joint health and safety committee. That the health and safety committee develop new tools to help unions with this work.

Here again, the work was done, but the results were not circulated because everyone's time and energy was mobilized on other priorities: austerity, collective bargaining and mobilization, as well as the reform of the system and its consequences.

We are also proposing that this resolution be renewed for the next mandate with a view to updating the tool for post-Bill 10 unions and extending its distribution to all affiliated unions.

RESOLUTION NO. 3

That the Federation maintain and continue its 1, 2, 3, GO action plan.

With respect to the private sectors, that there be meetings with each sector to take stock of its situation in occupational health and safety with a view to identifying prospects for health and safety work in relation to the 1, 2, 3, GO action plan that are adapted to the realities of their workplaces.

All the private sectors of the Federation were visited by the union staff representative responsible for occupational health and safety work, with the exception of private institutions and community organizations, which don't have sectoral decision-making meetings on collective bargaining. A newsletter for each sector was produced and distributed at a sector-wide meeting. For the

community sector, the newsletter was sent to unions using the staffers serving them.

BRIEF PRESENTATIONS FOR REGIONAL ASSEMBLIES

A series of “clips” was prepared in the form of *PowerPoint* presentations to assist the regional teams in achieving the objective of having an item on health and safety at regional assemblies. Again, the same thing happened: the “clips” were made available in the fall of 2014, but given what was happening, the teams decided to put off using them in most cases.

The themes examined were lockouts (energy control devices), enclosed areas and the CSST inspector.

Another presentation on asbestos was prepared by a team member and made available to be used like the others.

THE WEB SITE

Members can also use the FSSS web site to find publications, training calendars, newsletters and various other documents and links. We should also mention the CSN’s health and safety portal: an essential tool for health and safety activists as well as members, who can often find answers to their questions there.

OCCUPATIONAL HEALTH AND SAFETY INITIATIVES

Talking up successes and sharing them with others is another way of advancing health and safety. So the FSSS invites its unions to sign up for various forums like “Pleins feux sur les initiatives en santé et sécurité du travail” (Spotlight on occupational health and safety initiatives) and “Les prix du jury et du public” (Jury and the public’s awards) at the ASSTSAS symposium.

APRIL 28: NEVER FORGET!

The FSSS always marks the *International Day of Mourning for workers killed or injured on the job*.

ASSESSMENT AND PROSPECTS

In November 2013, the FSSS held a workshop led by Romaine Malenfant on union involvement in cases of reassignment under the *For a Safe Maternity Experience* program. And in November 2015, we had another workshop on the theme of violence against workers, presented by Steve Geoffrion.

FOLLOW-UP ON RESEARCH PROJECTS

Members of the Federation’s Occupational Health and Safety Committee and the union staffer responsible for OHS work, as well as members with relevant experience, did follow-up on several IRSST research projects. Topics include the implementation of safety practices by nurses; the influence of the pace of work imposed by the work team on new beneficiary attendants’ learning and integrating the general principles of PDSB in residential care centres in Québec; exploration of ethical dilemmas confronting nurses related to occupational health and safety; rehabilitation trajectories at work; resources and quality of life at work for employees over 45 years of age in the health and social services sector; and contamination of surfaces by antineoplastics in hospitals: pilot study on exposure related to sanitary stains and handling laundry.

MUTUAL PREVENTION GROUPS (LES “MUTUELLES”)

In collaboration with UQAM through the CSN-UQAM protocol, we looked for some answers about mutual prevention groups. Given limited resources, we emphasized one question: “Do

mutual prevention groups do safety (prevention) work?”

So far, the research is under way in two private sectors of the Federation. Briefly, there are differences in resources depending on where the mutual group comes from. You will be informed of the resources as soon as they become available.

TRAINING

Over the last mandate, some 60 training sessions on health and safety were given. More than 600 members participated.

OCCUPATIONAL HEALTH AND SAFETY WEEK

From 2012 to 2015, FSSS political officers with responsibility for this work and members of the FSSS Occupational Health and Safety Week made more than 117 visits to workplaces. We also produced and provided eyeglass or screen wipes on the theme of “*La santé-sécurité faut y voir*” (Health and safety: we have to see to it).

Meeting with the Institut national de santé publique du Québec (INSPQ)

In November 2015, the Federation gave its observation on the approach to be taken regarding bioaerosol contaminants: our approach was guided by the *Act respecting industrial accidents and occupational diseases* (elimination at the source, capture, individual protective devices, decontamination), and it is an approach recognized by physicians working in the field of occupational safety.

OCCUPATIONAL HEALTH AND SAFETY CONFERENCE

On September 20-21, we held a conference on prevention work in occupational health and safety in the health and social services sector.

The conference’s objective was to begin considering the whole aspect of safety and prevention in the framework of the organization of the health and social services system (Bill 10).

At the time these lines are written, the conference has not yet taken place. A review and assessment of it will be presented at a future meeting.

We are planning another conference, this one on psychiatric health at work in all forms and aspects, including violence in the workplace, assaults on personnel and problems of psychological distress at work, organizational pressure and conflicts.

THE ASSOCIATION PARITAIRE POUR LA SANTÉ ET LA SÉCURITÉ DU TRAVAIL SECTEUR AFFAIRES SOCIALES (ASSTSAS)

The Federation sits on the board of directors of the ASSTSAS (the joint association for occupational health and safety in the social affairs sector). There are thirteen union seats on the board, and three of these are filled by FSSS representatives. Furthermore, Guy Laurion is the union co-chair.

In conclusion, we would like to thank our administrative colleague, Céline Patrix, committee members and instructors.

RECOMMENDATIONS FOR 2016-2018

RECOMMENDATION NO. 1

That the FSSS lobby the parties concerned about establishing follow-up and mentoring programs in the framework of training on the program for moving beneficiaries safely (PDSB).

RECOMMENDATION NO. 2

We are also proposing that the mandate in Resolution no. 2 from the previous convention be renewed so as to update the tool in light of

the unions resulting from Bill 10 and distribute it to all affiliated unions:

That unions demand that employers take steps to ensure the transfer of good practices in occupational health and safety. That these steps be discussed and approved by the joint health and safety committee. That the health and safety committee develop new tools to help unions with this work.

RECOMMENDATION NO. 3

That the Federation organize a conference on mental health at work in all its forms and aspects, including violence in the workplace, assaults on personnel and issues of psychological distress at work, organizational pressure and conflicts.

FOR a safe and healthy work environment!

FOR strong, collective union action on health and safety!

REPORT FROM THE LGBT COMMITTEE

REPORT FROM THE LGBT COMMITTEE

Created at the last regular convention of the FSSS, the LGBT Committee took shape at the November 2012 Federal Council. It is now one of the Federation's five standing committees.

Members representing sexual and gender diversity - Martin Delcourt, Samuel Desbiens, Marie-Josée Hamelin, Dominic Normandin et Donald Picotte - constitute the committee, with Chantal Laurin, union staff representative, and Nadine Lambert, vice-president responsible for the class of nursing and cardio-respiratory care personnel, with political responsibility for LGBT issues.

A VERY BUSY FIRST TERM!

Since we were just beginning, we had to make ourselves visible, and as you can no doubt imagine, the committee teems with original, colourful ideas. After coming up with a logo for the LGBT Committee, we put it on all our communications materials developed during this first term.

These materials can be found on the FSSS web site at the LGBT tab:

- ✦ Bottin des ressources LGBT 2016 (2016 LGBT resources directory)
- ✦ Questionnaires et réponses LGBT 2014-2015 (2014-2015 LGBT questionnaire and replies)
- ✦ Dépliant sur la cyberintimidation 2014 (2014 leaflet on cyberbullying)
- ✦ Dépliant contre la discrimination basée sur l'orientation sexuelle 2014 (2014 leaflet on discrimination on the basis of sexual orientation)
- ✦ And at this convention, you will see the committee's most recent production - *La transsexualité en bref* (Transsexuality in brief) -

and be given a copy when you visit the LGBT stand.

Work with our unions began by ensuring that one or more committee members attended the various regional assemblies of the FSSS. The committee also helped some unions organize stands where we had the opportunity to talk with many of you, thus helping us identify certain concerns members may have.

To make our mark and provide unions with tools on various questions, the committee has developed various materials that were used to encourage unions to organize activities for International Day against Homophobia, held annually on May 17 and that were distributed at meetings, councils, conventions and stands. In this respect, our LGBT directory was a real hit at central council conventions!

NETWORKING AND COALITION

There has been no shortage of opportunities and activities for networking and coalition work with various LGBT support, outreach and advocacy organizations. And our participation in the Gala Arc-en-ciel (Rainbow gala), presented by the *Conseil québécois LGBT*, resulted in our committee being nominated at the last gala. As described on its site, the gala is both a festive and a solemn event based on the credibility, renown and legitimacy of the candidates, nominations and winners. The gala highlights the engagement and work of individuals or organizations advocating for the LGBT community.

To broaden our urban, regional, national and international perspectives, we diversified our participation and contribution with a proliferation of meetings and encounters like the

Peoples' Forum in 2015, the World Social Forum and the Trans-Gaspésien conference in 2016.

The committee established links with various support organizations, in particular L'Astérisk. This relatively new organization is a living environment offering information, services and various activities to LGBTQ (lesbian, gay, bisexual, transgender, queer) youth under the age of 25. To help this organization continue its mission, the LGBT Committee participated in two fundraising activities that were lots of fun: the L'Asterisk bowling tournament and the big dragon boat challenge last September.

To maximize the visibility of the FSSS, we participated in various gatherings like the Québec City Fête Arc-en-ciel, the gay pride parade and marches against transphobia and homophobia, notably on May 17 each year.

The LGBT Committee also made itself heard in the political and social arenas. We took part in the public debate during the last federal election and were present in the many actions of the mobilization against austerity and to preserve public and subsidized private services, as well as during negotiations in the public sector.

Finally, we would like to thank Mary-Ann Davis, member, and Brigitte Genest, union staff representative, for their contribution.

RECOMMENDATION FROM THE LGBT COMMITTEE

Given the problems of discrimination, harassment, sexual harassment and physical and verbal violence experienced by transgender people in the workplace;

and given the recent amendments to the *Civil Code* regarding civil status (Bill 35);

and given the fact that these amendments have not solved all the discrimination against transgender people,

Be it resolved:

That the FSSS lobby the ministries concerned and that unions call on employers to establish a program of collaborative support (employer-union-worker) throughout the transition process of transgender people.

That the LGBT Committee develop a tool to support unions in this process.

**REPORT FROM THE FSSS
YOUTH COMMITTEE**

REPORT FROM THE FSSS YOUTH COMMITTEE

The Youth Committee is relatively new. Created by the 42nd Convention of the FSSS in 2012, it was only at the October 23-24, 2012 Special Federal Council that the committee received its mandates from the resolutions on union life.

The current members of the committee are: Kevin Newbury, from the SPS des centres jeunesse de Lanaudière; Sébastien Dupuis, from the SEE du Centre jeunesse de Laval; Marie-Angela Péloquin, from the STT du CSSS de Trois-Rivières; Steve St-Onge, regional vice-president for the Montérégie; Jeff Begley, president; and Charles Paquin, Jonathan Fournier and Geneviève Gauthier-Ferland, union staff representatives.

Although there have been changes to the original membership of the committee, our general mandate has remained the priority despite prevailing conditions for unions. To adjust to evolving conditions we did, however, have to modify the committee's objectives. Our objectives included helping to organize a conference on the place and role of young people under the age of 35 in unions; contributing to achieving the objectives for the improvement of union life in terms of recruitment and training of the next generation of union members and activists; and presenting specific objectives for the health and social services and child care sectors.

Regarding the first objective, namely helping to organize the conference, the FSSS Youth Committee took full charge of organizing it. To give you an idea of what was done, here is an outline of the conference held October 15-16, 2014 at the Olympic Stadium in Montréal. Fred Dubé and Christian Vanasse of the Zapartistes were asked to be the conference hosts.

About 180 people turned out for the event, the majority were 35 or younger, but some were more seasoned union activists.

During the first day, participants heard two talks: Mélanie Dufour-Poirier and Mélanie Laroche, professors at UDM, gave a presentation on the challenges and solutions regarding young people's involvement in union action. Gabriel Nadeau-Dubois and Maxime Larue-Bourdages gave a presentation on the student spring – the student demonstrations in 2012 – and mobilizing youth.

Since one of the conference's major goals was to come up with resolutions and identify the main barriers to the involvement of young people, guests participated in three workshops:

- ✦ Youth and union action: what's the situation at the FSSS?
- ✦ Looking for solutions
- ✦ Solutions in action

Participants also had an opportunity to discuss topics affecting young people, their concerns and the place of young people in unions.

The second day of the conference focused on the two workshops "Looking for solutions" and "Solutions in action".

A summary of the work outlined the main barriers to the participation of young people in union life. These include the fear of being labeled a trade-unionist; a lack of understanding of the role and functions of unions and union structures; disinformation circulated by the media and employers; multiple communications problems; members' individualism and a

lack of representation of young people on union executives and other bodies.

