

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

Notes:

To simplify the text in French, the masculine includes the feminine and vice versa.

The feminization of the text in French has been done on the basis of recommendations from the Office québécois de la langue française and the CSN's internal rules.

Gender-neutral language has been used in English.

This convention book has been produced in accordance with the responsible procurement policy adopted by the October 2012 special Federal Council.

Cover page:

Rachel Desjardins, graphics designer, CSN Communications department

Editing and layout:

Chantal Guindon, executive secretary

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GUIDE TO CONVENTION PROCEEDINGS AND PROCEDURES

Where

Palais des congrès de Montréal
1001, place Jean-Paul-Riopelle
Montréal (Québec) H2Z 1H5

When

Monday, June 11 to Friday, June 15, 2018

Convention called to order

Monday, June 11, 2018, at 1:00 p.m.

Doors open

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

Convention hours

Monday: 1:00 p.m. to 5:00 p.m.
Tuesday: 8:00 a.m. to 6:00 p.m.
Wednesday: 9:00 a.m. to 6:00 p.m.
Thursday: 9:00 a.m. to 6:00 p.m.
Friday: 9:00 a.m. to 5:00 p.m.

Lunch hours

Tuesday: 12:00 p.m. to 2:00 p.m.
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.

Breaks

Monday: 3:00 p.m.
Tuesday: 10:30 a.m. and 2:45 p.m.
Wednesday: 10:45 a.m. and 4:00 p.m.
Thursday: 11:00 a.m. and 3:30 p.m.
Friday: 11:00 a.m. and 3:30 p.m.

Schedule for registration of official and fraternal delegates

Monday: 9:30 a.m. to 5:00 p.m.
Tuesday: 7:30 a.m. to 12:30 p.m.
2:30 p.m. to 5:00 p.m.
Wednesday: 8:30 a.m. to 11:30 a.m.

Schedule for the registration of visitors

(after the close of official registration)
Wednesday: 2:30 p.m. to 5:00 p.m.

Thursday: 8:30 a.m. to 12:30 p.m.
2:30 p.m. to 5:00 p.m.
Friday: 8:30 a.m. to 12:30 p.m.

Important – Close of official registration

Official registration ends at 11:30 a.m. on Wednesday, June 13.

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

Monday, June 11, at 10:30 a.m. in Room 515C.

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 for unions

Your union may be eligible for financial assistance from the Federation to participate in the convention. For further information, please consult the people in charge of assistance for unions in the Registration room (516CD) at the following times:

Monday: 9:30 a.m. to 5:00 p.m.
Tuesday: 8:30 a.m. to 12:30 p.m.
2:30 p.m. to 5:00 p.m.
Wednesday: 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. These will, however, only be available as of Thursday in order to ensure that all official and fraternal delegates have theirs.

Committee on questions of privilege

Questions of privilege must be received in writing at the Executive Committee secretariat, Room 515A, no later than 12 noon on Wednesday, June 13.

**CONVENTION RULES AND
PROCEDURES**

What's where

Plenary hall: Room 710

Registration: Room 516CD

Assistance for unions: Room 516CD

Registration of visitors after the close of official registration: Room 516CD

Training session for new delegates: Room 515C

Convention delegates' secretariat: Room 515A

Photocopy and fax: Room 515A

First aid: Room 516CD

Quotidien du congrès (convention daily) office: Room 515A

Voting stations: Room 516CD

Executive Committee secretariat: Room 515A

Press room: Room 515A

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 515A.

First aid

Ambulance workers are available to assist you with any malaise, illness, accident, preventive care, etc. Please go to Room 516CD, 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.

Special activity

Thursday, June 14, 2018

Delegates' evening, at 8:00 p.m.

Doors open at 7:30 p.m., under the canopy (Room 725).

An admission ticket is mandatory to get in. You receive it 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 (516CD). Phone and fax numbers are also posted on this board. Messages will not 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 515A. In accordance with previous practice, only candidates' official candidacy forms (union C.V.) and reports from the credentials committee 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.

ELECTION GUIDE

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 one hundred and twenty-five (125) dues-paying members, it is entitled to two official delegates. If it has at least three hundred (300) dues-paying members, it is entitled to three official delegates. Unions with more than three hundred (300) dues-paying members are entitled to one additional official delegate for each additional one hundred and seventy-five (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.

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 Wednesday, June 13.

All officers elected will be ratified by the convention on Friday, June 15 in the plenary hall.

EXECUTIVE COMMITTEE

(5 positions¹)

President

General secretary-treasurer

First vice-president

Vice-president for the public sector

Vice-president 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 515A.

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 Wednesday, June 13.

Formal nominations

Candidates will be formally nominated in the plenary session at about 12 noon on Wednesday, June 13.

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.

1 In accordance with the changes to FSSS structures adopted at the January 2018 special Federal Council.

Presentation of candidates

Starting at 12 noon on Thursday, June 14, each candidate for a position on the Executive Committee will have a maximum of five minutes to speak.

Voting

Voting will be conducted simultaneously for the five 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 Thursday, June 14, at 12:30 p.m. Polling stations will be open from 12:30 p.m. to 2:30 p.m. in Room 516CD.

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

A 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 515A.

The form must be countersigned by three official delegates² 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 Wednesday, June 13.

² The form must be countersigned by three official delegates from the region concerned, subject to the adoption of the amendment to the FSSS Constitution and By-laws. If it is not adopted, the 2012 Constitution and By-laws will apply and the five official delegates will have to countersign to validate the candidacy form.

Formal nominations

Candidates will be formally nominated in the plenary session at about 12 noon on Wednesday, June 13.

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 Thursday, June 14. The location for each regional meeting will be announced at the Thursday 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 ballots 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 Thursday, June 14. Polling stations will be open from 12:30 p.m. to 2:30 p.m. in Room 516CD.

REPRESENTATIVES OF A CLASS OF PERSONNEL IN THE PUBLIC SECTOR

(4 positions³)

Nursing and cardio-respiratory care personnel

Paratechnical, auxiliary services and trades personnel

Office personnel and administrative technicians and professionals

Health and social services technicians and professionals

REPRESENTATIVES OF A PRIVATE SECTOR

(5 positions⁴)

Early childhood centre (facility-based child care) sector (CPEs)

Pre-hospital sector

Home childcare providers sector (RSGs)

Intermediate and family-type resources sector (RI-RTFs)

Private residential care sector (CHPs)

3 In accordance with the changes to FSSS structures adopted by the January 2018 special Federal Council.

4 Ibid.

Candidacies

A 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 515A.

The form must be countersigned by three official delegates⁵ 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 515A by 11:30 a.m. on Wednesday, June 13.

Formal nominations

Candidates will be formally nominated in the plenary session at about 12 noon on Wednesday, June 13.

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 Thursday, June 14, starting at 12 noon, in the plenary hall.

Presentation of candidates

Each candidate may speak for a maximum of three minutes on Thursday, June 14, 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 at 12:30 p.m. on Thursday, June 14. Polling stations will be open from 12:30 p.m. to 2:30 p.m. in Room 516CD.

⁵ The form must be countersigned by three official delegates from the region concerned, subject to the adoption of the amendment to the FSSS Constitution and By-laws. If it is not adopted, the 2012 Constitution and By-laws will apply and the five official delegates will have to countersign to validate the candidacy form.

AGENDA

Monday, June 11, 2018

9:30 a.m. Registration

10:30 a.m. Introductory session for new delegates

1:00 p.m. Plenary session

- Welcome remarks by Dominique Daigneault, president of the Conseil central du Montréal métropolitain,
- Speech by Jacques Létourneau, president of the CSN
- Jeff Begley, president, calls the 44th Convention of the FSSS to order
- Report from the Executive Committee of the FSSS
- Roll call of Federal Bureau members
- Appointment of a convention secretary
- Reading and adoption of the agenda
- Approval of the minutes of the 43rd Convention
- Presentation of convention proceedings
- Report on the composition of convention committees
- Preliminary report from the Credential Committee
- Appointment of an election president and secretary
- Election procedures

3:00 p.m. Break

3:30 p.m. Plenary session

- Report from the Federal Bureau
- Resolutions from the Federal Bureau
- Amendments to the Constitution and By-laws

5:00 p.m. Adjournment

Tuesday, June 12, 2018

- 8:30 a.m. Registration
- 8:00 a.m. Plenary session
- First report from the Credentials Committee
 - Guest: Mr. Gaétan Barrette, Minister of health and social services (PLQ)
 - Guest: Ms. Diane Lamarre, responsible for the issue of health care and social services)
 - Report on finances
 - Report from the Financial Oversight Committee
- 10:30 a.m. Break
- 11:00 a.m. Plenary session
- Question of privilege: Leucan
 - Guest: Ms. Manon Massé, responsible for the issue of health care and social services (QS)
- 12:00 noon Lunch
- 2:00 p.m. Plenary session
- Guest: François Paradis, responsible for the issue of health care and social services (CAQ)
- 3:00 p.m. Break
- 3:30 p.m. Plenary session
- Report from the Resolutions Committee
 - Unions involved in labour disputes
 - Amendments to the Constitution and By-laws
- 6:00 p.m. Adjournment

Wednesday, June 13, 2018

8:30 a.m. Registration

9:00 a.m. Plenary session

- Second report from the Credentials Committee
- Amendments to the Constitution and By-laws (cont.)
- Report on valuing, preserving and promoting the health and social services system

10:45 a.m. Break

11:15 a.m. Plenary session

- Report from the coordinators

11:30 a.m. CLOSE OF OFFICIAL REGISTRATION AND THE PERIOD FOR SUBMITTING CANDIDACIES FOR ELECTED POSITIONS

12:00 noon DEADLINE FOR SUBMITTING QUESTIONS OF PRIVILEGE

12:00 noon Plenary session

- Report from the election president - nominations

12:30 p.m. Lunch

2:30 p.m. Workshops

4:00 p.m. Break

4:30 p.m. Workshops

6:00 p.m. Adjournment

Thursday, June 14, 2018

- 9:00 a.m. Plenary session
- Final report from the Credentials Committee
 - Workshop Resolutions Committee report
- 11:00 a.m. Break
- 11:00 a.m. Regional meetings to present candidates
- 11:30 a.m. Plenary session
- Status of Women Committee
- 12:00 noon Presentation of candidates for positions on the Executive Committee and representatives of a class of personnel or a private sector
- 12:30 p.m. Lunch and elections – first round of balloting
- 2:30 p.m. Polling stations close
- 2:30 p.m. Plenary session
- SSQ presentation – 50th anniversary of the partnership
 - Report from the Occupational Health and Safety Committee
- 3:30 p.m. Break
- 4:00 p.m. Plenary session
- Report from the LGBT Committee
 - Report from the Youth Committee
 - Report on elections
- 5:00 p.m. Adjournment or second round of balloting (if necessary)
- 8:00 p.m. Solidarity evening

Friday, June 15, 2018

- 9:00 a.m. Plenary session
- 2018-2021 budget
 - Regulations on assistance for unions
 - Other assistance policies
- 11:00 a.m. Break
- 11:30 a.m. Plenary session
- Union life, presented by Véronique De Sève, 3rd vice-president of the CSN
- 12:30 p.m. Lunch
- 2:30 p.m. Plenary session
- CSN Communications department, presented by Louis-Serge Houle, coordinator
- 3:30 p.m. Break
- 4:00 p.m. Plenary session
- Work on the other resolutions
 - Swearing-in of elected officers
- 6:00 p.m. Close of convention

**REPORT FROM THE EXECUTIVE
COMMITTEE**

DETERMINED AND AT THE HEART OF PRIORITIES FOR OUR MEMBERS

Recent months have been full of turmoil for the FSSS-CSN, to say the least. After the results of the last round of raiding, we have put a lot of energy into establishing new local union structures in the public sector. In both the private and public sectors, we have continued to intervene at various levels to defend the services that our members deliver to the population. From the Federation's point of view, the reviews and assessments of the last round of bargaining and then of raiding helped us agree on a shared vision of these important times in the Federation's history and the bases on which we agree to move forward. With this convention, we can again concentrate on the outlook and prospects that we will defend to pursue our union action with determination.

How do we meet the various expectations of the members we represent, around issues in both the public sector and the private sectors? How can we do a better job of responding to the needs of the members we represent? We have to find answers to these questions that will inspire our members for the next mandate that begins this week.

In recent years, we have had to cope with reforms and intensive attacks on the health and social services system and educational childcare services. We have also had to deal with a government for which making progress on social and labour rights has not been a priority. The government's various decisions have resulted in significant setbacks in the conditions in which workers practise their profession.

On another front, Minister Barrette's latest reform has encouraged privatization as well as introducing hypercentralization and a

reduction in access to services. Such reforms could quickly put an end to a free and accessible health-care system and more especially the social services that we, as a society, have chosen to build. This reform has removed the population from the centres of decision-making. We have furthermore seen that this reform has aggravated the gap between institutional management and workers on the front lines.

There is no let-up in the current government's attacks and mission of destroying the health and social services system and educational childcare services. We must struggle relentlessly to keep the gains we have made and preserve our public services. If we let the government have its way, these systems will no longer be accessible for part of the population with lower incomes and fewer resources. Finally, in addition to the harmful consequences for the population in terms of the quality of services, there will also be disastrous consequences for our members' working conditions.

Given that this is an election year, it is very relevant to ask ourselves, as a union organization, about the various steps to be taken to rebuild our public systems. We have to play our role as union leaders and continue our determined struggle against the dismantling of our systems.

We absolutely have to invest all our energies in this struggle in order to help the members we represent go into action. We have to reach out to them steadily and give them the opportunity to participate in developing our action plans. It's something we can all feel quite tangibly: more and more workers are at the end of their rope. It's up to us to channel their indignation into obtaining gains from employers and the government. We are convinced that our members expect their union, their federation

and, in our case, their confederation to develop plans that will restore hope. We believe that we are at a decisive moment for defending the services offered to the population of Québec, as well as the conditions in which these services are offered.

We think that we also have to tackle the various problems confronting workers daily in doing their work in these systems. Pressure on workers is growing steadily. Most of the time, our members – in all occupations and professions – are making extraordinary efforts, in conditions that are far from optimal, to keep the health and social services system and educational childcare services afloat and functional.

People are increasingly fed up collectively with this situation and the lack of recognition and valuing of the work our members do daily in all our sectors. But it is harder and harder to work at improving our members' working and living conditions because we have to both intervene to enforce our collective and group agreements and conduct struggles against the attacks that are destroying our public systems and the gains made in the past in terms of working conditions. Indeed, the tougher working conditions get (increased workloads, more severe labour shortages, stagnation and deterioration of working conditions and pay, etc.), the greater are members' expectations vis-à-vis their union. Members expect their union to answer "Present!" and confront employers, ministries and the government so that possibilities of solutions can finally emerge. Our members want to "see some light at the end of tunnel" finally. We must collectively, all together, take up this challenge through local, regional and national support.

As a union organization, we have to propose potential solutions that are at the heart of why we exist. Furthermore, given that we are

the federation that represents the most workers in the health and social services system as well as in educational childcare services, we cannot ignore this obligation. Consequently, the pressure from members is even stronger, and quite rightly so.

In the context of this convention, we hope that our members' concerns will be truly taken up through the application of a number of collective actions. As a federation, we have to be the leaders in actions for changes in favour of the personnel.

The deterioration of workers' health and their psychological distress, the pressure in workplaces, the expectations of those receiving services, the constant lack of resources, employers who don't really listen or show any interest, as well as constant attempts to lower the working and living conditions of workers, are just a few examples of what makes us so fed up. Indeed, in light of the level of our members' distress and disillusionment, we think that the support of the Federation and the CSN for thinking about local actions must be the cornerstone of our actions in order to be able to be a force at the national level and influence real changes.

Our current government has no consideration for our members. Moreover, it has used all the means at its disposal, including closure at the National Assembly, to weaken union organizations and consequently the labour movement as a whole by constantly pitting us against each other.

We have a responsibility to take action now, with the utmost determination! This is why we are convinced "that the Fédération de la santé et des services sociaux [must] put demands aimed at solving the various problems that affect the daily lives and work of the members it represents at the heart of its priorities."

Consequently, starting now, we have to propose ways of improving our members' working conditions. Be it through local bargaining in the public sector, the enforcement of our collective and group agreements or our mobilization, we have to begin to reverse the tide. And a number of unions have launched information and mobilization initiatives to send their members into action. In particular, we have to succeed in responding to workers' exhaustion and burnout. To do so, we can count on legal forms of recourse. But legal procedures without mobilization will sit just fine with the vast majority of institutions and the government. They have the resources to drag out legal proceedings for a long time. We must not be afraid of bothering them, upsetting them. On the contrary, unless the upcoming election produces a great surprise, we will have to take pleasure in upsetting the apple cart if we want to make progress.

We also have to get down to work in all our sectors so that valuing workers and promoting their indispensable contribution in the context of their profession or occupation will be the general objective of collective bargaining in all sectors. We have to work for working conditions that are in harmony with respectful living conditions. We have to do away with excessive workloads, overwork, mandatory overtime, unfettered mobility, psychological distress, musculoskeletal problems, violence in our workplaces, growing accident rates, the growing number of people forced to take time off work, etc.

We have to continue demanding more stable work teams and a better organization of work, in ways that are respectful of everyone. We have to demand the establishment of permanent solutions that enable recurring action on the various problems. More than ever, we have to tackle and reverse the stagnation of

workers' living conditions. We have to ensure that pay equity is maintained so as to better value the work of the women we represent. We have to demand better pay for our members. We have to take a serious look at the constant rise in the cost of our group insurance, organizing actions and ways of reducing related costs. We have to begin now working to establish solutions to these problems.

At the same time, if this basic orientation is shared by convention delegates as a whole, we think that if we want to tackle all the problems experienced by our members, we also have to demand discussion tables that will contribute to progress on each of the concerns raised. Over the years, we have set up a certain number of forums that have allowed us to intervene, notably on problems related to the organization of work, labour shortages, etc. As well, we have extraordinary tools for collective processes in response to growing needs in health and safety. We have to be able to work on the issues upstream, in prevention, with this kind of discussion table, with the participation of the real decision-makers.

We have to demand a place where we can have broad discussions of the various problems involved in attracting and retaining personnel in all sectors of activity of the FSSS. The current government will not give us such a space. We have to take it. As long as we have serious demands, the government will do its best not to talk to us. Without bargaining power, our work is doomed to failure.

We have to have access to government decision-makers and we have to ensure that there is a political will to solve these problems. Our counterparts have to be mandated to solve the serious problems encountered by personnel. They must not get the impression that they are doing us a service in sitting down at the bargaining table. They have to understand that

they have no choice but to discuss or negotiate in good faith with us if they want to work out solutions to these problems.

To find real solutions that measure up to the challenges that lie ahead, our members have to agree to return to mobilization. Once general meetings vote on an action plan for this, the leadership of the FSSS-CSN has to speak out wherever it can to insist that the only way of coming to peace with us is to sit down and listen to us. Otherwise, the government has to understand that it will be contested by us, and above all by our members.

Finally, we want to take advantage of our triennial meeting to ask political parties what their intentions are for our public systems if they form the next government. We will use this occasion to make known to decision-makers and the public what our priorities are for the next three years.

Resolution no. 1

That the Fédération de la santé et des services sociaux put demands aimed solving the various problems that directly affect the daily lives and work of the members it represents at the heart of its priorities.

Resolution no. 2

That the FSSS and its affiliated unions continue their actions against the impoverishment of their members, violence in the workplace, excessive workloads, mandatory overtime, psychological distress, work accidents, the devaluing of the majority of jobs and the centralization of services.

Resolution no. 3

That the FSSS demand that the government set up discussion tables in the health and social services sector as well as in the sector

of early childhood educational childcare services in order to take concrete actions:

- a) enabling us to act on labour problems in the public sector as well as in our private sectors;
- b) enabling us to value jobs, act on the organization of work and reduce workloads, organizational violence, psychological distress, mandatory overtime and mobility, and to improve the stability of teams;
- c) enabling us to reduce problems and risks of work accidents and absences from work at the source;
- d) enabling us to improve our members' pay in terms of both remuneration and the group insurance plan;
- e) enabling workers to do their work with full professional autonomy.

DETERMINED TO TAKE THE NECESSARY STEPS FOR OUR MEMBERS

And finally, with a view to the next round of public-sector bargaining, we would like to initiate a process of giving serious thought to the possibility of a decree on the working conditions of personnel. This process must be an opportunity to begin now thinking more broadly about the tactics and means of action we are ready to propose to improve our bargaining power in the next round of bargaining and plan discussions with our members. What actions should we propose? How do we ensure that our members participate in mobilization? What kind of strike action will we use to break a deadlock in bargaining? All questions that we can begin discussing with our members. On top of all that, there is the question of how to react if our working conditions are decreed.

We have to begin now discussing with each other how we would react, if this were to happen. This process of reflection must enable us to reach our members more generally to discuss our bargaining power with them.

In the coming months, can we talk with our members about what we think they can contribute towards making progress on our demands? Do we have the means to conduct the necessary debates so that our members say they are ready to stand up to the determination of a government that wants to crush us? The Federal Bureau thinks that this debate is absolutely necessary at this time. Otherwise, we think that our members will not regain confidence in the capacity of their union to demand better working and living conditions convincingly.

This is the proposal that the Federal Bureau submits to you:

If the results of negotiations in the public sector or a private sector are unsatisfactory, as confirmed by a recommendation from the bargaining committee(s) and by the Federal Bureau, and if the government decides to decree working conditions, the executive of the Federation will be mandated to recommend to the Federal Council for Bargaining concerned that it propose that unions defy such a decree. The final decision will, of course, be up to members in the general membership meetings of the unions concerned.

At the local level, unions already have this power, providing that the action plans are adopted by the general membership meetings. For the Federation to be able to support such local actions without any ambiguity, and so that we can coordinate this same possibility at the sectoral or national level, we have to take a position now. We have to give the next executive a clear mandate to prepare the ground

so that if our members wish to give themselves all the means they need to fight government attacks, their federation has a plan to support them.

We cannot expect the CSN or the FSSS-CSN to be able to have any tangible influence on the next government unless our members give solid, concrete support to our demands for changes. Given the ferociousness with which the Couillard government has attacked the foundations of our public systems, we could have weekly meetings with the next premier of Québec to inform him of the changes that would have to be made to improve things. But without the support of our members, that would just be empty words. It is always preferable for pressure from the members to force the government to ask us for a meeting rather than asking for it ourselves, without any bargaining power.

Long live a determined FSSS!
Long live a determined CSN!
Best wishes for a good convention!

**REPORT FROM THE FEDERAL
BUREAU**

INTRODUCTION

The mandate that will end very soon is one of the shortest in the recent history of the FSSS-CSN. Although short, it has been very intense, taking us through a range of emotions from anger to disappointment and indignation.

Prevailing conditions in recent years have forced us to review our usual ways of working. We have had to cope with the Barrette reform, relentless budget cuts and repeated attacks on our system of educational childcare services. We were kept busy with periods of difficult negotiations and a harrowing round of raiding in the public sector. This forced us to extend the length of the 2012 mandate. To return to the traditional calendar of three-year mandates, the current one was shortened.

This review of the Federal Bureau's work is aimed at going back over the major events that marked the Federation's mandate between the 43rd convention in October 2016 and the 44th convention being held this week. The struggles that kept us busy and the work of repositioning that we are currently doing lie at the heart of this review and evaluation. These are the issues that were the focus of the Federal Bureau's concern in writing this report.

As you know, the Federal Bureau is composed of the members of the Executive Committee, regional vice-presidents and representatives of the private sectors. The role of the Federal Bureau is notably to submit policy directions for the Federation to the convention or Federal Council and to examine any issue submitted to it by the Executive Committee, Federal Council or local unions. Note in passing that the place of the private sectors on the Federal Bureau has been expanded, with some people from the private sectors now holding positions of regional vice-president. The January 2018 Federal Council on structures

was also an opportunity to redefine the role of the members of the Federal Bureau, in both providing support for unions and taking the lead on national issues and work.

In going back over the mandates from the last convention and the reviews and evaluations of bargaining and raiding, in examining the reorganization of unions and in outlining our actions in the classes of personnel in the public sector and the various private sectors, we can see what has kept us busy in recent months. This is a necessary step to clarify the debates that lie ahead and adopt resolutions for the continuation of our union work.

PREVAILING CONDITIONS

Although the Couillard government is now trying to erase its image as the driver of budget austerity, its decisions in recent months clearly illustrate its intention of forcing a dismantling of our public health and social services system and educational childcare system. Far from taking its distance from austerity, it is instead promoting a model of permanent austerity. These decisions affect unions in both the public sector and private sectors. Just look, for example, at the community organizations that are forced to take on more and more of the work that the public system did before the successive waves of budget cuts.

With its 2017 budget, it was already trying to suggest a realignment by announcing a few investments in our public services. We soon saw that these timid investments were not nearly enough to erase the effects of budget cuts. Even more outrageous is doctors' remuneration, which now accounts for an excessive proportion of the budget for the health and social services system while many activity centres in our institutions continue to operate under budget cuts. The proof is that employers continue to announce job abolitions affecting our

members. This is what was shown in a study¹ that we made public in February 2017.

Just before Québec's 2018 budget was brought down, we went public with a new study² that garnered a lot of public attention. We demonstrated the shortfall in revenue for institutions in the system after four years of Couillard's Liberals in power. The 2018 budget for Québec is not delivering the goods. In health care and social services, the Couillard government is having trouble even pausing austerity just for this election year, after which it will plunge us into permanent austerity again next year. In educational childcare, the government persists in favouring private daycare centres at the expense of the quality of services for children.

Home care and residential care are good illustrations of the scope of problems in the system. Thanks to grassroots pressure, the government has been forced to reinvest in these sectors. Minister Barrette indeed announced investments at two forums. The investments are definitely insufficient, but they revealed something else as well. While institutions, in particular in CHSLDs, now want to hire personnel, they are realizing that the system is much less attractive than it used to be, with workloads continuing to be a scourge. The system is having trouble recruiting personnel. Unfortunately, it's not all that surprising: it's a direct consequence of all these years of attacks on our public system. Employees are exhausted and working conditions are deteriorating, while violence in the workplace is becoming

an issue of increasing concern. Time off work is on the rise in this context and the physical and psychological health of employees is disturbing. This is in fact why the FSSS Health and Safety Committee organized a conference on psychological health at work (Colloque sur la santé psychologique au travail). On top of all that, there are now labour shortages affecting a number of professions and occupations.

