



Convention

2021

**WE ORGANIZE THE**

**ESSENTIALS!**

**WELCOME TO THE  
45<sup>TH</sup> CONVENTION  
OF THE FÉDÉRATION  
DE LA SANTÉ  
ET DES SERVICES  
SOCIAUX-CSN**

*This Convention Binder has been produced in accordance with the FSSS's responsible procurement policy, adopted by the special meeting of the Federal Council in October 2012.*

*Cover page and layout: Marie-Josée Forest, graphic designer*

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# 1

## **CONVENTION FACTS AND TIMELINE**

**WHERE**

Virtual convention on Zoom

**DATE**

Monday, November 8 to Friday, November 12, 2021

**CALL TO ORDER**

Monday, November 8, 10 a.m.

**OPENING OF THE CONVENTION - ARTICLE 18**

The convention begins with a minute of silence in memory of all those who have fought for the workers' cause down through history. The convention officially begins when the president calls the convention to order.

**SCHEDULE**

Monday, Tuesday, Wednesday, Friday: 10 a.m. to 5 p.m.  
Thursday: 10 a.m. to 5:30 p.m.

**LUNCH**

Monday through Friday: noon to 1:30 p.m.

**BREAKS**

Monday through Friday: 3:00 to 3:30 p.m.

**OFFICIAL AND FRATERNAL REGISTRATION**

Monday and Tuesday: 8 a.m. to 5 p.m.  
Wednesday: 8:00 to 11:00 a.m.

**VISITOR REGISTRATION**

(after closing of official registration)  
Wednesday: 11:00 a.m. to 5:00 p.m.  
Thursday: 8:00 a.m. to 5:30 p.m.  
Friday: 8:00 a.m. to 5:00 p.m.

**IMPORTANT: CLOSING OF OFFICIAL REGISTRATION**

Official registration closes at 11 a.m. on Wednesday, November 10, after which anyone who wishes to register will have to do so as a visitor.

No changes can be made to a delegation after official registration closes.

If you have any questions about registration, please contact Sylvie Laforest ([sylvie.laforest@csn.qc.ca](mailto:sylvie.laforest@csn.qc.ca)).

**INTRODUCTORY SESSION FOR NEW DELEGATES**

Friday, November 5, 10:30 a.m. on Zoom.

This session will explain the functioning of an FSSS Convention.

First-time delegates are strongly encouraged to attend.

**ASSISTANCE TO UNIONS**

Your union may be eligible for financial assistance from the Federation to attend the Convention.

To make a request, email Cam Van Nguyen at [CamVan.Nguyen@csn.qc.ca](mailto:CamVan.Nguyen@csn.qc.ca).

**QUESTIONS OF PRIVILEGE COMMITTEE**

Questions of privilege must be received in writing by the executive committee secretariat by 11 a.m.,

Wednesday, November 10, at [christiane.marcil@csn.qc.ca](mailto:christiane.marcil@csn.qc.ca).

# 2

## **CONVENTION RULES AND PROCEDURES**

**CONVENTION MICROSITE**

All documents and Zoom links for the 45th FSSS-CSN Convention are available on the Convention microsite at [congres.fsss.qc.ca](http://congres.fsss.qc.ca)

**CONVENTION SECRETARIAT**

Send any requests for the Convention secretariat to [julie.chartrand@csn.qc.ca](mailto:julie.chartrand@csn.qc.ca).

**SOLIDARITY ITEM**

The solidarity item will be sold for \$10. The proceeds will be distributed to FSSS-CSN unions involved in labour disputes to support mobilization. To buy it, please fill out the form on the Convention microsite. The item will be sent by mail.

**VIRTUAL AUCTION FOR THE LEUCAN-CSN SUMMER CAMP**

This year, there will be an online auction and you will be able to bid. There will be items for every taste and in every price range. We thank everyone who participates in advance. All proceeds will go to the Camp Vol d'été Leucan-CSN, a worthwhile cause endorsed by the CSN. To participate, register at [https://app.followmybid.com/fr-CA/congresFSSS\\_encanLeucan](https://app.followmybid.com/fr-CA/congresFSSS_encanLeucan).

**SPECIAL ACTIVITY**

Convention solidarity evening at 7 p.m., Tuesday, November 9, 2021.  
Admission starting at 6:15 p.m. on Zoom.



# 3

## ELECTION GUIDE

## ARTICLE 19 – THE CONVENTION’S POWERS

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

- It decides on the Federation’s policies;
- 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, representatives for the private sectors and the representatives for the public sector classes;
- It makes all decisions pertaining to the smooth running of the Federation;
- It rules on suspensions and makes decisions about expulsions;
- It decides on the number and groupings of regions in the Federation;
- It decides on the number of sectors and classes and their definition;
- It alone may amend this constitution.

## DELEGATION

### Article 21.01

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

### Article 21.02

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

### Article 21.03

A union that represents members from more than one employer and has more than two certifications is entitled to one additional official delegate. A union that that has more than 10 certifications is entitled to two additional official delegates.

## **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 paid by the union for the last 12 months. The calculation of the average stops 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 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 60 days before the opening day of the convention, and must be returned to him or her no later than 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 to office on the Executive Committee.

### **GENERAL RULES APPLICABLE TO ALL POSITIONS**

- A person may not run for more than one position.
  
- A candidate must be a member of a union affiliated with the Federation and an official delegate from his or her union to the convention. However, members of the executive committee, regional vice-presidents and representatives of public sector classes and private sectors are again eligible for elected 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 103.02).
  
- Members of the executive committee, regional vice-presidents and representatives of public sector classes or private sectors have voting rights in the region, class or sector to which they belong.
  
- A candidate for the position of vice-president responsible for the public sector must come from the public sector.
  
- A candidate for the position of vice-president responsible for the private sectors must come from one of the private sectors.
  
- A candidate for the position of representative of a private sector or a public sector class must come from the class or sector concerned.
  
- Nominations close at 11 a.m. on Wednesday, November 10.
  
- The elections to all positions will be ratified by the Convention on Friday, November 12, in the plenary meeting room.

### **Executive Committee** (5 positions)

President

General Secretary-Treasurer

First Vice-President

Vice-President for the Public Sector

Vice-President for the Private Sectors

#### **Nomination papers**

- Each candidate must fill out a nomination form provided for the purpose.
- The form is available under the “Élection” tab on the Convention microsite.
- The form must specify the position sought by the candidate.
- The form must be countersigned by five official delegates in the case of candidates for the executive committee and by three official delegates in the case of candidates for regional vice-president or for representative of a public sector class or a private sector.
- The election president will specify the method for providing signatures at a virtual convention.
- The form must be sent by email to the address designated by the election president by 11 a.m. on November 10.
- Full information will be available on the Convention microsite.

#### **Nominations**

- The nominations will be made at the plenary session on Wednesday, November 10 at around 11 a.m.
- Each candidate must be a nominated by an official delegate present at the Convention.
- The list of candidate will be available on the microsite as of Thursday, November 11.

#### **Candidate presentations**

Each candidate for a position on the executive committee will have a maximum of 5 minutes to make a presentation on Thursday, November 11, starting at 11:30 a.m. in the plenary meeting room. Candidates for the position of representative of a private sector or a public sector class, or for a regional vice-president, will have a maximum of three minutes to make a presentation.

#### **Voting**

- The vote for the five positions on the executive committee and the representatives of the private sectors and the public sector classes will be held simultaneously on the electronic voting platform.
- The vote will be held by secret ballot.
- All official delegates are entitled to vote.
- The candidates' names will be listed on the ballot.
- An absolute majority is required to be elected.

**Regional Vice-Presidents** (12 positions)

Region 1A	Gaspésie–Îles-de-la-Madeleine
Region 1B	Bas-Saint-Laurent
Region 02	Saguenay–Lac-St-Jean
Region 03	Québec Chaudière-Appalaches
Region 04	Coeur-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

**Representatives of the public sector classes** (4 positions)

Nursing and cardio-respiratory care personnel  
 Para-technical personnel and auxiliary services and trades personnel  
 Office personnel and administrative technicians and professionals  
 Health and social services technicians and professionals

**Representatives of the private sectors** (5 positions)

Early childhood centres (CPE)  
 Pre-hospital sector  
 Private residential care (CHP)  
 Childcare providers (RSG sector)  
 Intermediate and family resources (RI-RTF)

**Nomination papers**

- Each candidate must fill out a nomination form provided for the purpose.
- The form is available under the “Élection” tab on the Convention microsite.
- The form must specify the position sought by the candidate.
- The form must be countersigned by three official delegates
- The election president will specify the method for providing signatures at a virtual convention.
- The form must be sent by email to the address designated by the election president by 11 a.m. on November 10.
- Full information will be available on the Convention microsite.

**Nominations**

- The nominations will be made at the plenary session on Wednesday, November 10 at around 11 a.m.
- Each candidate must be a nominated by an official delegate present at the Convention.
- The list of candidate will be available on the microsite as of Thursday, November 11.

**Candidate presentations**

- Candidates for regional vice-president or for the position of representative of a private sector or a public sector class will have a maximum of three minutes to make a presentation on Thursday, November 11, starting at 11:30 a.m., in the plenary meeting room.

**Voting**

- The vote for the representatives of the private sectors and public sector classes will be held simultaneously on the electronic voting platform.
- The vote will be held by secret ballot.
- All official delegates are entitled to vote.
- The candidates’ names will be listed on the ballot.
- An absolute majority is required to be elected.
- The first ballot in the electronic vote will be held on Thursday, November 11 from 1 p.m. to 3 p.m.

# 4

## AGENDA



## AGENDA

### Friday, November 5, 2021

**10 a.m.** Introductory session for new delegates

### Monday, November 8, 2021

**8:00 a.m.** Registration / admission to Zoom session

**10 a.m.** Plenary session

- Welcoming remarks by Dominique Daigneault, president of the Conseil central de Montréal métropolitain
- Remarks by CSN President Jacques Létourneau
- 45th Convention of the FSSS called to order by Jeff Begley, President
- Roll call of Federal Bureau members
- Admission of guests
- Appointment of Convention secretary
- Reading and adoption of the agenda
- Presentation of Convention procedures
- Report on the composition of Convention committees
- Adoption of the minutes of the last
- Preliminary report from the Credentials Committee

**Noon** Lunch

**1:30 p.m.** Plenary session

- Presentation of election president and election secretary
- Election procedures
- Report from the Executive Committee
- Report from the Federal Bureau
- Amendments to the Constitution and By-laws

**3:00 p.m.** Break

**3:30 p.m.** Plenary session

- Amendments to the Constitution and By-laws

**5:00 p.m.** Adjournment

**Tuesday, November 9, 2021**

<b>8:00 a.m.</b>	Registration / admission to Zoom session	<b>1:30 p.m.</b>	Workshops
<b>10 a.m.</b>	Plenary session <ul style="list-style-type: none"> <li>• First report from the Credentials Committee</li> <li>• Guest: Dr. Mélanie Généreux</li> <li>• Coordination report</li> <li>• Report from the Coordinating and Political Action Committee</li> <li>• Explanation of conduct of workshops</li> </ul>	<b>3:00 p.m.</b>	Break
		<b>3:30 p.m.</b>	Workshops
		<b>5:00 p.m.</b>	Adjournment
		<b>7:00 p.m.</b>	Solidarity evening
<b>Noon</b>	Lunch		

**Wednesday, November 10, 2021**

<b>8:00 a.m.</b>	Registration / admission to Zoom session	<b>1:30 p.m.</b>	• Report from the Workshop Resolutions Committee
<b>10 a.m.</b>	Plenary session <ul style="list-style-type: none"> <li>• Second report from the Credentials Committee</li> <li>• Financial statements</li> <li>• Report from the Financial Oversight Committee</li> <li>• Question of privilege</li> </ul>		• Proposal on policy directions for 45th Convention
<b>11:00 a.m.</b>	<b>CLOSE OF OFFICIAL REGISTRATION AND OF NOMINATIONS FOR ELECTED POSITIONS</b>	<b>3:00 p.m.</b>	Break
<b>11:00 a.m.</b>	Plenary session <ul style="list-style-type: none"> <li>• Report from the election president on nominations</li> </ul>	<b>3:30 p.m.</b>	Proposal on policy directions for 45th Convention
<b>Noon</b>	<b>DEADLINE FOR SUBMITTING QUESTIONS OF PRIVILEGE</b>	<b>5:00 p.m.</b>	Adjournment
<b>Noon</b>	Lunch		

**Thursday, November 11, 2021**

- |   |  |
|---|--|
| <b>8:00 a.m.</b> Registration / admission to Zoom session   | <b>1:00 p.m.</b> Electronic vote – first ballot  |
| <b>10:00 a.m.</b> Plenary session <ul style="list-style-type: none"> <li>• Final report from the Credentials Committee</li> <li>• Report from the OHS Committee</li> <li>• Question of privilege</li> </ul> | <b>1:30 p.m.</b> Plenary session <ul style="list-style-type: none"> <li>• Guest: Guillaume Hébert</li> <li>• Report from the Resolutions Committee</li> </ul>  |
| <b>11:15 a.m.</b> Presentation of candidates for Regional Vice-President, Class Representative and Private Sector Representative positions  | <b>3:00 p.m.</b> Break   |
| <b>11:30 a.m.</b> Presentation of candidates for the Executive Committee  | <b>3:30 p.m.</b> Plenary session <ul style="list-style-type: none"> <li>• Election report - first ballot</li> <li>• Unions involved in labour disputes</li> <li>• Continuation of report from the Resolutions Committee</li> <li>• Report from the Youth Committee</li> <li>• Election report - second ballot</li> </ul> |
| <b>Noon</b> Lunch   | <b>5:30 p.m.</b> Adjournment   |

**Friday, November 12, 2021**

- |  |   |
|--|---|
| <b>8:00 a.m.</b> Registration / admission to Zoom session  | <b>1:30 p.m.</b> Plenary session <ul style="list-style-type: none"> <li>• Report from the Status of Women Committee</li> <li>• Report from the Immigration and Ethnocultural Relations Committee</li> <li>• Report from the LGBT Committee</li> </ul> |
| <b>10:00 a.m.</b> Plenary session <ul style="list-style-type: none"> <li>• Presentation of 2021-2024 budget forecasts</li> <li>• Presentation of amendments to policies</li> </ul> | <b>3:00 p.m.</b> Break  |
| <b>Noon</b> Lunch  | <b>3:30 p.m.</b> Plenary session <ul style="list-style-type: none"> <li>• Swearing-in of elected officers</li> <li>• Banking resolutions</li> <li>• Closing remarks</li> </ul>  |
|  | <b>5:00 p.m.</b> Close of Convention  |

# 5

**REPORT FROM  
THE EXECUTIVE  
COMMITTEE AND  
RESOLUTIONS FOR  
THE 45<sup>TH</sup> CONVENTION.**

## **POLICIES AND PRIORITIES OF THE FSSS-CSN 45<sup>TH</sup> CONVENTION MAY 31 TO JUNE 4, 2021**

The slow and insidious destruction of health and social services systems and early childhood educational services is the work of successive governments over the last 25 years. This dismantling began slowly with the Daniel Johnson and Lucien Bouchard governments, and sped up when the Liberal party came to power, under the reign of Jean Charest (with Monique Jérôme-Forget) and Philippe Couillard.

Philippe Couillard was clearly the main architect of this dismantling, and he succeeded in lending it credibility by making Quebecers believe that their health was at stake. The government also took advantage of the situation to attack the education system and childcare services. The Quebec Liberal party has historically favoured for-profit private childcare services.

When Philippe Couillard became premier, he appointed Dr. Gaétan Barrette to finish the job. The pandemic did not create the current crisis. In fact, it very quickly revealed the failures and human cost of the dismantling of our public systems and social safety nets, which are essential to maintaining a functioning society and a strong and stable economy. He did the same with community organizations and childcare services, to name but a few, where his inaction and lack of vision brought about the same result as in the public system.

It is time to reverse that trend by prioritizing action on the fronts set out below. We believe that with such action, we will continue the work begun at the last convention, particularly in the area of union life.

## **RECOGNITION OF EACH TEAM MEMBER'S CONTRIBUTION**

First we must recognize the people who provide these services. The importance of team work, support, solidarity and resilience of workers is finally there for all to see. We must identify the means for ensuring that our members are valued and feel valued within their teams.

To ensure that our members feel that their input is valued and that they are covered under the demands made by their union and by the Federation, we want to standardize meetings, organizing them by job title or job group in the public and private sectors. The pandemic has forced us to use technology and shown that it is possible to do so going forward.

The goal of the motion to be put to the convention is to open and maintain dialogue between the Federation and its members. The word 'dialogue' is key: it does not mean simply convening members to give them information. It means listening and talking to our members. Some unions are already holding these types of meetings. As you can see from the proposed budget, the Federation will have the resources needed to make these meetings a reality, and is developing policy to support union life and thereby ensure that the unions can do the same.

We are all essential to the organization, execution and delivery of services offered in our systems: specialized workers; administrative officers; respiratory therapists; paramedics; social workers; attendants who reprocess medical devices; laundry, pharmacy and laboratory staff; educators and childcare managers; emergency dispatchers; cooks; and intermediate and family-type resources, to name just a few.

Ensuring that members have a profound sense of belonging to their union and federation is one way to acknowledge the essential contribution of each member of a work team.

We must continue what we started: recognizing the workers in our public and private systems, and force the government to acknowledge their exceptional contribution, even under the difficult working conditions they have endured for several years. More than ever, we have to focus on the negative impacts of years of austerity. Given the current government's statements since last fall, we can anticipate a willingness to return to austerity measures. We have a duty to remind the government of the adverse effects of such an approach and that it must properly fund the institutions that are essential to supporting Quebeckers and growing the Quebec economy. Health, social services (public, community and private) and early childhood educational services are central to those institutions.

As part of its mandate, the FSSS must demand that the government acknowledge this and force it to fulfill its responsibilities.

## 1

**RESOLUTION N°**

- Given the policy adopted at the FSSS-CSN 44th Convention to enhance members' feeling of belonging to their union and their federation; and
- Whereas the unions and members must meet daily challenges that are closely tied to working conditions and to their collective bargaining efforts;
- Whereas the bargaining strategy of employers is increasingly coordinated and centralized, across several sectors;
- Whereas the pandemic and public health measures have exacerbated the challenges and difficulties of reaching out to members and holding democratic and deliberative meetings; and
- Whereas our initial experiences with virtual meetings during the pandemic have allowed us to expand and vary our types of meetings and reach a wider audience among our membership:
  - That the FSSS-CSN standardize virtual meetings with its members, grouping them by job title, job group or community of interests.

## RESOLUTION N° 2

- Given the many challenges and difficulties unions must face in reaching out to their members and maintaining member interest in union life;
- Given the policy adopted at the CSN 66th Convention to support its unions in implementing virtual meetings;
- Given the FSSS-CSN's willingness to complement CSN actions and support its unions in implementing a union practice focused on member proximity to ensure a stimulating union life and enable greater union activity;
- Given the development of unions' virtual meeting skills and experience during the pandemic; and
- Whereas virtual meetings organized by job title or job group do not replace the need to hold deliberative general meetings virtually or face-to-face:
  - That the FSSS-CSN encourage its local unions to organize virtual meetings by job title, job group, workplace location or community of interests to address various topics, stimulate discussion, gather information or mobilize members;

## OCCUPATIONAL HEALTH AND SAFETY

For a number of years, Liberal governments have been continuously waging a subtle and even underhanded attack on many institutions that have a duty to protect the rights and health of workers. Let's be clear: the merger of three administrative bodies within the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST), i.e., the Commission de la santé-sécurité au travail (CSST), the Commission de l'équité salariale (CES) and the Commission des normes du travail, was clearly intended to weaken these three bodies and reduce their ability to take action. For our members, the CNESST's inaction for the past several years, particularly on the occupational health and safety front, is, in our opinion, almost criminal in nature.

We must lobby at every level to improve the situation in all our workplaces, both in the private and public sectors, whether to secure recognition of health and social services as a priority sector or major commitments from employers at the bargaining table. They must be forced to implement prevention measures in our workplaces on an ongoing basis.

To do this, we have to learn from our experiences during the pandemic and continue our joint actions, for example, systematically holding meetings with union officials responsible for prevention. The situation must change and we will develop a method to ensure we have an overview of the situation on a quasi-permanent basis.

Curative care must also be humanized. The harassment of workers who are absent because of workplace health and safety or occupational disease must be addressed. This type of harassment must stop. Unfortunately, in their race to implement cuts, several employers have implemented this type of management as a “solution”. However, we need more than wishful thinking. We need prevention and to involve union officials who are responsible for occupational health and safety, as well as workers themselves.

### RESOLUTION N° 3

► That the FSSS and its affiliated unions make their case and take the actions needed to ensure that the prevention aspect of occupational health and safety is prioritized by the government, the *Ministère de la Famille, the Ministère de la Santé et des Services sociaux*, the CNESST and the employers in these networks, in both the private and public sectors.

To that end, that the FSSS-CSN and its affiliated unions demand:

- That the government take action and make long-term investments in the resources required to develop a true culture of prevention in all workplaces;
- That the above-mentioned departments fully acknowledge their responsibility for occupational health and safety, and that accordingly, they base their respective actions on the principles of full transparency and on the full participation of workers and their representative bodies;
- That employers acknowledge and fully respect the principle of parity, adopt a decentralized vision of the organization of prevention, adopt an approach that respects the individual, particularly in terms of mental health, and acknowledge that they are ultimately accountable for the effectiveness of prevention in their workplaces;
- That the CNESST play its role in prevention by, among other things, fully exercising its inspection powers and its responsibility for effective prevention in the workplace; and
- That each of these bodies fully respect the precautionary principle.



## RESOLUTION N° 4

► That in terms of occupational health and safety, the FSSS-CSN and its affiliated unions make effective prevention in all workplaces their top priority, and to that end, that the necessary steps be taken so that:

- The organization of prevention across all Federation sectors can be coordinated, tracked and supported nationally with the collaboration of the FSSS-CSN Standing Committee on Health and Safety;
- Each sector, working with the FSSS-CSN Standing Committee on Health and Safety, can define and implement a model for organizing prevention that allows it to fulfill its OHS management priorities;
- FSSS-CSN unions convene regularly via video-conference, on a sectoral basis, to discuss occupational health and safety with the aim of supporting their actions on prevention.

## RESOLUTION N° 5

► That the FSSS-CSN Standing Committee on Health and Safety submit to a Federal Council a detailed work plan for achieving these objectives. The work plan must include the training required to support our actions, mechanisms for exchanging information, mechanisms for inter-union support within a single sector and among Federation sectors, and a mechanism for submitting statutory reports to the Federal Bureau and to FSSS-CSN bodies until the end of the current term.

## DISMANTLING OF THE ACT TO MODIFY THE ORGANIZATION AND GOVERNANCE OF THE HEALTH AND SOCIAL SERVICES NETWORK, IN PARTICULAR BY ABOLISHING THE REGIONAL AGENCIES

Wielding his axe, Dr. Gaëtan Barrette accomplished his goal: the destruction of public systems. Paradoxically, the very day that our Quebec National Assembly members adopted Bill 10, the province of Alberta was backpedalling on a similar bill. There is no need to describe the inhumane impacts on both the people who use and the people who provide the services. Over our next term, we must focus, as a priority, on the dismantling of our system's organizational structures as a result of that act.

### How?

At the start of the CAQ government's term, Minister McCann acknowledged that the health and social services network had reached its limits. However, she also stated that everyone was tired of talking about structures and that the problem had to be resolved within the existing structures. We now have the "momentum" we need to demand the dismantling of the Barrette reform. The evidence is clear: megastructures have devastating effects on our members and on services to the public.

To rebuild, we propose insisting on a return to the essential institutions of the health and social services systems. For the FSSS, those institutions are: hospital centres (CH), university hospital centres (CHU), long-term care centres (CHSLD), rehabilitation centres for persons with intellectual disability (CRDI), youth centres,

local community service centres (CLSC), etc. The resources they need to function independently and meet the needs of the public, while showing respect for workers, must be restored.

**What will the governance structures for these institutions (local, regional, etc.) look like?**

Let's start by prioritizing the restoring of institutions and facilities and then present methods for structuring their governance to ensure that they can fulfil their mandates and responsibilities. We will not be the only ones demanding these important changes.