The workshops also identified a number of principles for action, such as:

- ⤴ aiming for a stronger local presence and ties by being closer to members and ensuring that local representatives are accessible;
- ⤴ strengthening a sense of belonging and connection with the union;
- ⤴ relying on co-operation among union bodies;
- ⤴ setting up mandatory youth committees in all workplaces;
- ⤴ proposing focused action plans to make local unions more proactive at the grass-roots level;
- ⤴ preparing an intake kit for better integration of new members;
- ⤴ promoting union education and the mobilization of members to turn them into activists;
- ⤴ improving the circulation of information and organizing theme days for youth at the regional level.

After the workshops, participants were asked to vote in a plenary session to identify three action proposals as priorities. They voted for the following:

That the FSSS mandate the Youth Committee to develop a general information handbook containing intake materials for new members, a multimedia toolbox and each person's roles and duties, so as to structure how young people are approached and help the executive inform its members, all accompanied by an investment of leave for union work.

That local unions, with the Federation's support, call on central councils and the CSN to put in place concrete measures for establishing closer ties with their members. Such measures would be aimed in part at ensuring the intake of new members, ensuring the accessibility of local representatives on the basis of members' needs and realities, and organizing activities to reach out to members and to foster a sense of belonging.

That the FSSS and its affiliated organizations boost the image of unionism and its unions with young people, in particular using the following methods: supporting local unions in establishing youth committees, developing visibility materials and representation, and developing an action plan quickly.

In the end, we can see without a shadow of doubt that the conference was a great success!

The committee's second objective was to help fulfil the objectives with respect to better union life aimed at the recruitment and training of the next generation of members and activists, and various actions were taken in this regard. To start with, we created our own identity in the form of a logo and a team photo. Our next goal was to be visible, to make ourselves known and to provide support for the negotiations about to begin. To do this, we created a *Jeunes* tab in the *Grands dossiers* section of the FSSS web site, plus a video aimed at raising young people's awareness of the importance of mobilization during negotiations, accompanied by a poster for unions. Finally, we paid visits to a number of regional assemblies to present all this.

As for our third objective, we wanted to develop and carry out a work plan aimed at recognizing the realities of young people working in health care, social services and childcare services, and present progress reports to

regular meetings. The work on the conference limited what we were able to do to develop and carry out the work plan, but we were able to present a progress report to the November 2013 Federal Council meeting.

In conclusion, given the many realities like the significant turnover in the workforce in the health and social services and child-care sectors, young people's lack of participation in union life, the major restructuring in our systems, etc., we must, as representatives of our members, do everything we can to mobilize young people in and for unions.

You are strongly invited to take up this issue and use the proposals identified in our work to do so. Together, we are eager to succeed in stimulating a new generation of union members and activists and a commitment to the values of the labour movement by implementing the proposals made by conference participants.

RECOMMENDATIONS

RECOMMENDATION NO. 1

That the FSSS mandate the Youth Committee to develop a general information handbook containing intake materials for new members, a multimedia toolbox and each person's roles and duties, so as to structure how young people are approached and help the executive inform its members, all accompanied by an investment of leave for union work.

RECOMMENDATION NO. 2

That local unions, with the Federation's support, call on central councils and the CSN to put in place concrete measures for establishing closer ties with their members. Such measures would be aimed in part at ensuring the intake of new members, ensuring the accessibility of local representatives on the basis of members' needs

and realities, and organizing activities to reach out to members and to foster a sense of belonging.

RECOMMENDATION NO. 3

That the FSSS and its affiliated organizations boost the image of unionism and its unions with young people, in particular using the following methods: supporting local unions in establishing youth committees, developing visibility materials and representation, and developing an action plan quickly.

RECOMMENDATION NO. 4

Considering that the issue of young people and the next generation of union members and leaders is a major concern for the FSSS; and considering that by definition, the renewal of the labour movement depends notably on young people; and considering that the members of the FSSS Youth Committee are not necessarily elected local union executive members; in order to stimulate interest and help in understanding, and make the appropriate links, Be it resolved:

That the FSSS ensure that the Youth Committee is delegated to all its regular decision-making meetings, collective bargaining meetings and conventions.

REPORT FROM THE CO-ORDINATORS

REPORT FROM THE CO-ORDINATORS

REVIEW AND PROSPECTS

Since the last convention, the Federation's team of staffers has done its best to carry out the mandates entrusted to it and meet the succession of challenges faced during this long mandate of more than four years. We can easily say that despite a most extraordinary prevailing situation, we were able, as a team of staffers together with elected officers and members of affiliated unions, to meet many challenges in both the private and public sectors. The Liberal government has not given anything away to defenders of the common good, especially unions. The battles have been tough, and there is not much prospect of better times ahead. Just think of all the reforms in the health and social services system with Bill 10. The creation of the CISSS and CIUSSS mega-structures that in practice directly attack union democracy. Not to mention the vandalizing of childcare services, with the cuts imposed on Québec's jewel: our system of educational early childhood services.

This government has directly attacked the gains made in the struggles our predecessors waged to build a social model that is envied in many parts of the world.

The exhaustive report from the Federal Bureau outlines all the work done in all sectors of the Federation since the 42nd Convention of the FSSS-CSN was held in 2012. In this report, we have chosen to focus more on the role and functioning of the staff team that works on all the issues and areas of work entrusted to it in our organization.

The staff team's strength is drawn from its activism and cohesion. The provincial team, the core team and the regional teams are the three main components of a structure that enables us

to achieve our goals and do the colossal amount of work required on the mandates adopted by the Federation's delegates.

The provincial team is composed of all the Federation's employees, the members of the Executive Committee, regional vice-presidents and the five representatives of the private sectors. It meets at least twice a year. This is where policy directions are debated, notably in terms of how the work is to be organized to carry out the various mandates received from Federation decision-making bodies. The provincial team is also consulted extensively on all the Federation's policy directions.

The core team concentrates on the technical questions generated by the implementation of mandates. It is composed of one union staff representative from each region, the two co-ordinators and the employee assigned to province-wide work. Note that during the last four years, there were not many meetings of the core team. We had to adapt our way of working, given the pace and scope of the work generated by each mandate. The flip side of this, however, was that there were more meetings of the provincial team during the past four years.

Finally, each regional team is composed of the vice-president and employees for the region. Its role is to discuss and implement the various work plans stemming from FSSS-CSN policy directions. This regional team must also discuss various aspects of organizing and planning the work of each union in the region concerned. The regional team's mandates are drawn from the provincial team and then mapped out in work plans to be implemented to fulfil the priorities, policies and objectives adopted by the Federation's decision-making bodies.

Two staffers are designated by the provincial team as service coordinators to coordinate all the services provided by the Federation and oversee and provide support to team members. The role and duties of co-ordinators are defined in Article 133 of the FSSS Constitution and By-laws (Appendix A) and Chapter 8 of the collective agreement for CSN employees (Appendix B). It should be said that the coordinators benefit from the support of 11 employees assigned to 11 province-wide positions working on specific issues; together, they constitute the expanded coordinating committee. It amounts to the equivalent of regional teams, since the members of the expanded coordinating committee help the two coordinators with planning, carrying out and following up on the various mandates. The expanded coordinating committee also does some of the work of mentoring new FSSS staffers.

As we have already mentioned, the scope of what was at stake meant that we had to adjust how we worked during the past four years. This is why the provincial team took on a much larger role in terms of the frequency and content of its meetings. We did everything we could to foster and facilitate debates in order to ensure the cohesion of the staff team. In these meetings, team members could debate the ways of meeting the challenges faced by the FSSS during the past four years. We usually have two regular team meetings a year, but during the past mandate we added nine special meetings, dealing notably with what was at stake in the political situation (cutbacks, budget cuts, raiding, collective bargaining in the public and private sectors, the fight against Bill 10, the Reject *austerity* campaign, etc.).

We would like to point out that in addition to the three components of our service structure,

we have created more technical support structures in response to the various concerns of all our sectors.

For the private sectors, we created a technical structure of employees specific to each sector: CPEs, home childcare providers (RSGs), intermediate and family-type resource providers (RI-RTFs), pre-hospital services and private retirement residences (CHP). This helped solidify a fairly exceptional level of expertise and also ensured cohesion in terms of different orientations specific to each of these sectors. These technical committees are composed of the staffer responsible for the national work and staffers from regional teams who provide support for these unions.

As well, to be more effective, we established support structures commonly referred to as “hubs”. Our comrades dedicated to occupational health and safety work innovated by instituting this structure, which has helped consolidate our expertise. We drew on this structure for other province-wide areas of work, such as the Valuing, promoting and preserving public services campaign (VPP) and raiding in the public sector – both for the July 2014 period of changes in union allegiance in Class 1 and the upcoming period caused by the implementation of the *Act to modify the organization and governance of the health and social services network, in particular by abolishing the regional agencies* (Bill 10).

With these structures, we can channel our energy and also develop our expertise in the various spheres. The “hub” structure is composed of one member from each of the regional teams plus the staffers assigned to province-wide support work on various issues.

These structures specific to the FSSS mean that staffers participate actively in the democratic

life of our unions, are present in their daily work and action, can help solve members' problems and mobilize them on shared issues in order to achieve our goals together. This same structure also encourages staff participation in the democratic life of the Federation. It's a way of providing support and mentoring for new staffers in their role as union staff representatives. At both the FSSS and the CSN, we want to work together, collectively, in the various roles that are ours to play, to meet the needs of the members we represent and fight for better working conditions and to defend our public systems.

OUR TEAM

More specifically, the FSSS has a team of 130 employees: 36 office employees and 94 union staff representatives, 3 executive secretaries, 1 accounting secretary, 2 administrative secretaries, 1 executive secretary/accounting secretary and 1 staff representative for accounting (Appendix C).

We would like to take this opportunity to salute employees who have left us for a well-deserved retirement. On behalf of all team members, our thanks go to Johanne Alarie, Marie Bergeron, Suzanne Brochu, Richard Dufort, Carol Dufour, Hélène Dumas, Pierre Fournier, Pierre Gagné, Sylvie Jacques, Yves Lagueux, Marie-Lise Laramée, Denis Larivière, Maryse LeBlanc, François Lessard, Lise Lessard, Claire Malette, Claire Pagé, Esther Paré, Gaétane Picard, Marcel Rivest, Robert Vallée and François Villeneuve.

At the 42nd Convention of the FSSS in 2012, the job structure was composed of 122 employees – 32 office employees, 86 union staff representatives, 2 accounting secretaries, 1 administrative secretary and 1 staff representative for accounting. At that time, another 5 union staff representatives had been added to cover extra workloads.

As early as November 2012 in this mandate, a special team meeting confirmed making the five temporary additions into permanent positions for the following regions: Montréal–Laval–Grand-Nord, Cœur-du-Québec, Saguenay–Lac-Saint-Jean and Estrie. At a regular provincial team meeting in February 2013, we created an additional full-time position for the Côte-Nord – Basse Côte-Nord region, for a total of six full-time positions created to meet the needs expressed by unions in the various regions.

As well, during these four years, we revised how our *per capita*s are handled in order to make it more efficient. The new method of management met the needs of our unions, simplified follow-up and reduced bureaucratic sources of frustration. *Per capita*s management resulted in the creation of a permanent administrative secretary position on the accounting team.

We also added another resource to Montréal's regional team to meet the specific needs of unions in the English-speaking sector.

Finally, following the last convention in 2012 and as ratified by convention delegates, we created a new position in communications in order to develop tools, materials, training and strategies for communications and in support of the Federation's various local executives and sectors. This expanded the communications team to two people, providing support for all the unions and the Federation.

At the present time, five union staff reps are "additional" resources in order to deal with current conditions. These additions were created following the implementation of various action plans for the struggle against Bill 10 and the various work plans to bring collective bargaining in the public sector to a successful conclusion. These additional resources also

provide support for various areas of work related to the upcoming period for changes in union allegiance in the public sector.

We would like to mention that at a special provincial team meeting in June 2015, the FSSS decided to inject almost \$1 million in its job structure in order to meet the various needs of regional teams whose time and energy was deployed more in the struggle against Bill 10, collective bargaining and raiding, as stated above.

In October 2015, we therefore created a special litigation team composed of two employees dedicated solely to priority arbitration cases, in order to relieve union staff reps of this work. This allowed regional team members to be present with unions on a more sustained basis to respond to the many challenges posed by the prevailing situation. We also added a new support person for the “raiding team” to work on amalgamations and raiding, which in practice also plays a role in consolidating unions in the public sector. And we added another resource person to the group insurance team that has been operational since July 2016, following the signing of the 2015-2020 collective agreement, with a view to the upcoming period of changes in union allegiance. Finally, we added a supplementary resource person to the team for the Gaspésie-Îles-de-la-Madeleine region to provide support for the various unions in the region, again with a view to raiding.