Early in 2018, a window opened up as the law of silence was broken in all regions. Workers spoke out to denounce their atrocious working conditions and propose solutions to labour shortages, all with the support of the general public and families involved in CHSLDs. All of this came out in a context that made the Couillard government's "double standard" clearer than ever. In light of doctors' attendance premium, their premium for putting on a gown and the increases in doctors' remuneration, employees' distress seems all the greater. The government is abandoning the personnel in the system all the more as it steadily opts in favour of doctors and the private sector.

This highlights the extent to which we can now say that the Barrette reform is a failure. His reform has simply made the work of members more complicated and led to a loss of services in a number of regions. Social services are especially penalized by this reform. In a study published in December 2017,³ we also showed that Bill 10 had resulted in the replacement of representatives of the general public on institutions' boards of directors with

1 CSN, *Regards sur le financement des établissements du réseau de la santé et des services sociaux*, February 2017, https://www.csn.qc.ca/2017-02-15_recherche_financement-sante-services-sociaux_CSN/

2 FSSS-CSN, *Analyse des budgets des établissements de la santé et des services sociaux pour l'année financière 2017-2018*, March 2018, http://www.fsss.qc.ca/download/vpp/analyse_budget_sss_2017-18_vf.pdf

3 FSSS-CSN, *Étude sur l'administration des établissements du réseau public de santé et de services sociaux*, December 2017, http://www.fsss.qc.ca/download/vpp/recherche_administration_reseau.pdf

directors whose only independence is their independent wealth or high income. We also spoke out a few weeks later to condemn the excessive salaries of senior managers in the system. This reform is the source of one of the worst disorganizations that the system has gone through. With the upcoming election, we have to continue exposing and informing the general public about the many failures and botched outcomes of this reform.

During this mandate, we also continued to work at defending an alternative to the government's plans through our work on valuing, promoting and preserving public services (VPP, for the valorisation, la promotion et la préservation des services publics). With the CSN, we conducted a campaign on the theme of "Hands off my place in health care!" that invited the population to look into various hot topics in health care and social services, be it family medicine groups (GMFs), the Optilab project, home care, privatization or access to services. With the CSN, we created an alliance that proposes 15 solutions to improve the health and social services system, following up on the work of the two national forums (Rendez-vous nationaux).⁴ Joining together with the Alliance des patients pour la santé, the Association des cadres supérieurs de la santé et des services sociaux and the Association médicale du Québec, we propose concrete solutions to improve services for the population. This is especially important work. We cannot let the government claim that what it is doing is the only option. We have to do more than denounce; we have to propose alternatives.

This is also what we are doing on the issue of public-private partnerships (P3s), where we continue to take every opportunity

to demonstrate the failures and botched outcomes of the P3 university hospitals and the urgent need to free ourselves from the contracts for them, which would save us money collectively. With the Coalition solidarité santé, we continue the campaign on the theme of the remedy for the cuts (*Le remède aux coupures*)⁵ demanding the establishment of an entirely public drug insurance plan to save on what we spend on medications. With Coalition Main Rouge, we continue to take action for a better redistribution of wealth. With Mouvement pour une démocratie nouvelle (MDN), we continue to work for a sound democracy by demanding an electoral system of proportional representation. The various parts of our coalition work complement each other and give us another string to our bow for defending our members' rights.

As for the educational childcare system, the government stubbornly insists on a senseless approach.. No matter that there is a social consensus, and that studies repeatedly show the greater effectiveness of the public system, the government continues to favour private daycare centres. Decisions like these have an unfavourable impact on both families and workers. The mobilization of home childcare providers, workers in CPEs (facility-based child care) and families did succeed in forcing the government to announce some reinvestments. It is to be hoped that our actions will force the political parties to propose a genuine vision for the future for our children based on support for our system of educational child care.

Workers in CPEs and the pre-hospital sector are well-placed to attest to the Couillard government's intransigence. These two sectors have been through especially difficult

4 15 solutions pour améliorer le système de santé et de services sociaux : <http://15solutions.org/>

5 To find out more about this campaign, please visit the web site: <http://remedeauxcoupures.cssante.com/>

negotiations since 2015. The government wanted to offload its responsibility for negotiations so as to drag things out even longer. The workers' determination forced the government and employers to get down to work and show greater appreciation for the indispensable contribution made by these employees.

Nor can we ignore the resurgence of feminist action in the past year. The #metoo movement has reminded us of the urgency of fighting all forms of harassment and violence against women. The presentation made by the Status of Women Committee at the November 2017 Federal Council made a strong impression on many. As an organization in which the majority of members are women, we have to be part of this battle. As well as being the prime targets of Liberal austerity, women today still suffer from harassment and violence. This issue for society affects us too and we have to continue our work. This is why the Federation has taken additional measures to eliminate harassment and violence, notably by presenting policies intended to facilitate militant action while ensuring that we can enjoy a setting for activism that is free from violence and harassment.⁶

Faced with these particularly hostile conditions, we have to fight back. The legal victory won by the FSSS and the CSN on essential services will help us improve our bargaining clout in public-sector bargaining. We are also continuing work to improve our bargaining power in relation to Bill 160⁷ and local bargaining. The same holds true for our legal victory in a case involving a CHSLD in the Laurentians aimed at forcing the employer to abide by our collective agreement when it wants to privatize a service. We have to use the leverage available

to us to win gains for personnel in the health and social services system and the educational childcare network.

Under the current Couillard government, we have increased the number of our public interventions in all regions to get across to the public the daily experiences of the members we represent. Gradually, we have succeeded in convincing more and more people. We don't want to cry victory, but we can say that we have succeeded in attesting to the growing distress of the workers we represent.

2018 is an election year. We have to hope that our efforts will enable us to get rid of the winds of austerity that have assailed Québec for far too long.

REVIEW OF THE MANDATES FROM THE 43RD CONVENTION OF THE FSSS-CSN

Since the Federation's current mandate was only 20 months long, the resolutions adopted by the last convention were more limited than usual. They concerned the VPP (valuing, promoting and preserving public services) work and the various FSSS committees. For the recommendations from the various FSSS committees, please see each committee's report.

For VPP work, the resolution adopted was aimed at demanding that the government take concrete steps to enable full funding of public health and social services and educational child care. This is what we did, notably by creating an alliance on 15 solutions to improve our public system and presenting analyses of health and social services budgets. Our efforts highlighted the shortfall in revenue that results

⁶ To learn more about FSSS and CSN policies to combat harassment and violence, see: <http://www.fsss.qc.ca/fsss-csn-action-contre-toutes-formes-de-violence-de-harcelement/>

⁷ Act to ensure that essential services are maintained in the health and social services sector

in a loss of services for the public and greater workloads for personnel.

The resolution also engaged us to work to strengthen democracy, which we have done by participating in the Mouvement pour une démocratie nouvelle (MDN)'s To make my vote really count! campaign for a reform of the electoral system. We also demanded more citizen participation in our public system with the publication of a study showing that the Barrette reform has eliminated citizen participation in the administration of institutions in the system. Finally, the resolution called for continuing our work for a better distribution of wealth, which we did by participating in Coalition Main Rouge actions and support the actions of the Coalition 5-10-15 for a minimum wage of \$15 an hour.

PUBLIC SECTOR

The period of raiding was certainly the main concern of the Federation's public-sector unions during the last mandate. It was particularly stressful and distressing for everyone. The review and assessment of raiding presented to the Federal Council at the end of November 2017 was an opportunity to discuss this period and its results collectively. The reorganization of unions following this period of raiding has certainly taken most of our energies since.

A TIME TO REVIEW AND ASSESS

The last mandate was a period of two major reviews and assessments important for the future of the Federation: the first looked at the last round of collective bargaining in the public sector, and the second at the 2017 raiding. Both of these were areas of work in which we invested a great deal of time and energy.

The review of collective bargaining let delegates go back over the highlights of the last round of public-sector bargaining, but above all adopt recommendations to improve how we work and strengthen our bargaining power for the next round of bargaining. This review was all the more necessary given the way the last round of bargaining ended and the difficult internal debates that took place at that time. It highlighted what we did well and identified certain actions to take to make improvements, from preparations for bargaining to information work, mobilization and results. The recommendations adopted will guide the team and the bargaining committee or committees in preparing the bargaining that will begin during the next mandate.

The review and assessment of raiding was aimed at gaining a better understanding of the reasons for our defeat during this crucial period. The recommendations adopted by the Federal Council were aimed at improving how we work with a view to a future round of raiding and beginning the preparatory work. It was an exercise that sought to share our visions of the problems we experienced during this period. The review had one main goal: to lay out the way to getting back on our feet so as to put all our energy into doing a good job of representing workers in the system. No one was spared in this review, but it above all enabled us to identify the forces on which we will have to concentrate to respond to our members' concerns. In a way it put a close to a difficult period for the Federation.

The adoption of the recommendations in these two reviews gives us the tools we need to work on what is most urgent: succeeding in improving the lot of the members we represent. This necessarily depends on developing more bargaining power in negotiations, but it also

depends on the daily work done by our unions and teams to respond to members' concerns.

REORGANIZING OUR UNIONS

Since the end of the raiding, FSSS public-sector unions have been involved in an unprecedented reorganization. At a time when the system was just beginning to recover from the last reform that led to the creation of the CSSSs, we were hit with the Barrette reform. Needless to say, our unions experienced problems that paralleled those affecting the entire system. This reform locks labour relations into a more legalistic framework than ever. How do we manage to do a good job of representing members located on dozens of different sites over what are sometimes very large territories? This is the huge challenge that we have to meet.

And unlike a number of other union organizations, we set ourselves a lot of work to be done. We had to rethink our local union structures, elect new executive committees and union councils, adopt new constitutions and by-laws and present budget proposals. We trained the executive committees and stewards of the new unions all across Québec. It took some time to put all this in place, and there is still work to be done to pool and share the different union cultures that existed in the old unions, but we have taken steps to establish union structures that are as decentralized as possible. These structures should succeed in continuing to defend the rights of personnel in the system, to the great displeasure of Minister Barrette and the government.

It goes without saying that this reorganization will have repercussions for quite some time. We will all have to continue devoting ourselves to it. Obviously, we have to ensure that our services are as accessible to members as possible, but we also have to give thought

to ways of better responding to the concerns of members who don't have the habit of using our "traditional" services. The majority of members don't necessarily file grievances or incur serious losses or harm requiring union support, but the majority of them currently experience problems at work and in one way or another would like the support of their union. They are overwhelmed, exhausted and often have to cope with shortages of personnel.

How can we put everything in place to ensure that we defend their rights and really listen to their concerns? What do we need to do to give them a voice to express themselves and take action to make changes for the better? These are questions that we will have to continue examining in the months to come. The Barrette reform hit us like a nightmare, but we have to seize the opportunity this reorganization presents to do better and to respond satisfactorily to our members' needs.

FOR A GOOD NEGOTIATED LOCAL AGREEMENT

Following the amalgamations of institutions and the new bargaining units resulting from the application of Bill 10, local collective agreements have to be renegotiated by all unions. This is why we organized quickly in the fall of 2017 to be ready for these negotiations. We created bargaining committees everywhere in the various regions, followed later by mobilization committees.

As is always the case in public-sector bargaining, these local negotiations are difficult. A number of employers in the system want to take advantage of them to increase personnel's mobility and flexibility; but if we want to help the personnel in the system who are exhausted, we have to do something very different! This is why we are demanding more stability, family-work-studies balance (CFTÉ, in French) and less job precarity. At the November 2, 2017

Federal Council, FSSS-CSN delegates adopted a communications and mobilization plan to back up our demands in local bargaining.

For us, it's clear: these negotiations must result in giving personnel in the system breathing room. This is why they continued throughout the winter of 2018, with mobilization in support of them in each region. This is a crucial time for FSSS unions; we have to take advantage of these negotiations to succeed in responding to members' concerns.

CLASSES OF PERSONNEL IN THE PUBLIC SECTOR

The Federation continued to work on issues that affect certain classes of jobs in the public sector during the last mandate.

Many of our interventions concerned all personnel in the system. Take, for example, the survey done by the FSSS Youth Committee⁸ that we made public in November 2016, which illustrated the extent to which the Barrette reform worried young workers in the system. As well, we raised and discussed the concerns of all personnel at the two forums organized by Minister Barrette, the first on care in CHSLDs and the second on home care.

We were also the first to take action on the issue of access to positions for all personnel, notably using a letter of agreement that is only found in our collective agreement: Letter of Agreement no. 31 on the creation of a national joint committee on qualifications required and access to positions.

At the November 2017 Federal Council, we also renewed our group insurance plan. We came into 2018 with the lowest rate increases

of all the union organizations, in all classes of personnel.

NURSING AND CARDIO-RESPIRATORY CARE PERSONNEL (CLASS 1)

For health-care professionals, the issue at the core of our work was excessive workloads and the impact this has on the work of nurses, nursing assistants, respiratory therapists and clinical perfusionists. Following the heartfelt post by Emilie Ricard, nurse, in February 2018, we also multiplied public statements and discussions denouncing the burnout of health-care professionals and the use of mandatory overtime. We used these to focus the public's attention on the fact that burnout was a phenomenon affecting all personnel in the system and that the solutions that have to be developed must address the concerns of workers in all four classes of personnel.

When the CHU Sainte-Justine was expanded, we called for additional personnel so as to be able to continue providing quality care for children. We also condemned the rising number of accidents and incidents that attests to the impact of budget cuts on personnel and patients. With the threatened amalgamation of the hospital with the CHUM, we defended the mission of the CHU Sainte-Justine by adding our voice to the campaign Aimer. Défendre. Ensemble, protégeons l'avenir du CHU Sainte-Justine (Love. Defend. Together, protect the future of Sainte-Justine). In March 2018, the Sainte-Justine unions launched a mobilization campaign in the wake of numerous accounts about the burnout of health-care professionals and all personnel in the system.

In January 2017, we stood with health-care professionals and all personnel in the

8 FSSS-CSN, Les jeunes du secteur de la santé et des services sociaux et la réforme : enquête par sondage du comité des jeunes de la FSSS-CSN, October 2016, http://www.fsss.qc.ca/download/jeunes/Rapport_comite_jeune_octobre2016.pdf

Cœur-du-Québec region to denounce rising rates of absenteeism caused by the Barrette reform. In February 2017, we published a study showing how budget cuts continue to affect the activity centres where health-care professionals work. We also intervened to condemn and force the employer to back down when it wanted to abolish a nursing position at the CLSC de l'Est des Îles-de-la-Madeleine.

Before the 2017 holiday season, again in support of health-care professionals and all personnel, we showed that the amounts of the premium for surgeons who arrive on time in the morning could be put to much better use. As well, each year we mark the various days and weeks honouring the different job titles in Class 1.

All our interventions have one goal: defending health-care professionals' autonomy of practice. We will continue to promote the central role played by these workers when it comes to finding solutions to improve access to health-care and social services.

PARATECHNICAL, AUXILIARY SERVICES AND TRADES PERSONNEL (CLASS 2)

Excessive workloads and staff shortages also affect workers in Class 2. Most of the work done regarding personnel in this class dealt with valuing their work and recognizing that value in rates of pay. This was the case in particular for the attendants who re-process medical devices, health and social services aides (ASSSs) and senior pharmacy technical assistants. In the framework of the work done by the National Jobs Committee, we announced in June 2017 that we had reached an agreement with the Conseil du trésor that gave intervention officers in psychiatric settings (AIMP) significant adjustments in pay retroactive to April 13, 2011. We have also marked the various days honouring the different job

titles in Class 2 throughout this mandate.

The shortage of beneficiary attendants has become a major issue, especially in light of Minister Barrette's announcement about a second bath in CHSLDs. The CISSSs and CIUSSSs wanted to hire personnel quickly, but soon realized that it was harder to attract personnel than in the past. After years of cut-backs, word has gotten around. The general public knows that working conditions are tough. This is why we repeatedly emphasized that it is urgent to improve the working conditions of beneficiary attendants if institutions want to attract and retain personnel and thus improve services to the population.

On May 2, 2017, delegates from FSSS-CSN unions representing paratechnical, auxiliary services and trades personnel met in a sectoral council and adopted an action plan to improve care in CHSLDs and home care, and to fight privatization. This is in fact what we did in the case of the Lavérendière and Partagec laundries, driving home relentlessly that laundries in the public sector had to be renovated instead of privatizing the services, which led to the confirmation in July 2017 that the project would be a public one. It is also what we did with the privatization of continuous assistance residences (RACs) in the Outaouais region. We argued that their privatization jeopardized the offer of specialized services for users. The threats of privatization continue to be very real, and we will continue to be on the alert.

OFFICE PERSONNEL AND ADMINISTRATIVE TECHNICIANS AND PROFESSIONALS (CLASS 3)

The application of Bill 10 is certainly what affects office and administrative personnel the most. This unprecedented administrative reform, with its creation of mega-structures, seriously complicates the work of Class 3 personnel. These workers were the first to

be subjected to the nonsense of Minister Barrette's bureaucratic reform. The effects of Bill 100 (non-replacement of positions) and the adoption of the controversial Bill 10 using closure have been numerous job abolitions for personnel in the office and administrative sector. These attacks are particularly insidious in a sector where the overwhelming majority of employees are women.

All this has especially harmed the crucial support that Class 3 personnel can provide for care teams to care for the population quickly and efficiently. How can they play their role well, given the frequent staff shortages and having to cope with the absurdities of Bill 10? All this means that Class 3 personnel also have a great need for the value of the work they do to be recognized. This is why throughout our mandate we have tried to make the work done by these women better known and obtain fair pay for them. Take, for example, executive assistants in university teaching and administration, purchasers and administrative officers. We used the week of office and administrative personnel to highlight the indispensable work these women do. Following changes obtained in the List of job titles and job descriptions, we also made significant gains through reclassification of a number of workers in this class. We are still engaged in major work in the review of the List of job titles and job descriptions and in the issue of the qualifications required and access to positions.

We also spoke out a number of times against the Optilab project, family medicine groups (GMFs) and the various mergers of services that also affect office and administrative staff. Office and administrative personnel were in fact the first victims of the Barrette reform, immediately subjected to the many upheavals in administrative services. We made sure that our members were well-informed about the

effects of this project and how to defend their rights.

After more than 27 bargaining sessions, the Syndicat des employé-es d'Urgences-santé, which represents office employees and medical emergency respondents, decided in December 2017 to hold a strike vote. As this report is written, bargaining continues for this union.

CLASS OF HEALTH AND SOCIAL SERVICES TECHNICIANS AND PROFESSIONALS (CLASS 4)

Technicians and professionals are also seriously affected by the repercussions of the Barrette reform. This reform directly attacks the social services in which many of them work. Youth centres, rehabilitation centres and CLSCs are certainly very distant concerns for our M.D. minister. This is why we have repeatedly reiterated the importance of social services in our society. The role that technicians and professionals play in them is crucial to supporting people who are often vulnerable. We also wanted to give people a better idea of the specific realities of technicians working in remote regions like the Far North. These people do their work with the population very professionally in situations that are often far from easy, and we have to ensure that we give them good support and make known their realities. We have used several days and weeks marking the work of technicians and professionals to make the contributions made by Class 4 personnel better known.

Work has been done simultaneously on various issues to defend these workers' rights. In the case of Optilab, we multiplied actions and public interventions to highlight the dangers inherent in this project. We condemned the impact of this proposed merger for a number of regions and the risks that it would create for users. Increased transportation of samples, and consequently the time needed to process

them, will not improve services for the population. As a result of this campaign, we obtained a victory in the Far North in February 2017. In the end, that region is not affected by the mergers of medical labs. On the Côte-Nord, the Ç’a pas d’bon sang! campaign conducted by the CSN resulted in more than 7,000 signatures calling into question the Optilab project.

Technicians and professionals are also directly affected by budget cuts. An analysis we did in 2017 of the budgets of institutions in the health and social services system showed that the activity centres in which they work are hard hit by the cuts. This is why in November 2017, workers in the adjustment, rehabilitation and social integration services covered by the CISSS de la Montérégie-Ouest gathered together to denounce a new wave of organizational changes being made to the detriment of services to the population. So we continue our work to defend the practice of personnel in Class 4.

PRIVATE SECTORS

Negotiations and follow-up on the application of collective agreements and group agreements have been the main issues affecting unions in the Federation’s private sectors during the last mandate.

CPEs

For CPE unions (representing workers in facility-based child care in early childhood centres), members’ energies were of course focused on collective bargaining. For CPE workers, this round of bargaining was intimately related to preserving the system: negotiations took place in the midst of government attacks on our system of educational childcare services.

Negotiations dragged on for months, with the government and employers passing the buck back and forth. Nobody seemed to have the mandates needed to continue bargaining talks. The situation was especially a problem with the Association patronale nationale des CPE (APNCPE), an association of employers representing slightly more than 130 employers in four regions - Montréal-Laval, Montérégie, Estrie and Cœur-du-Québec. This was why we turned up the pressure in December 2016, with a demonstration during a Federal Council. We repeated it in February 2017 with a demonstration in front of a CPE belonging to the APNCPE in Saint-Hubert. In May 2017, we distributed leaflets outside CPEs belonging to the APNCPE to raise parents’ awareness of what was at stake in negotiations. Despite a five-day bargaining blitz in May 2017, we still couldn’t reach an agreement. After that, we had to start thinking about strike action. We used the summer to launch discussions on this with our members. We also had to abide by a June 2017 decision of the Tribunal administratif du travail (TAT, the labour court) ordering unions negotiating with the APNCPE to bargain in good faith on all the clauses of the collective agreement, even the ones that the sector had chosen to negotiate nationally.

Strike votes began in September. The votes were held in region after region, with results strongly in favour of a strike. With an unequivocal mandate of 94% in favour of striking, the 11,000 CPE workers affiliated with the FSSS-CSN prepared to go on strike to break the deadlock in negotiations. A one-day strike was held on October 30, 2017 that resulted in progress in bargaining. Workers were ready to do more. We then announced that there would be two more days of strike action if necessary. In the evening of November 6, on the eve of the two days of strike action that were planned, we were able to announce that an agreement

in principle had been reached. On November 14, the representatives of the unions' executive committee decided to recommend the adoption of the agreement in principle reached with the Ministère de la famille and employer associations.

But this agreement didn't solve everything. First, the terms negotiated at the national level could not come into force until regional and local negotiations were concluded. Next, there was the fact that APNCPE didn't want to recognize the agreement in principle reached. So we then conducted a visibility action on December 18 to put additional pressure on CPEs belonging to this association.

As these lines are written, nothing is entirely settled yet. A number of unions have reached or are about to reach agreements on their entire collective agreement (including the integration of the national agreement), but unions in a few regions still need to use pressure tactics, including strike days, to make progress in negotiations and reach agreements on local and regional clauses (we are referring here to the Estrie, Outaouais and Saguenay-Lac-Saint-Jean in particular).

As well, the APNCPE is so far insisting that it doesn't accept the entire national agreement for the collective agreements that it is mandated to negotiate. We still hope to make it change its mind, while realizing that we have to abide by the TAT decision on negotiations. Political discussions are under way with a view to having real incentives disclosed so that all employers whose workers are members of our FSSS-CSN unions (including the APNCPE) find it to their advantage to integrate the entire national agreement.

HOME CHILDCARE PROVIDERS

Since the Federation's last convention, the educational childcare sector has consistently defended itself on all fronts. Home childcare providers (RSGs) have played an important role in this mobilization.

We also held two sectoral councils of home childcare provider unions. In both cases, they were important occasions for sharing and discussing our realities, as well as for informing members about follow-up on issues affecting them.

Our determination has brought us some victories, including the fund for on-going training and upgrading that, without our interventions, would have deprived home childcare providers of more than \$440,000. We also made gains in pre-arbitration cases that will have a definite impact for the sector as a whole.

Home childcare providers worked long and hard, with CSN assistance, on Bill 143, notably by consulting union executives, filing a brief and by making representations to the two ministries that replaced the Ministère de la Famille. This bill is incomplete, but we took this opportunity to reiterate that recognized educational childcare services at reduced rates are a quality choice for the pre-schoolers who attend them.

The sector has continued to expand its role in the Federation. For example, a home childcare provider now sits on the Insurance Committee and others on the Status of Women Committee and the Health and Safety Committee. There are home childcare providers in elected positions like regional vice-president and on central councils. They have worked hard to show what they can do in the Federation. They have made giant steps, and

home childcare providers have a larger place and role than ever, be it in FSSS press releases, VPP work and so on.

Home childcare providers have also worked on harmonizing practices with the Ministry and associations of co-ordinating offices so that they are all treated equally, regardless of regions. Negotiations have also resulted in the establishment of training better adapted to the realities of home child care so that it leads to qualifications and improves the practices of home childcare providers.

Work on the letter of agreement on the evaluation of remuneration for home childcare providers enabled us to have the short-fall in revenue evaluated to our satisfaction. Although major gains had been made since the first agreement, there are still substantial gaps to be closed for all home childcare providers – for example, on protective leave or reassignment, and the trailer clause. FSSS-CSN home childcare providers are determined to continue working for better working conditions. Work has already begun in preparation for the next round of bargaining, with the election of a bargaining committee and the start of consultations on renewing the group agreement.

THE STRUGGLE TO PRESERVE THE SYSTEM OF EARLY CHILDHOOD EDUCATIONAL CHILDCARE SERVICES

Throughout our mandate, we have also continued to defend the system of early childhood educational childcare services through actions taken by both CPE workers and home childcare providers. Each year, we have marked the week of educational services in CPEs and home child care. We also participated actively in the independent commission on early childhood education (Commission indépendante sur l'éducation à la petite enfance), organized in 2016 by the Institut du Nouveau

Monde (INM), which was entirely consistent with the actions we conducted in our campaign *Un réseau qui fait grandir* (A system that helps children grow). We also took part in the government's consultation on success in education.

In November 2016, we greeted the announcement of a \$30-million investment in CPEs and home child care with scepticism. We pointed out at the time that the government had imposed budget cuts on the order of \$300 million since 2014. So on December 3, 2016, we demonstrated in Montréal and Saint-Félicien, calling on the government to put an end to the ransacking and instead strengthen our system of educational childcare services. The same day, we presented the premier with close to 80,000 postcards, signed by members of the general public and workers in all regions and all parts of the system, as part of the *Un réseau qui fait grandir* campaign.

In May 2017, we endorsed the declaration from the Summit on early childhood education (Sommet sur l'éducation à la petite enfance), organized by the Association québécoise des CPE (AQCPE). For us, the summit was a breath of fresh air at a time when the Liberal government continued its attacks to weaken the educational childcare system. In November 2017, we continued our actions by calling out the Minister of families on his lack of determination in defending the establishment of measures fostering educational success and equal opportunities for all children with his Bill 143. In February 2018, we mobilized to condemn the fact that the government wanted to impose registration fees for the single-wicket access to home child care. With an election coming up in the fall, in January 2018 the Couillard government presented its educational strategy for 0-8 year-olds. For us, it was clearly too little, too late. The Couillard government has

already left its mark: its reign has coincided with the worst attacks on the system of educational child care.