First, the *Commission spéciale sur les droits des enfants et la protection de la jeunesse*, commonly referred to as the Laurent Commission, has already indicated that we need to take a step back and remove youth centres from the existing integrated health and social services centre (CISSS) and integrated university health and social services centre (CIUSSS) structures. The Coalition Avenir Québec (CAQ) government itself has indicated that a step back is needed and that residential and long-term care centres (CHSLD) should be removed from existing structures. The horrors at the CHSLD Herron in Dorval revived the debate over the privatization of care and residential centres. We must also be vigilant about the form that seniors' residential centres will take.

We must also promote a better relationship between intermediate-type and family-type resources with the CIUSSS and the CISSS. A central concern for community agencies must be independence and ability to play a fundamental role in serving the most vulnerable people.

**WEAKENING OF OUR NETWORKS AND THE NEED FOR REINVESTMENT**

The adoption of Bill 10 in 2015 was not solely responsible for the dismantling of our networks – austerity budgets were imposed by the various governments. Moreover, the CAQ's silence and lack of political will are impacting our government agencies, community services and early childhood educational services.

We need to talk about public investment in health and social services and in early childhood educational services.

The dominant and long-standing narrative that tax cuts put money back in everyone's pocket is completely false. We have not gotten rich by getting a few dollars back on our taxes over the last 15 years. In fact, we end up forced to pay for services that have been eliminated or are inaccessible or worse still, that we pay for out of pocket in the public sector, such as higher group insurance premiums, daycare, elder services, school and extracurricular activity fees, to name just a few. We end up with even less money in our pockets than what we save through lower taxes.

Investments in our public networks produce substantial economies of scale that benefit us all. Let's force the government to invest the money needed to meet our collective needs. COVID-19 has clearly shown the human cost of an austerity-weakened public system.

We have to take the lead and continue lobbying for a recovery of public services that are available to everyone, and for recognition of the workers who provide those services.

The challenges ahead are enormous. We have barely begun the important work of putting union policy and action back in the hands of our rank and file members. We know that there is still much work to be done in this regard. Like the FSSS, the strength of the CSN is its ability to agitate for positive change. We must have the support of our members. The work has started, and although the pandemic has slowed us down, we must keep going.

Our members deserve nothing less than a union that reflects their personal, professional and collective aspirations.

## RESOLUTION N° 6

- Whereas the imposition of multiple austerity measures over the past several years has led to the deterioration of health and social services and early childhood educational services;
- Whereas structural and governance reforms have contributed to that deterioration;
- Whereas several groups, organizations, and commissions have spoken out and strongly condemned the situation;
- Whereas in our workshop discussions at the December 2020 Federal Council we clearly identified the many problems related to the structure, governance and management of our repeatedly reformed systems; and

➤ Given the need to act and act quickly:

- That over the course of this mandate, the FSSS-CSN prioritize a demand for a structural reform of our networks.
- That the primary driver of this reform focus on regaining ownership of our institutions and their autonomy (hospitals, CHSLDs, CLSCs, CRDIs, community structures, CPEs, etc.); and
- That we demand substantial financial reinvestment that will enable us to meet the needs of the public independently, and with the greatest respect for working conditions.

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### We have to organize! THE EXECUTIVE COMMITTEE

**Jeff Begley**, President

**Nadine Lambert**, Secretary-Treasurer

**Judith Huot**, First Vice-President

**Josée Marcotte**, Vice-President,  
Public Sector

**Lucie Longchamps**, Vice-President,  
Private Sectors

*Long live the FSSS!  
Long live the CSN!  
Enjoy the convention!*

# 6

## **REPORT FROM THE FEDERAL BUREAU**

## INTRODUCTION

The Federal Bureau is composed of the five members of the Executive Committee, the 12 regional vice-presidents, the five representatives for private sectors, the four representatives for public-sector classes, and two service coordinators (who have no vote).

The purpose of this report from the Federal Bureau is to describe the mandates and work carried out during its 44<sup>th</sup> term and the most important events during this period.

The three-year term that ends this week has been a uniquely intense period. At the beginning of the term, we put a new political structure in place and new, less experienced political representatives settled into new roles and responsibilities. The speed with which they managed to do so was remarkable, given the learning curve and the circumstances of the past three years.

We had collectively set ourselves the ambitious goal of gradually inverting the pyramid in our union practices. Throughout this past term, our actions have been guided by this desire to be closer to our members. In this regard, we made considerable progress during the first years of the term. Unfortunately, in March 2020, the pandemic hit, and the CAQ government declared a public-health emergency, followed by the many ministerial orders that modified the working conditions set out in our collective agreements and group agreements, and drastically limited our options for interacting with our unions and our members at a time when all sectors of the FSSS were renegotiating their collective agreements and group agreements.

But the pandemic also provided an opportunity to pursue our objective of modifying our working methods and making the technological shift. The main reason for these changes was to reduce our living and transportation expenses in order to maintain the same level of services without cutting our budget for union-assistance. Forced telework and the ban on travel and gatherings during the pandemic have forced us to take this shift even further.

The virtual convention we are holding this week is one of many examples of the adaptability displayed by our members, delegates, unions, staff and elected officials. Despite the isolation imposed by the pandemic, the Federal Bureau's members have demonstrated their commitment to representing and supporting the unions and their members by holding numerous meetings and organizing many activities about bargaining issues, working conditions, and occupational health and safety, to name but a few.

During the last three-year term, and particularly the last 24 months, we have held 30 Federal Council meetings, 36 Federal Bureau meetings, and over a hundred information meetings. In all there have been more than 100 Federal Council meetings over the past three years, an indication of the close connection between the unions, the members and the political leadership during this term.

To sum up, we can say without fear of contradiction that despite all the obstacles we encountered, the FSSS proved itself to be resilient and militant.

## POLITICAL DEVELOPMENTS

### G7 Summit

Shortly after 44th FSSS convention in June 2018, the G7 Summit was held in Québec's Charlevoix region. Far from generating economic benefits for Québec, the summit drained \$606 million from government coffers – money that would have been better spent increasing transfers to the province to support government services.

### End of government by doctors

The reign of doctors came to an end but the economistic vision of the CAQ's leadership did not bode better for the FSSS-CSN's members. The Legault government lost no time attacking their working conditions, treating them with disdain and devaluing their work. On top of that, union organizations were excluded from all policy-making forums and places of influence.

### CAQ government's budget

In March 2019, when the CAQ government tabled its first budget, it forecast a \$2.5 billion surplus. A few months later, in its economic statement, it increased the number to \$4 billion. In March 2020, when the government tabled its budget for 2020-2021, it called for a total of \$110.3 billion in spending, including \$46.6 billion for health and \$16.7 billion for the environment and for social services. This was a clear message that the taxpayers' money was not going to be used to improve working conditions for the employees who work in these systems. Four months after this budget was tabled the government released an economic update projecting a \$14.9 billion deficit due to the pandemic and the resulting slowdown in the Québec economy.

This economic slowdown provided the perfect excuse for continuing to turn the screws on workers. Instead of giving them the recognition they deserved, the government offered nothing but the same empty words repeated in the media every day to ease its conscience and look good in the eyes of the public.

### Impacts of the successive reforms

Fortunately this blindness lasted only a short time. The tragic events that led to the Laurent Commission, together with the pandemic, brought to the fore what the FSSS has been saying since the successive reforms began: the staff and funding shortages that have plagued Québec's long-term care centres for decades led to the mass deaths of seniors in those facilities, victims of the hospital-centric administration. They said it was a blind spot! And then there's the damage done by the neglect of occupational health and safety, the inaction of the CNESST, the limitations of our community resources, and so on.

This tragedy has had a few positive results. For one thing, the public has realized the importance of public services and educational childcare services, and the dire effects of centralization and megastructures. Clearly, our last convention right to place priority on valuing and defending our public services and social safety nets and the workers who keep these systems running every day.

Despite the modest amounts of additional funding that the Legault government has injected into social services, excessive workloads remain. What is needed is not only money, but also the political will to rebuild the jewel that Québec's public services once were and to restore decision-making power to the people who work in them.

This was demonstrated during the pandemic, when the Legault government had no choice but to establish forums where the FSSS and local unions could make their voices heard. For example, representatives of the educational childcare services sector were able to participate in the very first occupational health and safety committee in order to develop a COVID kit for home-based childcare services and to speak out about the problems and impacts experienced by workers in early-childhood centres.

### **REVIEW OF THE MANDATES FROM THE 44<sup>TH</sup> CONVENTION OF THE FSSS-CSN**

Because the collective agreements and group agreements were up for renewal in most sectors of the Fédération de la santé et des services sociaux during the past 3-year term, all of the sectors in the Federation decided to focus on their members' daily working conditions in all of their demands and to make them a priority.

The FSSS's actions took the form of protests and initiatives to address issues of impoverishment, workplace violence, excessive workload, psychological distress, workplace accidents and valuing workers.

The FSSS had a large media presence, speaking out against the above problems that our workers are experiencing on television, radio and the Internet. This focus was also reflected in our demands at the bargaining table in the public and private sectors. The solutions that the bargaining committees have proposed to government and private-sector employers are concrete, realistic and achievable.

The private residential care sector continues the fight for \$15 per hour as the base salary in its collective agreements. To this end, 70 bargaining units joined forces and coordinated bargaining on their collective agreements. The pandemic dramatically clearly showed that these employees work under deplorable conditions, and that these conditions result directly from the way that wealthy owners of private residential care centres choose to treat their vulnerable clients.

In the public sector, the FSSS and its unions conducted wide-ranging consultations and made extensive preparations for renewing the national collective agreement in order to incorporate proposals for improving workers' daily working conditions into the list of demands. At the sectoral level, 13 orientations comprising over 100 solutions were presented. At the central table, in conjunction with the CSN's other public-sector federations, the unions agreed on fair, ambitious demands that favour the lowest-paid employees in the public sector.

It must be noted that the COVID-19 pandemic added its share of challenges and exacerbated the existing problems in the sector. It also shed a glaring light on the chronic underfunding of this system. The Federation and its unions have continued the battle and spoken out against the lack of financial resources. These efforts have had the positive effect of opening new channels of communication with policymakers and certain bodies.

Sectoral campaigns were conducted for health and social services aides and beneficiary attendants, and meetings were held for several job titles.

Through a truly Herculean effort, the home childcare providers sector succeeded in renewing their group agreement and spoke out against the additional workload created by the update of the educational programs and the introduction of the Child's Education Record, without the tools needed to implement these requirements. And there was the long battle over the single window, which discriminated against this sector.

The reasons for so many home childcare providers leaving the sector include the lack of uniformity, the attitude of the coordinating offices, the workload, the economic insecurity and the struggle for recognition of what is needed, financially and physically, to adapt their homes to meet public-health requirements.

The situation for workers in intermediate and family-type resources is similar. This sector's representatives have taken many steps to ensure the health and safety of both staff and clients and to secure recognition of the excessive workload in these settings and of the limited resources provided by the CISSSs and the CIUSSSs.

In the early childhood centres sector, transitional demands were tabled to ensure that workers would have access to personal protective equipment and would continue to be paid during COVID-19-related absences. Much work was done and representations made to the CNESST to address with issues of health, safety and staffing shortages.

The community organizations were not idle either. In addition to bargaining for the renewal of the collective agreements, they lobbied on several occasions to secure access to training and to ensure workers' health and safety, in particular in connection with the opening of injection sites, the pandemic and the underfunding of community organizations.

In the pre-hospital sector, a sectoral campaign was launched to support the demands regarding workload and the demand to eliminate standby shifts, which are still used in some regions.

Despite the CAQ government's refusal, the FSSS held firm, persevered and succeeded in opening some channels of discussion with several government bodies, including the ministry of health and social services (MSSS), the ministry of families, the INSPQ and the CNESST, to name but a few.

We cannot close this section without mentioning our ambitious mandate: if the results of bargaining in the public sector or a private sector are unsatisfactory and a decree is issued setting our workers' working conditions, the FSSS executive will go so far as to recommend to the relevant Federal Council that it defy the decree.

In this regard, we are monitoring the state of bargaining in all of our sectors, and we will be ready if need be.



## OUR ACTIONS BY SECTOR

Bargaining, monitoring the application of collective agreements and group agreements, and developing the sector were the central issues in the work of each sector throughout this term.

### Early childhood centres (CPE)

For the early childhood centres sector and its unions, the term began with the signing of a collective agreement and a conflict with an employer organization, the Association patronale nationale des CPE (APNCPE), which left several unions hanging without a contract. The tenacity and solidarity of the workers in this sector brought the conflict to a successful conclusion. But things did not stay quiet for long. In winter 2019, the sector began working on its bargaining post-mortem and preparing for the next round of bargaining to renew its collective agreement.

The preparations for this new round of bargaining are based on a post-mortem that was strongly supported by all of our unions. A number of recommendations emerged from the post-mortem but two stand out: to improve our coordination with the regions which are not at the national table and to set up a committee elected by the sector that is representative of the various local and regional organizations. This committee holds virtual meetings at strategic moments.

This round of bargaining ran into problems that delayed its start by nearly a year, but it is now well under way at last. Five priorities emerged from the consultations with the sector's unions, including pay, excessive workloads and improving working conditions.

The pandemic has brought additional challenges, in particular involving the introduction of emergency childcare services without any paid leave for workers for COVID-related absences or any COVID premium. In addition, there were all the difficulties encountered in ensuring these workers' health and safety and the excessive workloads, which were exacerbated by the pandemic. Despite the constraints, workers mobilized.

As in other sectors, the cuts of recent years, excessive workload and staffing shortages are only some of the problems that have been amplified, but the situation has demonstrated the importance of the guardian angels who work in our public educational childcare services and the quality of their work.

Early childhood specialists have not been recognized at their true worth. They deserve to be paid fairly. The 2020 pay equity audit showed that an adjustment is needed and that complaints needed to be filed.

This sector continues to make its case and mobilization is at the high-water mark, with a 10-day strike mandate. Members are making their voices heard on the renewal of their collective agreement and the reform announced by the Minister of Families. They are arguing for full recognition of CPE workers and preservation of the superb CPE model.

### **Defending the educational childcare services system**

The early childhood centres sector and home childcare providers sector stepped up their efforts to defend this invaluable system, conducting a series of sectoral campaigns. The most recent, and one of the most important, was the *4 ans c'pas grand* campaign against the introduction of junior kindergartens in Québec.

### **Home childcare providers (RSG)**

Over the past three years, workers in the RSG sector have faced many challenges but made some major gains. First of all, after many years of struggle and effort, they have obtained a new preventive leave system. This was definitely a welcome victory and a measure of recognition for the women who provide home childcare.

This system – the only one of its kind for self-employed workers in Québec – enables home childcare providers to take preventive leave when necessary to continue their pregnancies safely.

The leave begins during the first weeks of pregnancy and provides each worker with replacement income until coverage under the Québec Parental Insurance Plan begins.

The second victory was the one that led the ministry of the family to revise the single-window platform for assignment of places in educational childcare services for children ages 0 to 5, and to reimburse the fees that providers are charged for registering on and using this platform. Achieving this victory took many representations to the ministry and extensive mobilization.

The advent of the Coalition Avenir Québec government has created many problems for this sector, in particular the higher requirements for RSGs, including the updating of educational programs. This requirement alone imposes an additional workload on home childcare providers who already work 10-hour days; it also exacerbates the problems and conflicts that they already have with their coordinating offices. The most glaring problem is the lack of uniformity in the enforcement of the regulations. This change made by the ministry of families is one of the factors that are discouraging home childcare providers and leading them to leave the sector.

On a more positive note, the home childcare providers did successfully sign a new group agreement. During this term, we went through the phase of preparing our demands and negotiating our group agreement. In the course of the bargaining talks, we encountered many obstacles; the workload, exhaustion and the pandemic all made mobilization more complex. Nevertheless, the home childcare providers held three strike days. The bargaining and mobilization committee did an exceptional job, which resulted in the signing of the group agreement.

The pandemic has of course had a major impact on RSGs. Living through a public-health crisis is already a difficult experience in itself, involving many unknowns, much unpredictability, and heavy psychological burdens. But living through such a crisis at the end of a bargaining round was particularly painful.

March 2020 presented the home childcare providers with a major challenge: wrapping up negotiations that had already been extremely lengthy and difficult while dialing up the pressure tactics and supporting the members who were directly affected by the pandemic.

The bargaining and mobilization strategy had to be reviewed and adjusted. The sector displayed great resilience, patience, courage and determination, and the bargaining and mobilization committee did an outstanding job.

Over many weeks, the RSG coordinators informed, guided and supported union executives and members through periodic telephone meetings and virtual meetings.

With the support of the FSSS and its expertise in occupational health and safety, we succeeded in securing the funding needed to adapt home childcare settings, to purchase personal protective equipment, and most of all to maintain the subsidy for RSGs that could no longer operate.

As a result of our efforts, a temporary working committee dedicated to COVID was created on February 10, 2021.

However, because of excessive workloads, lack of recognition, the attitude of the coordinating offices, and the lack of political will to support the system, the exodus of home childcare providers continues. In 2015, there were 15,000 such providers in Québec. As of September 2020, our records showed 11,769.

With respect to the union's succession planning, some meetings have been held with the members and discussion are under way about finding solutions and support.

Home childcare providers are women – professionals who care deeply about the development of very young children and want to continue providing high-quality educational services to the children of Québec. This profession must be valued. Steps must be taken to encourage the development of educational childcare in home settings. RPGs offer personalized service that is close to home; a warm, calm, stimulating environment; and most of all, continuous service for four years.

#### **Intermediate and family-type resources**

The past three-year term was mainly devoted to preparing for bargaining talks and then negotiating a third group agreement. As in the public sector, our negotiating partner on the employer side is the ministry of health and social services, and the paymaster is the treasury board.

Isolation, the public health crisis and the staff shortage were just some of the challenges the bargaining committee had to overcome. But despite the obstacles, a group agreement was signed in June of this year.

Considerable effort was devoted to building a training culture in order to help workers access professional development.

We deplore the lack of recognition and the poor attitude the government has shown toward intermediate and family-type resources in its management of the pandemic, in particular when it withdrew the extra money to cover expenses for hygiene measures. Luckily, after lobbying by sector representatives, treasury board is going to restore this increase.

This lack of consideration on the part of the CISSSs, the CIUSSS and the MSSS is slowing the development of new resources, and that aggravates the problem of poor matching/pairing at some resources.

The work of intermediate and family-type resources counts; they are guardian angels, and even though each of them is isolated in her own home, thanks to the FSSS-CSN, they are not alone.

#### **Pre-hospital sector**

For the pre-hospital sector, the renewal of the collective agreements and the union raiding period came in quick succession.

Urgences-santé paramedics and support staff began the last three-year term by completing a round of bargaining that brought a number of gains, notably the abolition of standby shifts in some regions and the addition of ambulance resources. The mobilization and the sectoral campaign on workload and standby shifts yielded certain gains and recurring funding of \$10.5 million for the transformation of schedules.

Following the bargaining post-mortem, the sector went to work preparing for the next round of bargaining. Despite the government's refusal to establish a national bargaining table, the sector adjusted, maintained unity and solidarity, and adopted a consolidated bargaining structure for the renewal of the collective agreements that expired on March 31, 2020.

Since the spring, mobilization has been building and a partial strike was called to exert pressure, which finally resulted in the creation of a national bargaining table for monetary issues.

For the first time, the unions representing the emergency dispatchers participated in the consolidated bargaining in full solidarity, increasing the unions' bargaining power. They tabled their demands at the beginning of 2021.

Many other representations were made during this term on important issues, including plans for the reform of the pre-hospital sector in Québec, which include the creation of a professional order. Other issues included group insurance, the pension plan, and ambulances that pose major occupational health and safety problems, in particular as regards ergonomics. In this regard, we have begun working with the ASSTSAS to develop recommendations for ergonomic ambulance design. On another matter related to occupational health and safety, the union made gains with respect to the system for loading stretchers.

### **The pandemic**

When the pandemic broke out, the actors in the pre-hospital sector got together to ensure that information was relayed effectively and that the necessary representations were made to Québec's medical director and the ministry of health and social services. From the beginning of the public-health crisis, the steps taken safeguarded workers' health and safety, as reflected in the very low infection rate. The pandemic led to an expansion of clinical activities, such as vaccination, COVID-19 testing, and assisting in long-term care centres. However, it was necessary to remind employers and the MSSS about occupational health and safety and the provisions of the collective agreement.

### **Fonds Éric-Charbonneau – Maison La Vigile**

The government's and employers' shirking of their responsibilities with respect to psychological support and illness has led workers in the pre-hospital sector to take matters into their own hands. The Fonds Éric Charbonneau was established by the sector's leaders a few years ago to provide support for workers who require specialized psychological resources. During the past term, the Éric Charbonneau committee took a number of structural initiatives to ensure the fund's sustainability and thus maintain these valuable services for members. This is another example of the FSSS's commitment to improving its members' daily lives.

### **Private residential care (CHP)**

In May 2018, the representatives of the private residential care sector joined forces as they embarked on another round of bargaining. A total of 46 bargaining units coordinated their demands and launched a coordinated bargaining effort under the slogan *Y voir pour changer les choses*. Their objective was to reduce job insecurity and improve pay for workers, specifically with a demand for a pay increase of \$1.75 per hour over three years. In all, 70 bargaining units supported these same goals. The pandemic caused the sector to adjust its monetary demands. To be able to focus its energies and deal with the challenges created by the public health crisis, it asked for a \$1.00 per hour increase for this year and a one-year extension of the collective agreements.

By September, eight unions had agreed on a coordinated bargaining platform and a mobilization plan is being implemented. The bargaining and monitoring committee known as the CHP coordinating committee is still active; its members are already at work preparing for the next round of bargaining. The committee is also preparing to analyze and confront many other challenges encountered day to day, including union activity, monitoring new hires (in a sector with a very high rate of staff turnover), mobilization, and occupational health and safety.

To say that workers in private residential care centres were affected by the COVID-19 pandemic would be a dramatic understatement. In fact, the pandemic hit these centres full force, not only with many outbreaks at CHPs but also because of the difficulty in obtaining recognition for these workers' essential contribution and, most of all, the failure to provide them with proper personal

protective equipment. In addition, at the time of writing, some employers are still refusing to pay all the COVID premiums, even though they are receiving compensation for them from the CISSSs and CIUSSSs. And they aren't observing the hygiene rules issued by public-health authorities. This battle is not over.

The pandemic has also made it imperative to develop new habits and new skills in order to reach the many members in this sector who do not have access to technology. The coordinating committee conducted a survey of these workers so that it could better target members' and unions' needs. The results led us to make representations to various levels of government. If the pandemic has had one positive outcome, it is the way the attitude of owners of CHSLDs, private residential care centres, seniors' residences, and intermediate resources toward their vulnerable clients has been put on public display. The public has seen all the shortcomings in the private residential care sector, the lack of oversight by the CISSSs and the CIUSSSs, and the lack of recognition of the workers.

The committee has also called on the CSN to launch a campaign to ensure that our members are better valued. As the result of work done in partnership with the CSN organizing department, this sector gained 300 new union members during the term just ended. With the development and construction of new residences, which will be highly lucrative for investors and owners, we must remain active on the organizing front. That is also the reason why we have renewed our non-raiding pact with the FTQ.

### **Private institutions and community organizations**

The private institutions and community organizations sector brings together a constellation of worthy institutions that work with some of the most vulnerable members of society. They include centres for vulnerable women; organizations that work with people who have addictions, mental illnesses or disorders, or are homeless; religious institutions; and Héma-Québec, to name but a few.

In the course of this term, the unions in this sector lobbied against problems with excessive workloads, staff turnover, job insecurity, underfunding, and lack of recognition. The unions also criticized the low pay in this sector, where workers are paid far less than their work is really worth.

Over the past three years, the FSSS, while continuing to show concern for the diversity and identity of each of the groups, has successfully opened the way for them to network with one another, given them a showcase at our federal councils, and, of course, given them the means to unite and to coordinate their bargaining efforts when they can.

The five Héma-Québec unions increased their bargaining power by uniting and coordinating for their current round of bargaining. They have equipped themselves with a shared set of tools and are mobilizing to achieve their joint demands. Their employer has tried everything to divide them but they are holding steady, united for better working conditions.

The pandemic has spared no group, which is why several have demanded a COVID premium, which the Héma-Québec workers successfully obtained just before the holiday season.