We can say that despite a rather special budget situation, the Federation is attentive to the concerns of the staff team and the needs expressed by affiliated unions. In this regard, we had to review the deployment plan adopted by the team in June 2015. Given the conditions in which we found ourselves, we had to make a few adjustments to province-wide positions. We didn't replace the union staff representative

who left the work in consolidation. But we did ask employees assigned to province-wide work to take over on this while we begin and conclude the period for changes of allegiance in the public sector. It is essential, however, for unions to realize that consolidation is still an FSSS responsibility. As mentioned previously, staffers assigned to province-wide duties have agreed to share the requests in accordance with unions' needs. Furthermore, in terms of province-wide duties, given that we have concluded negotiations for intermediate and family-type resource providers, we have asked a union staff representative to act as resource person for two sectors, namely intermediate and family-type resource providers and home childcare providers. This is intended to be a temporary adjustment, since in the next round of bargaining in 2020 we will have to redouble our efforts in both these sectors.

A SPECIAL SITUATION

The implementation of Bill 10 and the creation of CISSSs and CIUSSSs did a thorough job of turning existing union structures and resources upside-down. Given the scope of the work that clearly lay ahead – restructuring unions, reorganizations of services in institutions as a result of amalgamations, early re-negotiation of local provisions, the campaign for changes in union allegiance and province-wide negotiations – it was obvious that unions would have greater needs. There was going to be a glaring need for their staff representatives to be present and available. And staffers wondered seriously about their ability to take on all these responsibilities if in addition they had to prepare and plead arbitration cases.

As already mentioned, we discussed possible solutions at the October 2015 provincial team meeting that would both meet the pressing

needs of unions and available resources, notably in terms of staff reps. Given the financial flexibility identified and announced by the general secretary-treasurer, we agreed that reps would be temporarily relieved of the obligation to plead arbitration cases, and that a team of three staff reps, including the staffer for professional assistance, would be assigned solely to pleading arbitration cases. Given the extent of the work, we also agreed that this team would only plead priority grievances, and that non-priority grievances would as usual be put on the arbitration roll in chronological order, but that issuing mandates would be temporarily suspended. This team position would be valid for a period of at least one year and then reassessed at the October 2016 team meeting in light of the mandates adopted by FSSS-CSN delegates. Note that at the time this report is written, this 2016 meeting has not taken place.

PROVINCIAL POSITIONS

The nine provincial positions are filled by union staff representatives from the provincial team who are assigned to specific areas of work: training, information and research, case law and the Roll, consolidation and union life, benefits (RREGOP and occupational health and safety), professional assistance, VPP work, spokesperson for collective bargaining plus an employee representing the private sectors. What follows is a brief overview of the work done and prospects in all these provincial positions.

TRAINING

The planning of training took into account resolutions adopted by the last convention in the framework of the Federation's priorities and prevailing conditions.

We expanded the training offered, in part by adding training for bargaining committees and

then, after bargaining was completed, sessions on the collective agreements or group agreements.

Training is designed and prepared by the FSSS. Giving training sessions is the responsibility of each regional team. The raiding period and mobilization around bargaining in all sectors sometimes delayed the planning of training sessions in some regions.

Training is also provided by the CSN and central councils on topics that fall within their mandates, and we also participate in CSN meetings on training so as to coordinate our work. The CSN's Human Resources department, Labour Relations department, MCE Conseils, the Service of support for mobilization and regional life (SAMVR) and the Professional Defence Fund (PDF) collaborated on a number of our training sessions.

TRAINING REIMBURSEMENT POLICY

A policy of assistance to unions aimed at encouraging members to participate in training was adopted at the last convention. Although we favoured giving training in the region from which members come, we also provided inter-regional assistance to give members faster access to FSSS training as close as possible to their home region.

TRAINING SESSIONS

We updated the training sessions for *Disputes I, II, Leadership* and *Stewards*.

Our sessions are aimed at providing unions with the tools they need on the aspects federations handle in:

- ✦ collective bargaining;
- ✦ defending members' rights;
- ✦ union life.

More than forty training sessions were prepared and offered from time to time at the local, regional and provincial levels. Appendix D gives the statistics on training for the past four years.

There were also theme sessions on topics affecting members directly, including disability, group insurance, Bill 10 and social media. We intend to continue in this direction during the next mandate.

Our staff team is being steadily renewed, and we have made efforts to provide them with support so as to better meet the needs and realities of the Federation's unions. TO this end, the Federation offered an intake day for new FSSS employees, training on how to manage difficult behaviour, preparatory sessions for sectoral training, sessions on the financial statements in support of negotiations, sessions on teaching techniques for instructors and training sessions offered at provincial team meetings and by the CSN.

COLLECTIVE BARGAINING ON WORKING CONDITIONS

Much of the work was devoted to training in support of collective bargaining

- ✦ Sessions were given to bargaining committees before negotiations began, and once negotiations completed sessions were given on the new collective agreements or local and regional agreements.
- ✦ A session was given for our consolidated bargaining committees in private retirement residences (CHPs), intermediate and family-type resource providers (RI-RTFs) and early childhood centres, or facility-based child care (CPEs).
- ✦ A session on letters of agreement and intent was provide for executive committees in the public sector (2011-2015);

- ✦ Sessions were given on modified and new provisions in the public-sector collective agreement (July 10, 2016 to March 31, 2020).
- ✦ A session on the collective agreement for the pre-hospital sector.
- ✦ A session on the collective agreement for CPEs.
- ✦ A session on the group agreements for intermediate and family-type resource providers (RI-RTF) and home childcare providers (RSG).

In short, we will continue to provide you with support for negotiations.

VALUING, PROMOTING AND PRESERVING PUBLIC SERVICES (VPP)

An important section was added to valuing, promoting and preserving public services, and during the next 18 months we will be proposing new training to continue the struggle.

UNION LIFE AND SETTLING DISPUTES

Disputes I, II, Leadership and Stewards

- ✦ *Disputes I* and *II* sessions for grievance or dispute officers are aimed at developing skills in meeting with aggrieved parties, managing grievance files, developing arguments and intervening, as well as the ability to solve problems and grievances with a view to keeping the grievance process out of the courts.
- ✦ The *Leadership* session helps you improve your capacity for team work and your leadership.

STEWARDS SESSIONS FOR UNION COUNCILS IN ALL SECTORS

The sessions are prepared for your union and

given by your union staff representative. It's an essential session for improving your union's union life. The training is adapted to your constitution and by-laws and is eligible for the policy on the reimbursement of training sessions.

YOUR COMMENTS

We take into account all your evaluations of training sessions and do our best to meet your expectations wherever possible.

Your participation and evaluations indicate that FSSS training is appreciated and adapted to your realities.

FSSS-CSN training is:

- ✦ content for more than 40 training courses;
- ✦ 227 sessions;
- ✦ 515 days of training;
- ✦ more than 4,000 participants.

These are our priorities for the next 18 months:

- ✦ In the framework of the reorganization of our unions, support sessions will be offered. *Disputes I, II* and *Leadership* will be offered in all regions.
- ✦ Sessions will be given on the new collective agreements in the pre-hospital sector, child care (CPEs) and private retirement residences (CHP).
- ✦ Sessions on renegotiating local agreements in the public sector will be offered in all regions.

Finally, sessions will also be offered as part of the VPP (valuing, promoting and preserving public services) work plan.

INFORMATION

The FSSS-CSN's most recent mandate was an especially busy one for the information

team. We updated our communications tools throughout the period. We launched a communications redeployment plan, working with the *Centre facilitant la recherche et l'innovation dans les organisations* (CEFRIO – centre facilitating research and innovation in organizations)¹ to develop a new communications strategy, raising the FSSS-CSN's profile and improving interactivity between the FSSS, unions and members. We did a strategic watch of the use of digital media to see how we were positioned in relation to other union organizations, and we studied our members' digital habits. We also provided unions with support in developing and implementing personalized work plans.

We strengthened the presence of the FSSS and its unions in social media, particularly Facebook and Twitter. With our support, dozens of union pages and groups were created and sustained on Facebook. To do our best to avoid postings getting out of bounds, we proposed netiquette and editorial policies. We gave training at regional assemblies on the legal issues and risks involved in using social media, reaching close to 300 union officers.²

We also re-did the FSSS web site, providing a better grouping of information circulated by the Federation and a better combination of information on social media and the web site. An info-let-ter was incorporated, aimed at reaching people

1 This work led to the publication of an article written by a research team. See François Grenon *et al*, "Usage du Web et des médias sociaux par la Fédération de la santé et des services sociaux (FSSS) affiliée à la Confédération des syndicats nationaux (CSN)", *Médias sociaux et relations publiques*, Québec, Presses de l'Université du Québec, 2015.

2 As of August 17, 2016. Other training sessions are planned for the fall.

interested in FSSS news by e-mail. We also helped equip a dozen unions with their own web site, designing the sites, training local officers to be in charge and providing follow-up support.

During the past four years, we also launched an FSSS-CSN blog. Blog postings by members of the Federation's executive have been an opportunity to explore various issues affecting members in more detail. Note that several of the blog posts have appeared in the *Huffington Post* in recent months, giving us a way to explain our messages well to our members and the general public.

Efforts were also made in terms of advertising, in both traditional and alternative media, to raise the Federation's visibility. The same was true for public relations. During the period from September 2012 to June 2016, there were more than 2,800 references to the FSSS in regional or national media. Close to 800 of these involved press releases put out by the Federation. As well, of course, the CSN was mentioned in relation to health care, social services and child care, greatly increasing the total number of media mentions.

To make the circulation of information more fluid, we produce reports on sectoral federal councils in the form of newsletters. These are posted on our various communications platforms. They are also sent out to union officers who subscribe to our e-mail list to be passed on to members electronically. This same list is used to send out information of general interest quickly. To help unions circulate local information, we have produced a union newsletter template in Microsoft Word that can be adapted to a union's specific needs.

Finally, together with the CSN, we will make available to unions an electronic voting system that will enable members to elect their union representatives via the Internet or by phone. This will

be available as soon as the period for changes in union allegiance ends in the public sector, for use in electing the new executive committees.

This of course means that unions' constitutions and by-laws will have to be adapted to take this new method of voting into account. We have worked with the Legal Services, Computer Services and Union Organizing departments to propose new provisions to ensure a secure use of this kind of technology.

CONSOLIDATION AND UNION LIFE

Since the last regular FSSS convention in May 2012, various consolidation sessions have been given to unions in both the public and private sectors. For the most part, the union staff representative develops work plans with unions and ensures follow-up with the union staff representative assigned to the work. The most frequent areas of consolidation work are related to internal operational factors, such as:

- ✦ how duties and responsibilities are shared by the executive committee;
- ✦ misunderstandings about the roles of each executive committee member;
- ✦ sharing of leave for union work;
- ✦ the policy on reimbursing expenses;
- ✦ personality conflicts between two or more members of the executive committee;
- ✦ improving how union councils work;
- ✦ members' participation in general membership meetings, etc.

It is clear, however, that the conditions in which we found ourselves in the first half of the period meant that consolidation work was done more in situations where there was a problem in how the executive or the union council worked. To recall the events at the time: the 2014

raiding in Class 1, the fight against Bill 10, and then in early 2015, the action plan in support of negotiations in the public and private sectors, preparations for amalgamations of institutions and the creation of work plans for the next period of changes in union allegiance.

During the next period, we will have a lot of work to do in terms of consolidation and union life, notably stemming from the creation of the structures of the new local unions in the public sector. It should be noted that the new unions resulting from the amalgamations will have to cover multiple institutions, sometimes hundreds of kilometres apart.

The reorganization of unions in the public sector will be a priority, since they will have to revisit how they work in terms of communicating with and informing members and revise their union structure to encourage decentralization, so as to ensure that services are provided in close proximity, and that there are discussions and places for debate to preserve democracy and ensure a sound on-going union life.

In the private sectors, we will have to continue developing and implementing work plans on union life, taking into account their specific characteristics so as to ensure that all unions have a healthy union life so as to cope with all the reorganizations we are likely to face in the short, medium and long term.

BENEFITS

The mandate of the three staffers responsible for benefits is to provide support for staffers, the Executive Committee and the elected members of the provincial committees (for insurance, pensions and occupational health and safety). The issues addressed fall into the same three

categories: group insurance, pensions and prevention work in occupational health and safety.

GROUP INSURANCE

Given that it signs the insurance contract for the majority of our unions, since November 2012 the Federation has had two people in charge to act on its behalf and fulfil its legal obligations and the obligations created by the collective agreement.

During the past four years, the Insurance Committee's work has focused mainly on changes to the group insurance contract. Note that our staffers assigned to group insurance work at the national level participated in more than 150 information meetings held by more than 70 unions dealing with changes to the group insurance plan after renewals.

As well, we continued to make representations to the insurer concerning the handling of disputed cases. To meet the needs of our members, we dealt with almost 1,000 cases of disputes on various aspects: salary insurance, claims (health and dental), waivers, billing, changes in status and plan, etc.