PRE-HOSPITAL SECTOR

Collective bargaining was also the key issue in the pre-hospital sector during this last mandate. In the framework of negotiations, unions in the sector have continued to fight for better services for the population by denouncing the shortages of ambulance services in several regions. On a number of occasions, they have stressed that the work schedules and shortage of ambulances endanger the population that needs emergency services.

Concerned by the distress of personnel in the pre-hospital sector, the FSSS has also continued its association with the La Vigile, which through the Fonds Éric-Charbonneau offers support for personnel in this sector confronted with psychological health problems. As well, we adopted a resolution so that unions in the public sector can publicize these services.

Negotiations dragged on in this sector too. The collective agreements expired in April 2015. It took almost three years to reach an agreement in principle for workers in the pre-hospital sector. The employers and the Ministère de la Santé et des Services sociaux passed the buck back and forth endlessly, extending negotiations. Yet the sector's mandate began on a strong note: at the Federation's last convention, we turned mobilization up a notch in support of bargaining with a demonstration during the convention.

In April 2016, Minister Barrette announced that he was turning negotiations over to employers in the sector, thus profoundly changing the overall thrust of negotiations. In November 2016, strike votes were held

throughout Québec to increase pressure for progress in negotiations. In December, there were discussions to define the kind of strike we would conduct. In light of the employers' intransigence, we prepared for a strike whose consequences would be a reduction in the level of services. At a demonstration in front of the National Assembly on December 15, we denounced the fact that negotiations were at a standstill, because employers were incapable of responding to the main concerns of personnel. We demanded that Minister Barrette assume his responsibilities in this sector.

A second round of consultations was launched in January 2017 to obtain new strike mandates. More than 90% of workers voted in favour of a strike. Finally, in February 2017, a vast strike movement was launched in the pre-hospital sector. Since the sector is subject to the rules on essential services, the strike strategy put pressure on all the decision-makers in the system. The strike had numerous consequences for administrators and the internal management of companies in the sector.

In addition to the strike, we continued to organize various actions. On March 16, 2017, we invited workers from all unions in the pre-hospital sector to make their voices heard in a united demonstration in Montréal. This action once again demanded that the minister do what was necessary to break the deadlock in negotiations. On March 30, we repeated the event with a rally in front of Minister Barrette's riding office to denounce the inertia in negotiations two years after the collective agreements had expired. During this whole period of time, a provincial caravan of the Federation's officers visited the regions in support of the strike in the sector.

The union representing Urgences-santé ambulance workers was the first to win an agreement in principle in July 2017, but this

was not the end of the work – on the contrary. During the months that followed, we continued to turn up pressure on employers and the ministry with various actions, culminating on November 21, 2017 with a blockade of the Ministère de la Santé et des Services sociaux, followed by an intensification of the strike by a number of unions. On December 8, we took it even further with a visibility action in front of the ministry’s Montréal offices, where we brought an ambulance without wheels to illustrate the state of negotiations in the sector. Finally, on January 29, after very lengthy negotiations, we announced that agreements in principle had been reached for all unions affiliated with the FSSS-CSN.

Negotiations also continued for the union representing workers at the health co-ordination centre for the Québec City region (Syndicat des travailleuses et des travailleurs de la Centrale de Coordination santé de la région de Québec (CSN)). The medical emergency respondents were determined to obtain a good collective agreement. They went on strike for months before reaching an agreement in principle. On December 8, 2017, support staff at Urgences-santé also reached an agreement in principle after months of negotiations. On January 30, 2018, the medical emergency dispatchers in the Estrie concluded an agreement in principle subject to an agreement on the pay scale applicable as of April 2, 2019.

PRIVATE RESIDENTIAL CARE CENTRES

At the last convention, a number of unions in private residential care centres (CHP) were in the midst of collective bargaining. In November 2016, we organized an action at the convention of the Regroupement québécois des résidences pour aîné-es (RQRA – Québec association of seniors’ residences) to put pressure on employers. This co-ordinated bargaining

resulted in better working conditions for workers in this sector.

During these negotiations, seven bargaining units resorted to strike action. This enabled us to make progress on the issue of essential services, increasing our bargaining clout. During the dispute at the Manoir Sully and following the Supreme Court’s decision on the Saskatchewan case, we succeeded in using a new form of strike action that gave us more bargaining clout. This “machine-gun” strike enabled us to negotiate essential services on the basis of non-essential duties while ensuring residents’ safety.

This co-ordinated bargaining resulted in 40 or so bargaining units making significant gains towards better working conditions for personnel in the sector. Most of the participating bargaining units succeeded in obtaining a favourable response from employers on our shared demands. It showed how successful united negotiations can be. Employers have the upper hand in the unequal balance of power, but we can make progress thanks to the force of our numbers and our solidarity.

At the council for sectoral bargaining in November 2017, delegates ratified the review and assessment of the 2015-2018 bargaining process. Following the presentation of the review, various recommendations were adopted to improve our work in the next round of bargaining in this sector.

A non-raiding pact was concluded with all components of the FTQ during the last mandate. Since there are not many unions in the sector, we want to concentrate our energy on groups that are not yet unionized. This has meant taking in more than 550 new members in several regions of Québec. In some regions, a pilot project has been instigated to try to unionize new institutions and thus improve

employees' working conditions. Work plans are already being carried out in a number of regions and are showing results.

During this mandate, we were also able to continue speaking out publicly about the health and safety of residents in these private homes, notably by reminding employers that banking on good working conditions is the best way of providing quality care to residents.

INTERMEDIATE AND FAMILY-TYPE RESOURCES

Work during this mandate focused mainly on applying the group agreement for intermediate and family-type resources (RI-RTFs).

Intermediate and family-type resources were entitled to their share stemming from the trailer clause in their group agreement. Thinking on this led to the conclusion that the trailer clause for 2015 represented an average of \$600 per resource, which was satisfactory for the RI-RTFs. They therefore adopted the agreement reached by the Federation.

At the unions' request, the sector prepared a toolbox to support resources in their union work. This toolbox contains everything an executive committee needs to do its work well, be it forms for minutes, notices of meeting or meetings with a member filing a complaint.

The amalgamations of institutions in the wake of Bill 10 had repercussions in the intermediate and family-type resources sector too. Some unions found themselves involved in the vote, some left us and some joined us. We are still waiting for a decision in the Abitibi-Témiscamingue region. The amalgamations have also caused concerns for resources, because they limit their choices. Resources that used to have a number of institutions in their territory often now only have one.

Relations are not always harmonious with the CISSSs and CIUSSSs, and there is often a lack of respect for the status of resources. Local unions therefore have a lot of work to do to create positive relations with these mega-structures and ensure that the expertise in this sector is not lost.

There is still a major problem for this sector: we have to continue making efforts to overcome the isolation of resources. Although we have made important gains, thanks notably to the creativity of local executives, we have to continue working hard to reach people and dispel the fear of reprisals from institutions. They have to understand and demand their rights, and in many cases this not so simple. We therefore have to continue our work to improve the lot of intermediate and family-type resources.

PRIVATE INSTITUTIONS AND COMMUNITY ORGANIZATIONS

In this sector, the mobilization of community organizations against the Couillard government's austerity continued to keep Federation unions pretty busy. As well, a number of unions in private institutions and community organizations had on-going negotiations during the last mandate.

For years now, community organizations have waged an exemplary struggle denouncing the impact of austerity measures on their autonomy and on the people who use their services. Budget cuts in the public sector and the privatization favoured by the government have often had the effect of putting additional pressure on workers in community organizations, without any additional budgets.

This is why we speak out and take action in support of the demands of community organizations. This is what we did more specifically on

November 7, 2016, when a number of unions in community agencies and organizations affiliated with the FSSS took part in three days of action. We reiterated that community organizations play a key role with the support they provide for the population. The government must support them so that they continue to fulfil their mission while reducing the bureaucratic requirements that monopolize a clearly exaggerated amount of their daily work. We also marked the week of community organizations in March 2017 to highlight the important contribution made by these workers.

PAY EQUITY

PUBLIC SECTOR

Work on maintaining pay equity was a priority for the Federation throughout the last mandate. By November 2016, we indicated to the government that we wouldn't wait indefinitely for it to return to conciliation. In February, we went to the vice-chair for pay equity at the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST – Commission for labour stands, equity and occupational health and safety) about conciliation on the pay equity audit complaints.

The conciliation process on pay equity audit complaints filed in 2011 following the Conseil du trésor's pay equity audit began in 2013. Almost four years later, we had not yet reached an agreement in conciliation with the Conseil du trésor.

At the May 3, 2017 Federal Council, delegates from FSSS unions mandated the Federation to terminate the conciliation process and ask the CNESST to begin the investigation process that will lead to a decision by the Commission for all the pay equity audit complaints in the public sector filed following

the Conseil du trésor's evaluation of personnel in December 2010.

In response to an invitation from the chair of the CNESST and the Conseil du trésor, we announced in December 2017 that we were ready to give the Conseil du trésor one last chance by holding a discussion blitz until May 31, 2018. Despite sending a clear signal in the fall, the Conseil du trésor wound up reversing itself and pulling out. In March 2018, the FSSS-CSN therefore began the investigation process with the CNESST to settle disputes on all the pay equity audit complaints for personnel in the health and social services system. Our objective is obviously to make progress as quickly as possible on each of the pay equity audit complaints while ensuring that such a fundamental right is respected.

At the Urgences-santé Corporation, following the FSSS victory in the Court of Appeal, which found that the employer was in breach of its obligation to maintain pay equity for predominantly female job titles in office personnel, we pursued discussions with the CNESST to ensure that the amounts owing are paid to the workers.

PRIVATE SECTORS

During this mandate, the CSN was also heard by the Supreme Court on proceedings brought in October 2006 for CPE workers to be entitled to pay equity retroactively to November 21, 2001. The results of this struggle could also have repercussions for thousands of home childcare providers.

In the home childcare provider sector as well, following a complaint filed under the Pay Equity Act claiming that home childcare workers should have been included in the pay equity process for CPEs, the CNESST found in their favour. However, the employer party

has appealed this decision, and hearings took place in April 2018 at the Tribunal administratif du travail.

We have continued discussions in conciliation with the Ministère de la Famille, the CNESST and the Conseil du trésor to try and settle the pay equity audit complaints in CPEs following the employers' pay equity audit processes. After ending the conciliation with the CNESST, we finally succeeded in settling these complaints to our satisfaction.

Other unions in the private sector, like Héma-Québec, are engaged in important battles on the maintenance of pay equity.

For years and years, the FSSS-CSN has demonstrated its tenacity to enforce the Act despite resistance and obstacles, and we will continue to do so until we get justice.

CONCLUSION

The mandate about to begin is a mandate that should enable us to get back on our feet. The labour movement has clearly been the target of choice for Liberal austerity, and the FSSS-CSN was certainly not spared. We take good note of our victories and defeats, but we must now look to the future. We have to get back on our feet in order to improve the lot of personnel in the health and social services system and the system of educational child care. This is what we have agreed to do, notably with the adoption of the reviews of the last round of public-sector bargaining and the period of raiding, as well as actions for our systems.

The task that awaits us is enormous, but so is our determination. The reorganization that unions in the Federation are currently undergoing is an opportunity we must grasp in order to do a better job of meeting the expectations of the members we represent. This concern

must also be reflected in the reorganization of the Federation. These will be crucial issues and areas of work in the coming days.

We have to roll up our shirtsleeves, because we are determined to improve the conditions of the workers we represent.

Determined to defend the personnel in the health and social services system!

Determined to defend the personnel in the system of educational childcare services!

For a determined FSSS!

For a determined CSN!

APPENDIX 1: COMPOSITION OF THE FEDERAL BUREAU

FSSS-CSN Executive Committee

President: Jeff Begley

General secretary-treasurer: Nadine Lambert

Vice-president responsible for Class 1: (Marie-Josée Tremblay) Félix-Olivier Bonneville

Vice-president responsible for Class 2: Guy Laurion

Vice-president responsible for Class 3: Josée Marcotte

Vice-president responsible for Class 4: (Mélissa Gaouette) Marie Pagès

Vice-president responsible for the private sectors: Dany Lacasse

Regional vice-presidents

Gaspésie-Îles-de-la-Madeleine: Michel Cyr

Bas-Saint-Laurent: (Daniel Charette) Denis Ouellet

Saguenay-Lac-Saint-Jean: Gaston Langevin

Québec-Chaudière-Appalaches: (Denis Bertrand) Lucie Langlois

Cœur-du-Québec: Claude Audy

Estrie: (Laurent-Paul Maheux) Stéphanie Vachon

Montréal-Laval-Grand Nord: (Luc Bastien) Judith Huot

Laurentides-Lanaudière: (David Deschatelets) Marie-Christine Delsart

Montérégie: (Steve St-Onge) Karine Morisseau

Outaouais: Christian Meilleur

Abitibi-Témiscamingue-Nord du Québec: Annick Trottier

Côte-Nord-Basse Côte-Nord: Gisèle Charette

Representatives of private sectors

Pre-hospital sector: Jean Gagnon

CPE sector: Louise Labrie

Private institutions and community organizations: vacant

CHP sector: Gilles Gagné

Home childcare providers and intermediate and family-type resources: Lucie Longchamps

APPENDIX 2: RECOMMENDATIONS FROM THE 43RD CONVENTION OF THE FSSS-CSN

RESOLUTION RELATED TO VPP WORK 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 (VPP) 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 educational 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.

APPENDIX 3 - LIST OF AD HOC COMMITTEES

- Senior pharmacy assistant
- RSG coordinating office compliance officers
- Intervention officer
- Working committee part 2 nationalization pre-hospital sector
- Materials management centre reorganization - MUHC CHUM
- VPP campaign – laundries
- VPP campaign – Regionalization of services –
- Estrie
- Implementation of Bill 21
- Sub-contracts in health, awarding in relation to VPP campaign
- Aides’ committee, development home care
- Broad reflection, RSG sector
- Federal Bureau, role and functioning
- CRDITED services 2nd line
- Reorganization of medical biology
- Medical secretaries
- Computer technician
- Beneficiary attendants project - IRSST
- Organization of work and Proaction-type management
- Future of the pre-hospital sector, phase 11
- Dental medicine assistant
- Amalgamation of laboratory services - Optilab
- Growing with dignity – youth centres
- Optimization, procurement model
- Union organizing, RSG sector
- Person in charge of food, CPE cooks
- “Ouvrir les yeux” campaign and CHP issues
- IRSST- research hygiene – cleanliness
- Impact of Bill 10 with Éclats group
- VPP committee – private sector in health and social services, FSSS
- Valuing and preserving CPEs and RSG
- Protocol for prioritizing calls - meals (RMU)
- Review of 2015-2020 public-sector bargaining
- Transfer of professionals, technicians to GMFs
- Effects of Bill 10 on office personnel
- Sterilization attendant
- Equity maintenance complaints, CPE sector, educator
- Evaluation purchase MALDI-TOF microbiology device
- Modification to radiology, sonography technologist DEC
- Clinician nurses or position incumbents
- Nursing assistants’ field of practice

- Mechanical fabrication technicians
- Intervention officer in psychiatric settings
- Overhaul of FSSS structures
- Review of 2016 raiding
- Purchaser and executive assistant (National Jobs Committee)
- Status of situation in CRDIs
- Administration and computer technician, AEC
- Pay equity, CPE, Supreme Court
- Assessor, university teaching assistant (JM)
- Witnesses, university teaching assistant (JM)
- Brief, members' problems in regions 8, 17, 18
- Pay equity audit complaint, public sector
- Hearing, sector vs. municipality of Carleton-sur-Mer

REPORT FROM THE COORDINATORS

REVIEW AND PROSPECTS

Since the last convention, the Federation's team of staffers has done everything possible to carry out the mandates entrusted to them and meet repeated challenges during the last 16 months. This short mandate was marked by a number of upheavals and adjustments for unions and the team of FSSS staffers. We were pretty shaken up and destabilized. It is clear that the loss of 20,000 members in the last public-sector raiding campaign put into question a number of concepts and foundations of our work. It was a difficult experience, because we had a great sense of injustice. We had to review certain concepts like staff teams, notably in our organization of work, for the purpose of meeting members' needs. Right from the first weeks after the results of raiding were in, we assessed prospects quickly. Despite the defeat in raiding, we are still the union organization that represents the most members in health care and social services. Keep in mind that the review of the last round of raiding was a step towards looking at prospects, with a view to preparing the next round of raiding.

Furthermore, as a union organization we have been faced with explosive government attacks and their repercussions. The Barrette reform put us in a precarious position vis-à-vis our health and social services system. The hypercentralization of this reform has simply bogged down our system and made it less efficient. Despite resistance from the Federation and its unions, Bill 10 was passed and implemented. We think, however, that in the framework of the next mandate, the Federation and its unions will have to continue mobilizing for changes to a number of parts of this reform. Currently, we are deep in negotiations on the 26 local matters in the public sector. We have

25 bargaining tables in talks, and the process requires a lot of energy from our team of staffers dedicated to each of these tables. We think that local bargaining is an opportunity for our unions and the Federation to solve a number of problems encountered by personnel, notably ones tied to the reform of the system. Remember, we have until September 2018 to conclude the renewal of these 26 matters.

Simultaneously with all our union obligations at the local level, the system is confronted with labour shortages, and our members are exhausted. Overwork and exhaustion of workers in all classes of personnel in the mean that we are forced to take action to denounce the situation loud and clear. In early spring, we quickly launched a national campaign denouncing overwork and exhaustion of personnel: *Assez, personnel surchargé!* (It's enough – personnel overworked!). The members of the FSSS team, unions and members of the *Service d'appui à la mobilisation et à la vie régionale* (SAMVR – mobilization and regional life support service) mobilized to support unions with the goal of creating a tidal wave of denunciations of the critical state in which personnel in the system are plunged. The campaign coincides effectively with local bargaining, in which we are proposing real solutions to reduce labour shortages, burnout, overwork, overtime, etc.

In the private sectors, we have been involved in fairly difficult talks to renew collective agreements that required the unions and members to mobilize. Just take, for example, the CPEs, where employer demands at the various bargaining tables all had one goal: rolling back working conditions. With the exceptional mobilization of workers, we succeeded in largely achieving the goals we had set. As these lines are written, we are still

negotiating with one of the employer associations in early childhood centres (CPEs) that is still trying to impose major rollbacks in three regions: Montréal, Centre-du-Québec and Estrie. Workers have had to use stronger pressure tactics, like one-day strikes, to make progress in bargaining. For the pre-hospital sector, we finally renewed the collective agreement, despite the obstacles confronting us, notably in terms of the pension plan and the presence of independent union associations that are always trying to take advantage of our expertise. As we write, the round of general membership meetings on adopting the agreement in principle and the related rallying votes are finished. In the coming months, we will be in the process of reviewing and assessing this bargaining, in order to properly identify what will be at stake in the next round of bargaining. For home childcare providers (RSGs) and intermediate and family-type resources (RI-RTFs), we are currently in the early stages of discussions to prepare the renewal of the group agreements. We are also preparing for the next round of raiding in the RSG sector next October. For the private residential care centres (CHPs), we have held a sectoral bargaining council in order to present the co-ordinated bargaining platform for the next period of bargaining. We will be consulting members to prepare our contract demands. As for private institutions and community organizations, we are currently in bargaining talks at a number of tables and we are also providing support for union executives, notably around union life.

As this report is written, there are three unions still negotiating to finalize the renewal of their collective agreement (Syndicat des employés d'Urgences-santé de Montréal (SEUS) and Héma-Québec – Montréal and Québec City regions). Naturally, the last items to be settled at the bargaining table are the monetary ones. Given that they are governed by Schedule C of

the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors, the Conseil du trésor has still not given the mandates needed to obtain a satisfactory settlement. The unions have turned to their members, outlined the situation, and all three have voted to strike at the time deemed appropriate. Right now, there is extraordinary mobilization by these unions and their members. Bravo!

THE TEAM

The team of staffers draws its strength from its activism and cohesion. The provincial team, the core team and the regional teams are the three main parts of the structure that enables us to achieve our goals and do the work stemming from the mandates adopted by Federation delegates. The provincial team is composed of staffers, Executive Committee members, regional vice-presidents and four representatives of the private sectors. The provincial team meets at least twice a year. This is where policies are debated, including the organization of work, are debated. The provincial team is also consulted extensively on all the Federation's policy directions.

The core team concentrates on technical issues generated by the implementation of mandates. It includes a staff representative from each region, the two co-ordinators and the staffers assigned to national areas of work. It should be noted that in recent years, the core team has not met very often; we have opted instead for targeted meetings with staffers on technical aspects. For example, when we worked on the establishment of new unions following the raiding in the public sector, we had meetings with the union staff representatives responsible for each CISSS and CIUSSS. As well, at certain times during the last mandate, we opted for meetings of the provincial team,

with a view to having broader discussions, contributions and cohesion on the various issues facing unions and the Federation.

Finally, each regional team is composed of staffers and the regional vice-president. Its role is to discuss and implement the various work plans stemming from the Federation's policy decisions. The regional team also has to discuss various aspects of the organization and planning of work with each union in the region concerned. The regional team's mandates come from the provincial team, and it then develops the work plans to be implemented in order to respond to the priorities, policies and objectives voted by the Federation's decision-making bodies.

Two staffers are designated by the provincial team to coordinate all the services provided by the Federation and to oversee and provide support for team members. The role of the coordinators is defined in Article 133 of the Constitution and By-laws (see Appendix A) and chapter 8 of the collective agreement of CSN staffers (Appendix B). Note that the service co-ordinators are backed by six national positions assigned to specific areas of work, and together they constitute the expanded co-ordinating committee. It's the equivalent of the regional teams, since the members of the expanded coordinating committee help the two coordinators plan, carry out and follow up on the various mandates. The expanded coordinating committee also helps mentor new FSSS employees. As well, we benefit from the support of the three national spokespersons assigned to common bargaining tables like the CPEs, RSGs, RI-RTFs and the pre-hospital sector. These spokespersons also have the support of a staffer assigned to coordinating bargaining in the CHP sector. With the support of these staffers, we coordinate the work of the provincial team.

We would like to point out that in addition to the three components of our services structure, we have created more technical support structures in response to the various concerns of all our sectors.

For the private sectors, we have established technical committees composed of staffers dedicated to each of the CPE, RSG, RI-RTF, pre-hospital and CHP sectors. This lets us have an exceptional level of expertise and ensures cohesion in terms of policies specific to each of these sectors. These technical committees are composed of the staffer responsible for the national area of work and staffers from the regional teams that provide support for these unions.

Furthermore, to be even more effective, we have created support structures commonly called "hubs" (pivots). Our comrades dedicated to occupational health and safety work innovated in establishing this structure, which helped consolidate our expertise. We drew on this structure for other areas of work that are national in scope, like the campaign to value, promote and preserve public services (VPP) and the raiding in the public sector. These support structures allow us to channel our energies and develop our expertise in various spheres of work. The "hub" structure is composed of one member from each of the regional teams plus the staffers responsible for national areas of work in support of the various issues or files. This "hub" structure lets us work directly with the staffers at the operational level. We have seen in recent years that these structures have largely replaced the dedicated role of the core team, as mentioned previously.

Specific to the FSSS, these structures let staffers participate actively in the democratic life of unions, be present in their activities, solve members' problems and mobilize them on shared issues in order to achieve our

objectives. These structures also provide support for new staffers and mentor them in their role of union staff representative. At the CSN, we all work together while respecting our roles. We are fighting to preserve and improve our public systems, though improving the working and living conditions of our members is our main concern.

Our team is composed of 105 staffers: 25 office employees (including 2 executive secretaries), 76 union staff representatives, 1 accounting secretary, 2 administrative secretaries and one accounting staff representative (see the list in Appendix C). At the 43rd Convention of the FSSS in 2016, the structure of positions was 124 staffers: 31 office employees (including 3 executive secretaries), 88 union staff representatives, 2 accounting secretaries, 1 administrative secretary, 1 executive secretary/accounting secretary and one accounting staff representative.

As a result of the last round of raiding in the public sector, we have had to reduce our positions by about 15% from what we presented at the 43rd Convention. For the coordinators and for the members of the Executive Committee, it was essential that the analysis of the reorganization of the structure of staff positions be done in ways that minimized the impact as much as possible. We opted for a structure of positions “in unity and solidarity”. We banked on team work to even out workloads while making changes to the way we usually do things. Consequently, we were able to minimize the negative effects at a number of levels. We had to abolish a total of 19 positions – 11 staff representative positions and 8 office employee positions. Of the 19 positions abolished, 16 were eliminated by attrition – 84%.

After this necessary transition, the staff team nonetheless succeeded in remaining united, and we developed new methods of

work. For example, we have considerably reduced the volume of printed documents, opting instead for electronic documents, and we have made more use of video-conferencing. The underlying logic is that whatever we can save here corresponds to more direct services for members.

We think we have managed to get back on our feet. There are still a number of challenges, but we are convinced that we have the team we need to take them on. Our cohesion, solidarity and unity mean that we are a unique kind of team. Naturally, this specificity is strongly shared with the unions and members who make up our great federation.

In conclusion, we would like to take this opportunity to salute the staffers who have left for a well-deserved retirement. On behalf of all the team members, we thank the following comrades: Martine Simard, Paul Gauthier, Jean-Luc Théorêt, Danielle Faucher, Ginette Rainville, Christiane Houle, France Lévesque, Loïse Tanguay, Manon Therrien, Ginette Cyr and Jean Bédard.

PROVINCIAL POSITIONS

As we have already mentioned, the expanded coordinating committee is composed of the two coordinators and six staffers assigned to national (province-wide) roles. Before the restructuring, there were nine staffers. We think it is crucial to preserve our broad range of expertise. Consequently, we merged the roles of consolidation and union life with training. We combined the role of support for staffers (in arbitration) with that of case law and the Roll. We joined occupational health and safety work with the work on valuing, promoting and preserve public services (VPP). And the technical role vis-à-vis the RREGOP has been entrusted to the spokesperson for bargaining.

These six provincial positions are filled by staff representatives from the provincial team. They are assigned to the following specific areas of work:

- ^ training, consolidation and union life;
- ^ information and research;
- ^ case law, Roll and support;
- ^ valuing, promoting and preserving public services (VPP); occupational health and safety;
- ^ spokesperson for public-sector bargaining and the RREGOP;
- ^ representative of the private sectors (CHP, RSG, pre-hospital, RI-RTF and CPE).

As we said previously, we had to reorganize some responsibilities in terms of the province-wide positions in order to provide support for internal restructuring. We have had to revisit some work plans and give priority to certain actions in the short and medium term.