The FSSS held a one-day virtual gathering for the unions representing workers at religious institutions. This event gave them the chance to exchange ideas, create a network of contacts and develop a picture of their shared realities and problems. Like the others, they had to fight to get the COVID premium. But in the end, their tenacity and conviction enabled us to make the ministry of health and social services see reason.

Working with the CSN organizing department, the FSSS welcomed several new unions into its ranks. Others banded together and joined the Syndicat des travailleuses et travailleurs en intervention communautaire de Montréal (STTIC) – another way to consolidate, build their strength and equip themselves to engage in union activity.

Much work remains to be done to increase our knowledge of private institutions and community organizations, to make them better known and, most importantly, better recognized, for they do essential work that too often goes unsung. However, the desire to put in place what suits them best is the guiding principle behind the Federation's efforts.

## THE PUBLIC SECTOR

### 2020 bargaining talks – Unite, Act, Win

During the first part of the term, the public sector unions focused their energies on establishing new structures. They also had to review their operations at all levels, and across a huge territory, to ensure they could meet the challenges posed by the recent amalgamation of institutions (CISSS and CIUSSS). All the unions were able to restructure and put in place mechanisms for meeting their members' needs, and they were all ready to face another major challenge during the term: bargaining for the renewal of their collective agreements.

As part of preparations for that round of bargaining, the CSN made a non-raiding pact with various union organizations and independent unions. With the new health and social services structure in place and a new political party in power – the CAQ, known for its anti-union bent – the FSSS decided to focus its energies on getting the most for its members.

It should also be mentioned that the CSN Confederal Bureau decided that any new union representing Class 4 members would be affiliated exclusively with the *Fédération des professionnel·les*. The Confederal Bureau was also pushing for a non-raiding pact for our Federation.

Additionally, in line with the resolutions from the 44th Convention, we entered this round of bargaining with the primary goal of making improvements in our members' daily working conditions, which would be central to all of our demands.

The change in our approach was evident from the beginning of the discussions on our bargaining demands. As a Federation, we wanted to invert the pyramid and hear from as many people as possible in order to get their opinions. Over 10,000 members participated in that process.

Based on our analysis of that broad consultation, enriched by our discussions at union bodies, we proposed over 100 concrete solutions for improving working conditions for our members. On monetary issues, such as pay, we agreed with the other three CSN public sector federations on some important principles, including the need to pay special attention to low-wage workers. For the first time since the late 1970s, we are demanding a fixed-amount pay increase for all workers, demonstrating strong solidarity with low-wage workers.

After a consensus was reached within the CSN, discussions were held with other organizations on forming a common front. However, it became clear that we didn't share the same bargaining goals, particularly on the issue of pay.

We submitted our demands in late October 2019. The employers' responses a few weeks later showed that the government does not share our sense of urgency about the clearly inadequate wage offers or our working conditions. In its initial December 2019 offer, the government recycled its old demands without offering employees any improvements whatsoever. But just a few months later, the pandemic would reveal the extent to which our system has been undermined by budget cuts and centralizing reforms.

In March 2020, as the pandemic hit Québec, we proposed to the government that bargaining be suspended and certain actions be taken to get us through the crisis. The government refused to consider our request, which would have allowed us to focus on managing the crisis. It also decided to ignore our many proposals to help deal with the crisis. Instead, the government used ministerial orders to unilaterally impose completely insufficient occupational health and safety provisions, including for personal protective equipment. It stubbornly refused to adequately protect its workers. To date, over 41,000 workers in the system have contracted COVID-19, and 18 have died. Clearly, the measures it put in place at that point were deficient. And despite that disastrous tally, they are still not adequate in all workplaces.

To top it off, the government publicly denigrated our union organization, as if we were responsible for impeding the bargaining talks. On more than one occasion, the government directly targeted our union organization at high-profile press conferences, blaming us for the fact that beneficiary attendants are not paid what they are worth! Need we point out that the FSSS-CSN has been demanding pay equity for beneficiary attendants since 2015? Despite François Legault's repeated promises, the government still has not made an offer that would pay them all \$26 an hour. On the contrary, our bargaining counterparts were never able to clearly explain how the government planned to get there. It was only after we took strike votes and mobilized that the government finally improved its offers.



In view of the public health crisis and the suspension of bargaining, the CSN's four public sector federations agreed to submit a pay counter-offer in late August 2020, still based on the same principles, i.e., improvements in working conditions and pay, with special attention to the lowest-paid workers.

Early on the morning of June 21, 2021, a few hours after a strike was called, the FSSS-CSN bargaining committee reached a sectoral agreement in principle with the government to renew the collective agreement.

We won substantial improvements for the most poorly paid workers. It is something of which we are very proud, because this was our priority.

After a round of general meetings, the members of the Fédération de la santé et des services sociaux (FSSS-CSN) across Québec voted and 92% were in favour of ratifying the agreement in principle. It contained numerous gains for all personnel classes.

### **Information and action – Standing up for public services**

The pandemic has also affected the FSSS information and action committee's mobilization and information plan. When the state of emergency was declared, we were starting to promote "buy-in" to our demands. It took a great deal of creativity to develop new approaches. Over the last year, the CSN and FSSS have run several television and radio advertising campaigns, and when public health authorities allowed it, we held numerous demonstrations and rallies. In addition, the FSSS-CSN increased the number of attention-grabbing and disruptive actions, such as blocking the Port of Montréal. A variety of action plans were developed to leave room for local and regional initiatives, and a number of local FSSS unions displayed initiative and imagination in showing their support for our position in the bargaining talks. We also introduced new methods for circulating information, in particular weekly virtual information sessions with all FSSS unions and a series of videoconferences for members, organized by job title.

Finally, in February we launched a round of general meetings to consult members and get a mandate to intensify pressure tactics and prepare for a strike. At the end of March 2021, the union bodies continued their discussions on this subject following the strong support expressed at the general meetings. Subsequently, the FSSS unions obtained mandates to call a strike to be drawn from an unlimited bank of days, which clearly had an impact at the bargaining table.

### **Essential services – Strengthening our bargaining power**

Without going into details about the new lay of the land when it comes to essential services, it should be remembered that following the 2015 strike, the CSN scored a major victory by forcing a redefinition of essential services, thereby increasing our bargaining power. After considerable work, we were now in a position to take strike action that would have greater impact than in the past.

### **Inter-round committees – For fair recognition**

Alongside the bargaining preparations, considerable work was done at the inter-round committees on matters such as reviewing the list of job titles and job descriptions, access to jobs, job stability, RREGOP, the prevention side of occupational health and safety, lawyers, legal secretaries, the supplementary allowance paid during maternity leave, skilled workers, psychologists, problems related to outings and pay relativity.

In addition, further to the work of some committees, action plans have been established, such as one on pay relativity titled “L’expérience, c’est pas relatif!” [Experience is not relative!].

### **Local bargaining**

Bargaining on the 26 matters absorbed considerable time and energy. Without going into details about this long process, we must mention the work done by the local bargaining committees, particularly since their work was not necessarily conducted under ideal conditions. From the outset, the CPNSSS coordinating committee did not help with its coordinated bargaining position, which

revolved around flexibility and labour mobility. Despite everything, we managed to blunt some of their flexibility and labour mobility goals. The post-mortem has not yet been done, but we congratulate all the local bargaining teams for their efforts.

### **Pay equity – Success in upholding a fundamental right**

At a time when tens of thousands of women working in the public sector still did not have pay equity, the government let women down shamefully by responding with a flurry of legal challenges and obstacles.

For years, we were up against the government’s unwillingness to settle pay equity complaints, some dating back to December 2010, and pay women what their work is worth. As an employer, the government sets the worst possible example on pay equity.

After having analyzed, documented, demanded and persevered, we finally won our case. As a result of the FSSS-CSN’s efforts, the work done by a number of predominantly female professions will now be recognized at its true worth, after successive governments had for years denied the existence of wage discrimination against these occupations.

The FSSS-CSN will continue working tirelessly to obtain justice for other job titles, which have yet to be settled. We cannot accept that Québec’s largest employer, which has a majority female workforce, is flouting this fundamental right.

**CLASS 1**  
**NURSING AND CARDIO-RESPIRATORY**  
**CARE PERSONNEL**

**“Enough!” campaign**

Over the last term, nursing and cardio-respiratory care personnel were particularly militant. They created the “ENOUGH” campaign to draw attention to the problems of excessive overload, mandatory overtime, psychological distress and professional burnout.

**Member surveys**

According to an FSSS member survey, excessive workloads mainly affect nurses, nursing assistants, respiratory therapists and clinical perfusionists. We have publicly decried this state of affairs on many occasions, as well as the pernicious management methods used to patch over the devastating effects of budget cuts.

**Our actions and our demands**

We participated in various forums and presented the government with several solutions to mandatory overtime and on-call duty, such as valuing full-time positions, stabilizing teams, providing access to free training and a Québec-wide mechanism for controlling the use of overtime. The FSSS is the only organization calling for a ban on mandatory overtime.

Over the past three years, we have filed pay equity complaints for specialty nurse practitioners and respiratory therapists in the wake of legislative amendments increasing their responsibilities. The FSSS lobbied for recognition of clinical perfusionist training and the experience of baccalaureate nurses. Movement in pay scales had created unfair inconsistencies between them,

which we forcefully condemned. The workers who have kept the system from collapsing must all be recognized and valued.

For decades, we have tenaciously defended nurses and nursing assistants, who are essential members of the care team. We must continue fighting for each member of the work team to be valued and for their expertise to be recognized. We put this case to the OIIQ at the Estates General.

**CLASS 2**  
**PARATECHNICAL, AUXILIARY SERVICES AND**  
**TRADES PERSONNEL**

**Surveys and questionnaires**

At the start of the term, several surveys and questionnaires were distributed to various groups of workers, including health and social services aides, beneficiary attendants, intervention officers, pharmacy technical assistants and senior pharmacy technical assistants, and skilled workers. This effort proved very useful for preparing our collective bargaining demands.

The problems experienced by our members were identified and pointed to a need to more highly value public sector jobs in order to attract and retain health and social services personnel. Our members have been adversely impacted by the budget cuts and reforms imposed by the previous government. Everyone has been affected by excessive workloads and professional burnout. Our efforts have resulted in public pressure on the government to address the situation facing beneficiary attendants and health and social services aides.

### **Skilled workers**

Letter of Agreement No. 46 stipulates that a 10% attraction and retention premium is to be paid to skilled workers for the term of the collective agreement. Approximately 70% of skilled workers were receiving this premium but some were still encountering problems with its application. At the inter-round committee, we worked not only to analyse the premium's impact on attraction and retention for the targeted job titles but to demonstrate the need for enhancing the premium and extending it to other skilled workers. However, nothing was certain and the renewal of Letter of Agreement No. 46 had not yet been negotiated. The new collective agreement not only maintains this premium but contains improvements. Among other things, the premium has been extended to other skilled job titles and now applies to 95% of skilled workers in the public sector.

### **Workforce planning**

We attended meetings on workforce planning for several job titles, as for the other personnel classes. At the May 2019 meeting on workforce planning in the health and social services system, the MSSS analysis showed that a major wave of hiring was required for health and social services aides and beneficiary attendants in order to meet the needs of an aging population. The ministry estimated that it would have to recruit 4,298 health and social services aides over the next five years to fill those positions and 32,486 new beneficiary attendants, proof of the seriousness of the situation and the importance of more highly valuing those jobs.

### **Action plan for creating a job title for beneficiary attendant trainer**

Given the need to hire a large number of new beneficiary attendants in the coming years, an action plan for creating a job title for beneficiary attendant trainers was warranted. The new position would train and support new attendants and help them integrate into the workplace. The Federation was also demanding that the pay scale for this new position be aligned with the trainer function. In the end, we won these gains at the bargaining table.

### **New beneficiary attendants**

The hiring of 10,000 new beneficiary attendants who took the accelerated training program announced by Premier Legault, and the conditions imposed unilaterally by the government, have brought their share of problems. Many new attendants became disillusioned when they realized that the famous \$26 hourly wage and the promised working conditions were not forthcoming, and many left when they realized how different the picture was on the ground.

When he made the announcement, the Premier guaranteed full-time employment for all new attendants. The conditions subsequently offered by the CPNSSS in bargaining for a national agreement were unsatisfactory and burned many of our members. Some of our unions signed local agreements with their employer that are better than those offered by the CPNSSS.

### **Vocational training**

At meetings with the CNPEPT (Comité national des programmes d'études professionnelles et techniques), the FSSS participated, along with the CSN Labour Relations department, in various discussions on planned changes to or addition of vocational training.

Following member surveys on, among other topics, training leading to a diploma of vocational studies (DEP) for pharmacy technical assistants, we made representations concerning the new Cégep program in pharmacy techniques being planned by the MSSS, the ministry of education and the ministry of higher education.

Although we are strongly in favour of improving training in this area and paying senior pharmacy technical assistants a fair salary, the FSSS-CSN is perplexed by the existence of two Cégep-level training programs (DEP and DEC) in the pharmacy field, particularly given widespread staff shortages. Furthermore, we are concerned about the impact on our current members when it comes to access to these technician positions, given the new professional requirements and the risk that certain tasks and responsibilities of current pharmacy technical assistants will be downgraded once the job title is added.

### **CLASS 3**

#### **OFFICE PERSONNEL AND ADMINISTRATIVE TECHNICIANS AND PROFESSIONALS**

##### **Legal secretaries**

The work on Letter of Agreement No. 49 produced a joint recommendation to maintain the uncapping of legal secretaries beyond echelon 6 on the salary scale. We made our case about the need to create a legal technician job title.

##### **Meeting on labour shortage (Optilab – administrative officers)**

Class 3 personnel (office personnel and administrative technicians and professionals) account for 12.1% of the workforce in the medical laboratory sector. According to MSSS data, there are approximately 750 Class 3 members working in this sector. The Optilab reform had a number of adverse effects and the system is still feeling the aftershocks, including worker availability issues. We hope that the government will be open to hearing and considering our solutions.

##### **Fair pay for university teaching assistants**

The FSSS-CSN waged a years-long battle for the creation of a university teaching assistant job title and for fair pay for the position. The ministry of health and social services and treasury board attempted many strategies to throw up roadblocks. Finally, on November 20, 2020, arbitrator Lyse Tousignant issued a ruling granting the job title a higher ranking. However, the MSSS and treasury board are refusing to pay the retroactive amounts due, once again demonstrating their lack of respect for these workers, who have waited a long time to have their work recognized. The FSSS-CSN will continue to fight for as long as it takes.

**Bill 37**

Bill 37 (to establish the centre d'acquisition gouvernementale et infrastructure technologiques Québec) was finally enacted on September 1, 2020. With the establishment of these new consolidated management and procurement structures, the CAQ government is continuing in the Liberal vein of creating government behemoths that centralize decision-making.

**Vocational training**

The Federation worked with the CSN Labour Relations department to make its case at meetings of the Comité national des programmes d'études professionnelles et techniques (CNPEPT) on a number of occupations:

**Medical secretaries**

- We analysed the upcoming changes to the Attestation of Vocational Specialization for medical secretaries.

**Administration, business and IT sectors**

- The FNEEQ and the FSSS condemned the recent decision by the ministry of higher education (MEES) to shut down three technical programs (office system technology, accounting & management technology and business management). The decision will affect Cégeps across Québec and could be particularly devastating for remote regions because the available training will be reduced to a single program that will purportedly be more versatile but risks missing the mark. The termination of the programs, the first in 30 years, is all the more problematic because it is the result of a half-baked

program review lacking in transparency and rigour. The FSSS is concerned about the impact it will have on office and administrative staff in the health and social services system.

**Electrotechnical sector**

- The Class 3 bargaining committee was involved in analyzing proposed changes to certain Cégep programs in the electrotechnical field. The MEES wants to make significant changes to the sector. The FSSS sent a list of its concerns to the ministry and is monitoring the situation closely.

**Second-language requirements**

The Federation is currently doing research on English-language requirements in the health and social services system, in conjunction with the CSN Labour Relations department. We want more information on employers' second-language requirements in job postings. We want to determine whether employers are complying with the Charter of the French Language, particularly since the 2015 creation of the CISSSS and CIUSSSs, whether they are taking advantage of the reorganization to expand the English proficiency requirement, and whether that practice is more widespread than allowed. The research will support our efforts on this issue.

### **Petition for fair recognition of office and administrative staff (COVID)**

The pandemic is still ongoing and has not spared administrative staff. Class 3 workers are often on the front lines, in direct contact with beneficiaries and users of the system, but do not have access to the various risk premiums granted under the ministerial orders. A petition was circulated and close to 5,000 signatures were collected. However, the MSSS continues to turn a deaf ear. Efforts followed at the inter-union level to demand that the attendance premium be paid to all personnel classes.

### **Mechanical fabrication technicians and electronics technicians**

The Class 3 bargaining committee did work to provide our representatives at the central table with arguments. We are making demands with respect to 8.1 – Electronics Technician and 8.2 – Mechanical Fabrication Technician in order to correct inequalities and anomalies that have no reason to exist.

### **Purchasers and administrative assistants**

First, it should be noted that, like university teaching assistants, these two job titles still do not have definitive pay scales. The MSSS had committed to working on this issue, under article 31 of the collective agreement, but it has still not fulfilled its obligations. It is high time that we pressure the government to stop dragging its feet and shirking its duty to its own workers.

## **CLASS 4**

### **HEALTH AND SOCIAL SERVICES TECHNICIANS AND PROFESSIONALS**

#### **Lawyers**

Letter of Agreement No. 44 regarding lawyers provides for a three-tier retention premium for lawyers who have worked one, two or three years at the 18th echelon. The committee submitted its report in December 2019. It recommended that the parties maintain the stipulated terms and conditions. Given the historical context and the current situation, and based on the survey of lawyers and institutions, the parties believe that consideration should be given to a permanent solution that will offer lawyers in the health and social services system the same salary as the highest-paid jobs held by legal aid lawyers, government lawyers and the directors of criminal and penal prosecutions.

#### **Sexologists and clinical sexologists**

The sexologist job title was created in June 2012, and the clinical sexologist job title was added to the List of Job Titles and Job Descriptions in May 2013. Evaluations are still underway pursuant to article 31 of the collective agreement to determine fair rankings for these job titles.

### **Psychologists**

The April 2016 Letter of Agreement No. 54 with treasury board provides for the creation of an inter-round joint committee to assess the appropriateness of maintaining, abolishing or modifying the premiums paid to psychologists in the health and social services system. The committee was made up of 12 representatives who met 6 times and fulfilled its mandate between February 2019 and November 2019. In January 2020, the committee submitted its report, which contains a number of findings and recommendations arising from a survey conducted by the union, as well as data and surveys compiled by the employer. It should be noted that the retention premium was introduced under an administrative agreement in December 2011 and took effect January 2012. The amount of the premiums was reduced in March 2013 following an upgrade to the psychologist job title as part of a conciliation agreement on pay equity complaints. As part of the renewal of the 2015-2020 collective agreement, the parties agreed to reintroduce the premium paid in the health and social services sector and extend it to the school boards.

In short, the employer is of the view that the premium has not improved the attraction or retention of psychologists or increased the number of hours they work in the system. Despite the fact that the committee showed that there are still problems attracting and retaining psychologists, the employer recommends modifying the premium to encourage psychologists to increase their weekly hours and exploring other solutions. In the union's view, there are significant problems with the premium: it is not high enough, it is temporary and it is

not available to everyone. Clearly, cancelling it would be harmful, and the FSSS recommended maintaining it and dealing with pay when the collective agreement is renewed.

### **Letter of Agreement N°. 61**

Following the implementation of pay relativity, the FSSS signed a letter of agreement with the CPNSSS on March 9, 2020 concerning the retention premium for psychologists working in the system. Psychologists who receive the premium set out in Letter of Agreement No. 22 will receive hourly compensation based on their echelon. We were able to introduce and renew this premium in the last round of collective bargaining. The FSSS-CSN is the first union organization to successfully negotiate a premium of this type and the creation of the above-mentioned joint committee. Bargaining by the FSSS-CSN also resulted in payment of the premium to all psychologists retroactive to April 1, 2015. Psychologists in other unions subsequently benefitted from the gains made by our Federation.



### **Greater autonomy for dental hygienists**

In June 2019, the government tabled Bill 29, an *Act to amend the Professional Code and other provisions in particular in the oral health and the applied sciences sector*. The purpose of the bill is to amend the *Professional Code*, the *Dental Act* and the *Denturologists Act* to redefine the scope of professional practice for several professions in the oral health sector. Dentists, denturologists, dental hygienists, and dental prosthesis and appliance technologists, a title that replaces dental technician, are affected by the bill. The good news is that dental hygienists' scope of practice is expanded, particularly in schools, CHSLDs and intermediate residences.

### **New activities recognized for dietitians / nutritionists**

New activities are included in the *Regulation respecting certain professional activities that may be engaged in by dietitians*, which came into effect September 13, 2018. Dietitians/nutritionists may now:

- Permanently remove a feeding tube under a prescription;
- Administer, according to a prescription, medications or other substances, orally or enterally;
- Prescribe:
- Nutritional formulas, vitamins and minerals;
- Enteral feeding material;
- A pancreatic enzyme solution.

Although these new activities mean additional workload in some cases, they are concrete recognition of the contribution dietitians/nutritionists make to the delivery of services, and will expand the role they play on interdisciplinary teams.

### **Regulation respecting a professional activity that may be engaged in by a medical imaging technologist and a radiation oncology technologist**

This regulation came into effect in late December 2018 and allows medical imaging technologists and radiation oncology technologists to take blood samples under a prescription and where required for a medical imaging examination or for a treatment in radiation oncology.

### **Criminologists – letters patent**

The letters patent constituting the *Ordre professionnel des criminologues du Québec* were amended in December 2018 to include this addition: “Determine the intervention plan for a person who suffers from a mental disorder or exhibits suicidal tendencies and who resides in a facility run by an institution operating a rehabilitation centre for young persons with adjustment problems.”

### **Social workers' code of ethics**

The new code of ethics for social workers was approved by the ministry of justice in March 2020. It updates certain duties and obligations imposed on members of the Ordre to reflect new conditions of practice. It came into effect November 1, 2020. The FSSS-CSN analysed it against the old code. We believe it is important for our members to have a clear understanding of their code of ethics. A code is an instrument that provides a framework for professional practice and can help us in our fight against the management methods being used in social services. If we are familiar with the code's provisions, we can use it to support our conditions of practice. We therefore encourage all social workers to take ownership of the new code of ethics and use it to improve working conditions.

### **Reports on labour shortages**

The three meetings scheduled for medical imaging, psychosocial and rehabilitation technologists that the FSSS was supposed to attend in May and June 2020 were cancelled because of the pandemic. The FSSS requested reports and had to remind the MSSS about that request in early September 2020. We are still waiting for the reports so that we can analyse them and report back to you.

### **Viens Commission**

In October 2018, at the request of the Public Inquiry Commission on Relations between Indigenous Peoples and Certain Public Services in Québec: Listening, Reconciliation and Progress, the FSSS-CSN filed a brief containing 32 recommendations. The Federation conducted an in-depth investigation in the Far North, based on 10 interviews. The findings included the fact that non-Indigenous managers, most of whom are white, do not always have prior experience in the Far North and have to deal with significant cultural differences that affect labour relations. Prior experience or training is called for, as is encouraging the appointment of Indigenous managers. The FSSS-CSN is recommending limits on the use of short-term contracts and proposing better intake and supervision to ensure that all workers in the system in all job classes can acquire experience. Another solution would be to facilitate union activity in the Far North.