We also provided support for local union staffers on disability cases so as to help unions take charge of these cases themselves.

And as we do each year, we negotiated the renewal of the insurance contract with the insurer, aiming for the best possible insurance coverage for our members at the best possible cost.

During the July 2014 raiding, we support the work of our comrades assigned to raiding by doing comparisons of group insurance plans, and we also helped with specific training aimed at demystifying the group insurance plan, thus providing tools for our local unions

in Class 1. We repeated this approach for raiding in the home childcare providers sector.

Note that in preparation for the upcoming period of changes in union allegiance in the public sector, we have developed specific training to provide tools and support for unions. So far, we met with 125 members last spring in a first phase. In the next few weeks, we will meet with the same members again to offer phases 2 and 3 comparing the various group insurance plans, in preparation for raiding. We hope to make available tools similar to what we produced for the July 2014 raiding in Class 1.

We are currently preparing supporting documents for the 2017 renewal of our policy, when we will have to decide how to use the \$14.5 million obtained in the last round of bargaining.

PUBLIC-SECTOR PENSION PLAN

Since the May 2012 convention, the review committee used 19 working sessions to analyse more than 300 cases from all the union organizations in the health and social services sector.

The review committee is composed of one representative of the FSSS, a representative from another union organization and two employer representatives from the MSSS and the Conseil du trésor.

A pension handbook for the public sector was prepared in collaboration with the CSN's Labour Relations department and presented at the December 2012 Federal Council meeting. It should now be updated to reflect the changes made as a result of the last round of bargaining.

Various cases of dismissals or application of arbitration awards were handled with agree-

ments, notably concerning the calculation of contributions in accordance with RREGOP rules. Following the merger of the *CARRA* and the *Régie des rentes du Québec* (Québec pension board), it seems that the existing rules on agreements have tended to change: we will have to be vigilant in drafting agreements on dismissals to ensure that they are properly applied.

Finally, we will continue to work with the other federations in the CSN's public sector, the Labour Relations department and the CCSPP on the RREGOP advisory committee.

HEALTH AND SAFETY

Since 2012, the *1-2-3-Go...* campaign has continued. Aimed at having joint committees set up in all workplaces, this campaign was conducted together with regional vice-presidents and hub staffers.

Theme clips on health and safety issues were prepared for presentation at regional assemblies.

In the public sector, the reorganizations in the system slowed down the work as soon as the bill modifying institutions was tabled. We will have to work at reinstating health and safety committees adapted to the new environment.

In the private sectors, we will continue the work done in the past four years and continue to work with the sectors on developing forms of safety work and prevention, particularly in the home childcare provider and intermediate and family-type resource provider sectors.

The report from the Health and Safety Committee provides more details about the evolution of the committee's work. You are invited to consult it.

PROFESSIONAL ASSISTANCE

Professional assistance took a somewhat different tack in the last year, given in part the situation in which we had to manoeuvre. The role of professional assistance was originally to accompany new union staff representatives for their first arbitration, or any other union staff representative facing cases that were more complex in legal terms. However, as mentioned in the section on the provincial team, we have added two staffers to the team who work exclusively on support for arbitration. The role of assistance still exists and is actively implemented by the staffer assigned to this work, but in the past few months the responsibilities of these three people have been focused more on support for arbitration in which they take full charge of cases from start to finish. This team decision was aimed at fulfilling the mandates adopted by FSSS-CSN delegates to give priority to the work to be done, notably the legal work to be done, in connection with the situation in which we found ourselves over the past period. Since this mandate meant that at many times staffers had to work intensively on union life and mobilizing members, we had to organize our team work so as to deal effectively with the general situation.

CASE LAW: GRIEVANCES, ARBITRATION, LEGAL APPEALS AND THE ROLL

CASE LAW

The main role of the case law staffer is basically to research and examine decisions that may directly or indirectly influence the work of staff representatives and incidentally the unions they serve. Be it to prepare a case for arbitration or to analyse certain employer positions, the case law staffer plays a significant role in helping to shape union action in accordance with the positions taken by the decision-makers. In addition, there is an advisory role with union staff reps on

the interpretation of the collective agreement. Occasionally, this staffer may also be called upon to participate in various areas of FSSS work.

LEGAL OPINIONS

There are sometimes situations that are sufficiently complex to warrant asking the CSN's Legal Services department for a legal opinion. In such cases, the role of the case law staffer is to examine the situation giving rise to the legal questions to ensure that an appropriate legal opinion has not already been produced, or simply to ensure that the question hasn't already been answered in case law. Be it to analyse the evidentiary weight of an arbitration case or to interpret the scope of legislation – Bill 10, for example – a legal opinion may be warranted for various reasons. We must, however, always keep in mind that it is a way of shedding legal light on a matter and not an end in itself, since we can use various ways of achieving our goals of protecting our members' interests. Since the 2012 convention, the FSSS has asked for more than 90 legal opinions.

THE TOOLS

The role of the case law staffer means that he participates actively in developing certain tools or training sessions in collaboration with other members of the expanded coordinating committee. These may take the form of handbooks, kits or forms for procedures. The tools may be for staffers or members and are aimed above all at facilitating the handling of situations that are sometimes complicated. For example, during the past mandate, tools were prepared to ensure that when Bill 10 came into force we took a more consistent approach to our union action against this devastating legislation. We are currently preparing a training session on the negotiation of local provisions to be ready for the situation resulting from the amalgamations under Bill 10.

We are also finalizing the creation of a bank of decision kits that will be available to staffers via the *Sharepoint* interface.

THE ROLL

The purpose of the Roll is above all to see to the administration of arbitration on grievances filed by FSSS unions. Grievances are mandated in order of priority as set out in clause 11.33. In addition to the priority grievances listed in 11.33, the national parties have agreed to include psychological harassment grievances and grievances concerning salary insurance and medical disputes (23.27) as priorities too. The FSSS is represented by a staffer on the Roll. Situation of grievances filed on the Arbitration

Roll as of September 7, 2016.

Grievances to be mandated 4,939
Grievances pending 72
Grievances in arbitration 38
Grievances mandated 4,800
Grievances sent back to unions 514
Total 10,363

Spokesperson for public-sector bargaining

A union staff representative is designated as spokesperson for the Federation to the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS – Management bargaining committee for the health and social services sector). That person’s role is to represent the Federation and act on its behalf during bargaining periods and to deal with problems related to the application of the collective agreement between bargaining rounds. They also see to coordinating follow-up on the various working committees resulting from the new collective agreement and preparing comparisons of national collective agreements.

They use training to pass on analyses and interpretations regarding the application of the collective agreement. As well, they help prepare the evaluation of the last round of bargaining. In the next mandate, the spokesperson for bargaining will provide support for the raiding committee, notably with comparisons of the collective agreements of the other union organizations, so as to wage a successful campaign for changes in union allegiance in this regard. Afterwards, they will provide support for negotiating local matters. In collaboration with public-sector vice-presidents, the spokesperson develops a work plan for the next round of negotiations. With the person assigned to case law, they will provide support for team members in interpreting and applying the collective agreement.

VALUING, PROMOTING AND PRESERVING PUBLIC SERVICES (VPP)

At both the 2012 convention and the 2015 special convention, the FSSS and its affiliated unions resolved to continue and step up their struggle to value, promote and preserve public services.

In doing so, the FSSS and its affiliated unions wanted to make it a priority to take action on our collective capacity to wage struggles on various issues and in a variety of circumstances while always focusing on the same goal: ensuring the future and growth of public services in health care, social services and educational child care, with a view to reducing social inequalities.

With the VPP campaign, the structure we created and the tools we developed have made it possible both to support union action to develop public alternatives to privatization and all forms of reorganization that are inconsistent with a union vision of public services, and to foster the development of social and

citizen mobilization with our social partners. In collaboration with the various components of the CSN and through our alliances, we took advantage of every opportunity to advocate for our positions with political decision-makers, developing arguments against the messages of the pro-privatizers and occupying all decision-making levels in the system to defend these positions.

Through its struggles and involvement, the FSSS succeeded in raising its profile significantly with the public and with the other components of the system. We thus contributed actively to debates on the importance of public coverage in health care and social services.

By strengthening and broadening our alliances with our partner CSN central councils and services as well as with advocacy groups, social movements and other union organizations, we were able to see the impact of the reorganizations, budget cuts and failures of privatization. In this regard, we can say that the population is with us on these issues.

We can also say that although the struggle is not over, we did succeed in establishing some important elements that we can use for support in the future. For example, the two *Rendez-vous on the future of the health and social services system* and the community of practice resulting from them have led to a broad consensus on what should be done to improve our public system. This consensus – which the government has decided to ignore – sheds light on the context that lies ahead.

The attacks on the public nature of the health and social services system are more important than ever, and it is now more obvious than ever that the attack is political, thorough and centralized. The political intentions of

the current majority government are clear: it is making resources in the public sector scarcer to enhance privatization. It's permanent austerity. The legislative and regulatory measures adopted eliminate centres of opposition and places for citizen power to be exercised.

Transparency in the management of the system is clearly on the decline. There is growing privatization of the management and delivery of services, and privatized funding is an increasingly real threat. These attacks attest to failures in the functioning of our democratic institutions that allow the abuses of political power that we have seen repeatedly in recent years.

This is why two major VPP priorities lie ahead: first, consolidating the VPP structure to continue and improve the handling of VPP issues at the local, regional and national levels through the involvement of the FSSS and its affiliated unions in all communities and through the creation of spaces for opposition to established power. Next, continuing and intensifying political action, notably for a reinforcement of our democratic institutions. In short, we have to challenge the political system that authorizes and encourages these abuses of power.

To do so, we will have to ensure that everywhere we are the key player to be reckoned with and the leader in health care and social services. This is how we can oppose the lack of transparency that the government wants to establish and empower the people and groups in the community and the population so as to offset the negative effects of the concentration of power, persuaded as we are that our project goes hand in hand with what the population wants. To carry out this plan, we will continue the process begun with the *Rendez-vous on the future of the public health and social services system* to broaden the consensus and thus

force the government to implement the solutions identified in the process. In this regard, the next provincial election will be an opportunity that must not be missed. We will also conduct targeted campaigns when the situation demands it. We will mobilize our members and the population and wage struggles in alliances when we have to resist measures that are harmful to public services. Each time, the issue of democracy will be central in our strategies.

Ultimately, we will have a strong structure entrenched everywhere, through which the FSSS and its affiliated unions will make themselves felt everywhere as a force to be reckoned with in health care and social services, ready and able to get involved in all settings to work for the implementation of real solutions and to intervene politically in favour of greater democracy.

EXPANDED CO-ORDINATING COMMITTEE

During the next mandate, the expanded co-ordinating committee will continue to play its role in designing and following up on the work plans that emerge from the discussions of provincial team members. The expanded co-ordinating committee will continue to provide team members with the tools they need to implement the decisions made by decision-making bodies and the provincial team. The members of the expanded co-ordinating committee will continue to provide support for new staffers and help train them. The expanded co-ordinating committee will adjust its membership if need be in accordance with the needs to be met, just as it did during the past mandate by adding a union staff representative representing the private sectors to its meetings.

STATUS OF WOMEN

Given conditions during the past four years, the expanded co-ordinating committee

reassessed some of its tasks, notably in relation to Federation committees. The last changes in Federation structures abolished the position of vice-president responsible for the status of women, and the technical side of work on the status of women was taken on by a union staff representative on the expanded co-ordinating committee. We did, however, ask a union staff rep on the provincial team to provide support for the work on the status of women. We wish to say that the team also provided support for the various Federation committees throughout the mandate, as well as support for the various ad hoc committees on different areas of the Federation's work.

PRIVATE SECTORS

We mustn't ignore the expansion of unions in the private sector since the last FSSS convention. We have had to adjust how we work in these sectors given that the work is evolving constantly – which is, it should be noted, very good news for workers. Today, the FSSS represents 179 unions with a total of 25,511 members in these sectors.

As well, we have union staff representatives assigned to each of these sectors (see Appendix E) for the duration of negotiations and to complete work related to negotiations between general rounds of collective bargaining.

CPE-BASED CHILD CARE

The CPE sector continues to grow, with more members every year. Since June 1, 2012, we have added some forty new bargaining units. The sector now has more than 11,000 members in all regions of Québec.

Negotiations to renew collective agreements are in progress. The majority of contract clauses are negotiated at the national level,

but some are settled at the regional or local levels. The start of negotiations was affected by the government cuts that forced CPEs and teams to review the organization of work on the basis of the new financial rules. We will therefore have to work at protecting members' working conditions and protecting the system from the government's repeated attacks. Alongside collective bargaining, we continue the work to settle maintenance of pay equity complaints. On group insurance, the joint committee continues its work, as does the pensions committee.

PRE-HOSPITAL SECTOR

The pre-hospital sector of the FSSS-CSN continues to progress, with 13 new bargaining units since January 2015. These 485 new members mean that the FSSS pre-hospital sector represents more than 3,600 paramedics, dispatchers and support staff in 10 regions of Québec.