TRAINING AND CONSOLIDATION

Training sessions are planned taking into account the resolutions adopted at the last convention and current prevailing conditions. They are designed and produced by the Federation. They are given by union staff representatives. Holding sessions is the responsibility of each regional team.

There is also training offered by the various departments of the CSN and central councils on topics for which they are responsible. We participate in CSN meetings on training in order to coordinate our activities.

These are the CSN departments that worked with us in holding training sessions: Human resources, Labour relations, the SAMVR (support for mobilization and regional life) and the Professional Defence Fund (PDF).

REIMBURSEMENT POLICY

The last convention adopted a policy on assistance for unions aimed at encouraging members to participate in training. Although we favour holding training sessions in the region our members come from, we also offer the possibility of inter-regional assistance so that members can have faster access to the Federation's training sessions.

Our sessions are aimed at equipping members to deal with aspects that are the Federation's responsibility:

- ^ collective bargaining
- ^ defending members' rights
- ^ union life

They are available and offered from time to time at the local, regional and provincial levels. Appendix D gives the list of the training sessions offered and statistics since the last convention.

COLLECTIVE BARGAINING ON WORKING CONDITIONS

A major part of this work was devoted to training in support of collective bargaining.

Sessions were offered to bargaining committees before and after negotiations.

Sessions were also given on the new collective agreements or local and regional agreements.

We will continue to provide support for our unions in collective bargaining.

UNION LIFE AND SETTLING DISPUTES

Disputes I, Disputes II, Leadership, and Site stewards sessions

The Disputes I and Disputes II sessions are

for grievance or disputes officers and vice-presidents for grievances, and are aimed at developing skills such as:

- ⤴ welcoming and intake of aggrieved members;
- ⤴ management of grievance, dispute and disagreement files;
- ⤴ arguments;
- ⤴ intervention;
- ⤴ the capacity to solve problems so as to avoid getting into legal procedures on disputes.

The Leadership session helps improve team work capacities and provide effective leadership.

STEWARDS SESSIONS

The Site stewards sessions for union councils are offered in all sectors. A special session for CISSSs and CIUSSSs is also available in the regions.

These sessions are given by the union staff representative for the work. They are essential to improving union life and are eligible for the reimbursement policy for FSSS-CSN training sessions.

YOUR EVALUATIONS OF SESSIONS

We take account of all the evaluations done at training sessions and we try to respond satisfactorily to expectations and comments, insofar as is possible.

SESSIONS FOR FSSS-CSN STAFFERS

- ⤴ Intake day for new Federation staffers;
- ⤴ Theme and educational sessions given as needed to Federation training reps;

- ⤴ Other training is also given at provincial team meetings, as well as sessions offered by CSN departments.

OUR PRIORITIES FOR THE NEXT THREE YEARS

Sessions, including Disputes I, Disputes II and Leaderships will continue be offered to pursue the reorganization of our unions and the intake of new activist members.

Sessions will be given on the new collective and group agreements in the private sectors.

Sessions are still offered upon request in the framework of the work plan on valuing, promoting and preserving public services (VPP).

CONSOLIDATION AND UNION LIFE

Union staff representatives ensure that the basic training, including the training on Stewards, is offered for union members. A work plan and follow-up are developed with the union, FSSS and SAMVR staff representatives.

Interventions for consolidation are most frequently related to major internal operational factors. These include:

- ⤴ the division of tasks and responsibilities on the executive committee;
- ⤴ a lack of understanding or non-respect of the roles of each executive committee member;
- ⤴ the division of leave for union work;
- ⤴ the policy on reimbursing expenses;
- ⤴ conflictual relations between two or more members of the executive committee;
- ⤴ improving the functioning of union councils;

^ members' participation in general membership meetings.

During the three years of the next mandate, we will of course continue our consolidation work.

The reorganization of unions in the public sector continues so that communications, information and the union structure encourage decentralization. We have to ensure that services are available and provided locally, close at hand, and that there are places for exchanges and debates to preserve democracy and ensure the continuation of healthy union life.

As for the private sectors, we will continue to develop and implement work plans taking into account the specific characteristics of each sector, in order to ensure union life that brings union members together.

INFORMATION AND RESEARCH

In information and research, the last raiding campaign in the public sector was what certainly took up the largest part of the work in the last mandate. In collaboration with the CSN's communications department, close to 400 pieces of information materials were put out to support the teams in the field and transmit our messages to personnel in the system.

This intensive period was accompanied by other work that was added daily to information and research work. This was the case in particular of the work of the committee on the review and assessment of the last round of bargaining in the public sector, presented to the November 2017 Federal Council. The same holds true for the work of the committee on the review of raiding, which concluded with the presentation of the review to a Federal Council later the same month.

During the same period, the work in preparation for this convention picked up pace. This is always a demanding period, be it for support for writing, preparing visual materials or participating in the work of the convention committee.

Following the raiding, the reorganization of local unions also required support from information and research. Training was indeed given on December 6, 2017 to information and mobilization representatives of unions in the Federation's public sector. It was aimed at training newly elected officers on all aspects of communications work in a local union, from producing leaflets to social media and web site. Subsequently, working sessions were held in conjunction with decision-making meetings to continue training the members responsible for informing members throughout Québec. This training will also be made available to private sectors in the coming months. Support for information in unions will continue in the next mandate, notably by combining our efforts to keep members well-informed.

In light of certain recommendations adopted in the reviews of collective bargaining and raiding, it would seem to be necessary to develop new information content so as to better respond to our members' questions and concerns. This has involved establishing a communications strategy that has been deployed on social media as well as the Federation web site. This work will continue too during the next mandate.

Local bargaining by unions affected by the amalgamations was also a key part of the mandate. Visual elements and materials for unions were produced in collaboration with the CSN's communications department. We also followed up on the application of the information plan and mobilization plan in support of local bargaining, in collaboration with the SAMVR. In

addition to all this work, there is all the media work to make known the issues we are working on in both the public and private sectors. Be it by answering sporadic questions from journalists or by developing in-depth dossiers on certain issues, public relations work has a major place in what we do. It has enabled us to maintain good visibility for the FSSS in the public eye.

The same goes for the work of managing the various Facebook groups and pages, which are an important tool for contacting members. Updating the Federation's web site and its daily edition has also kept us busy, along with the production of various bulletins and blog posts during the entire mandate.

The staffer also provided support for the work of the LGBT committee.

Finally, we continued to play a coordinating role with the Coalition solidarité santé, notably in supporting interventions on the fight for an entirely public drug insurance plan.

CASE LAW, ROLL AND SUPPORT

The role of the staff representative assigned to case law is to provide technical support for team members on everything concerning case law, the interpretation of collective agreements, requests for legal opinions and second opinions on requests for judicial review of arbitration awards and unions' decisions on whether or not to send a grievance to arbitration.

Since the 2016 convention, the person responsible for case law, in collaboration with other staff representatives and elected officers, has been asked to work on a number of major files, notably in relation to the Barrette reform that has affected the health and social services system. For example, we participated in and contributed to the preparation of a guide to

local bargaining. Recently, we also helped prepare two guides, on mediation-arbitration and on workloads.

ROLL

The basic role of the arbitration Roll is to assign arbitrators to the grievances filed by unions. A Federation representative sits at meetings, notably to see that the appointment procedure is followed properly.

It was agreed to put an end to the previous practice of returning grievances on the Roll to unions when the collective agreement was renewed so that they could try to settle them. If there was no settlement, they had to be returned to the Roll and re-entered on the arbitration roll on the basis of the first date they were registered. The main reason for ending this practice is that it was a demanding and relatively unproductive exercise.

The reorganization of the system and the campaign for changes in union allegiance had a major impact on the composition of unions and, incidentally, on how the arbitration Roll operates. It was necessary in the months following the decisions on new bargaining units to identify grievances – not always easy in some cases because of the aftermath of raiding. Despite everything, the operation was carried out without negative consequences for the unions concerned. The clerk of the Roll had to update the computer system to adapt it to the new configuration of institutions and unions. This complex operation was finalized in December 2017.

Summary of grievances filed with the arbitration Roll as of March 12, 2018:

Grievances to be mandated: 447
Grievances pending: 3
Grievances mandated: 145
Total: 595

SUPPORT

In the context of the Federation's reorganization of services, the responsibility for professional support (support for arbitration) that was previously assigned to two union staff representatives was merged with the role of the person responsible for case law and the Roll.

The role of professional assistance consists basically in accompanying staff representatives who so request in preparing an arbitration case, making representations before the Tribunal administratif du travail (TAT – administrative labour court) and even accompanying and supporting them in a hearing, with a view to training them. Occasionally and exceptionally, the person in charge may be called upon to take on an arbitration case or representation.

SPOKESPERSON FOR PUBLIC-SECTOR COLLECTIVE BARGAINING AND THE RREGOP

Since the last convention, the spokesperson has helped write the training document on the public-sector collective agreement signed on July 4, 2016. He also prepared some comparisons of national collective agreements and provided support for the raiding committee during the period for changes in union allegiance.

The spokesperson worked on setting up and participating in the work of a number of joint committees stemming from this collective agreement. He participated in talks on a number of agreements between negotiations, with the Comité patronal de négociation de la santé et des services sociaux (CPNSSS Management bargaining committee in health care and social services) that amended the collective agreement (agreement on the harmonization

of working conditions following the period for changes in union allegiance as well as the updating of the list of grievance arbitrators).

As a member of the committee on the review of the last round of bargaining, the spokesperson helped write and present the report on the review at the joint Federal Council for Sectoral Bargaining in November 2017.

In addition, he coordinated local bargaining, in particular through training on the 26 matters, conference calls with all the union participants and training on the mediation-arbitration process. He also coordinated a number of legal procedures for the Federation, like the one on local bargaining (absence of strikes, etc.).

A work plan was developed and followed in collaboration with the public-sector vice-presidents throughout the mandate and continues, taking current developments into account. The spokesperson provides support for union staff representatives serving public-sector unions on interpreting the national collective agreement. Finally, he does some research and analysis in view of the next round of bargaining.

THE RREGOP, THE PUBLIC-SECTOR PENSION PLAN

The committee to review the RREGOP is composed of two union representatives, one of them from the Federation, and two employer representatives from the MSSS and the Conseil du trésor secretariat. This committee has three mandates, namely to:

- ^ examine review requests that fall within its jurisdiction;
- ^ confirm, invalidate or render the decision that, in its opinion, should have been rendered;

- ✧ give the applicant written reasons justifying and commenting on its decision and, if applicable, to Retraite Québec.

Since the last convention, the committee has continued to analyse cases in its many working sessions.

The Federation's representative has also provided support for staff representatives in handling firing cases or in the application of arbitration awards involving agreements concerning the RREGOP, notably to ensure that they are in compliance. As well, he plays a consulting role, advising the provincial team on developments with or changes to the RREGOP or its application (for example, changes to the rules stemming from the application of the Act respecting the government and public employees retirement plan).

The retirement handbook, *Guide de retraite : À l'intention des membres des syndicats du secteur public de la Fédération de la santé et des services sociaux (FSSS-CSN)* (Retirement handbook: for members of unions in the public sector of the FSSS-CSN) produced in 2012 will be updated to take into account the changes made in the national collective agreement.

Finally, the Federation will continue to participate actively in the RREGOP advisory committee and work with the other CSN public-sector federations and our partners in the Labour relations department and the CCSPP (Comité de coordination des secteurs public et parapublic (CCSPP – Coordinating committee for the public and parapublic sectors).

VALUING, PROMOTING AND PRESERVING THE PUBLIC SECTOR (VPP) AND OCCUPATIONAL HEALTH AND SAFETY

VPP

At the 2012 convention, the special convention in 2015 and the 2016 convention, the Federation and its affiliated unions decided to continue and intensify their fight to value, promote and preserve public services. When we see the vigour with which the current government conducts its project of demolishing and privatizing public services, and the way that it targets our federation in particular all the better to succeed, we can realize all the relevance and importance of our actions, which we will have to step up.

During this mandate, we had to adjust the goals of the resolution adopted at the last convention, notably because of the raiding and its outcome, and then the vast reorganization of unions now taking place. The objective of giving ourselves concrete tools and developing a culture of tackling VPP issues locally and regionally is still a crucial one. We continued our work despite everything. We can see, in fact, that a number of regional teams have taken the bull by the horns successfully.

But we had to adapt. For example, instead of holding Estates-General on health care and social services after the two national “Rendez-vous” on the future of public services and social services, we opted for a more flexible approach, in conjunction with the CSN, that took the form of the “15 solutions” approach. We are using this approach right now to put pressure on the government and opposition parties to implement real solutions.

We also chose to put our time and energy into putting together certain files and analyses

for the media to back up the various political challenges we issued, notably in recent months in the context of an upcoming provincial election. We also intervened on specific cases of privatization, and were able to test, with some success, the new tools that we developed in the last round of bargaining. More than ever, the development of strong alliances and collaboration with research groups is having an influence. Our political influence and our capacity to make known our positions in the public arena are very important. It was essentially on these aspects that our team worked in all regions to support the Federation's work and actions in the mandate now coming to an end.

OCCUPATIONAL HEALTH AND SAFETY

The Federation's team actively support the work of the Health and Safety Committee in the framework of the policies set by the last convention.

The Federation pursued its objective of promoting workers' health and safety from the angle of preventive measures and eliminating hazards at the source.

Together with the CSN, we continue to implement struggles and campaigns like the national occupational health and safety week. In our actions, we demand that workers' health and safety not be endangered in workplaces, and that no one ever lose their life.

Despite our efforts, the situation remains disturbing. Over the years, concerns about psychological health, violence at work, musculoskeletal problems, infections and the environmental issue are still more relevant than ever.

In recent rounds of bargaining, we have made significant gains in both the public and

the private sectors. Take, for example, the creation of joint local health and safety committees, inspection methods and the identification of hazardous situations.

Nor can we ignore the Federation's "1, 2, 3... GO" action plan. Of on-going pertinence, this action plan is aimed at working on three levels: local, regional and national. The Health and Safety Committee's approach is to strengthen a proactive approach to health and safety in the workplace.

In terms of training, the content of sessions has been developed on the basis of current needs and concerns. Similarly, we should mention our active participation in the research projects of the Institut de recherche Robert-Sauvé en santé et en sécurité du travail (IRSST – Robert Sauvé occupational health and safety research institute), preparation of conferences, education-awareness days, CSN national co-ordination, the ASSTSAS and our involvement in other forums like those dealing with public health or at the CNESST.

GROUP INSURANCE

Regarding group insurance, note that the Federation's insurance team is composed of two union staff representatives. One of them works out of our offices in Québec City, and the other from Montréal. After the 2018 insurance contract and work plan were adopted at the November-December Federal Council, the insurance team got down to work quickly. First, we produce the documentation and materials necessary to facilitate the votes on the choice of a long-term disability insurance plan in the new unions. We also provided support for unions in their rounds of meetings on this. We worked together with the SSQ to produce a survey sent out to more than 65,000 members of the insurance plan, as well as all unions, to consult them on what they

need from the group insurance plan. We also worked with the Insurance Committee to find various solutions for modernizing our plan in accordance with the needs of our members for the 2019 renewal.

We also worked with the CSN's general coordinating committee on negotiations (CCGN - comité de coordination général des négociations) to assess the possibility of offering unions in the private sectors that don't have group insurance plans access to our insurance plan. As these lines are written, the work is still on-going. As well, we continued to make representations concerning long-term disability insurance claims, which we have noted are unfortunately on the rise. We see that the new employers are more and more devious in how they manage disability cases. They use all sorts of ways to get our plan to cover cases that are not its responsibility, notably by using temporary assignments, extending the time limits for medication arbitration or drawing out return to work procedures.

As well, we have had meetings with the unions in the pre-hospital sector that are also in the process of assessing their group insurance coverage. We are doing work and preparing an organizing drive of "unionizable non-unionized" workers and home childcare providers. The latter are currently preparing the next raiding period, in October.

THE EXPANDED COORDINATING COMMITTEE

For the next mandate, the expanded co-ordinating committee will continue to play its role in the development and follow-up on work plans stemming from discussions with the members of the provincial team. The expanded coordinating committee will continue to provide team members with the tools they need to implement the decisions of decision-making

bodies and the provincial team. They will continue to provide support for new employees and help train them. The composition of the expanded coordinating committee will be adjusted, if need be, in accordance with the needs to be met.

PRIVATE SECTORS

In terms of the Federation's private sectors, we have union staff representatives assigned to each of these sectors (see Appendix C) for the duration of collective bargaining as well as between rounds of bargaining so as to ensure that various aspects of the work are carried out. Currently, the Federation represents close to 200 unions with more than 25,000 members in the private sectors. There is obviously a major expansion of unions in the private sectors.

PRIVATE RESIDENTIAL CARE CENTRES (CHPs)

For the CHP sector, work was done to wrap up co-ordinated bargaining by all the unions. At the same time, CHP unions at the coordinating committee of the various bargaining tables developed an action plan to back up their demands, in particular on pay. This sector had joined the Federation's demands in public-sector bargaining to make pay the priority.

What are the results of the last round of coordinated bargaining? Of the 37 bargaining units that participated, 35 had obtained a settlement at the time these lines are written. Twenty of them obtained all the objectives of the platform for settlement adopted by delegates at the sectoral council, and 15 obtained a settlement that met in part the four elements of the platform established. For now, there are still two bargaining units seeking a satisfactory settlement. A review and assessment of the last

round of coordinated bargaining was presented to delegates in the sector at a sectoral council held November 8-9-10, 2017. Following the presentation of this review, the council created its bargaining committee for the next round of coordinated bargaining. The review was not presented as the final word on the 2015-2018 bargaining, but rather a step towards preparing the next round of coordinated bargaining (2018-2021). It should be noted that since March, the unions have been holding general membership meetings to present the bargaining protocol and their demands presented and adopted at the February 20-21, 2018 sectoral council. A few unions have already filed their contract demands with their employers. In conclusion, we want to emphasize that it is possible that close to 60 bargaining units may join the CHP coordinated bargaining platform.

HOME CHILDCARE PROVIDERS (RSGs)

During the last mandate, the sector's work focused mainly on applying the group agreement. It took many struggles, however, to enforce the agreement properly. These struggles resulted in several arbitration awards that confirmed the Federation's claims about the ministry's responsibility in the framework of settlement agreements before the Tribunal administratif du Québec (TAQ – Québec administrative tribunal). In these cases, the Ministry of Families absolved itself of all financial responsibility in a settlement reached in the TAQ conciliation process. In the framework of the national committee on training and upgrading, the Federation's vigilance made it possible to recover \$40,000 for the national training fund that had been held back by the Ministry. Home childcare providers can now take advantage of new low-cost training sessions that will be available on-line. The joint

committee continues to work at harmonizing the practices of the coordinating offices, including on the process of renewing recognition of home childcare providers. Diligent, sustained work is necessary to counter the abusive procedures of certain coordinating offices. The sectors also work together with MCE Conseils, the consulting firm, to apply the letter of agreement on the evaluation of home childcare that was part of the renewal of the group agreement. The research and analysis that will provide the basis for the renewal of the group agreement began in February 2018, and will be concluded next fall. The struggle to apply the "trailer clause" continues in the home childcare providers sector, since the Ministry of Families is still refusing to pay the additional remuneration for 2015, as well as for the establishment of the new protective leave or reassignment plan. Various political representations were necessary to promote the preservation and valuing of licensed, subsidized childcare services, notably around Bill 143¹ as well as no-fee participation in the single wicket for assignment places in childcare services.

INTERMEDIATE AND FAMILY-TYPE RESOURCES (RI-RTFs)

There was also a period of applying the group agreement renewed in December 2016 for the RI-RTF sector. Sustained work by the sector resulted in settling the dispute opposing it to the Ministry of Health and Social Services on the "trailer clause" on payment of additional remuneration for 2015 and 2019. An agreement was finally reached in the fall of 2017. The amalgamation of institutions in the RI-RTF sector became a concrete reality on July 8, 2017, leading to a period of changes in union allegiance for which the TAQ rendered its decisions on September 6, 2017. In the

1 An Act to improve the educational quality and foster the harmonious development of educational childcare services

end, three bargaining units left our organizations, but the operation nonetheless helped consolidate and expand the presence of the Federation in this sector. A TAT decision on March 7, 2018 for the Abitibi region confirmed the representative status of the FSSS-CSN for 319 child resources, thus increasing the total number of members to about 30%.

Following the amalgamation process, unions in the sector reorganized the continuation of their labour relations with the new representatives of the amalgamated institutions. They maintain and develop labour relations in the framework of local “concertation” tables with the new institutions. The organization of our RI-RTF unions continues steadily. A toolbox was developed and provided to each of the executive committees to give them better tools for taking their union in hand, notably with different form documents to facilitate the management of daily affairs. At meetings of the national concertation committee, the sector continues its work of planning and developing training, upgrading of resources and the establishment of a new protective leave or reassignment plan. Finally, in MSSS consultations as part of the partners table, the RI-RTF sector had the opportunity to comment on the user classification tool and the reference framework for the recognition of resources as well as the harmonization and adaptation of the Régie du bâtiment legislation, the Commission de la construction and the Act regarding labour standards.

EARLY CHILDHOOD CENTRES (FACILITY-BASED CHILD CARE) (CPE)

Recent years have been very busy in the CPEs. Right from the start of 2015, the government proceeded to make significant cuts in the CPE system. This consequently had a substantial impact on employees’ working

conditions. In response, we launched the “Un réseau qui fait grandir” campaign (A system that helps children grow) to defend and protect the system from the Liberal government’s attacks. At the same time, collective bargaining finally took off. In this round of bargaining, the employer party filed demands that were roll-backs at all levels. National bargaining talks continued until November 6, 2017, when we finally obtained an agreement in principle on national clauses. Thanks to the exemplary mobilization of CPE workers, we succeeded in rejecting the vast majority of the employer demands and made some worthwhile gains, notably on pay. Negotiations continue on regional and local clauses, where the employers were making just as many demands. As this report is written, nearly all the CPEs have an agreement in principle and the collective agreement should be signed. All that is left are the CPEs tied to an employer association that is still refusing to apply the national agreement. These workers have to continue the battle for a collective agreement comparable to what has been negotiated in the other regions.

PRE-HOSPITAL SECTOR

During the last mandate, what kept the pre-hospital sector especially busy was without a doubt the renewal of the collective agreements. Consolidated bargaining of collective agreements was seriously perturbed by the withdrawal of the MSSS from the bargaining table. This meant a proliferation of bargaining tables with the various employer associations and groups, and forced us to change our approach to bargaining, given that the employers did not want to make any advances at the bargaining tables without a guarantee of funding from the MSSS. A first settlement was finally reached with Urgencies-santé after a 17-day bargaining blitz in July 2017. As well, during the same period, we negotiated a

defined-benefits pension plan for all paramedics in Québec.

We constantly insisted that the settlement on common matters with Urgences-santé should apply to the other collective agreements. We maintained this principle of solidarity, which resulted in obtaining equivalent settlements for the entire sector.

Simultaneously with negotiations, we obtained – not to say negotiated – a clear commitment by the MSSS to establish measures aimed at an objective and tangible improvement in the coverage of pre-hospital emergency services across Québec. These various measures are now recorded in a letter from the MSSS and have so far resulted in the addition of 22 vehicles and the conversion of 40 stand-by duty schedules into hourly schedules.

CSN SERVICES

We work together with the Labour Relations department and its various modules, Administrative Services, the Organizing department, the service of support for mobilization and regional life (SAMVR), the Communications department and Legal Services.

The Legal Services department contributes to training activities for the provincial team. The same department gives legal opinions upon request and represents our members and our unions in legal courts and administrative tribunals where a member of the Québec Bar is required.

The Labour Relations department, through its various modules (benefits, prevention, MCE Conseils, research, training) intervened at our request on a number of occasions on matters as diverse as air quality in the workplace, the financial analysis of a business, the production of tools for evaluating workloads, etc.

The Communications department was mainly involved during periods of collective bargaining in both the public sector and the various private sectors. The service also provided invaluable assistance during various CSN campaigns, sectoral campaigns and campaigns for changes in union allegiance.

Our unions often call upon the auditing module of Administrative Services. It provides considerable support, analysis and expertise for unions that want to audit their accounting.

The SAMVR (support for mobilization and regional life) is an indispensable service for Federation unions and the staff team. With this service, unions are able to have more bargaining power in their various struggles, notably in support of collective bargaining or campaigns for changes in union allegiance. As well, a national SAMVR staff representative is assigned to provide support for the FSSS in each of the campaigns launched by the FSSS.

Finally, the Organizing department is a service that is increasingly present with unions in the Federation, since it oversees and directs campaigns for changes in union allegiance and in support of the FSSS and SAMVR teams.

Inter-team work at the CSN is, in our opinion, an indispensable strength of our organization. We believe that it is by uniting our forces, on the basis of our different responsibilities, that we can offer the best services as a federation.

CONCLUSION

In conclusion, this was a short mandate during which we carried out all the mandates given to us. We can say that as a work team, we have been buffeted by strong emotions. On the other hand, we believe that it is with the

development of our cohesion that we succeeded in pulling through this difficult period.

We have a work team to take up all the mandates given to us by delegates and to continue the struggles to preserve our systems.

The next three years will not be easy ones. The resolutions and policies proposed by the Federation's Federal Bureau will require a lot more energy from our team and unions. We are convinced, however, that we have what we need to succeed. We draw our collective strength from team work and unity, counting on the strengths of each person in our Federation.

Determined to continue!

Determined to struggle!

Determined to provide quality services!

Martine Nadeau and Nancy Poirier,
coordinators

APPENDIX A - EXCERPT FROM THE FSSS CONSTITUTION AND BY-LAWS

ROLES AND DUTIES OF THE SERVICE COORDINATORS, UNDER ARTICLE 133 OF THE FSSS CONSTITUTION AND BYLAWS

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

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.

To this end, they lead, co-ordinate and plan the work of the Federation's employees.

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.

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.

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 service co-ordinator(s)s 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 Confederal Committee and the CPN;
- l) participate in meetings of the Confederal Bureau of the CSN.