### Laurent Commission

The Laurent Commission finished gathering information in late May 2020. It held 42 forums across Québec, received 233 briefs and deposited 4,172 witnesses who spoke about their experiences. On November 30, 2020<sup>1</sup>, a number of findings and directions were issued in a progress report, which will bolster our arguments for improving front-line social services as well as youth protection services. The FSSS-CSN contributed to the brief that the CSN filed May 5, 2020 with the Special Commission on the Rights of the Child and Youth Protection. The FSSS-CSN has many Class 4 members who work with youth and families. Based on the experiences of those working in Nunavik, Northern Québec and the Teres-Cries-de-la-Bay-James, we were able to describe conditions in those communities. The CSN's investigation revealed factors that are adversely impacting access to and quality of youth services. High staff turnover, excessive workloads, a lack of understanding of Indigenous cultures and traditions, and the lack of specialized resources were cited as detrimental to the quality of services. The Laurent Commission's report was to be filed November 30, 2020 but was postponed to April 30, 2021 because of the pandemic.<sup>2</sup> The FSSS-CSN condemned the government's failure to act on the report's recommendations.<sup>3</sup>

<sup>1</sup> [https://www.csdepj.gouv.qc.ca/fileadmin/Fichiers\\_clients/20201130\\_CSDEPJ\\_Constats\\_Orientations\\_VFP.pdf](https://www.csdepj.gouv.qc.ca/fileadmin/Fichiers_clients/20201130_CSDEPJ_Constats_Orientations_VFP.pdf)

<sup>2</sup> [https://www.csdepj.gouv.qc.ca/fileadmin/Fichiers\\_clients/Rapport\\_final\\_3\\_mai\\_2021/2021\\_CSDEPJ\\_Rapport\\_version\\_finale\\_numerique.pdf](https://www.csdepj.gouv.qc.ca/fileadmin/Fichiers_clients/Rapport_final_3_mai_2021/2021_CSDEPJ_Rapport_version_finale_numerique.pdf)

<sup>3</sup> <https://www.csn.qc.ca/actualites/le-gouvernement-legault-a-t-il-deja-renonce-aux-recommandations-du-rapport-laurent/>

### Jurisdiction of Class 4 unions at the CSN

In spring 2018, in anticipation of the upcoming raiding period, the Confederal Bureau made a hasty decision that shook the Category 4 unions affiliated with the FSSS: it decided to prevent any Class 4 affiliation with the FSSS. In essence,

- Unions currently affiliated with the FSSS (CSN) can remain with the FSSS (CSN);
- New Class 4 bargaining units no longer have the option of joining a multi-class union;
- From now on, any new Class 4 bargaining unit will be affiliated with the Fédération des professionnelles;
- New bargaining units cannot ask to join the FSSS (CSN).

Despite all the efforts made by the FSSS public sector and private sectors aimed at finding a satisfactory solution to the issue of the union jurisdiction over health and social services technicians and professionals, the matter is still in dispute within the CSN. Given the intensity of the public sector bargaining period, we focused all our energies on getting the best working conditions for our members in the latest bargaining round, which took place during the pandemic. Naturally, the FSSS will continue arguing the legitimacy of its positioning within the CSN and demanding that discussions on this issue continue.

### Administration

The Federation's 44<sup>th</sup> term began with an overhaul of our structures and a drop in revenues. We relied on our ability and commitment to changing certain ways of working, based on the principle that services to members would be the top priority in all of our administrative decisions. Even in this area, where the work is often invisible, the pandemic disrupted our operations and we had to quickly find and implement alternatives that would enable us to maintain the same level of service, while having to telework and being unable to access our premises, travel or meet. We had to quickly pivot to virtual tools. We have made huge strides in the last year.

### CONCLUSION

In retrospect, we can see that the priorities we set for ourselves for this term were the right ones. First, we wanted to make our members central to our union actions by inverting the pyramid and focusing more closely on their concerns. The pandemic has made this more difficult than we could have imagined. However, our efforts have paid off: we have maintained contact with our members despite the distance, and throughout the last three years we have worked hard to improve working conditions for workers across all of the sectors represented by the FSSS.

Secondly, we wanted to demonstrate the value of the public and private sectors and draw attention to the conditions experienced by the people who work there. Again, the pandemic had a huge impact during the last part of the term. Public attention is now focused more than ever on the problems in these sectors, problems that we have always decried. Now is the time to redouble our efforts and force the government to finally reinvest in these sectors and put an end to austerity measures.

Finally, after the successful conclusion of the bargaining talks on the collective agreement in the public sector, bargaining will continue in the next term at the many private sector unions that are still without an agreement. We hope that agreements will be reached quickly and meet members' expectations.

*Solidarity!*  
*Long live the FSSS!*  
*Long live the CSN!*

## APPENDIX 1

### MEMBERS OF THE FSSS-CSN FEDERAL BUREAU

#### EXECUTIVE COMMITTEE

**President** Jeff Begley

**General Secretary/Treasurer** Nadine Lambert

**First Vice-President** Judith Huot

**Vice-President for the Public Sector** Josée Marcotte

**Vice-President for the Private Sectors** Lucie Longchamps

#### REGIONAL VICE-PRESIDENTS

**Gaspésie-Îles-de-la-Madeleine** Kent Denis

**Bas Saint-Laurent** Denis Ouellet

**Saguenay-Lac-Saint-Jean** Guillaume Wilson-Patry) Gaston Langevin

**Québec-Chaudière-Appalaches** (Lucie Langlois) Marjorie Guay

**Cœur-du-Québec** (Marie Line Séguin) Pascal Bastarache

**Estrie** Vicky Ouellet

**Montréal-Laval-Grand Nord** (Marlène Figueroa)

**Laurentides-Lanaudière** (Luce Melançon)

**Montérégie** Mélanie Bouchard

**Outaouais** (Daniel Roy)

**Abitibi-Témiscamingue-Nord du Québec** (Annick Trottier) Roxanne Brassard

**Côte-Nord** Steve Heppell

#### REPRESENTATIVES FOR PUBLIC-SECTOR CLASSES AND PRIVATE SECTORS

**Class 1** (Félix-Olivier Bonneville) (Sophie Leclair) Frédéric Lapierre-Justin

**Class 2** Christian Meilleur

**Class 3** Simon Rochefort

**Class 4** (Marie Pages) Roxanne Palardy

**Pre-hospital sector** Jean Gagnon

**Early childhood centres** (Louise Labrie) Stéphanie Vachon

**Private residential care** (Gilles Gagné) (Guy Trichard) Marlène Ross

**Home childcare providers** (Karine Morisseau) Julie Rock

**Intermediate and family-type resources** Renée Desnoyers



## ANNEXE B

## Suivis des comités ad hoc

Numéro	Nom	Date de mise en œuvre	Responsable	Échéance	État
54150	Déficiência intellectuelle et physique	2002	Guy Laurion	?	Terminé
54165	Comité PPP		Francine Lévesque	?	Terminé
54315	Maintien équité salariale - infirmière	avr-08	Nadine Lambert	juil-08	Terminé
54323	Certains méc. orthèse-prothèse		Guy Laurion	?	Terminé
54325	Campagne sensibilisation héb. et soins		Francine Lévesque	?	Terminé
54327	Impacts plan d'action en déficiência intellectuelle pour Montréal	8 janvier 2009	Jean-Philippe Grad	14 janvier 2009	Terminé
54332	Pénurie Main-d'œuvre PAB et formation "agir" et suivi		Guy Laurion	?	Terminé
54333	Suivi de la loi 21	nov. 2009	Laurier Goulet	juin 2010	Terminé
54334	Traitement salarial des agents APPR	nov. 2009	Laurier Goulet	juin 2010	Terminé
54336	Comité travail sur transfert clientèle CRDITED - Fusion		Laurier Goulet et Guy Laurion	?	Terminé
54337	Étude critère admission 3,5 h soins en CHSLD			?	Inactif
54339	Maintien équité salariale - neuropsychologues	Mai 2010	Laurier Goulet	juin 2010	Terminé
54340	Maintien équité salariale - archiviste médicale	septembre 2010	Laurier Goulet	décembre 2010	Terminé
54341	Maintien équité salariale - psychologues	mai 2010	Laurier Goulet	août 2010	Terminé
✓ 54343	Assisant senior en pharmacie	juin 2010	Guy Laurion	juillet 2010	Actif
54345	Projet de loi 100	sept 2010	Josée Marcotte	mi-nov 2010	Terminé
54346	Étatisation des services préhospitaliers (paramédics)	octobre 2010	Jeff Begley	janvier 2011	Terminé
54347	Les ARH et la loi 21	novembre 2010	Laurier Goulet	juin 2011	Terminé
54348	Régime universel d'assurance vieillissement	nov. 2010	Francine Lévesque	mars 2011	Terminé
54349	Révision OIIQ conditions obtention permis pratique		Nadine Lambert	?	Terminé
54350	révision OIIQ conditions profession pour auxiliaire		Nadine Lambert	?	Terminé
54351	PAR achats responsables et environnement plus sain	juin 2011	Denyse Paradis	septembre 2011	Terminé
54352	Maintien équité : conseillère en génétique, spéc. réadapt déficiência visuelle	mars 2011	Laurier Goulet	mars 2011	Terminé
54353	Lutte à la privatisation des secteurs publics	mars 2011	Francine Lévesque	mai 2011	Terminé
✓ 54354	Agents de conformité des bureaux coordinateurs RSG	mai 2011	Jeff Begley / Josée / Dany	septembre 2011	Actif
54355	Protection de l'expertise dans les CRDITED	juin 2011	Laurier et Guy	juin 2011	Terminé
54356	Prévention de la violence dans les centres jeunesse	juin 2011	Laurier Goulet	novembre 2011	Terminé
54357	Organismes communautaires	avant sept. 2011	Jeff Begley	septembre 2011	Terminé
✓ 54358	Agent d'intervention	---	Guy Laurion	automne 2011	Actif
54359	Troubles graves du comportement TGC	juin 2011	Laurier Goulet	juin 2012	Terminé
✓ 54360	Comité travail volet 2 étatisation préhospitalier	début sept. 2011	Jeff Begley / Dany	décembre 2011	Actif
✓ 54361	Réorganisation centre gestion matériel CUSM CHUM	décembre 2011	Guy Laurion		Actif
54362	Comité RHP - Certification		Francine Lévesque	décembre 2011	Terminé
54363	Enquête Cardinal Health Canada		Francine Lévesque	décembre 2011	Terminé

54364	Projet Groupe de liaison ASSTSAS	23 avril 2012	Guy Laurion	décembre 2012	Terminé
54365	Formation des vices-présidences nouvellement élues	sept. 2012	Denyse Paradis	novembre 2012	Terminé
54366	Formation des représ. de sec. Privé nouv. élues	sept. 2012		novembre 2012	Terminé
54367	Campagne VPP - Buanderie	Début juin 2011	Guy Laurion	décembre 2012	Actif
54368	Campagne VPP - Régionalisation des services Estrie	Début juin 2012	Guy Laurion	décembre 2012	Actif
54369	Parité pour les avocats FSSS-CSN	19 octobre 2012	Line Beaulieu	?	Terminé
54370	Projet de recherche SATIN 2 soins palliatifs	2012	Guy Laurion	2013	Terminé
54371	Mise en application du pl 21	sept-12	Line Beaulieu	janv-13	Actif
✓54372	Sous-contrats en santé, octroi en lien campagne VPP	1 juin 2013	Guy Laurion	?	Actif
54373	Loi 90 secteurs privés	1 décembre 2012	Dany Lacasse	1 mars 2013	Terminé
54374	Élargi secteur privé	1 juin 2013	Dany Lacasse	1 novembre 2013	Terminé
54375	Modèle de gestion firme Proaction	hiver 2013	Nadine Lambert	?	Terminé
✓54376	Comité auxiliaires développement soins à domicile	automne 2013	Guy Laurion	?	Actif
✓54377	Réflexion élargie secteur RSG	12 avril 2013	Dany Lacasse	12 avril 2013	Actif
54378	Impact coupures budgétaires centres jeunesse	1 avril 2013	Line Beaulieu	1 juin 2013	Inactif
✓54379	Bureau fédéral rôle et fonctionnement	1 janvier 2014	Jeff Begley	?	Actif
54380	Grand Nord	1 juin 2013	Jeff Begley et Luc Bastien	1 décembre 2013	Terminé
54381	CRDITED services 2ième ligne	1 juin 2013	Guy Laurion	?	Actif
54382	Technicien spécialisé radiologie		Josée Marcotte et Line Beaulieu	31 décembre 2013	Terminé
54383	Examen professionnel inhalothérapeutes formation	août 2013	Nadine Lambert	septembre 2013	Terminé
54384	Relativité salariale lettre intention no 2	juin 2013	Josée Marcotte	30 septembre 2013	Terminé
54385	Modification à la nomenclature secteur public	15 juillet 2013	Josée Marcotte	19 juillet 2013	Terminé
54386	Plaites de maintient de l'équité salariale 2011	10-juil-13	Josée Marcotte		Terminé
54387	Fermeture CHP	sept-13	Dany Lacasse		Terminé
54388	Budger bilan CPE		Dany Lacasse		Terminé
✓54389	Réorganisation de la biologie médicale	juil-13	Line Beaulieu	août-10	Actif
✓54390	Secrétaires médicales	30 sept. 2013	Josée Marcotte	déc-13	Actif
✓54391	Technicien en informatique	30 sept. 2013	Josée Marcotte	Déc. 2013	Actif
54392	Comité de réflexion sur la syndicalisation des garderies privées	21-oct-13	Dany Lacasse		Terminé
54393	Technicien en santé animale	01-nov-13	Line Beaulieu		Inactif
✓54394	Projet préposé-e-s aux bénéficiaires - IRSST	11-nov-13	Guy Laurion	fin 2013-2014	Actif
54395	Rencontre pour argumentaires en vue du forum sur la gouvernance CPE	janv-14	Dany Lacasse		Terminé
54396	Projet organisation Lean phase deux 2	16-janv-14	Nadine Lambert	17 janvier 2014 (une journée seulement)	Terminé
54397	Organisation travail et gestion type proaction	16-janv-14	Nadine Lambert		Actif
54398	Avenir du préhospitalier phase 11	15-janv-14	Dany Lacasse	15-mars-14	Actif
✓54399	Assistante en médecine dentaire	20-janv-14	Guy Laurion	12 jours	Actif



✓54400	Fusion des services de laboratoires - Optilab	févr-14	Line Beaulieu / Luc Bastien	juin-14	Actif
✓54401	Grandir dans la dignité - centres jeunesse	févr-14	Line Beaulieu / Jeff	sept-14	Actif
✓54402	Optimisation modèle approvisionnement	début hivers 2014	Guy Laurion et Josée Marcotte	fin automne 2014	Actif
✓54403	Syndicalisation secteur RSG	déc-13	Lucie Longchamps	juin-14	Actif
✓54404	Responsable en alimentation, cuisinières CPE	févr-15	Josée Marcotte	juin-15	Actif
✓54405	Campagne Ouvrir les yeux et enjeux des des CHP	avr-15	Nadine Lambert	oct-15	Actif
✓54406	Recherche IRSST- hygiène - Salubrité	27-04-2015	Guy Laurion	2 ans de projet	Actif
54407	Impacts loi 10 avec group éclats	été 2015	Jeff / Mélissa Gaouette	janv-16	Actif
54408	Comité VPP - secteur privé en SSS de la FSSS	automne 2015	Guy Laurion	fin été 2016	Actif
✓54409	Campagne valorisation et sauvegarde CPE & RSG	déc-15	Dany Lacasse	une journée	Actif
✓54410	Protocole priorisation des appels - repas (RMU)	juin-16	Dany Lacasse	sept-16	Actif
✓54411	Bilan négo sec. public 2015-2020	2016-08-30	Josée Marcotte & Nadine Lambert	Selon la conjoncture	Actif
✓54412	Stranfert professionnels techniciens vers GMF (MG)	mi-avril 2016	Mélissa Gaouette	avant fin mai 2016	Actif
✓54413	Effets projet loi 10 sur personnel de bureau (JM)	avril 2016	Josée Marcotte	fin juin 2016	Actif
54414	Bilan de la négociation du secteur public	septembre 2016	Josée Marcotte		Inactif
54415	Préposé à la stérilisation (GL)	novembre 2016	Guy Laurion	sept-17	Actif
✓54416	Plaintes maintien secteur des CPE éducatrice	janv-17	Josée Marcotte	1 jours X 1 personne	Actif
✓54417	Évaluer achat appareil Microbiologie MALDI-TOF	début mars 2017	Mélissa Gaouette	1 journée	Actif
54418	Modif. DEC technologue radiologie échographie	fin février 2017	Mélissa Gaouette	Fin avril 2017	Actif
54419	Infirmière cliniciennes ou titulaires postes	début mars 2017	Marie-Josée Tremblay	mi-mars 2017	Actif
54420	Champ d'exercice infirmières auxiliaires	mars-17	Marie-Josée Tremblay	mai-17	Actif
54421	Techniciens en fabrication mécanique	mars-17	Josée Marcotte	mai-17	Actif
✓54422	Agent d'intervention en milieu psychiatrique	juin-17	Josée Marcotte	1 journée d'audition	Actif
54423	Refonte des structures FSSS	juin-17	Nadine Lambert	déc-17	Actif
✓54424	Bilan sur le maraudage 2016	mai-17	Nadine Lambert	déc-17	Actif
✓54425	Acheteur et adjointe à la direction (CNE)	oct-17	Josée Marcotte	janv-18	Actif
54426	État de situation des CRDI	mi déc. 2017	Guy Laurion	juin-18	Actif
✓54427	Technicien administration et informatique AEC	5 fév. 2018	Josée Marcotte	16 & 21 février 2018	Actif
✓54428	Équité salariale CPE cour suprême	avr-17	Josée Marcotte	oct-17	Actif
✓54429	Assesseur, adjointe enseignement universitaire (JM)	mars-18	Josée Marcotte	avr-18	Actif
✓54430	Témoins, adjointe enseignement universitaire (JM)	avr-18	Josée Marcotte		Actif
✓54431	Mémoire difficultés membres régions 8, 17, 18	févr-18	Marie Page	nov-18	Actif
✓54432	Plainte maintien équité salariale secteur public	avr-18	Josée Marcotte	20 jours de libération syndicale	Actif
✓54433	Audition secteur contre la municipalité de Carleton-sur-mer	avr-18	Lucie Longchamps	22-23 mai 2018	Actif
✓54434	Fonds Éric Charbonneau (Vigil)	sept-18	Lucie Longchamps	mars-19	Actif
✓54435	Législation RSG	sept-18	Lucie Longchamps	N/A 2019	Actif
✓54436	Défense soins à domicile public	nov-18	Christian Meilleur	5 rencontres (20 libérations)	Actif
✓54437	Contrat assurances préhospitalier	nov-18	Lucie Longchamps		Actif
✓54438	Assurance préhospitalier contrat Desjardins	nov-18	Lucie Longchamps - Christian Beaudin, Frec Maheux, Gaétan Dutil	Avant Noël 2018	

✓ 54439	Revaloriser emploi PAB et rétention	déc-18	Josée Marcotte	mars 2019 (4 personnes = 20 libérations)	Actif
✓ 54440	Plantes maintien équité salariale 2011	déc-18	Josée Marcotte - Marie-Pagès: 15 jours Simon Rochefort : 10 jours Marie-Lyne Séguin: 3 jours	mars 2019 (28 de libérations)	Actif
✓ 54441	Nomenclature agentes administ., secrétaires, techniciens	déc-18	Simon Rochefort	Janvier 2019 (9 libérations)	Actif
✓ 54442	Absences vérifications judiciaires CPE, CHP, RSG	févr-19	Lucie Longchamps+ les conseillers + les représetants des secteurs	avr-19	Actif
✓ 54443	Ordre professionnel secteur préhospitalier	avr-19	Reprsentant + 3 militants	sept-19	Actif
✓ 54444	Élargissement champ pratique Paramédics	juin-19	Reprsentant + 3 militants	juil-19	Actif
✓ 54445	Profession du secteur préhospitalier	avr-19	Représentant + 3 militants	juin-19	Actif
✓ 54446	Institutions religieuses (demandes congrès 2018) (pour le 15 septembre 2019)	mai-19	2 militants par syndicat des institutions religieuses (8) + représentant CHP + VP rég. 1B, 04, 6A & 6C	2019-09-15'	Actif
✓ 54447	Vêtements et jaquettes jetables, buanderies	mai-19	Judith Huot, Lucie Langlois Luce Melançon Marlène Figueroa 3 autres militants	Mai et juin 2019 (environ 3 rencontres)	Actif
✓ 54448	Examen admin. Établissements publics RSSS	mi juillet 2019	Judith Huot & Yves Lévesques (7 jours de libérations) (1 800 \$)	juillet - août 2019	Actif
✓ 54449	Institutions religieuses (pour le 15 octobre 2019)		Lucie Longchamps Liette Ross et Yves Léveillé	2019-10-15'	Actif
✓ 54450	Enjeux RI-RTF enfance		Lucie Longchamps, Lucie Rouillard, Renée Desnoyers		Actif
✓ 54451	Prévention violence au travail - phase 1	févr-20	Judith Huot	9 jours de libération	Actif
✓ 54452	Normes ergonomie Paramédics	mars-20	Jean-François Brodeur, Jean Gagnon	mars-20	Actif
✓ 54453	Intervention Covid-19 - Préhospitalier	avr-20	Lucie Lonchamps, Jean Gagon, Comité SST préhos	Fin d'avril2020 (pourrait une autre demande pour mai et juin 2020)	
✓ 54454	Modification statuts et règlements congrès 2021	oct-20	1 militant privé (2 jours)	oct-20	Actif
✓ 54455	Formation prévention santé sécurité SST Covid	oct-20	3 militants & 1 formateur 2 rencontres	oct-20	
✓ 54456	Prise en charge locale tâches administratives RSG	mars-21	Julie Roch Hélène Côté Oum Keltoum Zrirate	mars 2021 (3 rencontres X 5 RSG)	Actif

# 7

**REPORT FROM  
THE COORDINATING  
AND POLITICAL  
ACTION COMMITTEE**

**A**t the last FSSS-CSN convention, we created a Coordinating Committee on Political Action. Its mandate is:

► That the FSSS Coordinating Committee on Political Action be mandated to identify priority objectives in line with our orientations and propose courses of action to the federal office in all regions. The federal office will ensure the coordination and actualization of these actions.

### THE QUESTION OF THE WEEK

In January 2019, the Coordinating Committee on Political Action launched its first edition of *The Question of the Week*. The CAQ had already been elected for a few months, taking the place of the Quebec Liberal Party. Our first question of the week was, “Do you trust the new CAQ government to quickly address the overwork crisis in the health and social services network?”

The very large majority of the 3,000 respondents indicated that they did not trust the CAQ to quickly solve problems in the health and social services network.

Afterwards, we asked questions on several current topics. Of course, the COVID-19 crisis, our members’ health and the network organization were all topics that were discussed during *The Question of the Week*.

Typically, there were between 2,000 and 4,000 respondents for each question asked. Participation was not limited to our public sector workers; there was also a significant participation from our private sector members. In each case, based on the results, we issued a communiqué

outlining the responses, adding some comments that were representative of the respondents’ observations. Several of these releases were picked up by the media.

The Committee believes that we should continue this practice which enables us to be publicly present on current issues. By systematizing these questions, we believe that we could also increase the number of participants.

The other focal point of our work was to encourage and to open discussions about the changes that need to be made in our various networks (health, social services, childcare and community services). To this end, we held workshops at federal councils with the objective of generating substantive discussions on our priorities.

In some workshops, we discussed our efforts to increase the direct participation of our members in the federative orientation development (reversing the pyramid). These workshops took two directions.

The first one dealt with union action at the Federation level and within our unions. How can we increase the space for our workers? First, we invited unions to submit topics to be added to the agenda of the federative bodies for discussion. Some interesting proposals came out of these discussions as a result of this new approach.

Although some interesting proposals came out of these discussions, we will have to revisit these topics. Challenges on the matter are huge.

The second one focused on the condition of our various networks. Exchanges allowed us to identify several levels of deficiencies in the organization of services and work. We will go a little further this time by looking at possible solutions to improve the situation and undo the harmful effects of the reforms that have been going wrong for nearly 20 years. We must find solutions based on the indications given by the people who are in the field every day.

The essence of the report will therefore deal with these follow-ups.

### **STATUS OF OUR NETWORKS**

During the Federal Council held last December, we held workshops that allowed for an overview of the situation in the health and social services network, several months after the pandemic began.

Unsurprisingly, most workshops reported significant work overload, which is getting worse every year, and the consequences of this overload are at an extreme level. The impact on staff health is clearly felt in all job categories.

Obviously, this has many other repercussions. For example, the sense of belonging to the network, its mission and its institution has been steadily decreasing for several years and particularly since the Barrette reform. This reform has contributed greatly to the dehumanization of services offered to the population and even to the dehumanization of work relations, to the point of reaching a critical point.

The centralization of management, more and more authoritatively applied, in addition to contributing to the loss of the sense of belonging, has led to many problems of all kinds (recall list management problems, decisions that take forever to reach the field because of the complexity of the chain of command, teams' loss of autonomy at service points, etc.). The overcentralization, combined with the structures' vast extent, has rendered the system downright dysfunctional.