Although we filed our demands in April and May 2015 so as to participate actively in the Common Front of the public sector on pay, negotiations to renew the collective agreement are under way now. The major issues in this round are pay, pensions, advancement on salary scales and premiums, the organization of work and workloads, and finally safety on the job.

The background to this round of bargaining is the MSSS's repositioning on negotiations. Minister Barrette's sudden shift on this in the midst of the bargaining process seems to be sending a real shock wave through the entire sector. We will have to make sure that the minister's ploys don't set the entire prehospital sector back by 30 years.

HOME CHILDCARE PROVIDERS (RSGs)

The period since the last convention was

characterized by the renewal of the first group agreement for home childcare providers. Negotiations began in June 2013 and ended when an agreement was signed on December 17, 2015. The period was also characterized by a change of government right in the midst of negotiations and the austerity context imposed by the Couillard government's neoliberal regime. Negotiations were tough, with home childcare providers demanding parity with the analogous job identified as the comparison, namely 1st echelon educators without training in CPEs. As well, they also opted to link their demands for annual raises to what employees in the public sector were demanding. Although important improvements were made to the group agreement, in particular on non-monetary clauses, the objective of parity with the comparative job was not achieved. However, a letter of agreement was signed on this topic that sets the table for the next round of bargaining.

During this period of negotiations, two active periods for changes in union allegiance brought us more than 1,800 home childcare providers who decided to leave the ranks of the CSQ and join the FSSS. The addition of these new members raised our numbers from 1,428 to 3,228 – an increase of 126%.

The government's policies of modulating childcare fees on the basis of parents' incomes had significant consequences for home childcare providers. Since these measures favoured the proliferation of new unregulated and non-subsidized childcare spots offered at costs that became lower as a result of the tax impact of tying fees to family income, clients were soon being drained off to commercial daycare. The result was a significant loss of revenue for a number of home childcare providers, while others had to close. The joint campaign with the CSN to preserve and value quality regulated,

subsidized childcare services charging reduced fees will be increasingly important in the coming months to help reverse this erosion of the clientele towards private childcare services that are less expensive and often of lower quality.

INTERMEDIATE AND FAMILY-TYPE RESOURCES (RI-RTF)

Negotiations for the renewal of the first group agreement for intermediate and family-type resource providers began in June 2015 and continued through to December 23, when the group agreement was signed. This group also chose to align itself on public-sector employees for negotiations on monetary items. The austerity context imposed by the Liberal government therefore affected the outcome, just as it did for the public sector. A campaign for changes in union allegiance in Janu

ary 2015 brought a significant increase in our membership. Our 800 RI-RTF members were joined by some 770 new members who chose to leave various other union organizations and join our ranks – an increase of more than 96%.

There will be a lot of follow-up to do in the coming months with the new clauses in the group agreement coming into force, but also as a result of the amalgamation of resources in the territories served.

PRIVATE RETIREMENT RESIDENCES (CHP)

Over the last four years, the members of the private retirement residences sector worked on various aspects, in particular developing a co-ordinated bargaining protocol for 42 bargaining units. In their platform of demands, it was crucial for our members to support the public sector by adopting pay as the priority, for instance.

In collaboration with the Union Organizing department, we signed up 600 new members, and there is currently a work plan to fulfil one of the mandates from the CSN convention.

We were very present during the past mandate, be it with our members whom we met during our two provincial rounds of visits and in regional activities, or with the public in general, through our press conferences and the filing of our petition for the *Ouvrez les Yeux* (Open people's eyes) campaign with the National Assembly on November 14, 2014.

Union life, the changes to the *Act to amend various legislative provisions concerning health and social services in order, in particular, to tighten up the certification process for private seniors' residences* (Bill 16), training, consolidation, the *Act to amend the Professional Code and other legislative provisions as regards the health sector* (Bill 90), the pursuit of our demands for a ministerial table on the working conditions of these workers, and the creation of a struggle fund for the sector are all still current issues and will continue to be so until our objective are achieved.

PRIVATE INSTITUTIONS AND COMMUNITY ORGANIZATIONS

Finally, we continue to pursue our objectives for organizing private institutions and community organizations in order to improve working conditions. Given that for the time being we can't coordinate the various bargaining tables in the sector, we negotiate each collective agreement separately while striving to ensure consistency in the objectives we want to attain, with the overall goal of improving working conditions for these workers.

CONFEDERAL SERVICES

We work together with the Labour Relations department and its various modules, the audit module of Administration, the Union Organizing department, the Service in support of mobilization and regional life (SAMVR) and the Legal Services department.

The Legal Services department contributes to training activities at provincial team meetings. It also provides legal opinions when requested and represents our members and unions in legal and administrative tribunals where a member of the Québec Bar is required (Court of Appeal, Superior Court).

The research module in the Labour Relations department intervened several times at our request on topics as diverse as air quality in the workplace, a financial business analysis, the ergonomics of work stations, etc.

The Communications department is mainly involved during bargaining periods in both the public and various private sectors. The same department provides invaluable assistance on various CSN campaigns and campaigns for changes in union allegiance, be it the regular legal period or because of the forced mergers of bargaining units in the public sector.

The audit module of Administration is solicited extensively by our unions. It provides considerable support, analysis and expertise to unions that want to have their bookkeeping and accounting audited.

The Service of support for mobilizations and regional life (SAMVR) is a crucial service for FSSS unions. Through it, unions can strengthen their position in various struggles – be it in collective bargaining or in a campaign for changes

in union allegiances. As well, a staffer from the national SAMVR department is appointed to support FSSS work in each FSSS campaign. Finally, the Union Organizing department is increasingly present with FSSS unions, since it is in charge of campaigns on changes in union allegiance, supporting the Federation and SAMVR teams.

CONCLUSION

In conclusion we are very proud of what our provincial team has accomplished since the 42nd Convention. It's a true privilege to have the opportunity to coordinate staffers who work FOR the expansion of the labour movement. In our opinion, as a work team and as a Federation, we more than held our own despite the many obstacles confronting us. We were able to respond satisfactorily to most of our unions' concerns, coming up with various solutions that enabled us to do an uncommonly good job of achieving our goals. The next 18 months will certainly keep us busy. But we are convinced that with all the components of the FSSS and the CSN (unions, elected officers and staffers), we have all the resources we need.

FOR the labour movement!
FOR team work!
FOR the necessary combat!

Martine Nadeau,
Nancy Poirier,
Co-ordinators

APPENDIX A

ROLES AND DUTIES OF THE SERVICE COORDINATORS, UNDER ARTICLE 133 OF THE FSSS CONSTITUTION AND BY-LAWS

In the framework of policies voted by decision-making bodies:

- a) The main role of the service co-ordinators is to co-ordinate, plan and oversee the implementation of collective bargaining and collective agreements.
They report to the Executive Committee in carrying out their role.
- b) To this end, they lead, co-ordinate and plan the work of the Federation's employees.
- c) Under Article 7 of the Federation's constitution, they establish the procedures required to have each affiliated union submit to the Federation for approval any proposed collective agreement or any proposed amendments to a collective agreement to be negotiated.
- d) The service co-ordinators give the Executive Committee a report on their activities and work and on the activities and work of the staff employed by the Federation.
When the circumstances so require and they deem it appropriate, the service co-ordinators intervene directly in collective bargaining, after consulting the interested parties.
They also report in writing to each convention.
- e) Any complaint about services must be forwarded to the service co-ordinators, who investigate and report back to the Executive Committee and the union concerned.

APPENDIX B

ROLE OF SERVICE CO-ORDINATORS AS DEFINED BY THE COLLECTIVE AGREEMENT (ART. 8.06)

The main duties of the co-ordinators are to:

- a) assist the Executive Committee and other decision-making bodies of the organization;
- b) prepare and organize team meetings;
- c) ensure follow-up on decisions made at meetings;
- c) ensure links with a view to close collaboration with the CSN's other services and organizations;
- e) look after teaching and supervising new staff members;
- f) ensure that staff members receive on-going training as well as the necessary information and documentation;
- g) co-ordinate and advise staff members on their work, and ensure that it is done;
- h) examine requests from unions and service problems (replacements, overwork, leave for training, participation in CSN bodies, etc.) and make day-to-day decisions in the context of their mandates;
- i) examine activity reports and countersign expense claims;
- j) receive, investigate and report on complaints about staff members;
- k) upon request, represent the organization for the purposes of enforcing the current collective agreement, except on the CSN committee and the CPN;
- l) participate in meetings of the Confederal Bureau of the CSN.

APPENDIX C

LIST OF EMPLOYEES, INCLUDING FSSS PROVINCE-WIDE SERVICES

Regional services

1A – Gaspésie–Îles-de-la-Madeleine

Édith Nicolas, office employee (service agreement)
Blandine Leblanc, office employee (service agreement)
Étienne David-Bellemare, union staff representative
Mélanie Fortin, union staff representative
Émilie Paradis Ferguson, union staff representative (addition)

1B – Bas-Saint-Laurent

Ginette Rainville, office employee
Joanne Guertin, union staff representative
Marie-Josée Fillion, union staff representative
Robin Turcotte, union staff representative

02 – Saguenay–Lac-Saint-Jean

Sylvie L. Tremblay, office employee
Martin Tremblay, union staff representative
Vincent Noël, union staff representative
Kathleen Roby, union staff representative
Maxime Dion, union staff representative (Anna Pilote)

03 – Québec–Chaudière-Appalaches

Jannick Gagnon, office employee
Lynda Girard, office employee
Martine Simard, office employee
Simon-Philippe Voyer, union staff representative (Pier-Olivier Angers)
Éric Genois, union staff representative
Sylvane Dumais, union staff representative (Audrey Croteau)
Gabriel Bourbonnais-Himbeault, union staff representative (Stéphane Côté)
Andréanne Jourdain, union staff representative (Louis Proulx)
Claudine Desrosiers, union staff representative
Christian Lachance, union staff representative
Mireille Boisvert, union staff representative (Gilles Raymond)

04 – Cœur-du-Québec

Lise Lessard, office employee
Christiane Houle, office employee

Nicole Bergeron, union staff representative
Raphaël Poirier-Goupil, union staff representative
Jean-Michel Thériault, union staff representative (David Santos)
Jean-François Therrien, union staff representative
Samuel Trépanier, union staff representative

05 - Estrie

Nancy McDonald, office employee (Isabelle Gagnon)
Jean Bédard, union staff representative
Jonathan Fournier, union staff representative
Chantal Piau, union staff representative
Mireille Joly, union staff representative

6A - Montréal-Laval-Grand-Nord

Loïse Tanguay, office employee
Sylvie Laforest, office employee
Myrna Gonzalez-Mendez, office employee (Yolande Hudon)
France Sylvestre, office employee
Géraldine Robert, office employee (Diane Dupuis)
Lise Boivin, office employee
Céline Patrix, office employee
Shanou Désilets, union staff representative (addition)
Chantal Laurin, union staff representative
Katéri-Hélène Racine, union staff representative
Yanick Vézina, union staff representative
Jeadoth Pierre Antoine, union staff representative
Jean-Michel Gaydos, union staff representative
Jean-Pierre Daubois, union staff representative
Félix-Antoine Gagnon-Goulet, union staff representative (Nancy Poirier)
Gilles Tremblay, union staff representative
Brigitte Genest, union staff representative
Gilles Leblanc, union staff representative
Jean-Luc Théorêt, union staff representative
Robert Duchesne, union staff representative
Jean Grégoire, union staff representative (Xavier M. Milton)
Catherine Proulx, union staff representative (Michel Lecompte)
Hugo Dion, union staff representative (Jean-Claude Gagnier)
Jean-François Wilford, union staff representative
Chloé Houle, union staff representative
Thierry Julien, union staff representative
Julia Bendavid, union staff representative
Manon Therrien, union staff representative
Catherine Sauvé, union staff representative

Narcisa-Fanica Ioanide, union staff representative

6B - Laurentides–Lanaudière

Christophe Chapdelaine, office employee, St-Jérôme (Ginette Cyr)

Julie Caisse, office employee, Joliette

André Beaudry, union staff representative

Caroline Morin, union staff representative

François Renaud, union staff representative (Claude Bosset)

Julie Lachapelle, union staff representative (Philippe Crevier)

Benoît Boudreault-Houde, union staff representative (Anick Aubry)

Marisol Durand, union staff representative (François Ayotte)

6C - Montérégie

Dominique Tanguay, office employee

Manon Dubois, office employee

Rosanne Delisle, office employee

Geneviève Moreau, union staff representative

Éric Forget, union staff representative (Sylvain Meunier)

Gilles L'Ériger, union staff representative (Paul Gauthier)

Denis Sylvestre, union staff representative

Mathieu Huchette, union staff representative (Élise Gagnon)

Charles Paquin, union staff representative (François Demers, replacing Martine Nadeau)