APPENDIX C - LIST OF EMPLOYEES, INCLUDING FSSS NATIONAL (PROVINCE-WIDE) SERVICES

REGIONAL SERVICES

1A – Gaspésie - Îles-de-la-Madeleine

Édith Nicolas, office employee (service agreement)

Blandine Leblanc, office employee (service agreement)

André Legault, union staff representative

David Julien (Émilie Paradis Ferguson), union staff representative

André-Philippe Langis, union staff representative (addition)

1B – Bas-Saint-Laurent

Caroline Deschenes, office employee (service agreement)

Joanne Guertin, 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

Félix-Antoine Gagnon Goulet, union staff representative

(Anna Pilote, union staff representative assigned to training-consolidation work)

03 - Québec-Chaudière-Appalaches

Jannick Gagnon, office employee

Valérie Lacasse, office employee

Pier-Olivier Angers, union staff representative

Jérémie Tremblay, union staff representative (Éric Genois)

Audrey Croteau, union staff representative

Stéphane Côté, union staff representative

Claudine Desrosiers, union staff representative

Christian Lachance, union staff representative

Raphaël Poirier-Goupil, union staff representative (Gilles Raymond)

(Louis Proulx, union staff representative assigned to group insurance work)

04 – Cœur-du-Québec

Christiane Caron, office employee

Nicole Bergeron, union staff representative

Mélanie Fortin, union staff representative

Jean-François Therrien, union staff representative

Samuel Trépanier, union staff representative

05 - Estrie

Carole Godmer, office employee (service agreement)
Noémie Ouellet, union staff representative (Mireille Joly)
Jonathan Fournier, union staff representative
Jean-François Wilford, union staff representative

6A - Montréal-Laval-Grand-Nord

Sylvie Laforest, office employee
Myrna Gonzalez-Mendez, office employee
France Sylvestre, office employee
Carla Blandon, office employee (Amélie Rivard)
Marie-Pier Dalpé, office employee
Céline Patrix, office employee
Chantal Laurin, union staff representative
Amélie Lafrenière-Gareau, union staff representative
Philippe Morin, union staff representative
Charles-David Emery, union staff representative (Michel Lecompte, Hugo Dion)
Jeadoth Pierre Antoine, union staff representative
Jean-Michel Gaydos, union staff representative
Jean-Pierre Daubois, union staff representative
Dona-Lisa Danis, union staff representative (Nancy Poirier)
Gilles Tremblay, union staff representative
Alexandre Phaneuf, union staff representative
Gilles Leblanc, union staff representative
Robert Duchesne, union staff representative
Jan Frans Ricard, union staff representative (Xavier M. Milton)
Catherine Proulx, union staff representative (Catherine Sauvé)
Jean-Claude Gagnier, union staff representative
Sylvie Pinard, union staff representative
Chloé Houle, union staff representative
Thierry Julien, union staff representative
Julia Bendavid, union staff representative
Narcisa-Fanica Ioanide, union staff representative

6B - Laurentides-Lanaudière

Ginette Bacon, office employee, St-Jérôme
André Beaudry, union staff representative
François Renaud, union staff representative (Claude Bosset)
Julie Lachapelle, union staff representative (Philippe Crevier, Charles Paquin)
Anick Aubry, union staff representative
François Ayotte, union staff representative

6C - Montérégie

Dominique Tanguay, office employee

Manon Dubois, office employee (service agreement SAMVR)

Jean-Michel Thériault, union staff representative (Geneviève Moreau, David Santos)

Gilles L'Ériger, union staff representative (Sylvain Meunier)

Denis Sylvestre, union staff representative

Élise Gagnon, union staff representative

Laurent Messier Maynard, union staff representative (François Demers, Martine Nadeau)

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

07 - Outaouais

Julie Masson, office employee

Nicolas Daignault, union staff representative (Catherine Potvin)

Audrey Lefebvre-Sauvé, union staff representative

Lise-Ange Parent, union staff representative

08 – Abitibi – Témiscamingue-Nord-du-Québec

Johanne Faucher, office employee

Laurent Martineau, union staff representative

Gilbert Roussy, union staff representative

Robert Leduc, 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

Cam Van Nguyen, accounting secretary

Gail Gagné, union staff representative, accounting

National positions

Chantal Guindon, executive secretary, Executive Committee, information, consolidation and conventions

Brigitte Frenette, executive secretary, coordination, insurance, valuing, promoting and preserving public services (VPP) and Executive Committee

Yolande Hudon, office employee, training and case law

Jennifer Paquette, office employee, public-sector bargaining

Expanded co-ordinating committee

Nancy Poirier, co-ordinator

Martine Nadeau, co-ordinator

Hubert Forcier, information

Michel Lecompte, case law, Roll, support

Anna Pilote, training and consolidation

Philippe Crevier, valuing, promoting and preserving public services (VPP) and occupational health and safety

Xavier M. Milton, spokesperson in public-sector bargaining and RREGOP (pension plan)

Claude Bosset, representing the private sectors

Province-wide assignments

David Santos, insurance (public and private sectors)

Louis Proulx, insurance (public and private sectors)

Hugo Dion, public-sector bargaining team

Claude Bosset, RI-RTFs et RSGs (private sector)

François Demers, CPE (private sector)

Joanne Guertin, CHP (private sector)

Sylvain Meunier, prehospital sector (private sector)

Updated April 17, 2018

APPENDIX D - LIST OF TRAINING SESSIONS AND STATISTICS FROM THE 43RD TO THE 44TH CONVENTION OF THE FSSS-CSN

S = number of sessions P = number of participants	S	P	S	P	S	P	S	P	S	P	S	P	S	P
	2012		2013		2014		2015		2016		2017		MARCH 1, 2018	
Disputes I - French	5	66	14	182	8	75	7	64	6	69	10	116	1	19
Disputes I - English			1	20	1	11					1	11		
Disputes II - French	2	21	9	71	5	56	1	9	2	25				
Disputes II - English					1	7								
Union leadership - French	1	11	3	52	2	19	2	14						
Union leadership - English					1	9								
Disability - French							15	133	1	12	1	7	2	35
Disability - English							1	23						
CPE – Stewards	1	30	10	160	1	90	10	171	1	5	6	93	1	20
CPE – Negotiations and consolidated negotiations							5	15			1	8		
CPE – Collective agreement			7	184										
CPE – Financial statements			1	8			1	15			1	10		
CHP – Stewards			1	20	1	16	4	52			4	47		
CHP – Co-ordinated bargaining							2	60			1	8	1	45
CHP – Financial statements	1	5					1	8						
RI-RTF – Group agreement	1	26					1	23	1	21				
RI-RTF – Bargaining committee							1	24						
RSG – Laws and regulations					1	38			1	42				
RSG – Group agreement	1	6							2	76				
PRE-HOSPITAL - Stewards							3	27	1	10				
PRE-HOSPITAL – Collective agreement collective			1	19	7	81								
CISSSs and CIUSSSs – Site stewards 2012 and 2016 and	1	16	4	31	3	71	1	48	2	40	11	160	1	18

S = number of sessions P = number of participants	S	P	S	P	S	P	S	P	S	P	S	P	S	P
List of sessions	2012		2013		2014		2015		2016		2017		MARCH 1, 2018	
Union stewards in CISSSs and CIUSSSs 2017-2018														
Negotiation of local stipulations in the public sector	1	6	1	8	1	27					12	106		
Modified and new provisions of the CCN, 2012-2015	1	12							15	460	1	1		
Letters of agreement and intent for union executives			12	207										
VPP 1	5	23												
VPP II	4	44	7	186	2	17								
Essential services –2015 round							12	247						
FSSS-F_group insurance plan – public sector									4	117				
Pay equity – private sector	1	10												
Public-sector collective agreement (2011-2015)	1	12												
Social media (6 in French, 1 in English)									7	287				
SESSIONS FOR FSSS-CSN STAFFERS AND THEME SESSIONS														
Managing difficult behaviour							4	64	1	7				
New FSSS-CSN staffers	1	16	1	20	1	16	1	18	1	7	1	7		
Social media (Provincial team)									1	84				
CISSSs-CIUSSSs for PSC											1	9		
Local stipulations of the 2016-2020 national collective agreement											1	7		

S = number of sessions P = number of participants	S	P	S	P	S	P	S	P	S	P	S	P	S	P
List of sessions	2012		2013		2014		2015		2016		2017		MARCH 1, 2018	
Communications											1	18		
Educational session for instructors			1	24					1	12				
VPP – “Hub” staff representatives			1	12										
Bill 10 – “Hub” staff representatives							1	6						
TOTAUX	27	304	74	1204	35	533	73	1021	47	1274	53	608	6	38

Since the 43rd Convention of the FSSS-CSN, close to 5,100 people have participated in about 315 sessions.

Thanks to all the instructors!

**REPORT FROM THE STATUS OF
WOMEN COMMITTEE**

FEMINISTS UNTIL THINGS CHANGE!

With its reforms, policies and cuts as severe as the ones that hammered in particular health care and social services, educational child care and community organizations, the Liberal government's budget cuts hit women particularly hard. Given that 80% of personnel in the health and social services system and the educational childcare system are women, these measures were a direct attack on women's progress. Be it to denounce measures that are detrimental to the equality of women and men or to support actions against violence against women, the Status of Women Committee continued to mobilize throughout its mandate.

THE STATUS OF WOMEN COMMITTEE IN ACTION

The committee's mandate was shorter, given that the last convention of the FSSS-CSN was postponed until October 2016 because of prevailing conditions. Following the Federation's budget adjustments, the committee also revised its work plan and set priorities for action on the basis of the revised budget available to the committee. Committee members participated in various actions and demonstrations throughout their mandate.

ALL TOGETHER AGAINST VIOLENCE!

If there is one topic that influenced and characterized our memory of the committee's last mandate, it is of course the issue of violence against women, in all its many forms. Last year was marked by a collective awakening and a necessary realization of the scope of problems of violence against women.

THE #MOIAUSSI, #METOO CAMPAIGN AND #ETMAINTENANT!

There was a tidal wave of stories of sexual misconduct or assault on social media, and denunciations followed. The #metoo movement brought us face to face with the extent of the violence that women are still subjected to. This scourge does not spare workplaces, or even the labour movement. An environment free of violence and harassment is a necessary condition for activist work, and we have to commit ourselves to all working collectively and unremittingly to achieve this.

THE COMMITTEE FOR ASSISTANCE AND THE PREVENTION OF VIOLENCE AND THE STATUS OF WOMEN COMMITTEE PROPOSE THAT UNIONS TAKE ACTION

The FSSS-CSN Committee for assistance and the prevention of violence worked closely with the Status of Women Committee. In accordance with the FSSS policy against all forms of violence and harassment, the Committee for assistance and prevention is also responsible for the mechanisms for preventing violence and handling complaints that are filed. Work will continue on developing a guide for the prevention of harassment and violence for unions in the framework of their union roles and duties. A first tool, a draft policy for unions, was presented at the November 2017 Federal Council.

A DRAFT POLICY ON PREVENTION OF HARASSMENT AND VIOLENCE IN THE FRAMEWORK OF UNION ROLES AND DUTIES TO PREVENT AND PUT AN END TO VIOLENCE

A draft policy for unions was prepared to help them take action to prevent violence and harassment in the framework of their union duties. The draft policy proposed to unions

applies to all members when they are given leave for union work by the union to carry out mandate or responsibilities entrusted to them. The primary goal of this draft policy is to prevent or put a stop to all forms of harassment and violence.

RAPE CULTURE: ENOUGH IS ENOUGH!

The committee demonstrated against rape culture more than once during its mandate, in particular on February 15, 2017 at the march against sexual violence to denounce the inability of the legal system to render justice to victims of sexual assault. Knowing that only 3 out of 1,000 sexual assaults end with a conviction, and that each year hundreds of files are classified as “unfounded” during the police investigation, we can see how alarming the situation still is.

DECEMBER 6: WE MUST NEVER FORGET

Each year, the Status of Women Committee commemorates the tragic day of December 6 at a Federal Council. In 2016, the committee showed delegates a video aimed at raising awareness of rape culture. We also saluted the action of the Syndicat du CSSS Champlain Charles-Lemoyne for its “orange” campaign against violence as part of the 12 days of action, namely the commitment to work with their members to eliminate violence against women. Like their members, delegates who took part in the action publicly commit to never being guilty of violence against women and never turning a blind eye to or tolerating such violence, and convincing any violent man to get help. The committee also denounced violence against women who are tenants, inviting the Federal Council to sign a petition.

In 2017, as part of the 12 days of action campaign, the committee the committee

wanted to carry out a compelling action to provoke serious thinking about the issue of violence and harassment and show how much violence troubles us. So committee members gave their presentation with a hand painted over their mouth. Even though a number of women choose to speak up, for too many women speaking out is still risky. The committee wanted to break the silence, condemn violence and the casual judgments made about women too easily, and make people realize that it is urgent to take action together.

At the Federal Council meeting, delegates supported the campaign launched by the Regroupement québécois des centres d’aide et de lutte contre les agressions à caractère sexuel (RQCALACS – Québec coalition of centres for help and struggle against sexual assault) on the theme of “Ensemble, créons une chaîne de solidarité” (Create a chain of solidarity together) that is aimed at breaking the chains of silence by committing to condemning sexual violence. An information handbook put out by the Association québécoise Plaidoyer-Victimes (Québec victims’ advocacy association) on sexual closeness or relationships between a health-care professional and a client was also distributed.

The committee reminded delegates of the importance of taking action at all levels to put a stop to violence and harassment in all our environments. It used the opportunity to provide contact information for filing complaints under the FSSS or CSN policies:

FSSS ombudsman: Maryse LeBlanc
514-886-1771, fsss.ombudsman@csn.qc.ca
CSN ombudsman: Daniel Palardy
1-866-695-3777

Delegates also adopted a recommendation asking the committee to demand that the Minister for the Status of Women move forward

with education on sexuality as an essential part of preventing sexual assaults.

It's by working together that we can put an end to violence and harassment in all our environments!

A BIT OF SOLACE FOR WOMEN WHO ARE VICTIMS OF VIOLENCE

Realizing the problems experienced by women subjected to violence and wishing to give them a bit of solace, the committee collects sample body hygiene products at Federation meetings. The products are then turned into gift baskets distributed through FSSS-affiliated shelters that assist women who are victims of violence.

PARENTAL RIGHTS GUIDES: HAVING A CHILD AND PROTECTING YOUR RIGHTS

At the last FSSS convention, delegates voted in favour of the following recommendation:

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

It had become necessary to update the guide on parental rights for the public sector. The committee did so. A digital version of the guide is available on the FSSS web site. The committee also did another update of the guide to parental rights for the private sectors.

WORK-FAMILY-STUDIES BALANCE A CULTURE TO ESTABLISH AND FOSTER

At the last FSSS convention, delegates also voted the following recommendation:

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-studies balance.

As a result of the last round of bargaining in the public sector, a letter of agreement was added to the collective agreement recommending that local parties use local arrangements to create a joint inter-union committee on family-work-studies balance. At the last Federal Council, the committee distributed two guides prepared by the CSN's Labour Relations department. These tools may also be useful for unions in the private sectors.

The committee will continue its work to produce these tools and make them available to unions. The committee will go back to unions after the period of local bargaining to ensure that such local committees are in fact set up. In our opinion, it is important to take action to promote better family-work-studies balance in our various workplaces.

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

THE CSN'S NATIONAL WOMEN'S CO-ORDINATING COMMITTEE

One of the committee members participates regularly in the CSN's national women's coordinating committee. This national body is composed of the women on the CSN's National Status of Women Committee and representatives of the central council and federation committees.

THE FÉDÉRATION DES FEMMES DU QUÉBEC (FFQ)

The FSSS is a member of the FFQ, and committee members participate at its decision-making meetings and many of its activities. Throughout the last mandate, calls for

solidarity were relayed to the FSSS and vice versa. Moreover, the FSSS is currently working with the FFQ and the STT du CIUSS du Centre-Sud-de-l'Île-de-Montréal on a project aimed at promoting the participation of women in mixed (co-ed) activist settings.

THE CONSEIL DU STATUT DE LA FEMME

The committee invited workers who offer services supporting seniors' autonomy to participate in a Conseil du statut de la femme research project aimed at preparing an advisory note on the organization of care and services for seniors and their close relations and the consequences of the aging of the population on various groups of women – seniors, informal caregivers and workers.

SOLIDARITY WITH INDIGENOUS WOMEN!

The fate of Indigenous women has been central in our thinking, discussions and actions. In particular, the committee supported holding an inquiry into missing and murdered Indigenous women and girls.

NOTABLE ANNIVERSARIES

INTERNATIONAL WOMEN'S RIGHTS DAY, NOT WOMAN'S DAY

March 8, 2017, marked the 40th anniversary of International Women's Rights Day. Often wrongly used as a pretext for spoiling women friends or relatives, this day is instead intended to recall the struggle for women's rights. Hence the importance of using the term "Women's Rights Day" rather than "Day of THE woman". This day is an opportunity to remember how women have fought for their rights and to reiterate that these rights are not won once and for all.

In 2017 and 2018, the members of the Status of Women Committee took part in activities organized by the central councils in their respective regions on the following themes:

- ✧ 2017 – Equality without limits!
- ✧ 2018 – Feminists until things change!

THE PAY EQUITY ACT, PROGRESS TO BE PROTECTED

November 21, 2016 marked the 20th anniversary of the Pay Equity Act. The committee continues to support all the processes aimed at putting an end to pay discrimination against women. For years now, the FSSS has been very tenacious about enforcing this law, despite the government's resistance.

THE PLACE OF WOMEN

The Status of Women Committee has created a Facebook page where it publishes articles about news and current events concerning the status of women. You are invited to follow this page at: <https://www.facebook.com/conditionfemininefsss/>

As well, there is a section dedicated to the Status of Women Committee on the FSSS-CSN web site, where you will find documents and publications put out by the committee.

RECOMMENDATIONS

For the next mandate, the Status of Women Committee proposes working on four main themes.

WORKING CONDITIONS AND WOMEN'S SPECIFIC CONCERNS

The committee would like to consult women in the various sectors and classes of personnel to obtain their viewpoints on their concerns

about their working conditions. Without seeking to replace the bargaining committees, the committee would like to carry out a survey on various topics of feminist interest that could be useful for bargaining teams in the next rounds of bargaining.

Recommendation no. 1

That the Status of Women Committee conduct a survey, by sector or class of personnel, of women belonging to the Federation in order to gather their concerns about working conditions affecting women more specifically with a view to providing bargaining teams with food for thought on feminist concerns and issues for the next rounds of bargaining.

WOMEN'S HEALTH

The policies, reforms, mergers and budget cuts continue to wreak havoc on the health of women working in the health and social services system. Mental health has become a major problem. Aggressiveness and violent gestures are on the rise, in a persistent general climate of distress and insecurity. The government is still delaying recognition of the health and social services system as a priority under the Occupational Health and Safety Act. The committee intends to take action to alert various parties involved to the urgency of taking action and work on obtaining support.

Recommendation no. 2

That the Status of Women Committee demand that the minister responsible for the Status of Women have the government do a gender-differentiated analysis of the establishment and implementation of the Barrette reform and policies on childcare services; invite the Conseil du statut de la femme to do a study of the reforms and policies

affecting the health and social services system and educational childcare services and identify lines of action that would improve women's living conditions; that it demand that the health and social services sector be recognized as a priority group under the Occupational Health and Safety Act and work to obtain support from the various parties involved and feminist organizations.

THE PLACE OF WOMEN

With the reforms in recent years and changes to the structures of local FSSS unions, is there or will there be a decline in women's involvement in the Federation? This is worth looking at to see what the situation is. As a federation in which the majority of members are women, we have to be constantly concerned about this and work relentlessly to reinforce the fact that women must take their place in the circles of power, and we therefore have to give thought to facilitating their involvement in unions.

Recommendation no. 3

That the Status of Women Committee proceed to analyse the relative representation of men and women following the change in structures and that it develop tools and suggest various ways for union to foster women's involvement.

FEMINIZATION OF OUR TEXTS

Given that more than 80% of our members are women, we think that we should be concerned to see that reflected systematically in the various documents put out by unions, and that it would be useful to have a reference tool to implement this habit. The feminization of our texts would enable us to adjust and harmonize our language with reality, making

women as visible in our texts as they are in our Federation. The committee will draw on the CSN's existing policies.

Recommendation no. 4

That the Status of Women Committee produce a guide to feminization for unions.

FEMINISTS UNTIL THINGS CHANGE!

The solidarity of the feminist movement is more necessary than ever and must be supported by both women and men. Equality is not an individual issue. Women will achieve equality collectively, with no one left behind. There is still much work to be done, and we will continue to struggle and resist until things change!

STATUS OF WOMEN COMMITTEE MEMBERS:

Josée Marcotte, vice-president responsible for office personnel and administrative technicians and professionals, with political responsibility for status of women work

Mélanie Bouchard, Syndicat des travailleuses et des travailleurs du CISSS de la Montérégie-Centre

Nadine Lavoie (until the fall of 2017), Syndicat des paramédics Saguenay-Lac-Saint-Jean Nord

Marie-Hélène Plourde, Syndicat des travailleuses et des travailleurs du CIUSSS de l'Est-de-l'Île-de-Montréal

Marilyn Potvin, Syndicat des responsables de service de garde en milieu familial du Domaine-du-Roy

Johanne Toupin, Syndicat du personnel paratechnique, des services auxiliaires et des métiers du CIUSSS de la Mauricie et du Centre-du-Québec

Geneviève Moreau, union staff representative

ACKNOWLEDGEMENTS

We would like to mark Nadine Lavoie's contribution and departure, and with to thank her for her invaluable work on the committee in past years. We would also like to thank our colleague Brigitte Frenette. For years now, her support for the committee has been greatly appreciated.

Members of the Committee for assistance and prevention of violence and harassment at work

Josée Marcotte

Geneviève Moreau

Johanne Toupin

Marilyn Potvin

Gisèle Charette (regional vice-president, Côte-Nord)

Gaston Langevin (regional vice-president, Saguenay-Lac-Saint-Jean)

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

In a neoliberal political context, austerity measures, budget cuts and reforms have had and still have major effects on the health and safety of workers in the health and social services system.

Be it in educational childcare services, the prehospital sector, private institutions and community organizations, intermediate and family-type resources or private residential care centres, there is no getting around the fact that workplaces are undergoing radical changes and at an accelerated pace following closures, amalgamations of institutions or services and changes in mission.

Regardless of the sector of activity, we see the consequences of heavier workloads in the form of sharp increases in work-related accidents, burnout and violence in the workplace. These situations are a direct threat to workers' health, safety and integrity, not to mention the astronomic costs for both workers and society as a whole.

This sombre realization forced the CNESST to identify the sector of "health care and social assistance" as a priority in the work scheduled in the framework of its 2017-2019 multi-year planning for prevention and inspection.

According to CNESST data, in 2014 there were 420,000 workers in this sector (including both the public and private sectors). There were between 15,000 and 16,000 employment injuries a year for the period from 2011 to 2015, accounting for 18% of injuries in all sectors.

Furthermore, prevention work has been hit hard, multiplying the negative consequences of the reform in the health and social services system. The progress made in recent years, notably with the creation of joint committees, has been obliterated. We have to start over from scratch.

On top of this, there was bargaining to renew national collective agreements, the period for changes in union allegiance with the reorganization of our union structures, and negotiations on the 26 matters negotiated and accepted at the local level – not to mention daily union work.

It was in this context of massive upheavals that the Health and Safety Committee carried out its short mandate of 23 months.

It is useful here to reiterate the mandate of the Occupational Health and Safety Committee.

The committee's main mandate is to promote the importance of prevention in occupational health and safety in the public and private sectors, and promote unions working proactively on it through training, information, participation in health and safety activities and the development of materials and tools for unions.

Despite the short mandate, during which the committee met four times, you will see that there was no lack of activities.

REVIEW OF THE RESOLUTIONS FROM THE LAST CONVENTION

There is no doubt that work-related accidents involving musculoskeletal disorders are on the rise. We can identify various risk factors, notably workloads, an accelerated pace of work, a lack of safety in the physical work environment, cluttered rooms and a lack of mentorship and transmission of best practices. A report from the occupational health and safety research institute (Institut de recherche Robert-Sauvé en santé et sécurité du travail) is eloquent on both the diagnosis and recommendations concerning moving patients safely (PDSB). (Recommendations no. 1 and 2)

We can also see that psychological distress is increasingly frequent among workers, stemming in part from the rise in situations of violence, workloads, the lack of valuing and recognition of the work done and improvised reorganizations. (Recommendation no. 3)

RECOMMENDATION NO. 1

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

Consultations have shown that there is still work to do to promote follow-up on the implementation of training. For instance, we have lobbied organizations, forums and discussion tables on the importance of establishing follow-up and mentorship programs as part of training in the program for moving patients safely (PDSB).

RECOMMENDATION 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.

In the context of the reorganization or “disorganization” of the health and social services system as well as in our private sectors, it has been hard to make progress on this recommendation. It will, however, be part of the work plan for the next mandate.

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.

On October 4-5, 2017, we held a conference on the theme of psychological health at work. Its main objectives were to inform and equip unions to be able to identify risk factors, be they related to the organization of work or the climate of work, including psychological harassment and the phenomenon of violence against workers, all in an approach based on unions tackling this proactively. There was significant participation by members. You can find all the conference documentation and presentations (in French) on the FSSS-CSN web site.¹

RESEARCH PROJECTS

We continued to participate in IRSST (Institut de recherche en santé et sécurité du travail) research projects, more particularly on hygiene and health as well as the transmission of health and safety rules to beneficiary attendants. You have the list of research projects in an appendix.

The FSSS also initiated a research project on prevention co-ops (mutuelles de prévention), in collaboration with UQAM’s Service aux collectivités (Community projects department). The results of the research were presented to the Federal Council last November.

Finally, we also took part in two consultations, one by the INSPQ on risks related to bio-aerosols and one by the ASSTSAS on the

¹ <http://www.fsss.qc.ca/grands-dossiers/sante-securite/#documents>

new version of its guide to prevention work (Guide d'action en prevention).

CNS OCCUPATIONAL HEALTH AND SAFETY CO-ORDINATION, NATIONAL CAMPAIGNS AND SERVICES

We participated in the meetings of the CSN co-ordination on health and safety as well as national activities around the April 28 International Day of Mourning for workers killed or injured on the job, and the National Health and Safety Week held October 15-21. In recent years, we have seen a marked increase in unions' participation in these activities.

We also supported work done under Letter of Agreement no. 38 on the creation of a national inter-union committee on prevention work in health and safety. We lobbied the CNESST, notably at a meeting with the general branch of prevention and inspection and partnership on February 19, 2018. As well, we took part in a panel on musculoskeletal disorders and the December 5-6, 2017 national public health days.

Looking at the CSN, it's worth briefly summarizing its field of action and the services that are available. In its field of action and on the basis of convention policies, the CSN develops general policy directions, including on occupational health and safety legislation. It sits on the board of directors of the CNESST. It sees to organizing political meetings among organizations, federations and central councils. It offers expert opinion services and support for federations and central councils on both prevention work and compensation. It develops tools, including the CSN portal, which you are invited to visit at: <http://formationsst.csn.info/>

ASSTSAS

Members of the Health and Safety Committee represent us at the Association paritaire pour la santé et la sécurité du travail du secteur affaires sociales (ASSTSAS). The ASSTSAS board of directors is composed of 26 members: 13 members from the union party and 13 from the employer party. The Federation has 4 seats, including that of union co-chair, while the other union organizations (FTQ, FIQ and APTS) share 9 seats.