The lack of team meetings and the lack of autonomy, reported in several workshops, do not help to improve the situation, either to improve teamwork or to better create a sense of belonging to the core mission.

Centralized management also makes it much more difficult to identify who is accountable for decisions. This is true for both the staff and the population. Middle managers have no room to manoeuvre, and we often feel that they do not want to intervene to solve problems.

It is not surprising, therefore, that departures, which were on the rise before COVID, are now increasing.

The lack of work recognition (particularly, but not exclusively, from the employer) for all staff is a glaring problem. It maintains the tension between workers of different job titles and different teams. In addition, overtime (mandatory or not) seems to be a common management practice. There is a significant lack of training and there is some inequity between job titles.

These findings reflect what the Federation had documented in the major surveys conducted just prior to the pandemic. They also allow us to conclude that the precarious situation of the network, prior to the COVID pandemic, not only did not improve, but clearly deteriorated.

### **POSSIBLE SOLUTIONS**

During these same workshops, some possible solutions were identified. Many of the workshops identified decentralization as a priority if the multiple and serious problems mentioned above are to be seriously addressed.

To be effective, decentralization must be rapid and radical. It is then relevant to make the analysis from the local point of service.

Basically, this decentralization must ensure that:

- Communications are much more seamless.
- In case of an emergency, there are people in charge on the site who can make decisions.
- On a day-to-day basis, on-site managers and teams have the autonomy to organize themselves according to the needs of the service and those of the local population they serve.
- Managers and teams on the site can address workforce management issues such as work organization, scheduling and payroll.
- Supply procurement can be handled locally.
- Local managers have budget autonomy.

- On the other hand, the workshop participants agreed that the prioritization of occupational health and safety prevention, with respect to parity, is more than urgent.

In conclusion, employers must now demonstrate that they are listening and that the concerns and solutions put forward by union members must be taken seriously and implemented. Among other things, they will have to allow workers to do their job, with the necessary time to do it well, which is essential to counter dehumanization.

### **CONTINUE THE DEBATE AND DEVELOP AN FSSS POSITION**

Since there seems to be a consensus on the need for significant decentralization, we need to analyze how this will take place. This will be the focus of the present convention.

We will also debate a proposal from the federal office that aims primarily to strengthen the various missions of the health and social services network and childcare services. During this reflection, we will have to consider the fact that the Barrette reform returned several mandates, formerly performed in the public sector, to the community sector, without transferring the pertaining budgets.

- ▣ Whereas the imposition of multiple austerity measures over the years has led to the deterioration of the health, social services and early childhood education networks
- ▣ Whereas structural and governance reforms have contributed to the deterioration of our networks

Whereas several groups, organizations and commissions are raising their voices and strongly denouncing the situation

Whereas the results of our workshop discussions at the December 2020 Federal Council allowed us to clearly identify multiple problems related to the structure, governance and management of our networks which have been reformed many times

Whereas the need to quickly act:

- That the FSSS-CSN prioritize during this mandate the demand for a structural redesign of our networks;
- That the main orientation of this reorganization be the repossession of our missions and their autonomy (hospitals, CHSLDs, CLSCs, CRDIs, communities, CPEs, etc.);
- That we demand substantial economic reinvestment so that these missions can meet the population needs in complete autonomy and with the greatest respect for the working conditions of the workers.

To pursue this reflection, considering the lessons learned from the pandemic, we will hold workshops that will allow us to outline the networks we wish to set up, in accordance with our union values.

From these convention discussions, the Coordinating Committee on Political Action will have a strong mandate. We look forward to hearing from you in the workshops.

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## THE COORDINATION COMMITTEE ON POLITICAL ACTION:

**Annick Trottier**, Regional Vice President of Abitibi-Témiscamingue-Nord-du-Québec

**Kent Denis**, Regional Vice President of Gaspésie-Iles-de-la-Madeleine

**Marie Line Séguin**, Regional Vice President of Cœur-du-Québec

**Jeff Begley**, President

**Philippe Crevier**, Union Consultant assigned to the case

With the precious help of Hubert Forcier and Jean-Michel Savard, FSSS Communications Advisors.

# 8

## **COORDINATION REPORT**



## ASSESSMENT AND OUTLOOK

Since the last convention, the FSSS staff team has made every effort to accomplish the mandates entrusted to it by delegates and address the challenges that arose over the three-year period. The term that followed the 44<sup>th</sup> FSSS convention will be remembered for a very long time! Little did we suspect what awaited us with the terrible COVID-19 global pandemic.

As we write this report, this sad and painful stage of history is not yet behind us. As in all layers of society, the crisis threw our work plans into upheaval and made the team's work dramatically more difficult. Our coordination report for the 2018-2021 term will nevertheless be quite a striking one, we believe, given the extent of the consequences the pandemic had for our members, unions and employees and the entire Quebec population.

This assessment comes as we are fully in the third wave of the pandemic with the arrival of COVID-19 variants. Our union members, whom we have the honour of representing as a union organization, work on the front lines daily and continue to battle day after day to neutralize this darn virus. They're making a huge sacrifice. On top of long working hours, frequent overtime and a considerably heavier workload, the health care system has sadly lost 18 people to COVID-19, while more than 41,000 have been infected in the course of their work in the public sector. Many people will continue to suffer lasting effects from this painful time. It is certainly one of the worst situations we've ever experienced as individuals and as a society. To find a comparable situation, we must go back to the early 1920s and the appearance of the Spanish flu. It's therefore

difficult at this stage to assess all the consequences of the pandemic, but it will definitely leave an indelible mark on our memories and will significantly transform how we live and view the world.

On leaving the 44<sup>th</sup> FSSS convention, the staff team made every effort to act on the various proposals adopted by delegates. It's worth noting that all of the proposals dealt with reversing the pyramid. Implicit was the need to re-establish our credentials as a trade union that represents and fights for its members. The hypercentralization caused by the health and social services system redesign (Bill 10), former Minister of Health Gaétan Barrette's poisoned gift, produced precisely the opposite of the intended proclamations and the health and social services system didn't stand a chance. The reform simply exacerbated the situation and there is more than likely a causal connection between the Barrette reform and COVID-19's ravages in our residential and long-term care facilities (CHSLDs) and private residential care centres (CHPs). Our seniors, society's builders, are the ones who suffered the most under the former Liberal government, which made a last-ditch attempt to "reengineer," privatize and dismantle our public systems. Let's hope Quebecers have long memories this time.

Nevertheless, this necessary reversal of the pyramid could not happen without a profound re-examination of our practices, which takes both time and energy. The team therefore took the time to enrol in Labor Notes, a training program devised by our neighbours to the south, where access to unionization is far more complicated than here in Quebec. The training and ensuing

reading enabled our staff and Federation leaders to incorporate the training concepts into broader discussions, with a genuine concern for reversing the pyramid within our organization.

Here are two concrete examples to demonstrate our determination to do things differently and involve our members directly in our decision-making process. First, the wage demands presented at the central table for the 2020 public sector collective agreement renewal process were based on a survey sent out widely to our members. Previously, we had the unfortunate habit of delivering a salary proposal to activists of the various CSN federations following a series of debates, discussions and situation analyses. This time, the proposal arose primarily out of the results of the consultation of our members and the adoption of the strategic framework. We adopted the same formula to build our package of sectoral demands.

As for the private sectors, from the start of our mandate, we took advantage of every meeting to put an open item on the agenda wherever possible for activists to discuss specific, current issues for that sector. Those are just two examples that demonstrate our determination to do things differently.

At the same time, team members working with the public sector unions, in addition to finalizing the 26 negotiated matters, began work to prepare for the public sector raiding, which was to take place in July 2019, i.e. 180 days before the expiry of the collective agreement. After long exchanges and a variety of analyses, a non-raiding pact was established between the different union organizations, both union centrals and

independent unions. Note that this was just a few months after our bargaining units were merged with the adoption of Bill 10.

Midway through our mandate, we began preparing for raiding in the various private sectors. In conjunction with our union brothers and sisters, we developed a coordination work plan for our sectors in order to ensure follow-up on the realities of each one. A number of staffers and union officials were consulted in our process of reflecting on and analyzing the work plan. We should point out that the collective and group agreements for the daycare (CPE), childcare provider (RSG), intermediate and family resources (RI-RTF) and prehospital sectors were all expiring at the same time as the public sector agreement, so the goal was always to maintain our bargaining power. This approach had its challenges, as everything happens at once in every Federation sector.

It was near the end of the second year of our term that Judge Pierre Flageole delivered his decision, not only raising questions about an entire section of the Labour Code related to the right to strike and the application of essential services, but also significantly improving our bargaining power. His decision is the direct result of the hard work put in by the Federation and the CSN, and we can be extremely proud of this. We had little notion what it would mean in terms of the concrete efforts to redefine our essential services.

At the time, we wanted to have our mandates for essential services for spring 2020, so that we would be equipped with all the tools we needed before the collective agreement expired on March 31, 2020. Our entire strategy and our plans were

put on hold on March 13, 2020, when the Legault government sounded the alarm and placed all of Quebec in a four-week lockdown amid a full-on global pandemic. At the time we had no idea that the situation in Quebec a year later would be just as fragile and that the variants would set off a third wave!

As we write this assessment, Judge Saint-Laurent of the Administrative Labour Tribunal has just delivered a decision on the test case submitted for job classes 2 and 3 by our Syndicat des travailleuses et travailleurs de la santé et des services sociaux de l'Outaouais. The mass filing of lists from all our unions has been submitted to the Tribunal with a view to allowing us to exercise our right to strike when we deem it appropriate.

Of course, all our reactions, methods and habits have been turned upside down. We had no choice but to accept the facts, adapt and review all our processes. For the staff team, it meant a total and obligatory move to telework and a ban on going into workplaces to meet with our unions by the public health directorate. We've been obliged to bargain and make our arguments virtually, forcing team members to make numerous adjustments. All meetings now take place via Zoom or Teams. Union life and democracy within our unions is taking a hit! Our activists and members are in the heart of the pandemic. They struggle day by day with insufficient personal protective equipment.

Members' health and safety thus became the Federation's absolute priority. The team and activists from the various unions get out there week after week in an effort to pressure the Commission des normes, de l'équité, de la santé

et de la sécurité du travail (CNESST) and the Institut national de la santé publique au Québec (INSPQ) to change their positions. We have appealed to CNESST's inspectors in numerous cases, filing complaints under section 51 of the *Occupational Health and Safety Act* (LSST) and taking recourse under section 32, all to ensure that the leaders of our various sectors adopt and adhere to personal protection and prevention measures. Outbreaks are growing rampant in our CHPs and CHSLDs across Quebec and our communities are not escaping unscathed.

The Federation is using every lever at its disposal to guarantee health and safety of its members. With the invaluable cooperation and support of Legal Services, we filed a motion for *mandamus* against the CNESST, calling on it to do its job and act to protect our members during COVID by putting prevention measures in place. At the same time, with the STT de la santé et des services sociaux de l'Outaouais, and with help from the FIQ, we made representations to the Tribunal to demand that N95 masks be provided to healthcare workers in hot spots. We demanded permanent protective measures for all healthcare workers and ultimately, Judge Bouvier decided in our favour on almost every point. It was an unprecedented victory for us at the FSSS-CSN. It means extraordinary progress, because the CNESST dropped its argument and was forced to change a number of its practices. It also disassociated itself from some of the alignments given by the INSPQ, something it had never done before the decision. Employers must now provide better personal protective equipment and their obligation to act according to the required principles of precaution has been reaffirmed.

At almost the same time, i.e. just a few weeks before the Tribunal decision on the STT SSS du CISSS de l'Outaouais case, the CAQ government, through Minister Boulet, tabled Bill 59, designed to revamp the *Occupational Health and Safety Act*, which has undergone no changes in 45 years, despite major labour market changes. As a federation, we commented on the bill in writing, submitting and explaining our views to the Minister of Labour. Our comments were also filed with the parliamentary committee of the National Assembly of Quebec. Our thoughts dealt specifically with the amendments to do with prevention. On that issue, we worked closely with the CSN's labour relations department and more specifically with employees in the defence and environment department. In fact, we had their full support and cooperation throughout the past year. Their occupational health and safety expertise was extremely useful to us in our work and our thought process.

At this moment, we are coming out of the "*Sonnons l'alarme*" demonstration that marked the sad anniversary of the expiry of the public sector collective agreement. Accordingly, after meetings of the CSN's consolidated public sector federations and the consolidated federal sectoral council dealing with FSSS bargaining, we are now a few hours away from launching a tour of general meetings to obtain a strike mandate for an unlimited number of days. All of this is occurring in a political context in which the CAQ government has just tabled its third offer to health and education unions, which we must say is clearly inadequate and is far from meeting the expectations of workers in the public sector systems.

What's more, our childcare providers (RSG sector) are currently preparing an assessment of their latest bargaining session. You'll recall that the sector obtained a settlement late in 2020. As for intermediate and family-type resources (RI-RTF), the sector is currently at an advanced stage of renewing its group agreement. Meetings have been numerous and they have narrowed down the matters under discussion. An agreement looks likely in the coming weeks.

The daycare sector (CPE) is currently in the midst of renewing its collective agreements. Almost all of the unions participating in the regional bargaining tables have filed their demands. At the national table, we presented our demands in early 2021 and just a few meetings have taken place as of now. We hope that sector bargaining will resume in the coming weeks. Further, at the sectoral council meeting of April 15, 2021, sector activists unanimously voted to increase the pressure tactics, without striking, in order to support their bargaining tables.

In the community sector, we are continuing the bargaining at various tables. This is a sector that is booming for the Federation. We have brought in a number of new unions, particularly in the past year. It has to be said that these workers have been largely forgotten and ignored by the CAQ government during the COVID-19 pandemic. The sector has had to increase its protection and prevention efforts on behalf of its workers.

At the private residential care centres (CHP), we are in the midst of a round of general meetings with the goal of proposing to members to extend the expiry of the various collective agreements for one year. The goal is to coordinate all bargaining

tables, demand a \$1 per hour increase for all job titles and thus allow the unions to build their bargaining power and stabilize their labour force.

In the prehospital sector, bargaining is in full swing. We are just a few meetings away from an agreement on all issues that do not involve money and discussions are progressing on the clauses involving money. The raiding period is also in full swing. It should be noted that not all unions go into raiding at the same time. Some independent union organizations renewed their working conditions for seven years during the last round. In addition to the bargaining, which is currently a topic of debate and discussion with the prehospital sector unions, there are also the recommendations being examined by the Ministry of Health that were issued by the national committee on transforming the emergency prehospital sector (CNTSPU). The Federation is closely monitoring how this work unfolds, since the prehospital sector is at risk of having its services restructured.

Our workers at Héma-Québec are all involved in the coordinated bargaining of the five Federation unions, three in Montreal and two in Quebec City. However, the employer persists in putting a wrench in the works of this coordinated bargaining, which has been ongoing for over two years. It is attempting to reduce our bargaining power through various legal measures. As we write this, workers in this sector are standing fast and mobilizing in order to improve their standard of living and working conditions. Solidarity!

We can all agree that the recent months have been particularly trying and the pandemic has significantly complicated our ability to play our role and turn the tide. The choice to work actively for a union or a central to defend the ideal of a better, more just society for all has never been easy and has probably become even more difficult the past few years with the spread of neoliberal ideas and the glorification of individualism. However, the pandemic may provide an opportunity. Despite our efforts to defend public services in our every campaign, we have never managed to demonstrate so eloquently the importance of all our sectors and the work that our members do. Never in the past several years has Quebec society been more aware of the need for our “guardian angels.” It is up to us to transform this moral support from our leaders into a concrete improvement in our working conditions and our standard of living.

Here therefore are the broad strokes of the assessment of our mandate stemming from the 44<sup>th</sup> convention and our review of the current situation at the Federation. In the following sections we will present details of how our team was structured and did its work with our unions and the outlook we want to focus on for our next mandate based on the directions and proposals submitted to delegates at the 45<sup>th</sup> FSSS convention.

## THE TEAM

The staff team derives strength first and foremost from its activism and its cohesiveness. The provincial team, the core team and the regional teams are the three main components of the structure that enables us to achieve our goals and accomplish the work stemming from the mandates adopted by the FSSS delegates. The provincial team is made up of employees, executive committee members, representatives of the regional vice-presidents' offices, four public sector class representatives and five private sector representatives. The provincial team meets by regulation twice a year, in February and October. This is the body that debates the directions, including those dealing with how we are structured and do our work. The provincial team is also consulted on all Federation directions and accordingly we are ready and willing to hold special provincial team meetings when necessary.

For its part, the core team focuses on technical issues that arise out of the adoption of mandates. The team includes an advisor from each region, two coordinators and employees assigned to national files. It should be noted that the core team has not met often since the last mandate, opting instead for meetings with staffers on a targeted basis on technical matters. For example, when we worked on the issue of essential services in the public sector following the Flageole decision, we met with the advisors in charge at each CISSS and CIUSSS. Also, at points during the last mandate and particularly in the midst of the worst of the pandemic, we opted to hold provincial team meetings in order to have an exchange of views and obtain contributions, consensus and support on the various issues we

were facing both at the unions and at the Federation.

Lastly, each regional team is made up of employees and representatives from the regional vice-president's office. Its role is to exchange information and implement various work plans stemming from the Federation's directions. The regional team must also discuss various organizational and work planning matters with each union in the region in question. The regional team gets its mandates from the provincial team and then plans the work in order to respond to priorities, directions and goals voted on by the bodies of the FSSS.

To coordinate all services provided by the Federation to support and assist team members, two employees are designated by the entire FSSS team to hold the offices of coordinator. Coordination duties are set out in Article 136 of the Statutes and By-laws (Appendix A) as well as chapter 8 of the collective agreement for Union workers (Appendix B). We should mention that coordination is supported by six provincial positions assigned to specific files and this makes up the wider coordination group. We can attest that it is the equivalent of the regional teams because wider coordination members help the two coordinators plan, carry out and monitor the various mandates. The wider coordination group also handles some of the sponsorship of new FSSS employees. We also rely on advisors assigned to national duties, i.e. three union advisors who act as spokespeople at the bargaining tables for the RSG, RI-RTF, CPE and prehospital sectors. For the CHP sector, we have a union advisor who coordinates the bargaining, on top of her regular workload. In the provincial structure, we also

have two advisors dedicated to group insurance. Lastly, two advisors are assigned to public sector bargaining, in addition to the advisor who acts as the designated spokesperson.

We should point out that, in addition to the three components of our service structure, we have set up more technical support structures to address the various concerns of all our sectors.

At the private sectors, we set up technical committees consisting of employees dedicated to each of the CPE, RSG, RI-RTF, prehospita and CHP sectors. This gives us an exceptional level of expertise and also ensures cohesion among the specific directions for each sector. The technical committees are made up of the employee(s) in charge of the provincial file and employees from the regional teams that work with those unions.

In addition, to increase our effectiveness, during the last mandate we chose to set up meetings based on communities of interest. For example, rather than mobilize the entire provincial team structure to meet on a specific topic that concerns only one part of the team (e.g.: training on deployment of essential services), we invited the employees concerned by the matter as part of their work. The same goes for our office employees: when we have topics that specifically concern their work. We prefer this type of meeting.

Our specific FSSS structures allow employees to participate actively in the democratic life of the unions, to be present in the workplace, to settle matters for members and to mobilize them on common issues to achieve our goals. They also encourage participation of employees

in the democratic life of the Federation. They enable new employees to receive support and sponsorship in their roles as union advisors. At the CSN, we also work together with respect for one another's roles. We fight to safeguard and improve our systems while keeping our main concern in mind: improving the working conditions and standard of living of the workers we are privileged to represent.

Our team is made up of 104 employees, including 24 secretaries (two executive secretaries), 85 union advisors, one secretary/bookkeeper, two administrative secretaries and one accounting advisor (Appendix C). At the 44<sup>th</sup> FSSS convention in 2018, the position structure was much the same.

Nevertheless, we have had to deal with a number of staff movements and have also had some difficulty with recruitment, particularly in recent months. During the next mandate, we intend to present a resource stabilization project to team members, a process to allow us to build a position structure that ensures sufficient presence of union advisors within the structure. This self-sufficient format, particularly for temporary replacements, will help us deal with surprise absences. In addition, we feel that an exercise should be undertaken in connection with resource allocation and structuring of our work in the Federation. We believe some rebalancing of the position structure is required and that we should perhaps come up with some new ideas and team positions as early as next fall, all of course in compliance with the provisions of the collective agreement that governs us and keeping in mind quality of service to our unions.

Clearly, the last year was not a quiet one for our activists, our members or the FSSS team. We still have a number of challenges ahead, but we're certain we have the team to do so. When you choose to make unionism part of your life, you're choosing a life of struggle, with very little space for a breather. But you're also choosing to be vectors of change in our society... and that's important! Our cohesiveness, solidarity and unity make us a very unique team. Naturally, this uniqueness is greatly appreciated among the unions and members that make up our wonderful federation.

In closing, we take this opportunity to salute those of us who have left for a very well-deserved retirement. On behalf of the team members, we thank the following brothers and sisters: Jean-Claude Gagnier, Robert Leduc, Gilles Raymond, Rosanne Delisle, Anna Pilote, Sylvain Meunier, Pierre Paul, France Sylvestre, Michel Lecompte, Chantal Laurin, Gilles L'Ériger, Jannick Gagnon, Jean-Michel Gaydos, Robert Duchesne, Johanne Fournier, Louis Proulx and Brigitte Frenette.

## PROVINCIAL POSITIONS

As indicated earlier, wider coordination is provided by two coordinators and six employees assigned to national duties.

These six provincial positions are filled by advisors from the provincial team. They are assigned to specific files, as follows:

- Training, consolidation and union life;
- Information and research;
- Jurisprudence and assistance;
- Valuing, promoting and preserving public services (VPP) and occupational health and safety (OHS);
- Public sector bargaining spokesperson;
- Private sectors (CHP, RSG, prehospital, RI-RTF and CPE).

The responsibilities of the Registry and RREGOP are currently handled by a union advisor from the public sector bargaining team. During the next mandate, we intend to pursue discussions with the other public sector federations and the CSN to determine the relevance and efficiency of assigning RREGOP matters to a single CSN resource.



## TRAINING AND CONSOLIDATION

Training sessions are planned in light of the proposals adopted at the last convention and the current context. They are designed and produced by the Federation and delivered by union advisors. Each of the regional teams is responsible for holding these training sessions.

Over the last year, given the pandemic, the FSSS training courses (*Litigations I*, *Litigations II*, *Leadership*, *Delegates* and *Site Delegates* and *Disability*) were adapted for online delivery.

Training is also offered by the various CSN departments and central councils on topics related to their areas of responsibility. We participate in the confederal meetings on training in order to coordinate our activities. We also invite the unions to check the FSSS website, where information on training options offered by the Federation, central councils and CSN departments is found.

## REIMBURSEMENT POLICY

A union assistance policy aiming to foster member participation in training was adopted at the last convention. Although we prefer training to be held in our members' region of origin, we offer the possibility of inter-regional assistance so that members can access Federation training more quickly. The reimbursement policy also applies to virtual training offerings.

Our training sessions are designed to inform members about areas under Federation responsibility:

- bargaining
- defence of members' rights
- union life.

These sessions are offered on an ad hoc basis at local, regional and provincial levels. You will find a list of the training options and statistics kept since the last convention in Appendix D.

## BARGAINING PROCESS

A major component of training is aimed at supporting the bargaining process.

- Sessions given to bargaining committees prior to bargaining and once bargaining is over;
- Sessions given on new collective agreements or local and regional agreements.

We will continue to support our unions during bargaining rounds.

## UNION LIFE AND DISPUTE RESOLUTION

Training sessions include *Litigations I*, *Litigations II*, *Leadership*, *Delegates and Site Delegates* and *Disability*.

► *Litigations I* and *Litigations II* are intended for grievance officers (disputes) or the office of the vice-president responsible for grievances and are designed to develop skills including the following:

- dealing with aggrieved individuals;
- managing grievances, disputes, and disagreements;
- building an argument;
- intervention;
- resolving issues to avoid escalation of disputes to litigation.

► The *Leadership* session builds stronger teamwork skills and teaches how to be an effective leader.

### ► *Delegates sessions*

The *Delegates* and *Site Delegates* sessions are for union councils and are offered to all sectors. A specific session for the CISSS and CIUSSS is also available in the regions.