Danielle Paré, union staff representative

Jacqueline Bernier, union staff representative (Marie-Ève Therrien)

07 - Outaouais

Julie Masson, office employee

Rudy Daou, union staff representative (Alain Archambault)

Amélie Lafrenière-Gareau, union staff representative (Audrey Lefebvre-Sauvé)

Lise-Ange Parent, union staff representative

08 - Abitibi-Témiscamingue-Nord-du-Québec

Johanne Faucher, office employee

Robert Leduc, union staff representative (Stéphane Langlois)

Gilbert Roussy, union staff representative

Francis Gilbert, union staff representative (Pierre Paul)

09 - Côte-Nord–Basse-Côte-Nord

Hélène Girard, office employee, Sept-Îles (service agreement)

Marie-Ellen Tremblay, office employee, Baie-Comeau (service agreement)

Sébastien Poulin-Fortin, union staff representative, Sept-Îles

Lydia Giguère, union staff representative, Sept-Îles

Dany St-Gelais, union staff representative, Baie-Comeau

Accounting

Dalila Badis, administrative secretary
Daphnée Noël, administrative secretary
France Lévesque, executive secretary/accounting secretary
Cam Van Nguyen, accounting secretary
Gail Gagné, union staff representative, accounting

NATIONAL POSITIONS

Chantal Guindon, executive secretary, Executive Committee
Danielle Faucher, executive secretary, Executive Committee
Brigitte Frenette, executive secretary, co-ordinators, insurance and Executive Committee
Amélie Rivard, receptionist
Yolande Hudon (Audrée Mathieu), office employee, training and case law
Jennifer Paquette, office employee, public-sector bargaining

EXPANDED CO-ORDINATING COMMITTEE

Nancy Poirier, coordinator
Martine Nadeau, coordinator
Hubert Forcier, information
Stéphane Langlois, health and safety, benefits
Michel Lecompte, case law, Roll
Anna Pilote, training
Paul Gauthier, professional assistance
Philippe Crevier, Valuing, promoting and preserving public services (VPP)
Xavier M. Milton, spokesperson, public-sector bargaining
Claude Bosset, private sector' representative
Vacant position, consolidation and union life

PROVINCE-WIDE ASSIGNMENTS

Sonia Beauchamp, information

Jean-Claude Gagnier, insurance

Louis Proulx, insurance

David Santos, insurance

François Ayotte, public-sector bargaining team

Stéphane Côté, amalgamations work

Audrey Lefebvre-Sauvé, litigation team

Pier-Olivier Angers, litigation team

Claude Bosset, Intermediate and family-type resource providers and home childcare providers (*plus expanded co-ordinating committee*)

François Demers, CPEs

Joanne Guertin, private retirement residences

Sylvain Meunier, pre-hospital sector

Updated September 16, 2016

Appendix D

FSSS-CSN TRAINING STATISTICS – OCTOBER 2012 TO AUGUST 2016

Training sessions	from October 2012	2013	2014	2015	to August 2016
SESSIONS FOR MEMBERS					
	Number of participants and sessions	Number of participants and sessions	Number of participants and sessions	Number of participants and sessions	Number of participants and sessions
Disputes I – French	66/5	123/11	75/8	63/7	69/6
Disputes I – English		11/1			
Disputes II – French	21/2	71/9	56/5	9/1	25/2
Disputes II – English			7/1		
Union leadership – French	11/1	52/3	19/2	14/2	
Union leadership – English			9/1		
Disability – French				109/9	12/1
Disability – English				23/1	
CPE – Stewards session	30/1	160/10	90/1	171/10	
CPE – Consolidated bargaining					5/1
CPE – Collective agreement		184/7			
CHP - Stewards session		20/1	16/1	52/4	
CHP – Provincial co-ordinated bargaining				60/2	
RI-RTF – Group agreement	14/1				21/1
RI-RTF – Bargaining committee				24/1	
RSG - Session on laws and regulations			38/1		42/1
RSG – Group agreement session	6/1				76/2

Training sessions	from October 2012	2013	2014	2015	to August 2016
Site stewards session	16/1	31/4	71/3	48/1	
Stewards session, pre-hospital sector				27/3	10/1
Collective agreement session, pre-hospital sector			81/6		
Renewal of local matters, public sectors		6/1	16/1		
Session on letters of agreement and intent for union executives		127/9			
Session VPP I – French	52/3				
Session VPP II – French	27/3	181/7	17/2		
Session VPP – English	17/1				
Essential services –2015 round				169/9	
Training session new and amended provisions in the public-sector collective agreement (July 10, 2016-March 31, 2020)					460/12
Session for FSSS-CSN union staff representatives					
Session on the collective agreement for the public sector (2011-2015)	12/1				
Session on letters of agreement and intent in the public sector (2011-2015)		13/1			
Session on the collective agreement, CPE		11/1			
Session on consolidated bargaining, CPE				13/1	
Session on financial statements of CPEs		8/1		15/1	
Session on financial statements of CHPs	5/1				
Session on the group agreement for RSGs	6/1				48/1
Session on the group agreement for RI-RTFs	8/1				15/1
Session on handling difficult behaviour				64/4	6/1
Session on teaching techniques for instructors, September 2016					10/1
Session for FSSS-CSN office employees					

Training sessions	from October 2012	2013	2014	2015	to August 2016
Session on handling difficult behaviour				18/2	9/1
Theme sessions					
Session for new FSSS employees	16/1	20/1	16/1	18/1	7/1
Session on the FSSS - FP (CSN) insurance plan – public sector, January 1, 2016					117/4
Session on social media (6 sessions in French and 1 in English)					287/7
TOTAL	307/24	1 018/67	511/33	897/59	
Since the last convention, more than 3,400 people have participated in 227 FSSS training sessions, held over approximately 515 days.					

APPENDIX E

LIST OF EMPLOYEES ASSIGNED TO PRIVATE SECTORS

- CPEs (child care in early childhood centres): François Demers
- Private retirement residences: Joanne Guertin
- Pre-hospital: Sylvain Meunier
- Intermediate and family-type resources and home childcare providers (RI-RTFs and RSGs) : Claude Bosset

TRÉSORERIE

REPORT OF FINANCIAL STATEMENTS

Comrades,

The time has come to present the mid-term financial statements for the 18-month period ending August 31, 2016.

There's no need to remind you of the situation prevailing at this time or the context in which we find ourselves, and this is why more than ever we can reiterate that members' dues have been managed very strictly.

The Federation's revenue for the 18-month period was \$36,459,363, with expenditures of \$39,561,388. Mid-term results therefore show a deficit of \$3,102,026, compared to a projected deficit of \$1,656,159 in the budget adopted by the May 2015 Special Convention.

From 2015 to 2016, the Federation's revenue was less than anticipated, since the budget was based mainly on our demands for pay in public-sector bargaining.

The FSSS budget is divided into two main funds.

The first is for Operations, with revenue of \$32,215,914 and expenditures of \$34,836,641, for a shortfall of \$2,620,727 here.

The second is for Negotiations, the role of which is to ensure the resources needed for collective bargaining in the public and private sectors of the Federation. The shortfall in this fund was \$481,298. Expenditures were higher than budgeted because the round of bargaining in the public sector continued and was only concluded during the first half of the budget period.

The Federation's financial situation became weaker during the first half of the budget period. The FSSS opted to invest all the resources needed to continue the struggle against the Couillard government's austerity measures and to take negotiations in the public sector to a satisfactory conclusion. Furthermore, we will have to make wise use of the components and resources available to the Federation in light of the upcoming period for changes in union allegiance. This period will be decisive for the Federation, and we have to do everything we can to ensure that the end result is an increase in membership that will keep the FSSS as the most representative and militant organization in the health and social services sector.

Finally, I would like to thank you for having reiterated your confidence in me at each convention since 2003. It has been a pleasure to work with you and represent you all these years. Rest assured that I did my best to honour your trust in me.

I believe that the best is yet to come FOR the Federation and FOR better working conditions for its members.



DENYSE PARADIS,

GENERAL SECRETARY-TREASURER

**FINANCIAL STATEMENTS FOR THE
PERIOD ENDING AUGUST 31, 2016**

ADMINISTRATION

Sommaire

Exercice de 18 mois se terminant le 31 août 2016

Budget Initial
du 2015-03-01
au 2018-02-28

Réalisation
du 2015-03-01
au 2016-08-31

%
50.00%

Revenus d'administration

Per capita (88% X 0,52%)	68 006 149 \$	31 118 630 \$	45.76%
Autres revenus	1 926 976	982 552	50.99%
Variation de valeur, placement Bâtirente	100 000	114 732	114.73%
Total des revenus d'administration	70 033 125 \$	32 215 914 \$	46.00%

Dépenses d'administration

1 Comité exécutif	4 322 888 \$	2 004 253 \$	46.36%
2 Bureau fédéral	2 950 003	549 823	18.64%
3 Coordination des services	1 102 851	529 808	48.04%
4 Services régionaux	43 218 394	22 270 517	51.53%
5 Service de la comptabilité	1 704 429	869 536	51.02%
6 Coûts de la convention collective	1 965 614	879 211	44.73%
7 Instances politiques	1 897 500	480 905	25.34%
8 Budgets régionaux	248 000	90 637	36.55%
9 Formation syndicale	1 097 459	425 372	38.76%
10 Comité de condition féminine	100 000	73 270	73.27%
11 Comité de santé et sécurité	100 000	30 572	30.57%
12 Comité de surveillance	27 000	10 750	39.82%
13 Politique contre la violence	8 000	3 470	43.38%
14 Comité LGBT	100 000	52 755	52.75%
15 Comité Jeunes	100 000	1 751	1.75%
16 Comités Ad Hoc	250 000	65 148	26.06%
17 Consolidation et Vie syndicale	523 684	160 473	30.64%
18 Information et publicité	2 886 472	762 635	26.42%
19 Service informatique	1 191 365	543 390	45.61%
20 Dépenses d'administration	6 437 491	3 893 582	60.48%
21 Défense individuelle	940 472	665 499	70.76%
22 Jurisprudence	440 236	230 965	52.46%
23 VPP	463 308	242 321	52.30%
Total des dépenses d'administration	72 075 166 \$	34 836 641 \$	48.33%

Excédent (insuffisance) des revenus sur les dépenses

(2 042 041) \$

(2 620 727) \$

ADMINISTRATION

Détail des dépenses

	Budget Initial du 2015-03-01 au 2018-02-28	Réalisation du 2015-03-01 au 2016-08-31	% 50.00%
1 Comité exécutif			
Salaires et avantages sociaux			
- personnes élu-es	3 008 633 \$	1 387 707 \$	46.12%
- employées de bureau	674 259	341 292	50.62%
Frais de séjour	296 204	137 774	46.51%
Frais de déplacement	343 792	137 480	39.99%
	4 322 888 \$	2 004 253 \$	46.36%
2 Bureau fédéral			
Salaires et avantages sociaux			
- vice-présidences régionales	1 564 600 \$	48 330 \$	3.09%
- représentants de secteurs	209 781	62 881	29.97%
Frais de séjour et de déplacement			
- vice-présidences régionales	794 587	353 557	44.50%
- représentants de secteurs	220 000	43 969	19.99%
CSST / CNT / Assurances	85 035	26 492	31.15%
Budget de fonctionnement - secteurs	1 000	78	7.84%
Banque de transport	75 000	14 515	19.35%
	2 950 003 \$	549 823 \$	18.64%
3 Coordination des services			
Salaires et avantages sociaux			
- coordination	820 472 \$	418 604 \$	51.02%
- employée de bureau	165 379	68 629	41.50%
Frais de séjour	66 000	29 984	45.43%
Frais de déplacement	51 000	12 591	24.69%
	1 102 851 \$	529 808 \$	48.04%
4 Services régionaux			
Salaires et avantages sociaux			
- conseillères et conseillers	31 532 666 \$	16 611 785 \$	52.68%
- employées de bureau	6 744 413	3 564 490	52.85%
Frais de séjour	2 410 287	1 003 946	41.65%
Frais de déplacement	2 435 028	1 050 280	43.13%
Stagiaire(s)	96 000	40 017	41.68%
	43 218 394 \$	22 270 517 \$	51.53%
5 Service de la comptabilité			
Salaires et avantages sociaux	1 628 217 \$	839 481 \$	51.56%
Frais de séjour	49 594	17 088	34.46%
Frais de déplacement	26 617	12 967	48.72%
	1 704 429 \$	869 536 \$	51.02%
6 Coûts conv. collective des salarié-es			
Bureau du personnel	720 000 \$	365 863 \$	50.81%
Partage des coûts reliés c.c.	432 000	151 586	35.09%
Dirigeant et conseillers du STTCSN	228 000	69 126	30.32%
Avantages sociaux futurs, régimes à prestations et cotisations déterminées	580 614	292 636	50.40%
Frais juridiques - salarié-es	5 000	-	-
	1 965 614 \$	879 211 \$	44.73%
7 Instances politiques			
Coût net du congrès (incluant aide)	518 500 \$	3 340 \$	0.64%
Coût des conseils fédéraux réguliers	510 000	193 930	38.03%
Coût des conseils fédéraux sectoriels-public	40 000	16 930	42.32%
Coût des conseils fédéraux sectoriels-privé	27 000	1 737	6.43%
Bureaux fédéraux	40 000	4 268	10.67%
Délégations confédérales	200 000	50 547	25.27%
Relations internationales	20 000	500	2.50%
Participation aux colloques	15 000	5 108	34.05%
Aide aux syndicats - Conseils fédéraux réguliers	450 000	170 629	37.92%
Aide aux syndicats - Conseils fédéraux sect.-public	24 000	23 485	97.85%
Aide aux syndicats - Conseils fédéraux sect.-privé	53 000	10 431	19.68%
	1 897 500 \$	480 905 \$	25.34%