The mission of the ASSTSAS is to promote prevention work in occupational health and safety, with the goal of eliminating hazards at the source, and to provide clients in its sector with support and accompaniment on a joint basis, through advisory services, information activities, training and research and development aimed at creating safe, healthy workplaces.

You are invited to make use of ASSTSAS services and to visit their web site, which has a library of information: <http://asstsas.qc.ca/lasstsas>.

FSSS WEB SITE

You are invited to visit our occupational health and safety web site.² You will find relevant information and rewarding links on occupational health and safety.

TRAINING

Health and safety training is essential to developing knowledge, expertise and taking a proactive approach to prevention workplaces, as well as to preparing and following up on work and cases in both prevention and compensation.

2 <http://www.fsss.qc.ca/grands-dossiers/sante-securite/>

Following the reorganization of the system, we worked with the CSN training department to develop the content of two training sessions on prevention work and follow-up on compensation cases. A list of training and statistics can be found in Appendices 2 and 3.

In conclusion, the members of the FSSS Occupational Health and Safety Committee are pleased with the work done over the last mandate, in the context of difficult general conditions. They would like to highlight the work done by members in developing and taking charge of health and safety prevention work in the workplace.

We would like to extend our warmest thanks to the union staff representatives, instructors and Céline Patrice, administrative colleague, for their exceptional contribution to making progress on prevention in health and safety.

Determined in occupational health and safety, for safe and healthy workplaces!

The members of the Occupational Health and Safety Committee:

Thérèse Martin, Syndicat des travailleuses et travailleurs du CISSS de Lanaudière

Steve Bouchard, Syndicat des travailleuses et travailleurs des Laurentides en santé et services sociaux

Éric Castonguay, Syndicat des responsables en service de garde du BC Joie de Vivre

Richard Després, Syndicat des travailleuses et travailleurs CISSS Laval

Union staff representatives:

Stéphane Langlois (ending September 2017)

Philippe Crevier

Ana Maria Seifert, CSN Labour Relations department – prevention module

Natacha Laprise, CSN Labour Relations department – prevention module

Guy Laurion

FSSS-CSN elected officer with political responsibility for occupational health and safety work

RECOMMENDATIONS SUBMITTED BY THE OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Recommendation no. 1

That the Fédération de la santé et des services sociaux-CSN continue working to demand that the health and social services sector be a Level 1 priority sector.

Recommendation no. 2

That the Fédération de la santé et des services sociaux-CSN demand amendments to the Act respecting industrial accidents and occupational diseases, adding a presumption regarding post-traumatic stress disorders.

Recommendation no. 3

That the Health and Safety Committee of the Fédération de la santé et des services sociaux-CSN continue its work aimed at equipping unions to develop taking better charge of prevention work, notably through the development of tools, training and services.

APPENDIX 1 – RESEARCH PROJECTS

Prevention co-ops (Mutuelles de prevention)

Researchers: Vanessa Des Ruisseaux and Henriette Bilodeau

Preventive practices in nursing

Researchers: Ziam Saliha, Lakhil Sawssen, Éléna Laroche and Marie Alderson

Influence of the pace of work imposed by the workplace on the integration and assimilation by beneficiary attendant recruits of the general principles for moving patients safely

Researchers: François Aubry, Élise Ledoux, Yves Couturier and Lise Desmarais

Work rehabilitation trajectory, resources and quality of life at work among those 45 or older in the health and social services sector

Researchers: Carl-Ardy Dubois, Julie Côté, Alain Marchand and Kathleen Bentein

APPENDIX 2 – OCCUPATIONAL HEALTH AND SAFETY TRAINING AVAILABLE AT THE FSSSCSN

Initiation à la santé et à la sécurité au travail (ISST – Introduction to occupational health and safety) – for CISSSSs/CIUSSSSs

Action syndical en prévention (ASP – Union action on prevention) – an interfederation course)

Amiante et produits dangereux (APD –Asbestos and hazardous products)

Comité paritaire sur la santé et la sécurité du travail (CPSST – Joint occupational health and safety committee)

Ergonomie du travail à l'ordinateur (Computer work ergonomics)

Prévention de la violence et du harcèlement au travail (PVHT – Prevention of violence and harassment at work) Level 1

Prévention de la violence et du harcèlement au travail (PVHT – Prevention of violence and harassment at work) Level 2

Règlement sur la santé et la sécurité au travail (RSST – Occupational health and safety regulation)

Santé psychologique et organisation du travail (SPOT – Psychological health and organization of work)

Suivi des dossiers de victimes de lésions professionnelles (Follow-up on employment injury cases) – for CISSSSs/CIUSSSSs

Systèmes de gestion (SG - Management systems)³

3 Some of these sessions were not scheduled in recent months, given the low participation rate for previous sessions and/or requests from unions.

APPENDIX 3 – OCCUPATIONAL HEALTH AND SAFETY TRAINING STATISTICS, 2017

During this tumultuous year, between the results of the votes and reorganizations of institutions, we chose not to schedule all the sessions usually found on the calendar. These are the occupational health and safety sessions scheduled by the FSSS in 2017, with the number of participants for each⁴:

NAME	DATE	WHERE	NO. OF PARTICIPANTS	NOTES
UNION ACTION ON PREVENTION (ASP)	JANUARY 24-25-26	RIMOUSKI	0	CANCELLED
	MARCH 28-29-30	SHERBROOKE	7	
	APRIL 18-19-20	VAL-D'OR	0	CANCELLED
ERGONOMICS	FEBRUARY 21-22	MONTRÉAL	18	JOINTLY WITH THE FEESP
	FEBRUARY 27-28	QUÉBEC CITY	18	
	MARCH 27-28	QUÉBEC CITY	11	
PREVENTION OF VIOLENCE AND HARASSMENT AT WORK (PVHT – LEVEL 1)	MAY 16-17	MONTRÉAL	9	
	MAY 24-25	QUÉBEC CITY	0	CANCELLED
PSYCHOLOGICAL HEALTH AND ORGANIZATION OF WORK	MAY 9-10	MONTRÉAL	12	
INTRODUCTION OF OCCUPATIONAL HEALTH AND SAFETY (ISST – CISSSs/ CIUSSSs)	OCTOBER 23-24	JOLIETTE	21	
	NOVEMBER 14	BAIE-COMEAU	5	
	NOVEMBER 15	SEPT-ÎLES	6	
	NOVEMBER 16	HAVRE ST-PIERRE	4	
	NOVEMBER 16	MONTRÉAL	12	
	DECEMBER 12-13	ROUYN	33	
	DECEMBER 15	GATINEAU	14	

Occupational Health and Safety instructors (2017-2018)

In 2017, we lost most of our health and safety instructors as a result of the votes on allegiance. We therefore recruited new instructors in collaboration with the CSN's Labour Relations department (SRT-CSN). This is the list of our instructors currently available to give sessions:

Mohamed Boussaïd, STT du CISSS de la Montérégie-Centre

Karl Campeau, STT du CIUSSS de la Capitale-Nationale

Brigitte Croteau, SPP de la Montérégie

Nicole McLean, STT des Laurentides en santé et services sociaux

Georges-Eric Michaud, STT des CHP de la région de Québec

Note that other instructors have been recruited, but they are awaiting the transfer of the contents of sessions before they can give the course.

⁴ A session may be cancelled when there are not enough participants or when there are conflicting dates

**REPORT FROM THE LGBT
COMMITTEE**

The committee is composed of Martin Delcourt, Samuel Desbiens, Donald Picotte, Karl Bissonnette and Jonathan Grenier, members representing sexual and gender diversity, plus Chantal Laurin and later Hubert Forcier, union staff representative, and Nadine Lambert, general secretary and treasurer, with political responsibility for LGBT work.

LGBT COMMITTEE INTERVENTIONS

Throughout its mandate, the committee has strived to raise the awareness of Federation members about the realities and problems experienced by LGBT people, and in particular by people living through a transition. This is why it is important to continue the struggle against the workplace discrimination still encountered by LGBT people, including ever-present prejudices about HIV-AIDS.

During the last term of office, the members of the LGBT committee worked at gaining a better understanding of the services offered by the various employee assistance programs (EAPs) available to employees so as to see whether they are adapted to diversities and able to meet certain needs, notably for people going through a transition who work for institutions in the health and social services system. This gave us an opportunity to raise the awareness of businesses offering EAPs to the realities of trans people in the system.

The members of the LGBT Committee also worked in collaboration with the Insurance Committee on a mandate from the Federal Council and thus informed them of the existence of a generic Trivada, a drug that reduces the risks of HIV-AIDS infection.

PARTICIPATION IN LGBT ACTIVITIES

During its last term of office, the priority

of committee members was to ensure visibility and participation in a number of activities related to the realities of LGBT people. The FSSS LGBT Committee gave its support in particular to the Gala Arc-en-ciel (Rainbow gala) of the Conseil québécois des LGBT (Québec LGBT council), designed to reward exceptional contributions by community groups and individuals in Québec that have marked the LGBT communities.

The committee also took part in the 2016 rally for homosexuals at Pin Rouge in the Baies-des-Chaleurs in reaction to the massacre in a gay bar in Orlando. The purpose of the rally was to show the communities' solidarity in denouncing the homophobic and transphobic gestures that unfortunately persist in our societies.

The committee also took part in the Dragon Boats' Grand Challenge organized by the Montréal Coalition of LGBT Youth Groups. As well, the committee was part of the march against homophobia and transphobia in May 2017 and the Montréal Pride parade in August 2017. Indeed, a committee member gave a personal statement as part of the parade.

Committee members took part in an International Conference on Sexual Diversity and Gender Plurality organized by Montréal Pride in August 2017. The FSSS LGBT Committee also provided support for the work of Trans Pride, which provides assistance to trans people in Québec.

TOOLS FOR RAISING MEMBERS' AWARENESS OF LGBT REALITIES

In recent years, the LGBT Committee has produced a number of tools for FSSS unions. You can find the following materials (in French) at the LGBT tab of the FSSS web site:

LGBT RESOURCES DIRECTORY

- ^ Comment vous accompagner dans votre transition? Leaflet (How to accompany and support you in your transition?)
- ^ La transsexualité en bref leaflet (Transsexuality in brief)
- ^ LGBT questions and answers
- ^ Leaflet on cyberbullying
- ^ Leaflet against discrimination on the basis of sexual orientation

The committee has developed various materials to encourage unions to organize activities as part of the International Day against Homophobia and Transphobia, held May 17 each year. It also held booths at FSSS meetings.

2016-2018 LGBT COMMITTEE RECOMMENDATIONS

Recommendation no. 1

That the FSSS lobby the ministries concerned and that unions urge employers to establish a collaborative (employer, union, worker) process of accompaniment and support throughout the transition process for trans people.

Recommendation no. 2

That the LGBT Committee develop a tool for accompanying and supporting unions in this process.

There is still a lot of work to be done, barriers to be overcome and preconceived ideas and prejudices to be undone. This is why the LGBT Committee is proposing that it continue its work for the next three years on the matter of accompaniment, information and support for unions in the work environment.

2018 RECOMMENDATIONS

Recommendation no. 1

That the FSSS continue to intervene with employers for the establishment of a program of collaborative (employer, union, worker) process of accompaniment and support throughout the transition process for trans people.

Recommendation no. 2

That the LGBT Committee update the materials produced by the committee, in particular the LGBT resources directory.

Recommendation no. 3

That materials on various questions pertaining to bisexuality be produced to raise unions' and members' awareness.

Recommendation no. 4

That materials on various questions pertaining to HIV-AIDS in the context of the work environment be produced to raise unions' and members' awareness.

**REPORT FROM THE YOUTH
COMMITTEE**

This is the report from the FSSS Youth Committee for the mandate running from December 2016 to June 2018.

Negotiations for the national collective agreement resulted in our mandate being shorten to one year and seven months.

In additional collective bargaining, the committee was unfortunately affected by the raiding period in the public sector, which also led to the loss of two committee members and our political representative.

Consequently, we can't say that our mandate was easy and fruitful.

Generally speaking, our activities can be summed up as visibility work at FSSS meetings to make local unions aware of the need to solicit the participation of youth and involve them at various levels.

We also worked on the concept of a union tool to be developed as a mobile application to make relevant information accessible at all times for local unions. Unfortunately, even though we were determined, we were unable to complete this project, but we hope that the members of the Youth Committee elected for the next mandate will be able to finish the work, with all the necessary support.

We wish to reiterate that it is important to make youth more aware of the important of getting more involved in democratic union life.

The Youth Committee:

Members: Steve Garceau, Julie Perron-Hamilton, Guillaume Clavette, Sarah Examé and Daphnay Mondelus.

Political representatives: (Mélicca Gaouette), Jeff Begley

Union staff representative: (Charles Paquin), Jonathan Fournier

TREASURER'S REPORT

Comrades,

Here is the report for the 36-month period from 2015 to 2018. This budget spanned two mandates because of the situation in collective bargaining in the public and private sectors and the bill amalgamating a very large proportion of institutions in the health and social services system.

The report from the Federal Bureau presented to you is fairly explicit about the various challenges that the Federation had to meet during the 2016-2018 mandate, in all of its sectors.

The Federation's total revenue for the 36 months was \$70,531,619, whereas projected revenue was \$79,306,689.

As for expenditures, actual spending was \$80,955,662, slightly less than what was projected in the initial budget.

You are reminded that initial revenue in the 2015-2018 budget was estimated on the basis of union demands on pay in the framework of public-sector bargaining. Consequently, this is what explains the substantial reduction in our revenue during this period, which corresponds to actual revenue, following the results of public-sector bargaining as well as the loss of members resulting from the period for changes in union allegiance triggered by Minister Barrette's reform. This significant reduction in revenue as well as the cost of the pension plan explain the \$10,424,043 shortfall in revenue for the 2015-2018 period.

As you know, there are two main parts to the Federation's budget: the operating budget and the negotiating budget. For Operations, revenue was \$62,319,932 and expenditures were \$73,331,833. We have to take into account the \$6,573,979 attributed to the "cost of the collective agreement" budget item, which varies depending on actuarial valuations and markets, notably for the pension plan.

For the budget item of activities related to Negotiations, which is used to provide the necessary resources in terms of labour and financial support for negotiations in the public and private sectors, revenue was \$8,211,687. The proportion of spending in relation to the budget was \$7,623,829 less, since the round of public-sector bargaining ended at the start of this financial period.

In short, the Federation's financial situation has become more fragile during this financial period which, I remind you, covers the equivalent of two half-mandates. The Federation made the decision to give priority to deploying financial and human resources in order to continue putting constant pressure on the Couillard government so as to carry out the various rounds of collective bargaining successfully and also cope with the forced amalgamations in the public sector.

Consequently, in the months following the results of the votes, we had to reorganize our service structure while ensuring that the human impact was minimized, in order to maintain the same level of services to members and assistance to unions. We succeeded in this feat thanks to the collaboration, support and solidarity of all components of our Federation.

Stay determined in solidarity and unity!

Nadine Lambert,



General secretary-treasurer

FINANCIAL STATEMENTS

Rapport de l'auditeur indépendant

Aux membres du Comité exécutif de la
Fédération de la santé et des services sociaux – CSN,

Nous avons effectué l'audit des états financiers ci-joints de la **Fédération de la santé et des services sociaux – CSN**, qui comprennent l'état de la situation financière au 28 février 2018 et les états des résultats, de l'évolution des soldes de fonds et des flux de trésorerie pour la période de 36 mois close à cette date, ainsi qu'un résumé des principales méthodes comptables et d'autres informations explicatives.

Responsabilité de la direction pour les états financiers

La direction est responsable de la préparation et de la présentation fidèle de ces états financiers conformément aux Normes comptables canadiennes pour les organismes sans but lucratif, ainsi que du contrôle interne qu'elle considère comme nécessaire pour permettre la préparation d'états financiers exempts d'anomalies significatives, que celles-ci résultent de fraudes ou d'erreurs.

Responsabilité de l'auditeur indépendant

Notre responsabilité consiste à exprimer une opinion sur les états financiers, sur la base de notre audit. Nous avons effectué notre audit selon les normes d'audit généralement reconnues du Canada. Ces normes requièrent que nous nous conformions aux règles de déontologie et que nous planifions et réalisons l'audit de façon à obtenir l'assurance raisonnable que les états financiers ne comportent pas d'anomalies significatives.

Un audit implique la mise en oeuvre de procédures en vue de recueillir des éléments probants concernant les montants et les informations fournis dans les états financiers. Le choix des procédures relève du jugement de l'auditeur, et notamment de son évaluation des risques que les états financiers comportent des anomalies significatives, que celles-ci résultent de fraudes ou d'erreurs. Dans l'évaluation de ces risques, l'auditeur prend en considération le contrôle interne de l'entité portant sur la préparation et la présentation fidèle des états financiers, afin de concevoir des procédures d'audit appropriées aux circonstances, et non dans le but d'exprimer une opinion sur l'efficacité du contrôle interne de l'entité. Un audit comporte également l'appréciation du caractère approprié des méthodes comptables retenues et du caractère raisonnable des estimations comptables faites par la direction, de même que l'appréciation de la présentation d'ensemble des états financiers.

Nous estimons que les éléments probants que nous avons obtenus sont suffisants et appropriés pour fonder notre opinion d'audit.

Rapport de l'auditeur indépendant (suite)

Opinion

À notre avis, les états financiers donnent, dans tous leurs aspects significatifs, une image fidèle de la situation financière de la **Fédération de la santé et des services sociaux – CSN** au 28 février 2018, ainsi que des résultats de ses activités et de ses flux de trésorerie pour la période de 36 mois close à cette date, conformément aux Normes comptables canadiennes pour les organismes sans but lucratif.

 1

Montréal, Québec
Le 10 mai 2018

Société de comptables professionnels agréés, S.E.N.C.R.L.

¹ CPA auditeur, CA, permis de comptabilité publique n° A117490



Fédération de la santé et des services sociaux - CSN

Rapport financier de 36 mois

28 février 2018

ADMINISTRATION**Résultats**

Période de 36 mois close le 28 février 2018

	Budget Initial du 2015-03-01 au 2018-02-28	Budget Modifié du 2015-03-01 au 2018-02-28	Réalisations du 2015-03-01 au 2018-02-28	% 100.00%
Revenus d'administration				
Per capita (88% X 0,52%)	68 006 149 \$	62 278 608 \$	60 216 861 \$	96.69%
Autres revenus	1 457 376	1 457 376	1 831 833	125.69%
Placements	469 600	469 600	435 091	92.65%
Variation de la juste valeur des placements	100 000	100 000	(163 853)	-163.85%
Total des revenus d'administration	70 033 125 \$	64 305 584 \$	62 319 932 \$	96.91%
Dépenses d'administration				
1 Comité exécutif	4 322 888 \$	4 322 888 \$	3 984 596 \$	92.17%
2 Bureau fédéral	2 950 003	2 129 377	1 566 735	73.58%
3 Coordination des services	1 102 851	1 102 851	1 079 502	97.88%
4 Services régionaux	43 218 394	43 218 394	43 005 487	99.51%
5 Service de la comptabilité	1 704 429	1 704 429	1 735 983	101.85%
6 Coûts de la convention collective	1 965 614	1 965 614	7 686 427	391.04%
7 Instances politiques	1 897 500	1 609 000	1 303 973	81.04%
8 Budgets régionaux	248 000	248 000	126 232	50.90%
9 Formation syndicale	1 097 459	1 097 459	826 526	75.31%
10 Comité de condition féminine	100 000	100 000	82 543	82.54%
11 Comité de santé et sécurité	100 000	100 000	53 477	53.48%
12 Comité de surveillance	27 000	27 000	20 752	76.86%
13 Politique contre la violence	8 000	8 000	6 128	76.60%
14 Comité LGBT	100 000	100 000	73 554	73.55%
15 Comité Jeunes	100 000	100 000	27 332	27.33%
16 Comités Ad Hoc	250 000	250 000	96 619	38.65%
17 Consolidation et Vie syndicale	523 684	523 684	169 513	32.37%
18 Information et publicité	2 886 472	1 792 143	1 153 734	64.38%
19 Service informatique	1 191 365	1 191 365	989 813	83.08%
20 Dépenses d'administration	6 437 491	6 424 991	7 378 920	114.85%
21 Défense individuelle	940 472	1 410 708	1 094 332	77.57%
22 Jurisprudence	440 236	440 236	448 098	101.79%
23 VPP	463 308	463 308	421 556	90.99%
Total des dépenses d'administration	72 075 166 \$	70 329 447 \$	73 331 833 \$	104.27%
Excédent des dépenses	(2 042 041) \$	(6 023 862) \$	(11 011 901) \$	

ADMINISTRATION**Détail des dépenses**

	Budget Initial du 2015-03-01 au 2018-02-28	Budget Modifié du 2015-03-01 au 2018-02-28	Réalisations du 2015-03-01 au 2018-02-28	% 100.00%
1 Comité exécutif				
Salaires et avantages sociaux				
- personnes élu-es	3 008 633 \$	3 008 633 \$	2 785 941 \$	92.60%
- employées de bureau	674 259	674 259	643 685	95.47%
Frais de séjour	296 204	296 204	282 860	95.50%
Frais de déplacement	343 792	343 792	272 110	79.15%
	4 322 888 \$	4 322 888 \$	3 984 596 \$	92.17%
2 Bureau fédéral				
Salaires et avantages sociaux				
- vice-présidences régionales	1 564 600 \$	743 974 \$	644 363 \$	86.61%
- représentants de secteurs	209 781	209 781	118 573	56.52%
Frais de séjour et de déplacement				
- vice-présidences régionales	794 587	794 587	657 195	82.71%
- représentants de secteurs	220 000	220 000	78 662	35.76%
CSST / CNT / Assurances	85 035	85 035	38 747	45.57%
Budget de fonctionnement - secteurs	1 000	1 000	78	7.84%
Banque de transport	75 000	75 000	29 115	38.82%
	2 950 003 \$	2 129 377 \$	1 566 735 \$	73.58%
3 Coordination des services				
Salaires et avantages sociaux				
- coordination	820 472 \$	820 472 \$	846 656 \$	103.19%
- employée de bureau	165 379	165 379	144 991	87.67%
Frais de séjour	66 000	66 000	61 224	92.76%
Frais de déplacement	51 000	51 000	26 630	52.22%
	1 102 851 \$	1 102 851 \$	1 079 502 \$	97.88%
4 Services régionaux				
Salaires et avantages sociaux				
- conseillères et conseillers	31 532 666 \$	31 532 666 \$	32 130 447 \$	101.90%
- employées de bureau	6 744 413	6 744 413	6 815 809	101.06%
Frais de séjour	2 410 287	2 410 287	1 916 394	79.51%
Frais de déplacement	2 435 028	2 435 028	2 071 496	85.07%
Stagiaire(s)	96 000	96 000	71 340	74.31%
	43 218 394 \$	43 218 394 \$	43 005 487 \$	99.51%
5 Service de la comptabilité				
Salaires et avantages sociaux	1 628 217 \$	1 628 217 \$	1 675 841 \$	102.92%
Frais de séjour	49 594	49 594	38 039	76.70%
Frais de déplacement	26 617	26 617	22 104	83.04%
	1 704 429 \$	1 704 429 \$	1 735 983 \$	101.85%
6 Coûts conv. collective des salarié-es				
Bureau du personnel	720 000 \$	720 000 \$	691 990 \$	96.11%
Partage des coûts reliés c.c.	432 000	432 000	290 949	67.35%
Dirigeant et conseillers du STTCSN	228 000	228 000	127 913	56.10%
Régime de retraite et avantages sociaux complémentaires	580 614	580 614	6 573 979	1132.25%
Frais juridiques - salarié-es	5 000	5 000	1 595	31.91%
	1 965 614 \$	1 965 614 \$	7 686 427 \$	391.04%
7 Instances politiques				
Coût net du congrès (incluant l'aide)	518 500 \$	245 000 \$	314 671 \$	128.44%
Coût des conseils fédéraux réguliers	510 000	510 000	374 149	73.36%
Coût des conseils fédéraux sectoriels-public	40 000	40 000	28 936	72.34%
Coût des conseils fédéraux sectoriels-privé	27 000	27 000	1 793	6.64%
Bureaux fédéraux	40 000	40 000	8 855	22.14%
Délégations confédérales	200 000	200 000	87 161	43.58%
Relations internationales	20 000	5 000	500	10.00%
Participation aux colloques	15 000	15 000	7 857	52.38%
Aide aux syndicats - Conseils fédéraux réguliers	450 000	450 000	434 401	96.53%
Aide aux syndicats - Conseils fédéraux sect.-public	24 000	24 000	35 220	146.75%
Aide aux syndicats - Conseils fédéraux sect.-privé	53 000	53 000	10 431	19.68%
	1 897 500 \$	1 609 000 \$	1 303 973 \$	81.04%