### ► *Disability session*

The *Disability session* is offered to public sector unions. The training helps with disability management and improved case handling by unions.

These sessions are offered by the union advisor assigned to each area. They are essential for improving union life and qualify under the reimbursement policy for FSSS-CSN training.

## YOUR SESSION EVALUATIONS

We take into account all evaluations done during the training and attempt to respond appropriately to the expectations and comments provided by members.

## SESSIONS OFFERED TO FSSS-CSN EMPLOYEES

- orientation day for new Federation employees;
- thematic and educational sessions offered on an as-needed basis to Federation training advisors;
- other training sessions offered during provincial team meetings in addition to the sessions offered by the CSN departments.

## OUR PRIORITIES FOR THE NEXT MANDATE

- In order to continue restructuring our unions and welcoming new members, we will continue delivering training sessions, including *Litigations I*, *Litigations II*, *Leadership*, *Delegates* and *Site Delegates* and *Disability sessions*. The *Litigations* sessions will be updated with specific content regarding section 47.2 of the Labour Code.
- Sessions will be given for bargaining committees on the new private sector collective and group agreements.
- Sessions will still be offered on demand as part of the public service VPP plan.

## CONSOLIDATION AND UNION LIFE

Union advisors ensure that the basic training is offered to union members, including the *Delegates sessions*. A work plan and follow-up are developed with the union, FSSS advisors and SAMVR.

The most common areas of work in consolidation and union life have to do with internal operational and structural work factors, such as:

- division of duties and responsibilities on the executive committee;
- misunderstandings and failing to adhere to executive committee member roles;
- communication and information transfer;
- delivery of member services;
- allocation of union leave;
- expense reimbursement policy;
- relationship conflicts between two or more executive committee members;
- improving operations of the various union bodies.

## MEMBER PARTICIPATION AT GENERAL MEETINGS

During the next mandate, we will continue our work on consolidation and union life. After a few years of operation as our CISSS and CIUSSS mega-unions, we must examine whether the structures set up following the amalgamation of institutions still meet the needs of members. We will also determine whether our service delivery is optimal.

Restructuring of the public sector unions is ongoing to ensure that communications, information and the union structure promote decentralization, while maintaining coordination of activities. Our way of doing things now needs to be well thought out and structured for operation as a single union to prevent working in silos. We need to make sure that services are available locally and that there are places of exchange and debate to preserve our democracy and ensure continued health of our union life.

As for the private sectors, we will continue to plan and implement work plans taking into account the features specific to each sector to ensure unity in our union life.

## INFORMATION AND RESEARCH

The information and research component was particularly impacted by the COVID-19 pandemic. From March 2020, we were in high demand from the various sectors and classes and from the media. Initially, we had to ensure that our members had all the information about the pandemic and the public health measures. We therefore quickly set up sector-specific means of communication to give members detailed information for each of the sectors we represent.

We rapidly received interview requests on behalf of both the FSSS and the unions. The pandemic hit the health and social services sector hard, and the media and the general public wanted to know what was going on within the walls of our institutions. The first wave was an intense period for public relations. From March to early June 2020, there were more than 2,200 mentions of the CSN and health in the regional and national media. Of those, over 1,300 were on TV and radio and over 800 were in the written press. There were over 200 mentions of the CSN and childcare in regional and national media.

During this period, countless news bulletins, press releases, open letters, social media posts, videos, newsletters, website articles and blog posts were produced to highlight the difficult working conditions experienced by FSSS-CSN members. Protecting staff in workplaces and the need for greater recognition of the work they do were the two issues that took up the most of our time in information and research.

Before the pandemic, a number of important files were on the go, particularly excess work and staff burnout, with our *“Assez! Personnel surchargé”* campaign. The same was true of the battle against the comprehensive four-year-old preschool education program and the issue with paramedics’ workload. In addition, the Federation continued to work on behalf of greater funding for the health and social services system and the educational daycare services system, taking part in the CSN’s *“Vous êtes les services publics. Merci!”* campaign, which promoted various job titles in the system. Throughout our mandate, we also supported the work being done on bargaining.

Support for local unions continued, including media support and advice with communication means to adopt to inform members. A number of training sessions were also offered regarding social media, website development, public speaking and surveys.

Throughout our mandate, the FSSS-CSN communications strategy, aligned with the pyramid reversal theme, was aimed at valuing the work our staff do, supporting our claims for better working conditions and pay, increasing contact with members, meeting the needs of most members, ensuring Federation visibility in the public space and coordinating inter-regional communications.

We pursued these goals by focusing on newsletters to reach a large number of our members directly. We also continued to release sector-based and job title-specific surveys to build media files and showcase the staff we represent. We also introduced a Question of the week from the political action coordinating committee, which was also designed to obtain members' opinions on a variety of issues.

We released a number of videos on labour relations, the collective agreement and members' rights in order to better answer questions that most of our members have. We also took part in the work of the committee on best local union practices, designed to pool great local initiatives in order to democratize our union action and better communicate with and mobilize our members. A sustained effort was made to publicize local and national victories more widely.

We worked on providing Labor Notes training "*Organiser la solidarité*" to the provincial Federation team. This session gave us new methods of building member participation and mobilization in order to obtain victories in our workplaces. Due to the pandemic, we were unable to launch our FSSS-CSN podcast, which was supposed to start in April 2020.

The information advisor also supported the work by the LGBT committee.

Lastly, we continued to play a coordinating role with the Coalition Solidarité santé, notably to support the coalition's work to fight for a fully publicly funded drug insurance plan.

## **JURISPRUDENCE AND SUPPORT**

The role of the advisor responsible for jurisprudence is to provide technical support to team members on everything to do with legal precedents, interpretation of collective agreements, requests for legal opinions, second opinions on requests for judicial review of arbitration decisions and union decisions to take grievances to arbitration or not.

The person responsible for jurisprudence, in conjunction with other advisors, was needed to work on a number of important files, particularly occupational health and safety cases in the context of the pandemic. We participated in and contributed to the preparation of guides and tools to inform unions and members on their rights and the employer's obligations with respect to OHS prevention. Further, we helped develop a legal strategy that reaped major gains for workers, particularly with respect to recognition of airborne transmission of COVID-19 and the associated respiratory protection measures.

In addition, we participated in preparing case law summaries, tools and guides to keep union advisors informed of the evolving law. Similarly, we helped update various training courses for the unions (Litigations II, Disability, etc.).

## **ASSISTANCE**

Note that as part of the Federation's service restructuring, the responsibility for professional assistance (arbitration support), which was previously handled by two union advisors, was merged with the duties of the person responsible for jurisprudence.

In the last mandate, given the reality of labour force renewal, this role became a prominent part of the support advisor's duties.

The professional assistance role basically involves helping advisors who request help with preparing for an arbitration case during representations before the Administrative Labour Tribunal, or even support for a hearing, with a view to education and training.

Lastly, we were asked to support certain regions by taking over the advisory function for unions or by assuming responsibility for representing various arbitration cases or recourses before the Tribunal.

## **PUBLIC SECTOR BARGAINING SPOKESPERSON**

During our last mandate, two people successively acted as the spokespeople for public sector bargaining. Due to the unprecedented situation with the pandemic, distribution of work on the public sector bargaining team changed. The team members rearranged the work and shared responsibility for a number of files, including collective agreement renewal, pay equity, essential services, ministerial orders stemming from the public health emergency, RREGOP and the Registry.

More specifically, the spokesperson worked to support local collective bargaining stemming from the application of Bill 10, which led notably to the creation of the CISSS and CIUSSS groups. Most of these negotiations ended in fall 2018 and winter 2019.

However, during the mandate, renewal of the national public sector collective agreement definitely preoccupied the bargaining team. Preparation for consultations, the content of the negotiations and essential services in their new format under the Labour Code were central to the work.

Further, as of March 2020, the bargaining team had to deal with the many challenges and issues arising from the pandemic that impacted working conditions in place in the health and social services system. Numerous appeals to the Comité patronal de négociation du secteur de la santé et des services sociaux (CPNSSS) were required, dealing with imposition of work conditions through ministerial orders, the Premier's promises regarding beneficiary attendants, personal protective equipment and every other situation that arose during the public health emergency.

The spokespeople also supported the union advisors in helping public sector unions with interpretation of the national collective agreement.

## RREGOP AND THE REGISTRY

### The public sector pension plan (RREGOP)

The RREGOP review committee is made up of two union representatives, including one from the Federation, and two government representatives, from the CPNSSS and the Treasury Board Secretariat. The review committee's mandate is three-fold:

- ▶ Study requests for review under its jurisdiction;
- ▶ Confirm, overturn or render the decision that should have been rendered in its view;
- ▶ Justify and submit comments on its decisions in writing to the requestor and, if applicable, to Retraite Québec.

Since the last convention, the committee continued to analyze cases at its numerous working sessions.

The Federation representative also supported employees with the handling of dismissal cases and the application of arbitration rulings involving agreements related to the pension plan, particularly by ensuring they were in compliance. It also played an advisory role, notifying the provincial team of RREGOP development or amendments and its application (e.g.: the new boundaries for agreements on maintaining the employment relationship).

The Federation also participates in CSN's RREGOP advisory committee and works with the other public sector federations of the CSN, as well as our partners in the Labour Relations Department and on the Comité de coordination des secteurs public et parapublic (CCSPP). In that regard, the Federation initiated discussions dealing with centralization of a portion of the RREGOP services offered by the four public sector federations. These discussions were suspended for the duration of the present bargaining round, but will continue after the national public sector collective agreement is signed.

Lastly, a new retirement guide for public sector union members will be produced by the CCSPP in conjunction with the CSN's RREGOP advisory committee following the bargaining. This guide will take into consideration the latest changes in the national collective agreement.

### Registry

The Registry's role, for its part, is to appoint arbitrators to deal with grievances filed by unions. A Federation advisor attends the sessions, notably to ensure the appointment procedure goes smoothly. The advisor also gets involved in certain administrative disputes that may arise (e.g.: lack of availability of government attorneys or judges, safeguard orders, unreasonable deliberations, etc.).

A number of administrative measures were introduced to improve the function and process of the Registry's meetings. The Federation closely monitors and carefully manages grievances to be handled at the Registry meetings.

It should be noted that use of the summary proceeding, provided for in the national collective agreement, is on the increase as are alternate methods of dispute resolution.

The status of grievances filed with the Registry as of April 9, 2021 is:

- grievances to be assigned: 950
- grievances pending: 2,750
- grievances assigned since June 2018: 3,819
- total: 7,519

### VALUING, PROMOTING AND PRESERVING (VPP) PUBLIC SERVICES AND OCCUPATIONAL HEALTH AND SAFETY

If there is one big lesson to be learned from the COVID-19 pandemic, it's that health and well-being in the general public and among those who work in health and social services as well as educational daycare are closely tied to the health of the systems themselves.

Weakened by years of austerity measures and successive reforms and already operating in crisis mode before the pandemic started, it should come as no surprise that the health and social services system had difficulty coping with the urgent needs caused by the pandemic and that staff who have been overworked and exhausted for years went above and beyond, only to watch the damage unfold. It is also no surprise that absenteeism and staff shortages in both health and social services and childcare are at critical levels, and that many are considering abandoning ships. When all is said and done, the future of these sectors is now more than ever at stake. Restoring the sectors to health inevitably means returning safe and healthy working conditions for staff. Wellness of our systems goes hand in hand with wellness of staff.

Another lesson we can learn from the pandemic is how little interest employers took in prevention in the workplace and the highly damaging consequences this had for the public and for staff. In fact, some paid with their lives.



This was due in part to the sexist nature of the occupational health and safety program and the inefficiencies of prevention, particularly for groups that have not been considered priorities, groups to which all our members belong. It is also due in part to the lax attitude of the CNESST, which had to be brought to order during the pandemic after abdicating its role, leaving the public health system to look after occupational health and safety on its own. Finally, it is due to of a blatant lack of political will, exacerbated by the dysfunction of the many superimposed roles played by the government as an employer. The deficiencies of prevention in workplaces came to light tragically during the pandemic, leading us to the point of no return we now face.

It's certainly enough to leave us indignant and angry. We have worked tirelessly for years, never more so than during the last mandate. We argued for implementation of our resolutions aiming to continue and scale up our fight to value, promote and preserve (VPP) public services and our resolutions aiming to strengthen prevention in our workplaces. After battling hard against the austerity measures and the reforms, we began to conduct major surveys of our members immediately after the last convention in order to document the impacts of neoliberal policies on services, the public and our members, using scientifically valid instruments. In a similar vein, we set up our "Question of the week," designed to build files on topics of public interest that could attract media attention, which was very successful.

Before the pandemic, we were planning, in conjunction with the CSN, to make representations to the political parties to promote the 15 solutions we had developed as part of the "*Grands rendez-vous de la santé*." The solutions came out of a consensus-building process regarding the priority areas to tackle to strengthen our public health and social services.

Just before the pandemic began, we had reported the crisis situation to the government and the CNESST, demanding that our solutions be implemented and prevention mechanisms introduced in our sectors immediately, basing our demands on the eloquent findings of our surveys. At the same time, we put in place our OHS pivot advisor structure to support accountability in all the regions, we demanded that the MSSS be a stakeholder in implementing its global prevention action plan and we were in intensive discussions with the CNESST to get it to act more forcefully on prevention in the sector. Furthermore, we had initiated a project dealing with mental health in educational daycare, had just agreed with our colleagues at the Institut de recherche socioéconomique (IRIS) to undertake a research project dealing with reconfiguration of long-term care, and had examined outsourcing in this sector. We were intending to examine how prevention was structured in all our sectors, with a plan to hold brainstorming sessions on political action and mobilization, with a view to democratizing our actions. And we were preparing our response to the provincial budget... when the pandemic hit.

Barely had our budget response been released when the public health emergency was declared and our priorities turned completely towards supporting the unions and teams dealing with the pandemic. We set up regular OHS-COVID discussions in all sectors, established working tables and opened communications channels with public health, the MSSS and CNESST, conducted literature reviews, issued recommendations and directives and developed information and communication tools: all our efforts were focused on immediate crisis response.

From the initial days of the pandemic, it became apparent that the CNESST was sitting on the sidelines, taking a back seat to public health and the INSPQ in developing prevention measures. This was unacceptable to us and we had to act. We opened up a second priority action area consisting in exerting pressure in every way possible on the CNESST to resume control over occupational health and safety and get it to enforce the Act and to adopt a precautionary stance in its actions. Lobbying, working with opposition parties, building media files, producing investigations, we did everything to try to get things moving quickly.

Faced with the CNESST's recalcitrance despite our repeated calls for action, we had to open a third priority area: legal action. We began legal proceedings in conjunction with the CSN Legal Department. We exerted pressure notably by filing a legal motion of mandamus – an unusual and uncommon legal remedy – which was certainly a factor in the CNESST's later about-face.

We also tried to broaden the scope of preventive withdrawal for individuals with certain health conditions and argued the case for those exposed to a contaminant in the context of the pandemic, with some success.

We lodged a series of complaints to the CNESST from both legal and political standpoints, which led to the Tribunal's judgment in our favour in every respect, notably by reaffirming the precedence of the LSST, the importance of the precautionary principle, the recognition of the risk of airborne transmission and thus the obligation to supply N95 or better masks, in many circumstances. This was a major victory, however it took over a year, with several tens of thousands of health care workers falling ill and close to 20 deaths in that time span, demonstrating the significant dysfunction of occupational health and safety at the CNESST and in our institutions, problems that must be solved.

As for OHS, a fourth priority area was opened when the Minister of Labour tabled his long-awaited draft reform bill. Although it contained a few advances on prevention, the initial reform bill was an unacceptable step backwards for workers' compensation. It was also undeniably sexist, was a major setback for former priority groups and was insufficient for mental health and did too little for prevention. We therefore suggested amendments to the Minister's office. We also mobilized to highlight the bill's gaps and publicize our views.

Of course, the pandemic caused us to deviate somewhat from our work plan, both on VPP and on OHS. On the other hand, it created an opportunity to demonstrate the strength of our teamwork both technically and politically. It also enabled us to take advantage of the CSN's support, particularly in the area of legal services and labour relations.

The pandemic was also a formidable driver of occupational health and safety prevention measures, increasing our conviction tenfold that we have to find a way quickly to change things for good, both in the health and social services system and in childcare, so that these sectors can once again become good places to work and can once again deliver the kind of service the public is entitled to receive.

### **SOME PERSPECTIVES**

As much as the past year has been difficult and tragic, it may also turn out to provide a tremendous springboard for strengthening our health care systems and occupational health and safety prevention.

For that to happen, we will have to ensure that we support the prevention structure and accountability in all workplaces, which will be a major priority during our next mandate. To get there, we hope to have an occupational health and safety program that gives us the means to act on our ambitions. A cornerstone of this major thrust will be our reliance on collaboration. Armed with the experience and impetus we gained from the COVID-19 pandemic, we hope to be able to build on what we developed in response to the crisis.

In addition, we must continue to act so that CNESST, the government ministries and employers shoulder their responsibilities in this area and play their part. We did considerable work in this area during the pandemic and we have no intention of giving up!

More generally, the clear demonstration of the blatant gaps in our various systems provides an interesting perspective for continuing our action. From funding to sector organization, from management to labour organization, now is the time to review everything and to demand that our solutions become reality, when all the issues we have criticized over the past several years were finally revealed to be the major flaws that everyone agrees on today.

That being said, we will have to continue our mobilization and lobbying efforts, particularly to learn collective lessons and to ensure that the right solutions are adopted. After all these years of fighting against the reforms and austerity measures and for health and wellness of our members, now is our opportunity and we must not allow it to slip through our hands—we must be prepared to devote all our energy on this.

## GROUP INSURANCE

As you may recall, the Federation's insurance team is made up of two advisors who work with the insurance committee. One of them works from our offices in Quebec City and the other from the Montreal offices.

The first months of the mandate were spent analyzing the results of the survey conducted in spring 2018, to which over 2,600 members responded. The exercise was part of our plan to reverse the pyramid and was intended to gauge our constituents' feelings directly. It enabled us to propose changes to the plan for the 2019 contract renewal at the federal council meeting in November 2018. A number of those changes were made, notably introduction of mandatory generic substitution for prescription drugs, in order to contain the ever-increasing costs of the plan. Another important decision that arose from the broad consultation exercise was to remove dental coverage from Health Plans II and III to both make it optional and enhance it somewhat. This decision was designed to give our members greater flexibility in their choice of coverage and allow them to assess their own needs and save money. An awareness campaign was rolled out in spring 2019 to help members make an informed decision about these significant changes. In the meantime, we continued to work hard throughout our mandate on developing the CSN plan, which was adopted in April 2021.

In the fall of 2019, we focused on analyzing the results of the spring campaign and on preparing for negotiating the 2020 renewal conditions with the insurance company.

The committee members also quickly got to work to address the federal council's December 2019 mandate to overhaul the current plan, which would apply starting with the next renewal. The redesign was based on four major principles: cost reduction, equity, satisfaction and simplicity. January, February and March 2020 were very productive as the committee brainstormed and considered a variety of scenarios and solutions. A broad consultation was planned for the regional meetings from mid-March to mid-April 2020, however we were forced to change our plans when the pandemic struck. We adjusted quickly and proceeded to hold virtual meetings from April to June 2020. This allowed us to present the most promising ideas for meeting all of the guiding principles identified by the federal council in December 2019. These ideas were presented to the members from all regions, requiring over 30 meetings. The restructured plan was finally adopted at a special federal council meeting on insurance in October 2020.

The work related to the overhaul and the awareness campaign conducted jointly with SSQ in April and May 2021 took up a significant amount of the insurance team's time from November 2020 onwards. This work is still under way to ensure that everything is ready for July 1, 2021.

The work on disability management and dispute resolution, an element tied to public sector long-term disability insurance, but also private sectors and RSG short-term disability, continued throughout the entire mandate. In addition, the advisors assigned to group insurance supported the advisors and unions, notably with training days for union advisors. The purpose of this work was to ensure better case management and more consistent and standardized processing within the Federation. Incidentally, an update of the Disability training is now under way.

### **WIDER COORDINATION**

During the next term, the wider coordination group will continue to play a role in designing and monitoring work plans stemming from exchanges and discussions with members of the provincial team. Therefore, the wider coordination group will continue to provide team members with tools for applying decisions of provincial bodies and the provincial teams. It will continue to support new employees and help with their training. The wider coordination group will adjust its structure, where applicable, as needs arise.

### **PRIVATE SECTORS**

In the Federation's private sectors, as you may recall, union advisors are assigned for the duration of bargaining to each sector (Appendix C) to accomplish a variety of tasks. Currently, the Federation represents nearly 200 unions with over 25,000 members from the private sectors. We can certainly say that the private sector unions within the Federation are expanding quickly.

### **PRIVATE RESIDENTIAL CARE CENTRES (CHP)**

During our last mandate, we decided to conduct a survey of our members to clearly identify and understand working conditions for these workers. The results of the survey were not very reassuring.

Unfortunately, there's no getting around the fact that for years our government has reneged on its commitment to ensure care and well-being for our seniors, who grow increasingly vulnerable and fragile. With the massive closure of long-term care facilities in the sector, large organizations have taken over services that had previously been within the fold of the public sector. Assessing needs for this clientele is taking longer and longer. The hours of care required for elders in the system are increasing and residence owners do not complain because the wait time to relocate such individuals can be more than two years. This means that these clients are not receiving the care they need and are paying for care that should be covered by the public sector. The more users there are in private residential long-term care, the more money the owners make.

To top it off, working conditions continue to get worse. In the 1990s, someone might have had to work a night shift alone at a 200-room facility. This is still true today, but now the residents have even greater loss of independence.

What's more, owners are increasingly signing contracts with the public sector, often to the detriment of users and workers.

We have lost our humanity.

### 2018-2021 BARGAINING

Nearly 40 bargaining units joined in the 2018-2021 coordinated bargaining, with two items on the platform:

- March 31, 2021 agreement end date and a pay increase equivalent to the minimum wage increase or \$0.50, whichever is higher;
- By the end of the round, 29 unions had reached the platform, while nine withdrew when they achieved the agreement end date of March 31, 2021.

### 2021-2022 BARGAINING

In February, the federal sectoral council for CHPs adopted a platform that included extending the collective agreements for one year and obtaining a \$1 per hour pay increase for all job titles due to the COVID-19 situation: staff turnover, the serious needs of clients, lack of equipment, etc. The extension year will allow us to consolidate our union action and introduce a worker value campaign for the sector that will be based on a province-wide standard of care.

As we write this report, the general meetings are under way and nearly 60 bargaining units have been invited to join in the coordinated bargaining for our sector.

### HOME CHILDCARE PROVIDERS (RSG)

The past two years have been focused on preparing and bargaining for the renewal of the group agreement, which expired on March 31, 2019. After more than 21 months of bargaining, the agreement was finally renewed on December 17, 2020 on the mediator's recommendation. The bargaining process, which took place via

videoconference, was difficult and did not result in the anticipated monetary gains, particularly with respect to equity with comparable jobs. However, our work on this will continue over the coming months, as the committee responsible for the work will remain in place.

In addition, to resolve the oft-criticized difficulties in relations with coordinating offices, we will have to agree on the new guides with the Ministry of the Family. After 10 years of union struggle, the new preventive withdrawal plan for home childcare providers was established in September 2019 and it is now fully recognized that RSGs have the same protection as all other employees. Monitoring of application will be required, however.

In the past two years, we have also noted that nearly 10% of RSGs have chosen to leave the profession. A number of factors are at play, including the additional administrative and regulatory workload and the impact of 4-year-old kindergarten, not to mention the impacts of the public health emergency. The challenge over the coming months will be to work with sector players to identify ways of fostering RSG recruitment and retention in order to curb the exodus.

Following up on the work of the ad hoc committee dealing with the *Act respecting the representation of certain home childcare providers and the negotiation process for their group agreements*, a number of demands have been put forth seeking a series of legislative amendments to give us full bargaining power to take coordinated action during the bargaining process. Lobbying efforts will thus need to be organized in the coming months.

## **INTERMEDIATE AND FAMILY RESOURCES (RI-RTF)**

In recent months, the RI-RTF sector has been concerned mainly with preparing and bargaining for renewal of the group agreements with the Ministry of Health and Social Services. Although a number of developments have furthered the negotiations, there are still many important issues that have not been resolved at the time of writing this report. Furthermore, similar to the public sector bargaining, we do not sense any urgency on the part of the Ministry to bring the bargaining to a conclusion. In addition, some legislative constraints limit the use of coordinated action for resources who are isolated and alone in their residences with users who are assigned to them on an ongoing basis by their institution, a significant challenge that needs to be addressed for this sector.