ADMINISTRATION

Détail des dépenses

	Budget Initial du 2015-03-01 au 2018-02-28	Réalisation du 2015-03-01 au 2016-08-31	% 50.00%
8 Budgets régionaux			
Côte-Nord - Basse-Côte-Nord (09)	22 000 \$	4 578 \$	20.81%
Gaspésie - Îles-de-la-Madeleine (1A)	22 000	2 582	11.74%
Outaouais (07)	15 000	1 062	7.08%
Laurentides - Lanaudière (6B)	20 000	3 267	16.33%
Montréal - Laval - Grand-Nord (6A)	45 000	17 477	38.84%
Abitibi - Témiscamingue - Nord-du-Québec (08)	22 000	9 708	44.13%
Québec - Chaudière-Appalaches (03)	25 000	13 937	55.75%
Bas-Saint-Laurent (1B)	16 000	7 667	47.92%
Saguenay - Lac-Saint-Jean (02)	16 000	15 737	98.36%
Estrie (05)	15 000	6 669	44.46%
Montérégie (6C)	15 000	3 367	22.45%
Cœur-du-Québec (04)	15 000	4 585	30.57%
	248 000 \$	90 637 \$	36.55%
9 Formation syndicale			
Budget de fonctionnement	600 000 \$	186 932 \$	31.16%
Salaires et avantages sociaux	410 236	205 563	50.11%
Frais de séjour	44 024	19 462	44.21%
Frais de déplacement	43 199	13 415	31.05%
	1 097 459 \$	425 372 \$	38.76%
10 Comité de condition féminine	100 000 \$	73 270 \$	73.27%
11 Comité de santé et sécurité	100 000 \$	30 572 \$	30.57%
12 Comité de surveillance	27 000 \$	10 750 \$	39.82%
13 Politique contre la violence	8 000 \$	3 470 \$	43.38%
14 Comité LGBT	100 000 \$	52 755 \$	52.75%
15 Comité Jeunes	100 000 \$	1 751 \$	1.75%
16 Comités ad hoc	250 000 \$	65 148 \$	26.06%
17 Consolidation et Vie syndicale			
Budget de fonctionnement	50 000 \$	4 739 \$	9.48%
Salaires et avantages sociaux	410 236	139 827	34.08%
Frais de séjour	31 391	7 220	23.00%
Frais de déplacement	32 057	8 687	27.10%
	523 684 \$	160 473 \$	30.64%
18 Information et publicité			
Salaires et avantages sociaux	826 472 \$	431 606 \$	52.22%
Frais de séjour	30 000	9 089	30.30%
Frais de déplacement	30 000	17 142	57.14%
Traduction et audiovisuel	50 000	23 806	47.61%
Distribution impression documents	20 000	8 390	41.95%
Documentation et abonnements	30 000	23 151	77.17%
Information-publicité-visibilité	460 000	178 598	38.83%
Campagne contre l'austérité	1 000 000	24 699	2.47%
Campagne VPP	350 000	22 692	6.48%
Revue de presse - Communiqués	75 000	16 856	22.47%
Sentences arbitrales	15 000	6 607	44.04%
	2 886 472 \$	762 635 \$	26.42%

ADMINISTRATION**Détail des dépenses**

	Budget Initial du 2015-03-01 au 2018-02-28	Réalisation du 2015-03-01 au 2016-08-31	% 50.00%
19 Service informatique			
Traitement des données CSN	44 670 \$	27 446 \$	61.44%
Opération du réseau	885 600	424 826	47.97%
Dépenses site Web	132 861	44 581	33.55%
Entretien réparation équipement informatique	25 000	3 013	12.05%
Amortissement équipement informatique	94 465	39 756	42.08%
Amortissement ordinateurs portables	8 768	3 769	42.98%
	1 191 365 \$	543 390 \$	45.61%
20 Dépenses d'administration			
Loyers et taxes	3 515 427 \$	1 604 998 \$	45.66%
Téléphones, télécopieurs et internet	688 368	371 348	53.95%
Fournitures de bureau	170 000	78 250	46.03%
Photocopies	338 750	151 076	44.60%
Frais juridiques	1 325 000	1 462 074	110.35%
Frais de poste et transport	95 000	40 300	42.42%
Assurances	36 000	17 884	49.68%
Honoraires professionnels	36 000	49 439	137.33%
Souscriptions et dons	12 000	1 800	15.00%
Location de salles	1 500	175	11.67%
Amortissement équipement de bureau	110 719	53 929	48.71%
Amortissement améliorations locatives	43 728	16 928	38.71%
Frais de caisse et d'administration	3 500	(237)	-6.77%
Réunions d'équipe	60 000	45 584	75.97%
Divers (témoignages de sympathies)	1 500	32	2.17%
	6 437 491 \$	3 893 582 \$	60.48%
21 Défense individuelle			
Salaires et avantages sociaux	820 472 \$	580 972 \$	70.81%
Frais de séjour	50 000	38 876	77.75%
Frais de déplacement	70 000	45 651	65.22%
	940 472 \$	665 499 \$	70.76%
22 Jurisprudence			
Salaires et avantages sociaux	410 236 \$	216 191 \$	52.70%
Frais de séjour	15 000	8 711	58.07%
Frais de déplacement	15 000	6 064	40.42%
	440 236 \$	230 965 \$	52.46%
23 Valorisation, promotion et préserv. serv. Publics			
Salaires et avantages sociaux	413 308 \$	230 413 \$	55.75%
Frais de séjour	25 000	6 854	27.42%
Frais de déplacement	25 000	5 054	20.22%
	463 308 \$	242 321 \$	52.30%
Total des dépenses d'administration	72 075 166 \$	34 836 641 \$	48.33%

NÉGOCIATION

Sommaire

Exercice de 18 mois se terminant le 31 août 2016

Budget Initial
du 2015-03-01
au 2018-02-28

Réalisation
du 2015-03-01
au 2016-08-31

%
50.00%

Revenus de négociation

Per capita (12% X 0,52%)

Total des revenus de négociation

9 273 564 \$

9 273 564 \$

4 243 448 \$

4 243 448 \$

45.76%

45.76%

Dépenses de négociation

24 Comités de négociation sectorielle

1 438 064 \$

531 688 \$

36.97%

25 Équipe de négociation

1 228 191

1 158 104

94.29%

26 Postes nationaux

1 284 266

684 389

53.29%

27 Appui local à la vie syndicale et à la négociation

404 000

26 061

6.45%

28 Appui régional à la vie syndicale et à la négociation

49 600

2 809

5.66%

29 Dépenses d'administration

696 033

343 837

49.40%

30 Conseils fédéraux de négociation (VP)

78 000

77 227

99.01%

31 Conseils fédéraux de négociation public et privé

706 000

566 971

80.31%

32 Secteurs privés

1 010 000

490 428

48.56%

33 Comités de la convention collective

387 528

62 233

16.06%

34 Comité des assurances

50 000

23 339

46.68%

35 Politique - Expertises médicales

50 000

7 042

14.08%

36 Politique - Arbitrage public

1 500 000

750 482

50.03%

37 Politique - Syndicats communauté d'intérêts

6 000

137

2.28%

Total des dépenses de négociation

8 887 682 \$

4 724 747 \$

53.16%

Excédent (insuffisance) des revenus sur les dépenses

385 882 \$

(481 298) \$

NÉGOCIATION

Détail des dépenses

	Budget Initial du 2015-03-01 au 2018-02-28	Réalisation du 2015-03-01 au 2016-08-31	% 50.00%
24 Comités de négociation par secteur			
Salaires et avantages sociaux			
Négociation secteur public (catégories 1 à 4)	269 616 \$	33 175 \$	12.30%
Négociation du préhospitalier	103 680	69 656	67.18%
Négociation des CPE	60 480	17 247	28.52%
Négociation CH/CA privés	44 280	17 743	40.07%
Négociation RSG	37 800	-	-
Négociation RI-RTF	37 800	-	-
Frais de séjour et de déplacement			
Négociation secteur public (catégories 1 à 4)	400 000	313 179	78.29%
Négociation du préhospitalier	96 682	40 863	42.27%
Négociation des CPE	96 682	18 718	19.36%
Négociation CH/CA privés	97 682	21 105	21.61%
Négociation RSG	96 682	-	-
Négociation RI-RTF	96 682	-	-
	1 438 064 \$	531 688 \$	36.97%
25 Équipe de négociation			
Salaires et avantages sociaux			
- conseillères et conseillers	819 472 \$	790 566 \$	96.47%
- employé-es de bureau	148 906	149 866	100.64%
- comité action-information négociation	139 147	64 139	46.09%
Frais de séjour	66 667	55 622	83.43%
Frais de déplacement	54 000	97 912	181.32%
	1 228 191 \$	1 158 104 \$	94.29%
26 Postes nationaux			
Salaires et avantages sociaux			
- conseillères et conseillers	412 236 \$	186 550 \$	45.25%
- employé-es de bureau	742 030	429 629	57.90%
Frais de séjour	60 000	28 660	47.77%
Frais de déplacement	70 000	39 550	56.50%
	1 284 266 \$	684 389 \$	53.29%
27 Appui local à la vie syndicale et à la négociation	404 000 \$	26 061 \$	6.45%
28 Appui régional à la vie syndicale et à la négociation			
Côte-Nord - Basse-Côte-Nord (09)	4 400 \$	963 \$	21.89%
Gaspésie - Îles-de-la-Madeleine (1A)	4 400	-	-
Outaouais (07)	3 000	-	-
Laurentides - Lanaudière (6B)	4 000	-	-
Montréal - Laval - Grand-Nord (6A)	9 000	-	-
Abitibi - Témiscamingue - Nord-du-Québec (08)	4 400	-	-
Québec - Chaudière-Appalaches (03)	5 000	626	12.51%
Bas-Saint-Laurent (1B)	3 200	-	-
Saguenay - Lac-Saint-Jean (02)	3 200	-	-
Estrie (05)	3 000	853	28.43%
Montérégie (6C)	3 000	-	-
Cœur-du-Québec (04)	3 000	368	12.25%
	49 600 \$	2 809 \$	5.66%
29 Dépenses d'administration			
Loyers et taxes	342 000 \$	170 370 \$	49.82%
Téléphones	25 000	35 023	140.09%
Traduction	40 000	12 271	30.68%
Fournitures de bureau	25 000	2 681	10.72%
Impression de documents	140 000	85 075	60.77%
Frais de poste et transport	40 000	16 773	41.93%
Location de salles	300	100	33.33%
Amortissement améliorations locatives	28 733	8 366	29.12%
Distribution et entreposage conventions collectives	55 000	13 177	23.96%
	696 033 \$	343 837 \$	49.40%

NÉGOCIATION

Détail des dépenses

Budget Initial du 2015-03-01 au 2018-02-28	Réalisation du 2015-03-01 au 2016-08-31	% 50.00%
--------------------------------------------------	-----------------------------------------------	-------------