ADMINISTRATION**Détail des dépenses**

	Budget Initial du 2015-03-01 au 2018-02-28	Budget Modifié du 2015-03-01 au 2018-02-28	Réalisations du 2015-03-01 au 2018-02-28	% 100.00%
8 Budgets régionaux				
Côte-Nord - Basse-Côte-Nord (09)	22 000 \$	22 000 \$	6 742 \$	30.65%
Gaspésie - Îles-de-la-Madeleine (1A)	22 000	22 000	5 449	24.77%
Outaouais (07)	15 000	15 000	1 536	10.24%
Laurentides - Lanaudière (6B)	20 000	20 000	9 902	49.51%
Montréal - Laval - Grand-Nord (6A)	45 000	45 000	24 086	53.52%
Abitibi - Témiscamingue - Nord-du-Québec (08)	22 000	22 000	15 739	71.54%
Québec - Chaudière-Appalaches (03)	25 000	25 000	17 746	70.98%
Bas-Saint-Laurent (1B)	16 000	16 000	9 700	60.62%
Saguenay - Lac-Saint-Jean (02)	16 000	16 000	16 000	100.00%
Estrie (05)	15 000	15 000	6 389	42.59%
Montérégie (6C)	15 000	15 000	4 420	29.47%
Cœur-du-Québec (04)	15 000	15 000	8 524	56.83%
	248 000 \$	248 000 \$	126 232 \$	50.90%
9 Formation syndicale				
Budget de fonctionnement	600 000 \$	600 000 \$	353 005 \$	58.83%
Salaires et avantages sociaux	410 236	410 236	409 507	99.82%
Frais de séjour	44 024	44 024	37 885	86.06%
Frais de déplacement	43 199	43 199	26 129	60.49%
	1 097 459 \$	1 097 459 \$	826 526 \$	75.31%
10 Comité de condition féminine	100 000 \$	100 000 \$	82 543 \$	82.54%
11 Comité de santé et sécurité	100 000 \$	100 000 \$	53 477 \$	53.48%
12 Comité de surveillance	27 000 \$	27 000 \$	20 752 \$	76.86%
13 Politique contre la violence	8 000 \$	8 000 \$	6 128 \$	76.60%
14 Comité LGBT	100 000 \$	100 000 \$	73 554 \$	73.55%
15 Comité Jeunes	100 000 \$	100 000 \$	27 332 \$	27.33%
16 Comités ad hoc	250 000 \$	250 000 \$	96 619 \$	38.65%
17 Consolidation et Vie syndicale				
Budget de fonctionnement	50 000 \$	50 000 \$	13 390 \$	26.78%
Salaires et avantages sociaux	410 236	410 236	140 216	34.18%
Frais de séjour	31 391	31 391	7 220	23.00%
Frais de déplacement	32 057	32 057	8 687	27.10%
	523 684 \$	523 684 \$	169 513 \$	32.37%
18 Information et publicité				
Salaires et avantages sociaux	826 472 \$	645 476 \$	643 778 \$	99.74%
Frais de séjour	30 000	23 333	14 600	62.57%
Frais de déplacement	30 000	23 333	19 857	85.10%
Traduction et audiovisuel	50 000	50 000	36 318	72.64%
Distribution impression documents	20 000	20 000	14 894	74.47%
Documentation et abonnements	30 000	30 000	29 408	98.03%
Information-publicité-visibilité	460 000	460 000	272 711	59.29%
Campagne contre l'austérité	1 000 000	100 000	41 613	41.61%
Campagne VPP	350 000	350 000	39 181	11.19%
Revue de presse - Communiqués	75 000	75 000	26 719	35.62%
Sentences arbitrales	15 000	15 000	14 654	97.69%
	2 886 472 \$	1 792 143 \$	1 153 734 \$	64.38%

ADMINISTRATION**Détail des dépenses**

	Budget Initial du 2015-03-01 au 2018-02-28	Budget Modifié du 2015-03-01 au 2018-02-28	Réalisations du 2015-03-01 au 2018-02-28	% 100.00%
19 Service informatique				
Traitement de la rémunération et des avantages imposables	44 670 \$	44 670 \$	50 503 \$	113.06%
Opération du réseau	885 600	885 600	765 485	86.44%
Dépenses site Web	132 861	132 861	86 321	64.97%
Entretien réparation équipement informatique	25 000	25 000	6 290	25.16%
Amortissement équipement informatique	94 465	94 465	77 446	81.98%
Amortissement ordinateurs portables	8 768	8 768	3 769	42.98%
	1 191 365 \$	1 191 365 \$	989 813 \$	83.08%
20 Dépenses d'administration				
Loyers et taxes	3 515 427 \$	3 515 427 \$	3 273 505 \$	93.12%
Téléphones, télécopieurs et internet	688 368	678 368	573 445	84.53%
Fournitures de bureau	170 000	170 000	133 022	78.25%
Photocopies	338 750	338 750	290 106	85.64%
Frais juridiques	1 325 000	1 325 000	2 745 009	207.17%
Frais de poste et transport	95 000	95 000	67 117	70.65%
Assurances	36 000	36 000	36 614	101.70%
Honoraires professionnels	36 000	36 000	49 439	137.33%
Souscriptions et dons	12 000	12 000	4 600	38.33%
Location de salles	1 500	1 500	205	13.67%
Amortissement équipement de bureau	110 719	110 719	106 078	95.81%
Amortissement améliorations locatives	43 728	43 728	31 728	72.56%
Frais de caisse et d'administration	3 500	1 000	385	38.53%
Réunions d'équipe	60 000	60 000	67 362	112.27%
Divers (témoignages de sympathies)	1 500	1 500	305	20.32%
	6 437 491 \$	6 424 991 \$	7 378 920 \$	114.85%
21 Défense individuelle				
Salaires et avantages sociaux	820 472 \$	1 230 708 \$	955 861 \$	77.67%
Frais de séjour	50 000	75 000	66 192	88.26%
Frais de déplacement	70 000	105 000	72 279	68.84%
	940 472 \$	1 410 708 \$	1 094 332 \$	77.57%
22 Jurisprudence				
Salaires et avantages sociaux	410 236 \$	410 236 \$	424 721 \$	103.53%
Frais de séjour	15 000	15 000	14 610	97.40%
Frais de déplacement	15 000	15 000	8 767	58.45%
	440 236 \$	440 236 \$	448 098 \$	101.79%
23 Valorisation, promotion et préserv. serv. Publics				
Salaires et avantages sociaux	413 308 \$	413 308 \$	402 206 \$	97.31%
Frais de séjour	25 000	25 000	10 900	43.60%
Frais de déplacement	25 000	25 000	8 450	33.80%
	463 308 \$	463 308 \$	421 556 \$	90.99%
Total des dépenses d'administration	72 075 166 \$	70 329 447 \$	73 331 833 \$	104.27%

NÉGOCIATION

Résultats

Période de 36 mois close le 28 février 2018

	Budget Initial du 2015-03-01 au 2018-02-28	Budget Modifié du 2015-03-01 au 2018-02-28	Réalisations du 2015-03-01 au 2018-02-28	% 100.00%
Revenus de négociation				
Per capita (12% X 0,52%)	9 273 564 \$	8 492 538 \$	8 211 687 \$	96.69%
Total des revenus de négociation	9 273 564 \$	8 492 538 \$	8 211 687 \$	96.69%
Dépenses de négociation				
24 Comités de négociation sectorielle	1 438 064 \$	1 288 064 \$	895 068 \$	69.49%
25 Équipe de négociation	1 228 191	1 867 345	1 772 656	94.93%
26 Postes nationaux	1 284 266	1 284 266	1 155 791	90.00%
27 Appui local à la vie syndicale et à la négociation	404 000	404 000	52 895	13.09%
28 Appui régional à la vie syndicale et à la négociation	49 600	49 600	7 233	14.58%
29 Dépenses d'administration	696 033	581 033	451 712	77.74%
30 Conseils fédéraux de négociation (VP)	78 000	78 000	93 292	119.60%
31 Conseils fédéraux de négociation public et privé	706 000	706 000	664 359	94.10%
32 Secteurs privés	1 010 000	1 010 000	1 037 010	102.67%
33 Comités de la convention collective	387 528	387 528	118 951	30.69%
34 Comité des assurances	50 000	50 000	44 315	88.63%
35 Politique - Expertises médicales	50 000	50 000	12 656	25.31%
36 Politique - Arbitrage public	1 500 000	1 500 000	1 317 709	87.85%
37 Politique - Syndicats communauté d'intérêts	6 000	3 000	182	6.06%
Total des dépenses de négociation	8 887 682 \$	9 258 836 \$	7 623 829 \$	82.34%
Excédent des revenus (dépenses)	385 882 \$	(766 299) \$	587 858 \$	

NÉGOCIATION

Détail des dépenses

	Budget Initial du 2015-03-01 au 2018-02-28	Budget Modifié du 2015-03-01 au 2018-02-28	Réalisations du 2015-03-01 au 2018-02-28	% 100.00%
24 Comités de négociation par secteur				
Salaires et avantages sociaux				
Négociation secteur public (catégories 1 à 4)	269 616 \$	119 616 \$	99 160 \$	82.90%
Négociation du préhospitalier	103 680	103 680	192 855	186.01%
Négociation des CPE	60 480	60 480	51 392	84.97%
Négociation CH/CA privés	44 280	44 280	38 111	86.07%
Négociation RSG	37 800	37 800	-	-
Négociation RI-RTF	37 800	37 800	-	-
Frais de séjour et de déplacement				
Négociation secteur public (catégories 1 à 4)	400 000	400 000	323 199	80.80%
Négociation du préhospitalier	96 682	96 682	104 777	108.37%
Négociation des CPE	96 682	96 682	47 813	49.45%
Négociation CH/CA privés	97 682	97 682	37 761	38.66%
Négociation RSG	96 682	96 682	-	-
Négociation RI-RTF	96 682	96 682	-	-
	1 438 064 \$	1 288 064 \$	895 068 \$	69.49%
25 Équipe de négociation				
Salaires et avantages sociaux				
- conseillères et conseillers	819 472 \$	1 229 208 \$	1 221 086 \$	99.34%
- employé-es de bureau	148 906	297 812	295 947	99.37%
- comité action-information négociation	139 147	64 139	64 139	100.00%
Frais de séjour	66 667	105 000	79 717	75.92%
Frais de déplacement	54 000	171 187	111 767	65.29%
	1 228 191 \$	1 867 345 \$	1 772 656 \$	94.93%
26 Postes nationaux				
Salaires et avantages sociaux				
- conseillères et conseillers	412 236 \$	412 236 \$	266 381 \$	64.62%
- employé-es de bureau	742 030	742 030	782 029	105.39%
Frais de séjour	60 000	60 000	48 241	80.40%
Frais de déplacement	70 000	70 000	59 140	84.49%
	1 284 266 \$	1 284 266 \$	1 155 791 \$	90.00%
27 Appui local à la vie syndicale et à la négociation	404 000 \$	404 000 \$	52 895 \$	13.09%
28 Appui régional à la vie syndicale et à la négociation				
Côte-Nord - Basse-Côte-Nord (09)	4 400 \$	4 400 \$	1 304 \$	29.64%
Gaspésie - Îles-de-la-Madeleine (1A)	4 400	4 400	-	-
Outaouais (07)	3 000	3 000	-	-
Laurentides - Lanaudière (6B)	4 000	4 000	-	-
Montréal - Laval - Grand-Nord (6A)	9 000	9 000	-	-
Abitibi - Témiscamingue - Nord-du-Québec (08)	4 400	4 400	-	-
Québec - Chaudière-Appalaches (03)	5 000	5 000	646	12.92%
Bas-Saint-Laurent (1B)	3 200	3 200	-	-
Saguenay - Lac-Saint-Jean (02)	3 200	3 200	2 752	85.99%
Estrie (05)	3 000	3 000	1 057	35.23%
Montérégie (6C)	3 000	3 000	-	-
Cœur-du-Québec (04)	3 000	3 000	1 474	49.13%
	49 600 \$	49 600 \$	7 233 \$	14.58%
29 Dépenses d'administration				
Loyers et taxes	342 000 \$	262 000 \$	252 792 \$	96.49%
Téléphones	25 000	25 000	37 696	150.78%
Traduction	40 000	40 000	12 271	30.68%
Fournitures de bureau	25 000	5 000	3 887	77.75%
Impression de documents	140 000	140 000	105 405	75.29%
Frais de poste et transport	40 000	25 000	19 321	77.29%
Location de salles	300	300	100	33.33%
Amortissement améliorations locatives	28 733	28 733	16 733	58.24%
Distribution et entreposage conventions collectives	55 000	55 000	3 506	6.37%
	696 033 \$	581 033 \$	451 712 \$	77.74%

NÉGOCIATION
Détail des dépenses

	Budget Initial du 2015-03-01 au 2018-02-28	Budget Modifié du 2015-03-01 au 2018-02-28	Réalisations du 2015-03-01 au 2018-02-28	% 100.00%
30 Conseils fédéraux de négociation (vice-présidences)				
Salaires, frais séjour et déplacement (VP régions)	78 000 \$	78 000 \$	93 292 \$	119.60%
31 Conseils Fédéraux de négociation (public et privé)				
Conseils fédéraux de négo sectorielle - Public	200 000 \$	200 000 \$	288 469 \$	144.23%
Conseils fédéraux de négo sectorielle - Préhospitalier	20 000	20 000	6 223	31.11%
Conseils fédéraux de négo sectorielle - CPE	20 000	20 000	10 909	54.55%
Conseils fédéraux de négo sectorielle - RSG	10 000	10 000	-	-
Conseils fédéraux de négo sectorielle - RI-RTF	5 000	5 000	-	-
Conseils fédéraux de négo sectorielle - Inst. religieuses	1 000	1 000	-	-
Conseils fédéraux de négo sectorielle - F.victimes violence	1 000	1 000	-	-
Conseils fédéraux de négo sectorielle - CH/CA privés	20 000	20 000	4 393	21.97%
Aide aux syndicats CFN (public et privé)				
Conseils fédéraux de négo sectorielle - Public	250 000	250 000	313 056	125.22%
Conseils fédéraux de négo sectorielle - Préhospitalier	35 000	35 000	21 463	61.32%
Conseils fédéraux de négo sectorielle - CPE	100 000	100 000	19 845	19.85%
Conseils fédéraux de négo sectorielle - RSG	25 000	25 000	-	-
Conseils fédéraux de négo sectorielle - RI-RTF	7 500	7 500	-	-
Conseils fédéraux de négo sectorielle - Inst. religieuses	2 000	2 000	-	-
Conseils fédéraux de négo sectorielle - F.victimes violence	2 000	2 000	-	-
Conseils fédéraux de négo sectorielle - CH/CA privés	7 500	7 500	-	-
	706 000 \$	706 000 \$	664 359 \$	94.10%
32 Secteurs privés				
Arbitrage	500 000 \$	500 000	641 854 \$	128.37%
Traduction	10 000	10 000	275	2.75%
Négociations des secteurs	500 000	500 000	394 881	78.98%
	1 010 000 \$	1 010 000 \$	1 037 010 \$	102.67%
33 Comités de la convention collective				
Secteur public	18 000 \$	18 000 \$	- \$	-
Préhospitalier	144 288	144 288	69 551	48.20%
CPE	132 653	132 653	48 309	36.42%
RSG	59 063	59 063	-	-
RI-RTF	19 688	19 688	-	-
CH/CA privés	13 838	13 838	1 091	7.88%
	387 528 \$	387 528 \$	118 951 \$	30.69%
34 Comité des assurances	50 000 \$	50 000 \$	44 315 \$	88.63%
35 Expertises médicales	50 000 \$	50 000 \$	12 656 \$	25.31%
36 Arbitrage secteur public	1 500 000 \$	1 500 000 \$	1 317 709 \$	87.85%
37 Syndicats communauté d'intérêts	6 000 \$	3 000 \$	182 \$	6.06%
Total des dépenses de négociation	8 887 682 \$	9 258 836 \$	7 623 829 \$	82.34%

SOMMAIRE DES RÉSULTATS**ADMINISTRATION ET NÉGOCIATION**

Période de 36 mois close le 28 février 2018

	Budget Initial du 2015-03-01 au 2018-02-28	Budget Modifié du 2015-03-01 au 2018-02-28	Réalisations du 2015-03-01 au 2018-02-28	% 100.00%
Revenus				
Administration (per capita 88% X 0.52%)	68 006 149 \$	62 278 608 \$	60 216 861 \$	96.69%
Autres revenus	1 457 376	1 457 376	1 831 833	125.69%
Placements	469 600	469 600	435 091	92.65%
Variation de la juste valeur des placements	100 000	100 000	(163 853)	-163.85%
Négociation (per capita 12% X 0.52%)	9 273 564	8 492 538	8 211 687	96.69%
Total des revenus	79 306 689 \$	72 798 122 \$	70 531 619 \$	96.89%
Dépenses				
Administration	72 075 166 \$	70 329 447 \$	73 331 833 \$	104.27%
Négociation	8 887 682	9 258 836	7 623 829	82.34%
Total des dépenses	80 962 848 \$	79 588 283 \$	80 955 662 \$	101.72%
Excédent des dépenses	<u>(1 656 159) \$</u>	<u>(6 790 161) \$</u>	<u>(10 424 043) \$</u>	

SITUATION FINANCIÈRE

au 2018-02-28

	2018-02-28	2015-02-28
ACTIF À COURT TERME		
Encaisse	- \$	855 479 \$
Encaisse à taux variable	500 247	-
Dépôt à terme rachetable	750 000	3 605 302
Fonds de soutien à l'action collective solidaire	50 000	50 000
Débiteurs (1)	450 682	1 275 639
Per capita à recevoir - fonds d'administration	3 500 131	3 820 992
Per capita à recevoir - fonds de négociation	477 291	521 044
Frais payés d'avance (2)	187 229	86 876
	<u>5 915 579</u>	<u>10 215 333</u>
ACTIF À LONG TERME		
Dépôt à terme	706 141	1 927 597
Placement, à la juste valeur	2 659 196	3 602 679
Immobilisations corporelles (3)	204 691	486 241
	<u>3 570 028</u>	<u>6 016 516</u>
TOTAL DE L'ACTIF	<u><u>9 485 607 \$</u></u>	<u><u>16 231 849 \$</u></u>
PASSIF À COURT TERME		
Chèques en circulation moins l'encaisse	270 623 \$	- \$
Créditeurs et charges à payer (4)	4 036 605	6 385 901
Revenus perçus d'avance	96 174	-
	<u>4 403 402</u>	<u>6 385 901</u>
PASSIF À LONG TERME		
Passif au titre de prestations constituées - assurances collectives	4 742 700	5 520 500
Passif au titre de prestations constituées - régime de retraite	14 988 400	25 330 400
	<u>19 731 100</u>	<u>30 850 900</u>
TOTAL DU PASSIF	24 134 502	37 236 801
SOLDES DE FONDS		
Excédent (insuffisance) de la période	(10 424 043)	(833 963)
Réévaluations placement et avantages sociaux futurs	16 780 100	(4 798 900)
Investis en immobilisations	204 691	486 241
Non affectés	(21 209 643)	(15 858 329)
	<u>(14 648 895)</u>	<u>(21 004 952)</u>
TOTAL DU PASSIF ET DES SOLDES DE FONDS	<u><u>9 485 607 \$</u></u>	<u><u>16 231 849 \$</u></u>

SITUATION FINANCIÈRE

Notes complémentaires

	2018-02-28	2015-02-28
1 Débiteurs		
À recevoir de syndicats et de fédérations C.S.N.	186 145 \$	498 618 \$
Entente de service à recevoir	217 517	470 701
Intérêts courus sur dépôt à terme	12 269	8 163
Autres débiteurs	2 283	48 374
Total des débiteurs	450 682 \$	1 275 639 \$
2 Frais payés d'avance		
Assurances payées d'avance	9 036 \$	8 524 \$
Location de salles payée d'avance	-	27 000
Salaires payés d'avance	101 705	-
Taxes payées d'avance	-	693
Dépenses diverses payées d'avance	8 249	11 296
Dép. de congrès payées d'avance	68 239	39 363
Total des frais payés d'avance	187 229 \$	86 876 \$
3 Immobilisations		
Mobilier et équipement de bureau	344 369 \$	361 747 \$
Amortissement cumulé mobilier et équip. bureau	(193 804)	(109 273)
Équipement informatique	83 334	102 793
Amortissement cumulé équipement informatique	(63 493)	(37 593)
Améliorations locatives	75 824	91 425
Amortissement cumulé améliorations locatives	(75 335)	(42 476)
Ordinateurs portables	-	11 305
Amortissement cumulé ordinateurs portables	-	(7 536)
Site Web	137 031	155 991
Amortissement cumulé site Web	(117 389)	(56 032)
Logiciels	38 553	65 217
Amortissement cumulé logiciels	(24 399)	(49 329)
Total des immobilisations	204 691 \$	486 241 \$
4 Crédoeurs		
Fournisseurs et frais courus	325 391 \$	694 254 \$
C/P salaires (Paie)	-	880
C.S.N.	476 520	1 278 530
Retenues à la source et impôt à payer	46	(1 699)
Salaires et vacances à payer	2 901 348	3 329 887
CSST à payer	1 464	1 311
Salaires militantes et militants élu-es à payer	150 627	609 313
Rapports d'activités à payer	99 598	473 427
Dépenses diverses à payer et sommes perçues d'avance	81 611	-
Total des crédoeurs	4 036 605 \$	6 385 901 \$

ÉVOLUTION DES SOLDES DE FONDS

Période de 36 mois close le 28 février 2018

Fonds d'administration

Solde au début	(18 484 358) \$
Excédent des dépenses	(11 011 901)
Gains actuariels relatifs aux avantages sociaux futurs	16 780 100
Solde à la fin	<u>(12 716 159) \$</u>

Fonds de négociation

Solde au début	(2 520 594) \$
Excédent des revenus	587 858
Solde à la fin	<u>(1 932 736) \$</u>

Soldes à la fin

(14 648 895) \$

**REPORT FROM THE FINANCIAL
OVERSIGHT COMMITTEE**

REPORT FROM THE FINANCIAL OVERSIGHT COMMITTEE MEETING OF MAY 1-2, 2018

The Financial Oversight team met on May 1-2, 2018. We examined the financial statements for the 36-month period ending February 28, 2018.

For our work during these two days, we met with Nadine Lambert, general secretary-treasurer, and the Accounting team: Dalila Badis, Gail Gagné, Cam Van Nguyen and Daphnée Noël. Each of them answered our questions and gave us access to all the documents needed to do our audit. We would like to thank all of them for their invaluable co-operation,

We examined:

- the minutes of the Executive Committee;
- the minutes of the Federal Bureau;
- the minutes of the regular and special Federal Councils.

We did sample audits of:

- various accounts: Visa, Bell;
- rental or leasing contracts;
- other supplier accounts;
- activity reports and expense claims of staffers, activist members and all the members of the Executive Committee.

All the documents audited seemed to be in good order and free from irregularities. We would like to emphasize the rigour of the excellent work done by the Accounting department.

In the financial statements, we took a closer look at certain budget items where there are significant variances.

Administration

Cost of the collective agreement

Additional costs related to the pension plan for the 36-month period.

Legal expenses

More, and more complex, cases.

Assistance for unions at public-sector Federal Councils

More meetings than planned.

Professional fees

Higher expenses, related to new accounting standards.

Collective bargaining**Pre-hospital sector**

Collective bargaining still in progress in the pre-hospital sector.

Phone

Service agreement terminated before the expiry date.

Federal Councils for Public-Sector Bargaining

More meetings than planned.

As a result of our work, for the 36-month period ending February 28, 2018, we observe in the summary of results:

- revenue lower than in the amended budget by \$2,266,503, for total revenue of \$70,531,619.
- spending \$1,367,379 higher than in the amended budget, for a total of \$80,955,662.

The deficit budgeted was \$6,790,161, but the financial period ends with a deficit of \$10,424,043 – a difference of \$3,633,882.

The Financial Oversight Committee recommends that the financial statements for the period ending February 28, 2018 be adopted.



Denis Beaudin



Martin Campagna

BUDGET PROPOSAL

Comrades,

The budget proposal for the 2018-2021 period that the Executive Committee is recommending to the 44th Convention is consistent with the mandates and policies endorsed at the special Federal Council held last January.

We are projecting \$63,746,065 in revenue. This is \$9,052,057 less than in the amended budget for the previous financial period. This reduction in revenue is due to the decline in our membership following the application of Bill 10 in the public sector.

Projected expenditures reflect the overhaul of our structures, our concern to maintain current services and assistance to unions, and our capacity to carry out our primary mission: collective bargaining of our members' working conditions.

Spending is divided between two main budgets: Operations and Negotiations.

Operating activities cover all the Federation's activities as well as its political structure and meetings. The budget for this part of the overall budget is therefore \$56,322,199 – or \$7,983,385 less than in the amended 2015-2018 budget.

Negotiations, which covers all collective bargaining activities in the private and public sectors, has a budget of \$7,423,865 – \$1,068,673 less than in the previous financial period.

Operations

Operations activities are subdivided, with regional services accounting for the largest share. The budget takes into account the importance of maintaining services to unions and members.

Thus, the positions of staff union representatives and office employees are maintained. For the other budget items, you will see a number of changes stemming from the reorganization of services and decisions made in relation to the overhaul of structures in particular.

Because of the reorganization of a number of unions and their evolving needs, we have modified various policies on assistance to unions and introduced different measures to encourage participation in FSSS decision-making meetings and training, as well as ways of fostering local presence “on the ground”.

Negotiations

Collective bargaining activities correspond to one of the Federation's goals, namely to help its unions conclude and enforce collective agreements and group agreements. During the next three years, certain sectors, including home childcare providers (RSGs), intermediate and family-type resources (RI-RTFs) and private residential care centres (CHPs), will begin negotiations at the start of the financial period. The next round of public-sector bargaining will unfold towards the end of the financial period. The Negotiations budget will support establishing and carrying out the respective rounds of bargaining.

In preparing this budget, the Executive Committee has taken into account our obligations to our members and unions' concerns and expectations, with a concern for maintaining services

and our collective tools.

This budget proposal is a way to support our members and our unions and show that we are determined to work actively for our values of justice, responsibility and solidarity.

Nadine Lambert,

A handwritten signature in blue ink that reads "Nadine Lambert". The signature is written in a cursive, flowing style.