Accordingly, the work by the CHP, RI-RTF, CPE and RSG inter-sectoral committee, which looked at all of the difficulties related to production of attestations of no impediments and verification of court records, has made it possible to put forth a particularly innovative demand aimed at establishing a government agency to centralize all processing of requests and standardize the interpretation and production of documentation. Lobbying on this front will be handled by the sectors involved during the next mandate.

## **EARLY CHILDHOOD CENTRES (CPE)**

The 2018-2021 period began with the signature of the 2015-2020 collective agreement and implementation of the new provisions. Although this was an “inter-bargaining” period, the mandate was not uneventful. Progress was made on a

number of major issues, particularly the Court of Appeal cases on the structure of consolidated bargaining, ratios, attestations of no impediments and maintaining pay equity, not to mention the many topics related to COVID-19. This was also the time to take note of the damage done over the past 10 years of budget cuts in the system.

We were obliged to launch our “*4 ans c’pas grand*” campaign to deal with the opening of four-year-old kindergarten everywhere, faced with the government’s obstinacy in fulfilling its election promises, despite the fact that there was almost complete consensus that the disadvantages outweighed the benefits. Among the negative impacts is undoubtedly the devaluing of the work in CPEs, which exacerbates the issues with recruitment in the network. A blatant labour shortage is the result, leading to difficulties in all areas of their work, particularly recruitment.

When the collective agreements were signed, there were only two years left in the agreement. We had to get right back to work to prepare for the next round, which began in early 2020. A list of demands was ready by April 1, 2020, but bargaining didn’t begin until February 2021. The delay was mainly due to the major upheaval in the sector since March 13, 2020.

The next mandate will therefore begin with bargaining which will be critical to the future of the network and we know that we can rely on the energy and combativeness of workers to come out on the winning side.

## PREHOSPITAL SECTOR

The three-year mandate in the prehospital sector was also pretty eventful. In addition to having a change of national advisors at the start of the mandate, we had to go ahead with our bargaining assessment, which was critical because we were to establish the way we planned to structure the bargaining for paramedics and support staff. We then conducted a very open consultation process for the renewal of bargaining, collecting over 6,050 demands. We should also emphasize that the unions of emergency medical dispatchers (RMU) are in their first coordinated bargaining process and we believe it will help showcase the profession.

Alongside the start of bargaining, the government appointed a committee with a mandate to transform the prehospital sector. The FSSS filed submissions to make its views known on how the sector should evolve over the next 15 years. The discussions touched on sensitive issues such as professionalization, community development, expansion and enrichment of the profession, etc.

Lastly, a great deal of work is also under way on various sectoral committees. For example, we monitored the Fonds Éric-Charbonneau, developed a management policy to help guide the sector, held guidance discussions on renewal of the insurance contract and the pension plan for ambulance and paramedical technicians and we re-established the committee dealing with unorganized regions.

We should mention that the prehospital sector worked actively on occupational health and safety, both on the prevention side and the reparations side, on modulation of intervention protocols, on personal protective equipment and distribution and on compliance with PPE protocols.

In addition, a number of campaigns aimed at enforcing the December 2017 agreement on scheduled standby shifts are still ongoing and the team has actively participated in those campaigns. We have vociferously demanded the transformation of scheduled standby shifts into hourly schedules when targets are met.

Although teamwork is an excellent quality at the FSSS-CSN, we have to underscore the transparency, passion and collegiality of our team members on a daily basis. Employers work together on management associations and it is imperative that we do the same. We can definitely say that we have risen to the challenge.



## PRIVATE INSTITUTIONS AND COMMUNITY ORGANIZATIONS SECTOR

During the last mandate, we made a commitment to bring to light the community sector and our private institutions. The goal was to look at these setting with members to see how the Federation could better organize and develop the sector, while taking into account their situation and their goals.

At the start of the mandate, we held two dinner meetings with community groups and private institutions during a federal council meeting to get feedback regarding their diverse situations and their specific needs. We discussed potential solutions and also allowed the activists in attendance to network with each other. In our opinion, these were critical things to get in place to provide greater support to this sector.

During the FSSS federal council meetings, we took advantage of the forum for questions of privilege to share the reality of these sectors with all Federation activists. The first union to speak was the *Syndicat des travailleuses et travailleurs en intervention communautaire de Montréal* (STTIC) in 2018. At the regular federal council meeting in 2019, representatives of the Maison réalité in the Outaouais region shared their reality with delegates. In 2020, the Entre-Toit union shared their story at our virtual meeting (in light of the pandemic).

We also held a day with the unions of religious institutions on September 19, 2019 to learn about their circumstances and examine the possibility of including them in the CHP sector. Despite the similarities between the two sectors, we concluded that the religious institutions have their own specific reality. However, the day of reflection provided an opportunity for some valuable and inspiring dialogue.

In this unique pandemic context, the vice-president in charge of the FSSS private sectors and the coordination group for the private sectors met and supported a number of unions that were grappling with serious problems in the peak of the pandemic for which the Ministry of Health had no time or solution.

In terms of outlook, we intend to develop the private institutions and community organizations sector in a more structured way over the next term. We believe there is a desire among these unions and we plan to work on the issues in this sector to better organize and structure these unions and get them networking to develop a work plan for greater coordination among the unions and the advisors assigned to the various files.

## CONFEDERAL SERVICES

We work closely with the CSN's health and environment department, research and status of women department, negotiation support service, admin department auditing group, unionization department, mobilization and regional life support service and legal department.

**The legal department** helps with the provincial team's training activities, issues legal opinions on request and represents our members and unions before the courts or the administrative tribunals when a member of the Quebec Bar is required.

**The health and environment department** assists in supporting the provincial team with everything to do with cases of people with occupational injuries as well as on prevention and the environment. The department also provides advice to the FSSS team in its areas of expertise.

**The research and status of women department** helps support the team, particularly with the briefs assigned to them regarding the FSSS's issues. This department also works on financial analysis and authorizes contracts for MCE, which supports the Federation's unions.

**The negotiation support service** helps the team with calculating and analyzing pay scales and in applying the Pay Equity Act as well as with issues related to introducing or upholding pension plans in union collective agreements.

**The communications department** is primarily involved during bargaining periods, in both the public sector and the various private sectors. The department provides valuable assistance during the various confederal and sectoral campaigns, as well as the change of union allegiance campaigns.

**The admin department's auditing group** is in high demand by our unions and lends considerable support, analysis and expertise to unions that need to have their books audited.

**The mobilization and regional life support service (SAMVR)** is an incredibly important department for Federation unions and the staff team. With its help, the unions are able to build their bargaining power for their various struggles, in their negotiations or in the allegiance change campaigns. In addition, a national SAMVR advisor is appointed to support the FSSS on every campaign that it heads up.

Lastly, **the unionization department** is increasingly involved with the Federation unions, because it is the master of allegiance campaigns and supports the Federation teams and SAMVR.

The CSN's inter-team work is in our view one of the major strengths of our organization. By uniting our strengths and carrying out our different responsibilities, we are able to provide better service to our members.

## CONCLUSION

In conclusion, you will not be surprised to know how proud we are of the work accomplished by the FSSS team. We have been able to rise to the challenge thanks to our solidarity, our resilience and our battle-readiness, which comes out even more when we are faced with extraordinary situations. The team gets its strength from its unions, its activists, its elected officials and the employees who make it up. All together for a better future. We will not abandon our fight to safeguard and improve our public services! Let's remain faithful to our values in synergy with the union movement as a whole: we will continue the fight!

*We organize the essentials!*

Nancy Poirier and Martin Tremblay,  
FSSS coordinators

## APPENDIX A

### Excerpts from the FSSS Constitution and By-laws

Roles and duties of the service co-ordinators under Article 136 of the FSSS Constitution and By-laws

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

- a) The main role of the service co-ordinators is to co-ordinate, plan and oversee the implementation of collective bargaining and collective agreements and group agreements.

They report to the Executive Committee in carrying out their role.

- b) To this end, they lead, co-ordinate and plan the work of the Federation's employees.
- c) Under Article 7 of the Federation's constitution, they establish the procedures required to have each affiliated union submit to the Federation for approval any proposed collective agreement or group agreement or any proposed amendments to a collective agreement or group agreement to be negotiated.
- d) The service co-ordinators give the Executive Committee a report on their activities and work and on the activities and work of the staff employed by the Federation.

When the circumstances so require and they deem it appropriate, the service co-ordinators intervene directly in collective bargaining, after consulting the interested parties.

They also report in writing to each convention.

- e) Any complaint about services must be forwarded to the service co-ordinators, who investigate and report back to the Executive Committee and the union concerned.

**APPENDIX B****Coordination duties according to the Collective Agreement (Art. 8.06)**

The coordinator's main duties are as follows:

- a) assist the executive committee and other decision-making bodies of the organization;
- b) plan and hold team meetings;
- c) ensure follow-up on decisions made at the meetings;
- d) maintain ties for ongoing cooperation with other union departments and organizations;
- e) handle training and coaching for new employees;
- f) ensure that employees receive ongoing training and the necessary information and documentation;
- g) coordinate and advise employees in their work and ensure it gets done;
- h) examine union requests and service issues (replacements, excessive workload, leave for training, participation in decision-making bodies of the CSN, etc.) and make day-to-day decisions as part of his or her mandates;
- i) examine activity reports and sign off on expense accounts;
- j) receive complaints regarding employees, investigate and report back;
- k) on request, represent the organization for the purposes of applying this agreement, except to the confederal committee and the CPN;
- l) participate in meetings of the CSN confederal office.

## APPENDIX C

### List of employees including FSSS national departments

#### REGIONAL SERVICES

##### 1A - Gaspésie - Îles-de-la-Madeleine

Édith Nicolas, office employee (service agreement)

Jacinthe Cyr, office employee (service agreement)

Benoit Cayouette, union advisor

Guillaume Dionne, union advisor

Joey Vanhoutte, union advisor

##### 1B - Bas-Saint-Laurent

Caroline Deschênes, office employee (service agreement)

Joanne Guertin, union advisor

Jimena Riuz Aragon (Robin Turcotte), union advisor

##### 02 - Saguenay-Lac-Saint-Jean

Sylvie L. Tremblay, office employee

France Santerre (Martin Tremblay), union advisor

Vincent Noël, union advisor

Valérie Bélanger, union advisor

Félix-Antoine Gagnon Goulet, union advisor

##### 03 - Québec-Chaudière-Appalaches

Diane Pouliot, office employee

Valérie Lacasse, office employee

Charles Paquin (Pier-Olivier Angers), union advisor

Julie Morissette, union advisor

Andréanne Jourdain, union advisor

Léonie Bourbonnais-Imbeault (Stéphane Côté), union advisor

Claudine Desrosiers, union advisor

Christian Lachance, union advisor

Raphaël Poirier-Goupil, union advisor

**04 - Cœur-du-Québec**

Linda Christofferson-Dugré (Christiane Caron), office employee

Nicole Bergeron, union advisor

Mélanie Fortin, union advisor

André-Philippe Langis (Jean-François Therrien), union advisor

Émilie Ferguson (Samuel Trépanier), union advisor

**05 - Estrie**

Caroline Roberge, office employee (service agreement)

Noémie Ouellet, union advisor

Steve Lemieux (Jonathan Fournier), union advisor

Jean-François Wilford, union advisor

**6A - Montréal-Laval-Grand-Nord**

Sylvie Laforest, office employee

Myrna Gonzalez-Mendez, office employee

Géraldine Robert (Dalila Badis), office employee

Jade Vivier Brisebois (Amélie Rivard), office employee

Marie-Pier Dalpé, office employee

Maude Péloquin, office employee

Raphaël Gagné Vaillancourt (Hubert Forcier et Jean-Michel Savard), union advisor

Francis Gilbert (Audrey Lefebvre-Sauvé), union advisor

Stéphanie Hazan (Étienne Bergeron et David Santos), union advisor

Philippe Morin, union advisor

Mazigh Serkhane (François Renaud), union advisor

Amélie Lafrenière-Gareau, union advisor

Jean-Pierre Daubois, union advisor

Francis Gagné (Jean-Michel Thériault, Nancy Poirier), union advisor

Catherine Proulx (Gilles Tremblay), union advisor

Alexandre Phaneuf, union advisor

Gilles Leblanc, union advisor

Denis Sylvestre, union advisor

Jan Frans Ricard (Xavier M. Milton), union advisor

Jacqueline Bernier, union advisor

Sylvie Pinard, union advisor

Chloé Houle, union advisor

Samuel Harvey (Julia Bendavid), union advisor

Nathalie Belleau, union advisor

Jeadoth Pierre Antoine, union advisor

Narcisa-Fanica Ioanide, union advisor

### **6B - Laurentides-Lanaudière**

Chantal Guindon, office employee, Saint-Jérôme

Caroline Morin (Claude Bosset), union advisor

Geneviève Moreau (Jeanne Trudeau), union advisor

Valérie Martel (Marisol Durand), union advisor

Anick Aubry, union advisor

François Ayotte, union advisor

### **6C - Montérégie**

Dominique Tanguay, office employee

Manon Dubois, office employee

Stéphane Larouche, union advisor

Simon Christin (François Demers), union advisor

Fanny Cotnoir Majeau, union advisor

Yanik Maheu (Lise-Ange Parent), union advisor

Alexandre Joly (Philippe Crevier), union advisor

Mohamed Boussaïd, union advisor

### **07 - Outaouais**

Julie Masson, office employee

Jean-François Bruneau, union advisor

Mireille Joly, union advisor

Nadine Rozon, union advisor

**08 - Abitibi - Témiscamingue-Nord-du-Québec**

Sylvie Gaudet, office employee

Stéphane Langlois, union advisor

Gilbert Roussy, union advisor

Fanny Landry-Lymburner, union advisor

**09 - Côte-Nord**

Julie Boudreault, office employee, Sept-Îles (service agreement)

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

David Julien, union advisor Sept-Îles

Lydia Giguère, union advisor, Sept-Îles

Dany St-Gelais, union advisor, Baie-Comeau

**ACCOUNTING**

Sara Doré, administrative secretary

Daphnée Noël, administrative secretary

Cam Van Nguyen, financial secretary

Gail Gagné, union advisor, accounting

**NATIONAL POSITIONS**

Christiane Marcil, executive secretary, executive committee, federal committees, public sector bodies, consolidation

Julie Chartrand, executive secretary, coordination, private sectors executive committee, insurance, VPP and OHS

Patricia Benoit, office employee, training, consolidation, union life, CPE, RSG, RI-RTF

Jennifer Paquette, office employee, public sector bargaining



**WIDER COORDINATION**

Nancy Poirier, coordinator

Martin Tremblay, coordinator

Jean-Michel Savard (Hubert Forcier), information and research

Pier-Olivier Angers, jurisprudence and support

Jean-François Therrien, formation, consolidation and union life

Philippe Crevier, public service value, promotion and preservation (VPP) and occupational health and safety (OHS)

Audrey Lefebvre-Sauvé, public sector bargaining spokesperson

Claude Bosset, private sector representative

**NATIONAL ASSIGNMENTS**

David Santos, public and private sector insurance

Stéphane Côté, public and private sector insurance

Luc Bastien, public sector bargaining team

Julia Bendavid, public sector bargaining team

Xavier M. Milton, public sector bargaining team, REEGOP and Registry

Claude Bosset, RI-RTF and RSG (private sectors)

François Demers, CPE (private sectors)

Joanne Guertin, CHP (private sectors)

Samuel Trépanier, prehospital (private sectors)

Updated on April 11, 2021

## ANNEXE D

### List of Training and Statistics from the 44th and 45th FSSS-CSN Conventions

S = number of sessions P = number of participants	S	P	S	P	S	P	S	P
	2018		2019		2020		2021	
<b>List of sessions</b>								
Delegates	5	47	6	89	9	129	2	10
Site Delegates - CISSS and CIUSSS	5	43	8	76	1	9		
Delegates - English	1	18	1	5				
Excessive workload					2	22		
Litigations I - French	2	15	8	79	3	25	4	45
Litigations I - English	1	18	1	5				
Litigations II - French	4	42	5	42				
Litigations II - English								
Union leadership - French	4	31	4	39	1	6	1	20
Union leadership - English								
Disability - French	2	17	2	15	1	5	2	17
Disability - English	1	18	1	5				
OPE - Bargaining and consolidated bargaining								
OPE - Collective agreement	3	51	17	393				
OPE - Financial statements								
CHP - Coordinated bargaining								
CHP - Financial statements								
RI-RTF - Group agreement								
RI-RTF - Bargaining committee								
RSG - Laws and regulations								
RSG - Group agreement							1	38
PREHOSPITAL - Negotiation training					1	16		
PREHOSPITAL - Collective agreement	1	20						
Negotiating local public sector provisions								
NCC 2016-2020 amended and new provisions								
Letters of agreement and letters of intent for union executives								
VPP I								
VPP II								
Essential services - 2020 tour							1	112
FSSS-FP - public sector group insurance plan								
Pay equity - private sector								
Public sector collective agreement (2016-2020)								
Social media (6 French 1 English)								

S = number of sessions P = number of participants	S	P	S	P	S	P	S	P
	2018		2019		2020		2021	
List of sessions								

SESSIONS FOR FSSS–CSN EMPLOYEES AND THEMATIC SESSIONS								
Maintaining pay equity			1	7			2	21
New FSSS-CSN employees			1	12			4	19
OPE budget rules							2	16
RSG – Group agreement							1	12
Social media (prov. team)								
Local provisions and national collective agreement 2016-2020								
Communications								

# 9

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

Occupational health and safety are central to our concerns, in all our workplaces.

Over the course of this mandate, the pandemic has forced us to become aware of the importance of the prevention aspect of occupational health and safety, with union responsibility placed front and centre.

First, we would like to reiterate the 44<sup>th</sup> Convention's recommendations for the implementation of our current workplan:

- ▶ That the FSSS-CSN continue demanding that the health and social services sector be a priority sector.
- ▶ That the FSSS-CSN demand that the Act respecting industrial accidents and occupational diseases be amended by adding the presumption regarding post-traumatic stress disorder.
- ▶ That the FSSS-CSN OHS Committee continue its efforts to equip the unions to assume greater responsibility for prevention, in particular by developing training tools and services.

We have achieved our goals, despite the upheaval caused by the pandemic.

#### **Recommendation 1**

- ▶ That the FSSS-CSN continue demanding that the health and social services sector be a priority sector.

The Committee showed a video on the CSN's national occupational health and safety week held October 14-19, 2019, with the theme Réussir en prévention [Succeeding at prevention]. The purpose of the presentation was to demonstrate that when employers make room for solutions proposed by staff, occupational health and safety improve.

We held meetings with Labour Minister Jean Boulet.

We did inter-union work.

The FSSS also produced a brief following the tabling of Bill 59 and presented it at another meeting in Minister Boulet's office.

Finally, several protests were made in the media.

## Recommendation 2

- That the FSSS-CSN demand that the *Act respecting industrial accidents and occupational diseases* be amended by the addition of the presumption regarding post-traumatic stress disorder.

The Committee reached out to the CSN OHS Committee about lobbying the appropriate bodies to have the presumption regarding PTSD added to the bill. The Federal Council subsequently adopted the addition, and Minister Boulet then added the presumption to the bill.

In October 2019, the *Fédération des employés et employés de services publics* (FEESP-CSN) organized a forum on post-traumatic stress, to which the FSSS OSH made a financial contribution to promote the participation of prehospital sector members.

In the wake of demands to the CNESST regarding their action plan, a joint committee was struck composed of the CNESST, ASSTSAS, MSSS and the unions.

The Committee also produced and issued the first edition of the newsletter *Sans arrêt*<sup>1</sup> in fall 2020.

## The third recommendation:

- That the FSSS-CSN OHS Committee continue its efforts to equip the unions to assume greater responsibility for prevention, in particular by developing training tools and services.

The Committee met with representatives from all private sectors and the public sector to draw up an overview of prevention organization and union responsibility for it.

Advisors played a pivotal role on the issue of occupational health and safety in each region.

The members of the OHS Committee met three times with the local unions. The first meeting was in December 2018, following which a survey was developed in summer 2019. The survey results were shared in November 2019 during the *Bilan et perspectives* meeting and in Federation workshops.

ASSTSAS delivered a training session in November 2019 on union responsibility, and the OHS Committee took advantage of the opportunity to meet with persons responsible for OHS in local unions.

An ad hoc committee on workplace violence was created but had not yet met, owing to the pandemic.

<sup>1</sup> APPENDIX I

The FSSS has four seats on the ASSTSAS Board of Directors and we attended 12 meetings.

With respect to the pandemic itself, Judith Huot, who is responsible for OHS policy, and Philippe Crevier, the OHS union advisor, had to quickly provide support for FSSS employees and for the local unions. They developed information tools<sup>2</sup> addressing mental health, with the support of the CSN Labour Relations Department.

### A BIG WIN!

In the wake of several complaints under section 51 of the *Act respecting occupational health and safety*, the *Commission des normes, de l'équité, de la santé et de la sécurité du travail* (CNESST) issued several action reports on the organization of work and personal protective equipment related to COVID-19.

On March 23, 2021, the Administrative Labour Tribunal sided with the union organizations, who were demanding that employers in the health system and the CNESST take worker protection seriously.

From now on, employers in the health system will have to provide N95 respiratory protection to all personnel working in warm or hot zones with residents suspected of having or who have COVID-19.

[Translation] “Consideration of the precautionary principle when assessing employers’ obligations means that given scientific uncertainties about the identification of the occupational risk and its management in terms of the organization of work and PPE, **the actions of employers must, in view of the obligations, include a certain degree of anticipation and prevention to prevent deterioration of the workplace.**”

Up to now, the employers and the CNESST were refusing to apply the precautionary principle and provide employees with the appropriate PPE. In its decision, the Tribunal also reiterated the duty of employers to test N95 masks for fit on all persons required to wear them, and to create hot and warm zones with teams assigned to each zone.

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<sup>2</sup> APPENDIX II

## CONCLUSION

We are currently in a period of change: *Act respecting occupational health and safety* will be amended and we will get past COVID.

Accordingly, the Committee is making three generic recommendations that will allow us to come back with more concrete motions when the uncertainty is behind us:

- 1 That the FSSS-CSN OHS Committee continue agitating for greater responsibility for prevention.
- 2 That the FSSS-CSN OHS Committee focus on mental health, violence and harassment in the workplace.
- 3 That, if the Act is amended, the FSSS-CSN OHS Committee support the implementation of the new occupational health and safety regime, and take new workplace realities, such as telework, into account.

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### THE FSSS-CSN OCCUPATIONAL HEALTH AND SAFETY COMMITTEE,

**Judith Huot**, Policy

**Lucie Langlois**, Regional Vice-President, Québec-Chaudière-Appalaches

**Marjorie Guay**, STT de Centrale de coordination santé Région de Québec (CSN)

**Steve Bouchard**, STT des Laurentides en santé et services sociaux-CSN

**Philippe Crevier**, Union advisor



### OHS training stats since June 2018

Name	Date	Location	Attendees	Notes
Union action on prevention	March 31, April 1, 2, 2020	Abitibi	0	Cancelled <sup>1</sup>
	April 7, 8, 9, 2020	Eastern Townships	0	Cancelled
Ergonomics (screens or MSD <sup>2</sup> )	November 21 and 22, 2018	Montréal	17	MSD
	February 5 and 6, 2019	Québec City	0	Screens – cancelled
	March 11 and 12, 2019	Québec City	0	Screens – cancelled
	January 27 and 28, 2020	Québec City	23	MSD
	April 14 and 15, 2020	Montréal	0	Cancelled
Preventing violence and harassment in the workplace (Level 1)	December 6 and 7, 2018	Montréal	16	
	March 18 and 19, 2019	Québec City	11	
	November 13 and 14, 2019	Montréal	0	Cancelled
	November 19 and 20, 2019	Québec City	0	Cancelled
	April 8 and 9, 2021	Virtual <sup>3</sup>	18	
	May 4 and 5, 2021	Virtual	16	
Preventing violence and harassment in the workplace (Level 2)	January 28 and 29, 2019	Montréal	13	
	May 9 and 10, 2019	Québec City	11	
	January 29 and 30, 2020	Montréal	8	
	February 26 and 27, 2020	Québec City	0	Cancelled
	March 17 and 18, 2021	Virtual	7	
	May 13 and 14, 2021	Virtual	18	
Mental health and work organization	January 17 and 18, 2019	Québec City	6	
	February 11 and 12, 2019	Montréal	9	
	March 25 and 26, 2020	Québec City	0	Cancelled
	April 29 and 30, 2020	Montréal	0	Cancelled
Air quality	March 25, 2021	Virtual	0	Cancelled
	April 22, 2021	Virtual	15	
	May 20, 2021	Virtual	15	
	June 10, 2021	Virtual		Forthcoming

<sup>1</sup> A session might be cancelled because of low registration, a date conflict or COVID-19 health measures

<sup>2</sup> MSD: musculoskeletal disorders

<sup>3</sup> Virtual: Zoom



## PARITY COMMITTEE OF THE CNESST PUBLIC HEALTH SECTOR

The CNESST national parity committee for the health sector will meet on October 7. We ask to discuss COVID data and statistics, the inventory of PPE, the phase 1 assessment and the phase 2 plan of the CNESST, psychological health, the implementation of the [National Action Plan for the prevention of risks in the workplace and the promotion of overall health 2019-2023](#) and the CNESST approach in support of priority risks in the public sector (violence, falls and zero tolerances)..