30	Conseils fédéraux de négociation (vice-présidences)			
	Salaires, frais séjour et déplacement (VP régions)	78 000 \$	77 227 \$	99.01%
31	Conseils Fédéraux de négociation (public et privé)			
	Conseils fédéraux de négo sectorielle - Public (cat. 1 à 4)	200 000 \$	255 714 \$	127.86%
	Conseils fédéraux de négo sectorielle - Préhospitalier	20 000	944	4.72%
	Conseils fédéraux de négo sectorielle - CPE	20 000	6 749	33.75%
	Conseils fédéraux de négo sectorielle - RSG	10 000	-	-
	Conseils fédéraux de négo sectorielle - RI-RTF	5 000	-	-
	Conseils fédéraux de négo sectorielle - Inst. religieuses	1 000	-	-
	Conseils fédéraux de négo sectorielle - F.victimes violence	1 000	-	-
	Conseils fédéraux de négo sectorielle - CH/CA privés	20 000	2 337	11.69%
	Aide aux syndicats CFN (public et privé)			
	Conseils fédéraux de négo sectorielle - Public (cat. 1 à 4)	250 000	273 733	109.49%
	Conseils fédéraux de négo sectorielle - Préhospitalier	35 000	9 871	28.20%
	Conseils fédéraux de négo sectorielle - CPE	100 000	17 622	17.62%
	Conseils fédéraux de négo sectorielle - RSG	25 000	-	-
	Conseils fédéraux de négo sectorielle - RI-RTF	7 500	-	-
	Conseils fédéraux de négo sectorielle - Inst. religieuses	2 000	-	-
	Conseils fédéraux de négo sectorielle - F.victimes violence	2 000	-	-
	Conseils fédéraux de négo sectorielle - CH/CA privés	7 500	-	-
		706 000 \$	566 971 \$	80.31%
32	Secteurs privés			
	Arbitrage	500 000 \$	335 346 \$	67.07%
	Traduction	10 000	275	2.75%
	Négociations des secteurs	500 000	154 807	30.96%
		1 010 000 \$	490 428 \$	48.56%
33	Comités de la convention collective			
	Secteur public	18 000 \$	- \$	-
	Préhospitalier	144 288	28 243	19.57%
	CPE	132 653	32 899	24.80%
	RSG	59 063	-	-
	RI-RTF	19 688	-	-
	CH/CA privés	13 838	1 091	7.88%
		387 528 \$	62 233 \$	16.06%
34	Comité des assurances	50 000 \$	23 339 \$	46.68%
35	Expertises médicales	50 000 \$	7 042 \$	14.08%
36	Arbitrage secteur public	1 500 000 \$	750 482 \$	50.03%
37	Syndicats communauté d'intérêts	6 000 \$	137 \$	2.28%
	Total des dépenses de négociation	8 887 682 \$	4 724 747 \$	53.16%

SOMMAIRE DES RÉSULTATS

ADMINISTRATION ET NÉGOCIATION

Exercice de 18 mois se terminant le 31 août 2016

	Budget Initial du 2015-03-01 au 2018-02-28	Réalisation du 2015-03-01 au 2016-08-31	% 50.00%
Revenus			
Administration (per capita 88% X 0.52%)	68 006 149 \$	31 118 630 \$	45.76%
Autres revenus	1 926 976	982 552	50.99%
Variation de valeur, placement Bâtirente	100 000	114 732	114.73%
Négociation (per capita 12% X 0.52%)	9 273 564	4 243 448	45.76%
Total des revenus	79 306 689 \$	36 459 363 \$	45.97%
Dépenses			
Administration	72 075 166 \$	34 836 641 \$	48.33%
Négociation	8 887 682	4 724 747	53.16%
Total des dépenses	80 962 848 \$	39 561 388 \$	48.86%
Excédent (insuffisance) des revenus sur les dépenses	(1 656 159) \$	(3 102 026) \$	

BILAN

au 2016-08-31

	2016-08-31	2013-08-31
ACTIF À COURT TERME		
Encaisse	219 995 \$	1 362 992 \$
Placements	4 070 609	8 089 784
Fonds de soutien à l'action collective solidaire	50 000	50 000
Débiteurs (1)	398 704	469 568
Per capita à recevoir - fonds d'administration	3 404 797	3 122 774
Per capita à recevoir - fonds de négociation	464 290	425 833
Frais payés d'avance (2)	576 077	41 623
	9 184 473	13 562 575
ACTIF À LONG TERME		
Placement dans Fonds Bâtirente	3 670 138	3 364 601
Immobilisations, au coût moins l'amortissement cumulé (3)	343 535	353 940
Actif au titre des prestations constituées pour le régime de retraite	-	3 650 500
	4 013 673	7 369 041
TOTAL DE L'ACTIF	13 198 145 \$	20 931 615 \$
PASSIF À COURT TERME		
Marge de crédit	1 250 000 \$	- \$
Créditeurs (4)	5 326 769	4 087 879
Revenus reportés	33 950	-
	6 610 719	4 087 879
PASSIF À LONG TERME		
Passif au titre des prestations définies - assurances collectives	5 364 004	4 760 186
Passif au titre des prestations définies - régime de retraite	25 330 400	-
	30 694 404	4 760 186
TOTAL DU PASSIF	37 305 123	8 848 065
SOLDES DE FONDS		
Excédent (insuffisance) de la période	(3 102 026)	1 718 286
Réévaluations placement et avantages sociaux futurs	(4 798 900)	(37 047)
Investi en immobilisations	343 535	353 940
Non affecté	(16 549 587)	10 048 371
	(24 106 978)	12 083 551
TOTAL DU PASSIF ET DES ACTIFS NETS	13 198 145 \$	20 931 615 \$

BILAN

Notes complémentaires
au 2016-08-31

	2016-08-31	2013-08-31
1 Débiteurs		
À recevoir de syndicats et de fédérations	220 860 \$	125 375 \$
C.S.N.	23 083	103 612
Entente de service à recevoir	39 043	9 195
Intérêts courus sur dépôt à terme	67 665	144 308
Autres débiteurs	48 053	87 079
Total des débiteurs	398 704 \$	469 568 \$
2 Frais payés d'avance		
Assurances payées d'avance	4 447 \$	8 892 \$
Locations de salles payées d'avance	-	21 500
Salaires payés d'avance	565 231	-
Taxes payées d'avance	281	391
Stationnements payés d'avance	675	-
Dépenses diverses payées d'avance	5 444	10 840
Total des frais payés d'avance	576 077 \$	41 623 \$
3 Immobilisations		
Mobilier et équipement de bureau	354 250 \$	205 117 \$
Amortissement cumulé mobilier et équip. bureau	(149 840)	(59 822)
Équipement informatique	80 289	117 428
Amortissement cumulé équipement informatique	(42 350)	(48 597)
Améliorations locatives	80 016	77 471
Amortissement cumulé améliorations locatives	(56 361)	(15 870)
Ordinateurs portables	-	107 711
Amortissement cumulé ordinateurs portables	-	(65 282)
Site Web	141 539	33 414
Amortissement cumulé site Web	(80 873)	(19 323)
Logiciels	37 624	63 367
Amortissement cumulé logiciels	(20 759)	(41 673)
Total des immobilisations	343 535 \$	353 940 \$
4 Crédoeurs		
Fournisseurs et frais courus	594 619 \$	316 574 \$
C/P salaires (Paie)	8 599	229 913
C.S.N.	548 320	109 296
Retenues à la source et impôt à payer	208 845	619 184
Salaires et vacances à payer	2 572 497	2 635 787
CSST à payer	9 406	6 258
Salaires militantes et militants élu-es à payer	-	123 837
Rapports d'activités à payer	224 656	47 030
Dépenses diverses à payer et sommes perçues d'avance	1 159 828	-
Total des crédoeurs	5 326 769 \$	4 087 879 \$

ÉVOLUTION DES SOLDES DE FONDS

Exercice de 18 mois se terminant le 31 août 2016

Fonds d'administration

Solde au début	(14 261 326) \$
Excédent (insuffisance) de la période courante	(2 620 727)
Variation de valeur des avantages sociaux futurs	<u>(4 798 900)</u>
Solde à la fin	<u>(21 680 953) \$</u>

Fonds de négociation

Solde au début	(1 944 726) \$
Excédent (insuffisance) de la période courante	<u>(481 298)</u>
Solde à la fin	<u>(2 426 025) \$</u>

Solde à la fin

(24 106 978) \$

**REPORT FROM THE FINANCIAL
OVERSIGHT COMMITTEE**

REPORT FROM THE FINANCIAL OVERSIGHT COMMITTEE

The Financial Oversight Committee met on September 28-29, 2016 in the offices of the FSSS at 1601, avenue De Lorimier, Montréal.

Ms. Denyse Paradis, secretary-treasurer, presented the financial statements for the 18-month period ending August 31, 2016.

We then did our audit. All the necessary documents were made available to us to do this work.

We examined the following documents :
minutes of the Executive Committee and Federal Bureau;
work plans for some committees;
FSSS-CSN guide to applicable policies.

We also did sample audits of:
the master account;
Visa cards;
activity reports of Executive Committee members and some staffers and members;
accounts of certain suppliers.

All the documents audited seemed to be in good order.

We observe that:
Revenue was less than projected following the results of public-sector bargaining. This has a direct impact on the deficit, which is higher than budgeted.

Explications were also given for overruns in the budget items concerned.

We would like to thank the secretary-treasurer, Denyse Paradis, and Gail Gagné, France Lévesque, Dalilas Badis and Cam Van Nguyen from the accounting department for their invaluable co-operation throughout our auditing work. We would also like to emphasize the excellent work done by the accounting department.

The Financial Oversight Committee recommends the adoption of financial statements for the period ending August 31, 2016.


Denis Beaudin


Martin Campagna


Manon Lavoie

**RECOMMENDATIONS OF THE
FEDERAL BUREAU**

RECOMMENDATIONS FROM THE FEDERAL BUREAU

RECOMMENDATION REGARDING VPP ISSUES ADOPTED BY THE FEDERAL BUREAU

That with a view to reducing social inequalities, the FSSS and its affiliated unions continue their work and action to value, promote and preserve public health and social services and subsidized early educational child care, in particular by:

- ⤴ - getting involved in work to strengthen democracy, notably through a reform of the electoral system, and for more democracy in health care and social services, notably by strengthening citizen participation and the participation of representative groups working in the services;
- ⤴ - calling for and participating in the organization of Estates-General on health care and social services in Québec;
- ⤴ - demanding that the government take concrete measures to permit full funding of public health care and social services, notably by pushing the federal government on federal transfers for health care and social services, and of subsidized education child care, notably by fully restoring progressive taxation and taxing the biggest personal, financial and corporate fortunes more, along with all the forms of revenue that they have here and abroad, notably capital gains and revenue hidden away in tax havens;
- ⤴ - demanding that the government raise the minimum wage to \$15 an hour immediately.

RCOMMENDATIONS FROM THE STATUS OF WOMEN COMMITTEE

RECOMMENDATION NO. 1

That the Status of Women Committee, in collaboration with the public-sector bargaining team, produce support tools for unions following the creation of a local committee on work-family-study balance.

RECOMMENDATION NO. 2

That the Status of Women Committee update the guide on parental rights for the public sector.

RECOMMENDATIONS FROM THE OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

RECOMMENDATION NO. 1

That the FSSS lobby the parties concerned about establishing follow-up and mentoring programs in the framework of training on the program for moving beneficiaries safely (PDSB).

RECOMMENDATION NO. 2

We are also proposing that the mandate in Resolution no. 2 from the previous convention be renewed so as to update the tool in light of the unions resulting from Bill 10 and distribute it to all affiliated unions:

That unions demand that employers take steps to ensure the transfer of good practices in occupational health and safety. That these steps be discussed and approved by the joint health and safety committee. That the health and safety committee develop new tools to help unions with this work.

RECOMMENDATION NO. 3

That the Federation organize a conference on mental health at work in all its forms and aspects, including violence in the workplace, assaults on personnel and issues of psychological distress at work, organizational pressure and conflicts.

RECOMMENDATION FROM THE LGBT COMMITTEE

Given the problems of discrimination, harassment, sexual harassment and physical and verbal violence experienced by transgender people in the workplace;
and given the recent amendments to the Civil Code regarding civil status (Bill 35);
and given the fact that these amendments have not solved all the discrimination against transgender people,
Be it resolved:

That the FSSS lobby the ministries concerned and that unions call on employers to establish a program of collaborative support (employer-union-worker) throughout the transition process of transgender people.
That the LGBT Committee develop a tool to support unions in this process.

RECOMMENDATIONS FROM THE FSSS YOUTH COMMITTEE

RECOMMENDATION NO. 1

That the FSSS mandate the Youth Committee to develop a general information handbook containing intake materials for new members, a multimedia toolbox and each person's roles and duties, so as to structure how young people are approached and help the executive inform its members, all accompanied by an investment of leave for union work.

RECOMMENDATION NO. 2

That local unions, with the Federation's support, call on central councils and the CSN to put in place concrete measures for establishing closer ties with their members. Such measures would be aimed in part at ensuring the intake of new members, ensuring the accessibility of local representatives on the basis of members' needs and realities, and organizing activities to reach out to members and to foster a sense of belonging.

RECOMMENDATION NO. 3

That the FSSS and its affiliated organizations boost the image of unionism and its unions with young people, in particular using the following methods: supporting local unions in establishing youth com-

mittees, developing visibility materials and representation, and developing an action plan quickly.

RECOMMENDATION NO. 4

Considering that the issue of young people and the next generation of union members and leaders is a major concern for the FSSS;

and considering that by definition, the renewal of the labour movement depends notably on young people;

and considering that the members of the FSSS Youth Committee are not necessarily elected local union executive members;

in order to stimulate interest and help in understanding, and make the appropriate links,

Be it resolved:

That the FSSS ensure that the Youth Committee is delegated to all its regular decision-making meetings, collective bargaining meetings and conventions.



FOR

HEALTH CARE

FOR

SOCIAL SERVICES

FOR

CHILD CARE