General secretary and treasurer

PROPOSITION BUDGÉTAIRE 2018-2021
SOMMAIRE DES RÉSULTATS

	Budget Initial du 2015-03-01 au 2018-02-28	Budget Modifié du 2015-03-01 au 2018-02-28	Réalisations du 2015-03-01 au 2018-02-28	Proposition budgétaire 2018-2021
Revenus				
Administration (per capita 88% X 0.52%)	68 006 149 \$	62 278 608 \$	60 216 861 \$	54 441 677 \$
Autres revenus	1 457 376	1 457 376	1 831 833	1 676 856
Placements	469 600	469 600	435 091	203 667
Variation de la juste valeur des placements	100 000	100 000	(163 853)	-
Négociation (per capita 12% X 0.52%)	9 273 564	8 492 538	8 211 687	7 423 865
Total des revenus	79 306 689 \$	72 798 122 \$	70 531 619 \$	63 746 065 \$
Dépenses				
Administration	72 075 166 \$	70 329 447 \$	73 331 833 \$	58 669 781 \$
Négociation	8 887 682	9 258 836	7 623 829	6 775 935
Total des dépenses	80 962 848 \$	79 588 283 \$	80 955 662 \$	65 445 716 \$
Excédent des dépenses	(1 656 159) \$	(6 790 161) \$	(10 424 043) \$	(1 699 651) \$

ADMINISTRATION	Budget Initial	Budget Modifié	Réalisations	Proposition
Résultats	du 2015-03-01	du 2015-03-01	du 2015-03-01	budgétaire
Période de 36 mois se terminant le 28 février 2018	au 2018-02-28	au 2018-02-28	au 2018-02-28	2018-2021
Revenus d'administration				
Per capita (88% X 0,52%)	68 006 149 \$	62 278 608 \$	60 216 861 \$	54 441 677 \$
Autres revenus	1 926 976	1 926 976	2 266 924	1 880 523
Variation de valeur, placements disponibles à la vente	100 000	100 000	(163 853)	-
Total des revenus d'administration	70 033 125 \$	64 305 584 \$	62 319 932 \$	56 322 199 \$
Dépenses d'administration				
1. Comité exécutif	4 322 888 \$	4 322 888 \$	3 984 596 \$	2 979 139 \$
2. Bureau fédéral	2 950 003	2 129 377	1 566 735	2 332 983
3. Coordination des services	1 102 851	1 102 851	1 079 502	1 063 458
4. Services régionaux	43 218 394	43 218 394	43 005 487	36 997 527
5. Service de la comptabilité	1 704 429	1 704 429	1 735 983	1 425 382
6. Coûts convention collective des salarié-es	1 965 614	1 965 614	7 686 427	1 719 150
7. Instances politiques	1 897 500	1 609 000	1 303 973	1 401 500
8. Budgets régionaux	248 000	248 000	126 232	173 600
9. Formation syndicale	1 097 459	1 097 459	826 526	1 433 588
10. Comité de condition féminine	100 000	100 000	82 543	30 000
11. Comité de santé et sécurité	100 000	100 000	53 477	30 000
12. Comité de surveillance	27 000	27 000	20 752	27 000
13. Politique contre la violence	8 000	8 000	6 128	8 000
14. Comité LGBT	100 000	100 000	73 554	30 000
15. Comité Jeunes	100 000	100 000	27 332	30 000
16. Comité Ethno culturel	-	-	-	30 000
17. Comités Ad Hoc	250 000	250 000	96 619	100 000
18. Consolidation et Vie syndicale	523 684	523 684	169 513	-
19. Information et publicité	2 886 472	1 792 143	1 153 734	883 297
20. Service informatique	1 191 365	1 191 365	989 813	815 556
21. Dépenses d'administration	6 437 491	6 424 991	7 378 920	6 272 907
22. Défense individuelle	940 472	1 410 708	1 094 332	-
23. Jurisprudence	440 236	440 236	448 098	446 897
24. Valorisation, promotion et préservation des services publics	463 308	463 308	421 556	439 797
Total des dépenses d'administration	72 075 166 \$	70 329 447 \$	73 331 833 \$	58 669 781 \$
Excédent des dépenses	(2 042 041) \$	(6 023 862) \$	(11 011 901) \$	(2 347 581) \$

ADMINISTRATION	Budget Initial	Budget Modifié	Réalizations	Proposition
Détail des dépenses	du 2015-03-01	du 2015-03-01	du 2015-03-01	budgétaire
	au 2018-02-28	au 2018-02-28	au 2018-02-28	2018-2021
1. Comité exécutif				
Salaires et avantages sociaux				
- personnes élu-es	3 008 633 \$	3 008 633 \$	2 785 941 \$	2 198 929 \$
- employées de bureau	674 259	674 259	643 685	395 782
Frais de séjour	296 204	296 204	282 860	195 714
Frais de déplacement	343 792	343 792	272 110	188 714
	4 322 888 \$	4 322 888 \$	3 984 596 \$	2 979 139 \$
2. Bureau fédéral				
Salaires et avantages sociaux				
- vices-présidences régionales	1 564 600 \$	743 974 \$	644 363 \$	936 500 \$
- représentants de secteurs	209 781	209 781	118 573	527 670
Frais de séjour et de déplacement				
- vices-présidences régionales	794 587	794 587	657 195	550 000
- représentants de secteurs	220 000	220 000	78 662	207 813
CSST / CNT / Assurances	85 035	85 035	38 747	60 000
Fonctionnement - Secteurs	1 000	1 000	78	1 000
Banque transport	75 000	75 000	29 115	50 000
	2 950 003 \$	2 129 377 \$	1 566 735 \$	2 332 983 \$
3. Coordination des services				
Salaires et avantages sociaux				
- coordination	820 472 \$	820 472 \$	846 656 \$	850 694 \$
- employée de bureau	165 379	165 379	144 991	157 764
Frais de séjour	66 000	66 000	61 224	39 000
Frais de déplacement	51 000	51 000	26 630	16 000
	1 102 851 \$	1 102 851 \$	1 079 502 \$	1 063 458 \$
4. Services régionaux				
Salaires et avantages sociaux				
- personnes conseillères	31 532 666 \$	31 532 666 \$	32 130 447 \$	27 813 593 \$
- employées de bureau	6 744 413	6 744 413	6 815 809	5 407 869
Frais de séjour	2 410 287	2 410 287	1 916 394	1 775 166
Frais de déplacement	2 435 028	2 435 028	2 071 496	1 935 899
Stagiaire(s)	96 000	96 000	71 340	65 000
	43 218 394 \$	43 218 394 \$	43 005 487 \$	36 997 527 \$
5. Service de la comptabilité				
Salaires et avantages sociaux	1 628 217 \$	1 628 217 \$	1 675 841 \$	1 379 382 \$
Frais de séjour	49 594	49 594	38 039	28 000
Frais de déplacement	26 617	26 617	22 104	18 000
	1 704 429 \$	1 704 429 \$	1 735 983 \$	1 425 382 \$
6. Coûts convention collective des salarié-es				
Bureau du personnel	720 000 \$	720 000 \$	691 990 \$	675 000 \$
Partage des coûts reliés c.c.	432 000	432 000	290 949	275 000
Dirigeant et conseillers du STTCSN	228 000	228 000	127 913	180 000
Assurances collectives retraités, régimes à prestations et cotisations déterminées	580 614	580 614	6 573 979	584 150
Frais juridiques - salarié-es	5 000	5 000	1 595	5 000
	1 965 614 \$	1 965 614 \$	7 686 427 \$	1 719 150 \$

ADMINISTRATION Détail des dépenses	Budget Initial du 2015-03-01 au 2018-02-28	Budget Modifié du 2015-03-01 au 2018-02-28	Réalisations du 2015-03-01 au 2018-02-28	Proposition budgétaire 2018-2021
7. Instances politiques				
Coût net du congrès (incluant aide)	518 500 \$	245 000 \$	314 671 \$	375 000 \$
Coût des conseils fédéraux	510 000	510 000	374 149	360 000
Coût des conseils fédéraux sectoriels-public	40 000	40 000	28 936	30 000
Coût des conseils fédéraux sectoriels-privé	27 000	27 000	1 793	6 500
Bureaux fédéraux	40 000	40 000	8 855	10 000
Délégations confédérales	200 000	200 000	87 161	85 000
Relations internationales	20 000	5 000	500	5 000
Participation aux colloques	15 000	15 000	7 857	10 000
Aide aux syndicats - Conseils fédéraux sectoriels-public	474 000	474 000	469 621	500 000
Aide aux syndicats - Conseils fédéraux sectoriels-privé	53 000	53 000	10 431	20 000
	1 897 500 \$	1 609 000 \$	1 303 973 \$	1 401 500 \$
8. Budgets régionaux				
Côte-Nord - Basse-Côte-Nord (09)	22 000 \$	22 000 \$	6 742 \$	15 400 \$
Gaspésie - Îles-de-la-Madeleine (1A)	22 000	22 000	5 449	15 400
Outaouais (07)	15 000	15 000	1 536	10 500
Laurentides - Lanaudière (6B)	20 000	20 000	9 902	14 000
Montréal - Laval - Grand-Nord (6A)	45 000	45 000	24 086	31 500
Abitibi - Témiscamingue - Nord-du-Québec (08)	22 000	22 000	15 739	15 400
Québec - Chaudière-Appalaches (03)	25 000	25 000	17 746	17 500
Bas-Saint-Laurent (1B)	16 000	16 000	9 700	11 200
Saguenay - Lac-Saint-Jean (02)	16 000	16 000	16 000	11 200
Estrie (05)	15 000	15 000	6 389	10 500
Montérégie (6C)	15 000	15 000	4 420	10 500
Cœur-du-Québec (04)	15 000	15 000	8 524	10 500
	248 000 \$	248 000 \$	126 232 \$	173 600 \$
9. Formation syndicale				
Budget de fonctionnement	600 000 \$	600 000 \$	353 005 \$	640 000 \$
Salaires & avantages sociaux	410 236	410 236	409 507	733 588
Frais de séjour	44 024	44 024	37 885	37 000
Frais de déplacement	43 199	43 199	26 129	23 000
	1 097 459 \$	1 097 459 \$	826 526 \$	1 433 588 \$
10. Comité de condition féminine	100 000 \$	100 000 \$	82 543 \$	30 000 \$
11. Comité de santé et sécurité	100 000 \$	100 000 \$	53 477 \$	30 000 \$
12. Comité de surveillance	27 000 \$	27 000 \$	20 752 \$	27 000 \$
13. Politique contre la violence	8 000 \$	8 000 \$	6 128 \$	8 000 \$
14. Comité LGBT	100 000 \$	100 000 \$	73 554 \$	30 000 \$
15. Comité Jeunes	100 000 \$	100 000 \$	27 332 \$	30 000 \$
16. Comité Ethno culturel	-	-	-	30 000 \$
17. Comités ad hoc	250 000 \$	250 000 \$	96 619 \$	100 000 \$
18. Consolidation & Vie syndicale				
Budget de fonctionnement	50 000 \$	50 000 \$	13 390 \$	- \$
Salaires et avantages sociaux	410 236	410 236	140 216	-
Frais de séjour	31 391	31 391	7 220	-
Frais de déplacement	32 057	32 057	8 687	-
	523 684 \$	523 684 \$	169 513 \$	- \$

ADMINISTRATION	Budget Initial	Budget Modifié	Réalisations	Proposition
Détail des dépenses	du 2015-03-01	du 2015-03-01	du 2015-03-01	budgétaire
	au 2018-02-28	au 2018-02-28	au 2018-02-28	2018-2021
19. Information et publicité				
Salaires et avantages sociaux	826 472 \$	645 476 \$	643 778 \$	422 297 \$
Frais de séjour	30 000	23 333	14 600	10 000
Frais de déplacement	30 000	23 333	19 857	10 000
Traduction et audiovisuel	50 000	50 000	36 318	35 000
Distribution impression documents	20 000	20 000	14 894	15 000
Documentation et abonnements	30 000	30 000	29 408	30 000
Information-publicité-visibilité	460 000	460 000	272 711	266 000
Campagne contre l'austérité	1 000 000	100 000	41 613	-
Campagne VPP	350 000	350 000	39 181	50 000
Revue de presse - Communiqués	75 000	75 000	26 719	30 000
Sentences arbitrales	15 000	15 000	14 654	15 000
	2 886 472 \$	1 792 143 \$	1 153 734 \$	883 297 \$
20. Service informatique				
Traitement des données CSN	44 670 \$	44 670 \$	50 503 \$	45 000 \$
Opération du réseau	885 600	885 600	765 485	668 556
Dépenses site Web	132 861	132 861	86 321	42 000
Entretien réparation équipement informatique	25 000	25 000	6 290	10 000
Amortissement équipement informatique	94 465	94 465	77 446	50 000
Amortissement ordinateurs portables	8 768	8 768	3 769	-
	1 191 365 \$	1 191 365 \$	989 813 \$	815 556 \$
21. Dépenses d'administration				
Loyers et taxes	3 515 427 \$	3 515 427 \$	3 273 505 \$	3 121 585 \$
Téléphones et télécopieurs	688 368	678 368	573 445	467 022
Fournitures de bureau	170 000	170 000	133 022	122 500
Photocopies	338 750	338 750	290 106	262 700
Frais juridiques	1 325 000	1 325 000	2 745 009	2 000 000
Frais de poste et transport	95 000	95 000	67 117	67 000
Assurances	36 000	36 000	36 614	38 000
Honoraires de vérification	36 000	36 000	49 439	40 000
Souscriptions et dons	12 000	12 000	4 600	6 000
Location de salles	1 500	1 500	205	1 500
Amortissement équipement de bureau	110 719	110 719	106 078	100 000
Amortissement améliorations locatives	43 728	43 728	31 728	5 000
Frais de caisse et d'administration	3 500	1 000	385	600
Réunions d'équipe	60 000	60 000	67 362	40 000
Dépenses diverses	1 500	1 500	305	1 000
	6 437 491 \$	6 424 991 \$	7 378 920 \$	6 272 907 \$
22. Défense individuelle				
Salaires et avantages sociaux	820 472 \$	1 230 708 \$	955 861 \$	- \$
Frais de séjour	50 000	75 000	66 192	-
Frais de déplacement	70 000	105 000	72 279	-
	940 472 \$	1 410 708 \$	1 094 332 \$	- \$
23. Jurisprudence				
Salaires et avantages sociaux	410 236 \$	410 236 \$	424 721 \$	428 897 \$
Frais de séjour	15 000	15 000	14 610	10 000
Frais de déplacement	15 000	15 000	8 767	8 000
	440 236 \$	440 236 \$	448 098 \$	446 897 \$
24. Valorisation, promotion et préservation des services publics				
Salaires et avantages sociaux	413 308 \$	413 308 \$	402 206 \$	421 797 \$
Frais de séjour	25 000	25 000	10 900	10 000
Frais de déplacement	25 000	25 000	8 450	8 000
	463 308 \$	463 308 \$	421 556 \$	439 797 \$
Total des dépenses d'administration	72 075 166 \$	70 329 447 \$	73 331 833 \$	58 669 781 \$

NÉGOCIATION	Budget Initial	Budget Modifié	Réalisations	Proposition
Résultats	du 2015-03-01	du 2015-03-01	du 2015-03-01	budgétaire
Période de 36 mois se terminant le 28 février 2018	au 2018-02-28	au 2018-02-28	au 2018-02-28	2018-2021
Revenus de négociation				
Per capita (12% X 0,52%)	9 273 564 \$	8 492 538 \$	8 211 687 \$	7 423 865 \$
Total des revenus de négociation	9 273 564 \$	8 492 538 \$	8 211 687 \$	7 423 865 \$
Dépenses de négociation				
25. Comités de négociation sectoriels	1 438 064 \$	1 288 064 \$	895 068 \$	1 255 320 \$
26. Équipe de négociation	1 228 191	1 867 345	1 772 656	1 589 515
27. Postes nationaux	1 284 266	1 284 266	1 155 791	-
28. Appui local à la vie syndicale et à la négociation	404 000	404 000	52 895	404 000
29. Appui régional à la vie syndicale et à la négociation	49 600	49 600	7 233	-
30. Dépenses d'administration	696 033	581 033	451 712	393 100
31. Conseils fédéraux de négociation	78 000	78 000	93 292	78 000
32. Conseils fédéraux de négociation public et privé	706 000	706 000	664 359	570 000
33. Secteurs privés	1 010 000	1 010 000	1 037 010	1 140 000
34. Comités de la convention collective	387 528	387 528	118 951	146 000
35. Comité des assurances	50 000	50 000	44 315	50 000
36. Politique - Expertises médicales	50 000	50 000	12 656	50 000
37. Politique - Arbitrage public	1 500 000	1 500 000	1 317 709	1 100 000
38. Politique - Syndicats communauté d'intérêts	6 000	3 000	182	-
Total des dépenses de négociation	8 887 682 \$	9 258 836 \$	7 623 829 \$	6 775 935 \$
Excédent des revenus (dépenses)	385 882 \$	(766 299) \$	587 858 \$	647 930 \$

NÉGOCIATION	Budget Initial	Budget Modifié	Réalisations	Proposition
Détail des dépenses	du 2015-03-01	du 2015-03-01	du 2015-03-01	budgétaire
	au 2018-02-28	au 2018-02-28	au 2018-02-28	2018-2021
25. Comités de négociation par secteur				
Salaires et avantages sociaux				
Négociation secteur public	269 616 \$	119 616 \$	99 160 \$	475 200 \$
Négociation du préhospitalier	103 680	103 680	192 855	60 480
Négociation des CPE	60 480	60 480	51 392	60 480
Négociation CH/CA privé	44 280	44 280	38 111	44 280
Négociation RSG	37 800	37 800	-	15 120
Négociation RI-RTF	37 800	37 800	-	15 120
Frais de séjours et déplacements				
Négociation secteur public	400 000	400 000	323 199	403 200
Négociation du préhospitalier	96 682	96 682	104 777	60 480
Négociation des CPE	96 682	96 682	47 813	60 480
Négociation CH/CA privé	97 682	97 682	37 761	30 240
Négociation RSG	96 682	96 682	-	15 120
Négociation RI-RTF	96 682	96 682	-	15 120
	1 438 064 \$	1 288 064 \$	895 068 \$	1 255 320 \$
26. Équipe de négociation				
Salaires et avantages sociaux				
- personnes conseillères	819 472 \$	1 229 208 \$	1 221 086 \$	991 223 \$
- employé-es de bureau	148 906	297 812	295 947	421 593
- comité action-information négociation	139 147	64 139	64 139	23 700
Frais de séjour	66 667	105 000	79 717	71 000
Frais de déplacement	54 000	171 187	111 767	82 000
	1 228 191 \$	1 867 345 \$	1 772 656 \$	1 589 515 \$
27. Postes nationaux				
Salaires et avantages sociaux				
- personnes conseillères	412 236 \$	412 236 \$	266 381 \$	- \$
- employé-es de bureau	742 030	742 030	782 029	-
Frais de séjour	60 000	60 000	48 241	-
Frais de déplacement	70 000	70 000	59 140	-
	1 284 266 \$	1 284 266 \$	1 155 791 \$	- \$
28. Appui local à la vie syndicale et à la négociation				
Activités locales en appui à la vie syndicale et à la négociation	404 000 \$	404 000 \$	52 895 \$	404 000 \$
29. Appui régional à la vie syndicale et à la négociation				
Côte-Nord - Basse-Côte-Nord (09)	4 400 \$	4 400 \$	1 304 \$	- \$
Gaspésie - Îles-de-la-Madeleine (1A)	4 400	4 400	-	-
Outaouais (07)	3 000	3 000	-	-
Laurentides - Lanaudière (6B)	4 000	4 000	-	-
Montréal - Laval - Grand-Nord (6A)	9 000	9 000	-	-
Abitibi - Témiscamingue - Nord-du-Québec (08)	4 400	4 400	-	-
Québec - Chaudière-Appalaches (03)	5 000	5 000	646	-
Bas-Saint-Laurent (1B)	3 200	3 200	-	-
Saguenay - Lac-Saint-Jean (02)	3 200	3 200	2 752	-
Estrie (05)	3 000	3 000	1 057	-
Montérégie (6C)	3 000	3 000	-	-
Cœur-du-Québec (04)	3 000	3 000	1 474	-
	49 600 \$	49 600 \$	7 233 \$	- \$

NÉGOCIATION Détail des dépenses	Budget Initial du 2015-03-01 au 2018-02-28	Budget Modifié du 2015-03-01 au 2018-02-28	Réalisations du 2015-03-01 au 2018-02-28	Proposition budgétaire 2018-2021
30. Dépenses d'administration				
Loyers et taxes	342 000 \$	262 000 \$	252 792 \$	199 800 \$
Téléphones	25 000	25 000	37 696	25 000
Traduction	40 000	40 000	12 271	25 000
Fournitures de bureau	25 000	5 000	3 887	5 000
Impression de documents	140 000	140 000	105 405	110 000
Frais de poste et transport	40 000	25 000	19 321	20 000
Location de salles	300	300	100	300
Amortissement améliorations locatives	28 733	28 733	16 733	5 000
Distribution et entreposage conventions collectives	55 000	55 000	3 506	3 000
	696 033 \$	581 033 \$	451 712 \$	393 100 \$
31. Conseils fédéraux de négociation				
Salaires, frais séjour et déplacement (VP régions)	78 000 \$	78 000 \$	93 292 \$	78 000 \$
32. Conseils Fédéraux de négociation				
Conseils fédéraux de négociation secteur public	200 000 \$	200 000 \$	288 469 \$	200 000 \$
Conseils fédéraux de négociation secteur préhospitalier	20 000	20 000	6 223	8 000
Conseils fédéraux de négociation secteur CPE	20 000	20 000	10 909	8 000
Conseils fédéraux de négociation secteur RSG	10 000	10 000	-	1 000
Conseils fédéraux de négociation secteur RI-RTF	5 000	5 000	-	1 000
Conseils fédéraux de négociation secteur Inst. religieuses	1 000	1 000	-	-
Conseils fédéraux de négociation secteur F. victimes violence	1 000	1 000	-	-
Conseils fédéraux de négociation secteur CH/CA privé	20 000	20 000	4 393	2 000
Aide aux syndicats CFN				
Conseils fédéraux de négociation secteur public	250 000	250 000	313 056	300 000
Conseils fédéraux de négociation secteur préhospitalier	35 000	35 000	21 463	20 000
Conseils fédéraux de négociation secteur CPE	100 000	100 000	19 845	20 000
Conseils fédéraux de négociation secteur RSG	25 000	25 000	-	2 500
Conseils fédéraux de négociation secteur RI-RTF	7 500	7 500	-	2 500
Conseils fédéraux de négociation secteur Inst. religieuses	2 000	2 000	-	-
Conseils fédéraux de négociation secteur F. victimes violence	2 000	2 000	-	-
Conseils fédéraux de négociation secteur CH/CA privé	7 500	7 500	-	5 000
	706 000 \$	706 000 \$	664 359 \$	570 000 \$
33. Secteurs privés				
Arbitrage	500 000 \$	500 000 \$	641 854 \$	600 000 \$
Traduction	10 000	10 000	275	5 000
Négociations des secteurs	500 000	500 000	394 881	535 000
	1 010 000 \$	1 010 000 \$	1 037 010 \$	1 140 000 \$
34. Comités de la convention collective				
Secteur public	18 000 \$	18 000 \$	- \$	6 000 \$
Préhospitalier	144 288	144 288	69 551	70 000
CPE	132 653	132 653	48 309	55 000
RSG	59 063	59 063	-	5 000
RI-RTF	19 688	19 688	-	5 000
CH/CA privés	13 838	13 838	1 091	5 000
	387 528 \$	387 528 \$	118 951 \$	146 000 \$
35. Comité des assurances	50 000 \$	50 000 \$	44 315 \$	50 000 \$
36. Politique - Expertises médicales	50 000 \$	50 000 \$	12 656 \$	50 000 \$
37. Politique - Arbitrage public	1 500 000 \$	1 500 000 \$	1 317 709 \$	1 100 000 \$
37. Politique - Syndicats communauté d'intérêts	6 000 \$	3 000 \$	182 \$	- \$
Total des dépenses de négociation	8 887 682 \$	9 258 836 \$	7 623 829 \$	6 775 935 \$

RESOLUTIONS - RECOMMENDATIONS

RESOLUTIONS FROM THE FEDERAL BUREAU

Resolution no. 1

That the Fédération de la santé et des services sociaux put demands aimed solving the various problems that directly affect the daily lives and work of the membersit represents at the heart of its priorities.

Resolution no. 2

That the FSSS and its affiliated unions continue their actions against the impoverishment of their members, violence in the workplace, excessive workloads, mandatory overtime, psychological distress, work accidents, the devaluing of the majority of jobs and the centralization of services.

Resolution no. 3

That the FSSS demand that the government set up discussion tables in the health and social services sector as well as in the sector of early childhood educational childcare services in order to take concrete actions:

- a. enabling us to act on labour problems in the public sector as well as in our private sectors;
- b. enabling us to value jobs, act on the organization of work and reduce workloads, organizational violence, psychological distress, mandatory overtime and mobility, and to improve the stability of teams;
- c. enabling us to reduce problems and risks of work accidents and absences from work at the source;
- d. enabling us to improve our members' pay in terms of both remuneration and the group insurance plan;
- e. enabling workers to do their work with full professional autonomy.

Resolution no. 4

If the results of negotiations in the public sector or a private sector are unsatisfactory, as confirmed by a recommendation from the bargaining committee(s) and by the Federal Bureau, and if the government decides to decree working conditions, the executive of the Federation will be mandated to recommend to the Federal Council for Bargaining concerned that it propose that unions defy such a decree. The final decision will, of course, be up to members in the general membership meetings of the unions concerned.

VALUING, PRESERVING AND PROMOTING PUBLIC SERVICES

Recommendation no. 1

That the FSSS and its affiliated unions continue and intensify their actions to value, promote and preserve public services;

Recommendation no. 2

That the FSSS political action co-ordinating committee be mandated to identify the priority objectives related to our policy directions and propose lines of action to the Federal Bureau in all regions. The Federal Bureau will see to the co-ordination and realization of these actions;

Recommendation no. 3

That in particular as part of these actions, the FSSS set up and maintain a vast round of VPP political training and mobilization in all regions and all sectors of the FSSS so as to reach and mobilize a vast majority of its members around its objectives of valuing, preserving and promoting public services;

Recommendation no. 4

That the FSSS see to calling on the other components of the organization to help carry out this mandate.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Recommendation no. 1

That the Fédération de la santé et des services sociaux-CSN continue working to demand that the health and social services sector be a Level 1 priority sector.

Recommendation no. 2

That the Fédération de la santé et des services sociaux-CSN demand amendments to the Act respecting industrial accidents and occupational diseases, adding a presumption regarding post-traumatic stress disorders.

Recommendation no. 3

That the Health and Safety Committee of the Fédération de la santé et des services sociaux-CSN continue its work aimed at equipping unions to develop taking better charge of prevention work, notably through the development of tools, training and services.

LGBT COMMITTEE

Recommendation no. 1

That the FSSS continue to intervene with employers for the establishment of a program of collaborative (employer, union, worker) process of accompaniment and support throughout the

transition process for trans people.

Recommendation no. 2

That the LGBT Committee update the materials produced by the committee, in particular the LGBT resources directory.

Recommendation no. 3

That materials on various questions pertaining to bisexuality be produced to raise unions' and members' awareness.

Recommendation no. 4

That materials on various questions pertaining to HIV-AIDS in the context of the work environment be produced to raise unions' and members' awareness.

STATUS OF WOMEN COMMITTEE

Recommendation no. 1

That the Status of Women Committee conduct a survey, by sector or class of personnel, of women belonging to the Federation in order to gather their concerns about working conditions affecting women more specifically with a view to providing bargaining teams with food for thought on feminist concerns and issues for the next rounds of bargaining.

Recommendation no. 2

That the Status of Women Committee demand that the minister responsible for the Status of Women have the government do a gender-differentiated analysis of the establishment and implementation of the Barrette reform and policies on childcare services; invite the Conseil du statut de la femme to do a study of the reforms and policies affecting the health and social services system and educational childcare services and identify lines of action that would improve women's living conditions; that it demand that the health and social services sector be recognized as a priority group under the Occupational Health and Safety Act and work to obtain support from the various parties involved and feminist organizations.

Recommendation no. 3

That the Status of Women Committee proceed to analyse the relative representation of men and women following the change in structures and that it develop tools and suggest various ways for union to foster women's involvement.

Recommendation no. 4

That the Status of Women Committee produce a guide to feminization for unions.