## NATIONAL WEEK OF HEALTH AND SECURITY AT WORK

From October 18 to 24, the CSN is holding National Occupational Health and Safety Week. With the pandemic that strikes us, our workplaces, both in the private and public sectors, will not have been so strongly subjected to the multiple challenges represented by this daily struggle for prevention in health and safety.

This week is an opportunity to remind employers of their obligations in terms of health and safety at work, in particular with regard to the measures to be taken to limit the proliferation of the coronavirus.

To know more : <https://semainesst.org/>



## THE EDITORIAL

Here is the first edition of Nonstop (Sans arrêt), the journal on health and security at work of the FSSS-CSN. Why a journal? Taking care of prevention is difficult. The judicialization of cases, mergers, budget cuts and outdated laws make it more difficult to really take charge. The pandemic is the icing on the sundae of the failures of the prevention network.

Why did we call it Nonstop? Because in health and security at work and prevention we have to put in constant efforts to convince employers and the government to act. The COVID-19 pandemic confirms that prevention must be a priority in all sectors. It is worrying that 15,000 workers have been infected and that unfortunately some have died.

We need to work to make sure that doesn't happen again. The reform of the health and security at work regime is upon us and we ask the Minister to have the courage to apply our 4 solutions to ensure the health of exhausted staff:

1. Establish all prevention mechanisms
2. Make a complete update of occupational diseases, among other things so that psychological health problems are recognized.

3. To dejudicial the CNESST compensation scheme, in particular by eliminating the BEM, and review the funding of the compensation scheme
4. Ensure that the CNESST fully plays its role in prevention and that it monitors the effectiveness of our networks

The FSSS-CSN has launched a video clip demonstrating the extent of health and security at work problems and the urgency of reforming the regime. To listen to the video: <http://www.fsss.qc.ca/reforme-sst-ca-presse/>

The Federation maintains the pressure to ensure that our members are well protected. Whether with the ministries, the CNESST and public health, we make the necessary representations. In addition, actions have been taken against the CNESST so that it can play its role.

Finally, the experience of COVID encourages us to continue our sector meetings. These meetings with union representatives feed us in our work to improve things for all members.

Long live Nonstop!

**Judith Huot, FSSS-CSN vice-president**



## THE GOOD MOVE IN HEALTH AND SAFETY AT WORK

You have made some successes in terms of Health and Safety at work, we want to know them and share them! With each issue of the Health and Safety at work Bulletin, we want to let all the members of the FSSS know what you have put in place for your members.

For this first edition, the good move comes from the Quebec Paramedics Union for the implementation of a pilot project with the «Lucas 3» device. In addition to having the objective of increasing the chances of survival of patients taken in charge by paramedics during a cardio-respiratory arrest, the «Lucas 3» helps prevent occupational accidents for paramedics during transport to the hospital.

Without the «Lucas 3», the paramedic who performs the cardiac massage maneuvers in the ambulance vehicle during transport is standing, without being tied down. One can therefore easily imagine what could happen if the ambulance vehicle were involved in a road accident. This situation had become unbearable for the Quebec APTH union. Having obtained no opening from the ministry for the introduction of Lucas in 2017, they did not give up.

Three years of research later on means of protection already available, but in no way resolving the problem at the source and knowing that Lucas was now approved by Health Canada, the union filed a complaint

with the CNESST in August 2019. Following numerous discussions with the employer as well as a clear follow-up from the CNESST, a pilot project was launched in December 2019. The «Lucas 3» is now deployed by the Quebec paramedic supervisors on the intervention sites 24 hours a day.

This is a good example of union support where prevention for the health and safety of workers has been put in the foreground. Well done to the Quebec City APTH!

## HEALTH AND SECURITY AT WORK RESOURCES

- The CSN offers you a wealth of information on health and security at work. To find out more, visit the health and security at work training portal: <https://formationsst.csn.info/>
- Several online health and security at work training, webinars and seminars are taking place in the coming weeks. To find out more and register : <http://www.fsss.qc.ca/bulletin-sst-fsss-csn-sans-arret-edition-1>

## FSSS AND CSN TRAINING IN HEALTH AND SECURITY AT WORK

The pandemic forced us to halt several training activities. We are identifying ways to continue our health and security at work training activities in the context of the pandemic. We hope to be able to resume our training activities in the coming weeks.





## Warning signs of mental health problems

The coronavirus pandemic has caused an unprecedented health crisis. We have lost many of our usual guideposts and our ability to adjust is being tested as never before. It is perfectly natural to have psychological reactions that can vary in intensity and duration over time. The symptoms can include stress, anxiety and depression. They can also present in different ways: physical (headaches, muscle tension, insomnia or waking up at night, gastrointestinal disorders, fatigue, etc.); psychological / emotional (insecurity, sadness, negative thoughts, discouragement, feelings of powerlessness, frustration, anger, etc.); and behavioural (irritability, aggressiveness, isolation, increased consumption of alcohol, drugs or medication, etc.).

### What are the warning signs of a mental health problem?

Some symptoms can be an early warning sign of a mental health problem. They are listed here for information purposes.<sup>1</sup> This is not an exhaustive list of symptoms or a diagnostic tool.

- I'm sleeping more or less than usual
- I feel tired when I get up in the morning
- I find it hard to think about my workday
- The workday seems interminable
- I have less appetite than before
- I'm constantly anxious or worried
- I'm working harder and getting less done
- I feel tense at work
- I often feel sad without knowing why; I feel discouraged
- I feel exhausted at the end of the workday
- I have various physical ailments (muscle aches, headaches, a cold that won't go away)
- I feel I'm at the end of my rope
- I'm particularly irritable; I'm quick to anger
- I find it difficult to relax
- Nothing interests me or is enjoyable anymore

### When to seek help

Don't hesitate to seek help, even if you're not sure you need it. Unfortunately, many people wait until they are unable to function or are in crisis before seeking help. Here are some other signs that may indicate you should see someone:<sup>2</sup>

- You're experiencing distress or symptoms of PTSD<sup>3</sup> (intrusive thoughts, avoidance, disordered thinking, mood disturbances, hyper-vigilance)
- You've lost interest in your favourite activities
- The comfort of your loved ones is no longer enough
- You're starting to have trouble doing daily activities
- You feel tremendous fatigue

<sup>1</sup> CGSST. Mental health at work... From defining to solving the problem. Booklet 2  
<https://www.irsst.qc.ca/media/documents/PubIRSST/R-427-2.pdf?v=2021-05-08>

<sup>2</sup> <https://www.ordrepsy.qc.ca/coronavirus-covid-19-conseils-psychologiques-et-informations-au-grand-public> (in French)

<sup>3</sup> PTSD symptoms were added by the author of this document and do not appear in the OPQ list.

## Information sources

### CSN COVID-19 FAQ

The CSN has created an FAQ to respond to the COVID-related concerns of its affiliated unions and of workers. Visit <https://www.csn.qc.ca/coronavirus-old-2/faq-en/> for more information.

### Ordre des psychologues du Québec.

The Ordre des psychologues has put up a regularly updated webpage about the COVID-19 pandemic. It contains information on:

- normal emotions
- advice on coping with the crisis
- where to get help

Useful tools and resources:

<https://www.ordrepsy.qc.ca/coronavirus-covid-19-conseils-psychologiques-et-informations-au-grand-public>

## Where to turn

For a consultation in the public healthcare system

Contact the institution where you want a consultation directly for an appointment. Wait times may vary. To find out which healthcare institutions offer psychological services in your area, see the Ministère de la Santé et des Services sociaux website. It may be preferable to contact the institution by phone.

For information on public and parapublic community services by region:

Information and referral centre: [211qc.ca](http://211qc.ca)

Provincial resource directory

- Fondation Jeunes en Tête: <http://www.fondationjeunesentete.org/en>
- Mental Health Commission of Canada: <https://www.mentalhealthcommission.ca>

## Help and support

- **Health and social services info line**  
<https://www.quebec.ca/en/health/finding-a-resource/info-social-811> Phone: 811
- **Helpline for parents**  
<https://www.ligneparents.com/LigneParents>  
Phone: 1 800 361-5085
- **Helpline for kids**  
<https://www.teljeunes.com/Tel-jeunes-en>  
Phone: 1 800 263 2266
- **Domestic violence**  
<http://www.sosviolenceconjugale.ca/en>  
Phone: 1 800 363-9010
- **Suicide prevention**  
<https://suicideactionmontreal.org/en/>  
Phone: 1 866 277-3553
- **Drugs – help and referral**  
<http://www.drogue-aidereference.qc.ca/www/index.php?locale=en-CA>  
Phone: 1 800 265-2626
- **Gambling – help and referral**  
<https://aidejeu.ca/en/>  
Phone: 1 800 461-0140
- **Sexual diversity helpline**  
<https://interligne.co/en/>  
Phone: 1 888 505-1010

### Helplines by region

<b>Tel-Aide</b>	<a href="http://www.telaide.org">http://www.telaide.org</a>
<b>Montréal/Montérégie</b>	514 935-1102
<b>Outaouais</b>	819 775-3223
<b>Saguenay–Lac-St-Jean</b>	1 888 600-2433
<b>Québec City</b>	418 686-2433
<b>Valleyfield</b>	450 377-0600

**Beauce-Etchemin**

Centre d'écoute et de prévention du suicide  
[Helpline / suicide prevention] 418 228-0001

**Bellechasse/Lévis/Lotbinière**

Tel-Écoute [Helpline] du Littoral **1 877 747-4094**

**Côte-Nord**

Centre d'écoute et de prévention du suicide  
[Helpline / suicide prevention] 1 866 277-3553

**Drummondville**

Centre d'écoute et de prévention du suicide [Helpline / suicide prevention] **819 477-8855**

**Gaspésie—Îles-de-la-Madeleine**

Ligne de prévention du suicide  
[Suicide prevention line] 1 866 277-3553

**Laval**

Centre d'écoute [Helpline] 450 664-2787

**Outaouais**

Tel-Aide Outaouais [Helpline] 613 741-6433

**Shawinigan**

Tel-Écoute [Helpline] 819 537-5225

**Sherbrooke**

Secours-Amitié Estrie [Helpline] 819 564-2323

**Thetford-Mines**

SOS Ondes-Amitié Estrie [Helpline] 418 338-5522

**Trois-Rivières**

Tel-Écoute [Helpline] 819 376-4242

**Victoriaville**

Tel-Écoute [Helpline] 819 751-0411

**\* All the helplines are available free of charge, 24/7**

**Other resources****Mental health****Revivre**

Mental health support 1 866 738-4873

**Bereavement**

Maison Montbourquette 1 888 533-3845



**Confédération  
des syndicats  
nationaux**

Service de santé-sécurité  
et d'environnement

## Stress, Anxiety and Depression associated with COVID-19 coronavirus disease<sup>1</sup>

### **Possible reactions related to coronavirus (COVID-19) in a pandemic context**

The current coronavirus (COVID-19) pandemic is a particular reality without any precedent. It can affect people on a physical level, but also on a psychological level. Indeed, in such a context, many people will experience reactions of stress, anxiety and depression. This fact sheet is intended as a tool to help you minimize the repercussions of such reactions in your life and to guide you towards resources if necessary.

#### **What is stress?**

Stress is a normal physiological response to an abnormal situation; it is an integral part of our existence. It allows our body to adapt to the many positive or negative events we experience, such as a birth, a wedding, losing a job, etc. Different situations will therefore provoke a stress response. If you are stressed at work, but this stress diminishes in the evening or on weekends, it can be assumed that there are stressors related to your work. Situations with the following characteristics will always generate a stress response. These are the ingredients of stress (Centre for Studies on Human Stress).

#### **The ingredients for stress: P.U.N.E.**

<b>Poor control</b>	You feel that you have little or no control over the situation.
<b>Unpredictability</b>	Something completely unexpected happens or you cannot know in advance what will happen.
<b>New</b>	Something new that you have never experienced happens.
<b>Ego at risk</b>	Your skills and ego are being tested. Your abilities are questioned.

#### **What is anxiety?**

Unlike fear, which is a response to a definite and real threat, anxiety is a response to a vague or unknown threat. Anxiety occurs when we believe that a dangerous or unfortunate event may occur, and we anticipate it.

Each person may experience anxiety to a different degree and intensity. His/her perception of the event will have a great influence on the anxiety intensity experienced.

#### **What is depression?**

<sup>1</sup>

Based on a Ministère de la Santé et des Services sociaux brochure produced for the COVID-19 pandemic. Sections on anxiety and depression are integral.



According to the Multidictionnaire de la langue française, "depression is a temporary state of fatigue, discouragement and sadness". Depression can manifest itself in different ways on the physical and psychological levels, and its intensity varies from one person to another.

### **Possible symptoms related to stress, anxiety and depression**

Reactions of stress, anxiety and depression can manifest themselves in various ways in a person, on different levels (physical, psychological, emotional, behavioral).

#### **On a physical level:**

- Headaches, neck tension, gastrointestinal problems, etc.
- Sleeping disorders
- Decrease in appetite
- Decreased energy, feeling of fatigue
- Etc.

#### **On a behavioral level:**

- Difficulties to concentrate
- Irritability, aggressiveness
- Crying
- Isolation and withdrawal
- Difficulty in decision making
- Increased use of alcohol, drugs and medication
- Etc.

#### **On the psychological and emotional levels:**

- Concerns and insecurity related to the virus
- Feeling overwhelmed by events, powerlessness.
- Inner speech does not always reflect reality
- Negative view of everyday things or events
- Presence of discouragement, insecurity, sadness
- Irritability, frustration, anger
- Etc.

When facing stress and anxiety, try to see where you can take action to regain some control over the situation. One of the ingredients of stress is the feeling of not having or having very little control over the situation. Thus, taking action by deconstructing your stress allows you to increase your sense of control over the situation and to manage your stress.

Also, taking a step back, exercising and expressing your emotions are other strategies to reduce stress.

To learn more, visit the Center for Studies on Human Stress: <https://humanstress.ca/>.

We suggest different sources of information and help resources to consult, if needed.

## **INFORMATION SOURCES**

### **COVID-19 — CSN Frequently Asked Questions**

The CSN is providing CSN unions and workers with frequently asked questions to address concerns related to the coronavirus (COVID-19).

Visit the following address to learn more: <https://www.csn.qc.ca/coronavirus-old-2/faq-en/>

### **L'Ordre des psychologues du Québec**

The Order has produced a regularly updated web page related to the coronavirus (COVID-19) pandemic. You will find information on:

- Normal emotions
- Advice on how to better manage the crisis
- Where to go for help
- Useful tools and resources (in French):  
<https://www.ordrepsy.qc.ca/coronavirus-covid-19-conseils-psychologiques-et-informations-au-grand-public>

## **HELPFUL REFERENCES**

### **For consultations in the public health network**

You must contact the institution where you wish to consult directly to obtain an appointment. Waiting times may vary. To find out which health institution offers psychological services in your area, visit the [Ministère de la Santé et des Services sociaux](#) website. It seems that it is best to call the institution.

### **Information on community, public and para-public services by region**

Information and reference center: [211qc.ca](http://211qc.ca)

### **Provincial Resource Directory**

- Fondation des maladies mentales : [www.fondationdesmaladiesmentales.org](http://www.fondationdesmaladiesmentales.org)
- Mental Health Commission of Canada: [mentalhealthcommission.ca/English](http://mentalhealthcommission.ca/English)

## HELP AND SUPPORT RESOURCES

- **Info-Santé and Info-Social**  
<https://www.quebec.ca/sante/trouver-une-ressource/info-social-811/>  
By phone: 811
- **Ligne Parents** <https://www.ligneparents.com/LigneParents> By phone: 1 800 361-5085
- **Domestic Violence** <http://www.sosviolenceconjugale.ca/> By phone: 1 800 363-9010
- **Suicide Prevention**  
<https://www.aqps.info/>  
By phone: 1 866 APPELLE or 277-3553
- **Drugs – Help and Referral**  
[www.drogue-aidereference.qc.ca](http://www.drogue-aidereference.qc.ca)  
By phone: 1 800 265-2626
- **Gambling – Help and Referral**  
<https://aidejeu.ca/>  
By phone: 1 800 461-0140
- **Gai écoute**  
<https://interligne.co/en/>  
By phone: 1 888 505-1010

### Telephone Support Lines by Region

<b>Tel-Aide</b>	<a href="http://www.telaide.org">http://www.telaide.org</a>
<b>Montréal/Montérégie</b>	514 935-1102
<b>Outaouais</b>	819 775-3223
<b>Saguenay–Lac-Saint-Jean</b>	1 888 600-2433
<b>Québec</b>	418 686-2433
<b>Valleyfield</b>	450 377-0600

<b>Beauce-Etchemin</b> Centre d'écoute et de prévention du suicide	418 228-0001
<b>Bellechasse/Lévis/Lotbinière</b> Tel-Écoute du Littoral	1 877 747-4094
<b>Côte-Nord</b> Centre d'écoute et de prévention du suicide	1 866 277-3553
<b>Drummondville</b> Centre d'écoute et de prévention du suicide	819 477-8855
<b>Gaspésie-Îles-de-la-Madeleine</b> Ligne de prévention du suicide	1 866 277-3553
<b>Laval</b> Centre d'écoute	450 664-2787
<b>Outaouais</b> Tel-Aide Outaouais	613 741-6433
<b>Shawinigan</b> Tel-Écoute	819 537-5225
<b>Sherbrooke</b> Secours-Amitié Estrie	819 564-2323
<b>Thetford-Mines</b> SOS Ondes-Amitié Estrie	418 338-5522
<b>Trois-Rivières</b> Tel-Écoute	819 376-4242
<b>Victoriaville</b> Tel-Écoute	819 751-0411

**\*All support lines are accessible free of charge 7 days a week, 24 hours a day 4**

### **Other ressources**

#### **Santé psychologique**

**Revivre** 1 866 738-4873  
Help for people with psychological health problems

**Mourning**  
Maison Montbourquette 1 888 533-3845

# 10

**REPORT FROM  
THE STATUS OF  
WOMEN COMMITTEE**

The Committee's mandate over the last three years was complicated by member changes. Our term began with one team and ended with a completely different one. The public health crisis that erupted in spring 2020 and problems coordinating schedules only added to our challenges.

Despite all obstacles, however, and through the hard work of all the women on the Committee, we met 11 times during our term and achieved the following:

- Updated guides on parental rights in the public and private sectors, in French and English versions. The electronic versions have been available since winter 2020 on the Federation's website, and print copies have been available since spring 2021.
- A letter to all representatives of the FSSS private sectors sharing the committee's concerns over working conditions for women, and asking that particular attention be paid to those conditions at their next round of bargaining.
- A letter to the *Conseil du statut de la femme* requesting a gender-differentiated analysis, and communicating our concerns over Bill 59, *An Act to Modernize the Occupational Health and Safety Regime* — in spring 2021 (still in progress).
- Production and distribution of a survey on the representation of men and women on the executive committees of the unions affiliated with the FSSS.
- Compilation and analysis of data on women's concerns about the public health crisis in all FSSS sectors, and presentation of the report to the Federal Council in fall 2020.
- Participation at coordination meetings of those responsible for the status of women within the CSN.

**“Never forget that a political, economic or religious crisis will be enough to cast doubt on women's rights. These rights will never be vested. You'll have to stay vigilant your whole life.”** **Simone de Beauvoir**

## MOTIONS FOR THE 45TH CONVENTION

**1** That the Status of Women Committee continue work on the feminization of texts by promoting the training available to the CSN, and that it organize two virtual training sessions for FSSS affiliate unions.

**2** That the Status of Women Committee

- Demand that the *Ministère du Travail, de l'Emploi et de la Solidarité sociale* apply intersectional gender-differentiated analysis (ADS+) to all of its telework initiatives.

- Demand that the *Ministère du Travail, de l'Emploi et de la Solidarité sociale* carry out a broad analysis of issues underlying telework and their impacts on women in an effort to avoid symmetrizing problems that affect women and men.

**3** That as part of the modernization of the occupational health and safety regime, the Status of Women Committee, working with the Health and Safety Committee, demand and continue mobilizing so that:

- All of the Federation's sectors have access to the four prevention mechanisms provided for under the current Act for priority group 1;
- Strengthen the mechanisms for preventing mental illness and workplace violence and harassment, acknowledge them by way of compensation and facilitate access to them;

- Ensure that the requirement to protect women in the workplace who are victims of domestic violence, as set out in Bill 59 (*An Act to Modernize the Occupational Health and Safety Regime*), is upheld and included when the act is passed.

**4** That as part of the modernization of the OHSA, the Status of Women Committee, working with the Health and Safety Committee, demand and continue mobilizing to ensure that the program *For a Safe Maternity Experience* be continued under the current act.

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## MEMBERS OF THE STATUS OF WOMEN COMMITTEE, 2018-2021,

**Policy:** Judith Huot

**Regional vice-presidents:** Julie Legault and Vicky Ouellet

**Advisors:** Geneviève Moreau, Émilie Ferguson and Mireille Joly

**Committee members:** Nathalie Fontaine, Luce Grenier, Jeannette Olmos and Marie-Michèle Chaput.

Thank you to all who served on the committee, even if only for a brief time! Your co-operation is appreciated.



**REPORT FROM  
THE LGBT  
COMMITTEE**



The LGBT Committee is made up of two members (Johanne Toupin and Jonathan Grenier), and Regional Vice-President for Montérégie, Mélanie Bouchard. The Committee is also supported by Hubert Forcier, a union advisor to the FSSS Communications Department.

### **Building awareness and fighting discrimination**

Throughout its term, the committee has raised awareness among Federation members and unions about the realities and problems experienced by LGBT+ people. The Committee continues its fight discrimination and takes action in several ways to win recognition for the rights of LGBT+ people.

### **Employee assistance programs**

During their last term, the Committee members conducted an analysis of the services offered by the various employee assistance programs (EAPs), and concluded that they are not adapted to the realities facing LGBT+ people. We talked to the three companies offering EAPs in the public system about adjusting their service offer to meet the needs of LGBT+ people, particularly those workers in transition.

### **Transition**

The Committee continued its work on this issue and provided the unions with tools to assist in supporting members in transition.

### **Update of tools**

In recent years, the LGBT Committee has produced a number of tools for FSSS unions. You can find the following materials under the LGBT tab on the FSSS web site:

- LGBT resources directory
- The brochure *Comment vous accompagner dans votre transition?* (How can we support you in your transition?)
- The brochure *La transsexualité en bref* (A brief look at transsexuality)
- LGBT questions and answers
- Brochure on cyberbullying
- Brochure on discrimination on the basis of sexual orientation

### **Bisexuality and realities facing lesbians**

A noon talk about issues facing lesbian and bisexual people was presented jointly with the CSN on January 30, 2020. The Committee also posted a relevant article on the website.

### **HIV/AIDS**

World AIDS Day is recognized on December 1 each year. The Committee focused on prevention and information to build awareness of this issue among unions and members. A presentation on HIV/AIDS was made at the December 2019 regular meeting of the Federal Council.

**Support for unions**

Throughout their term, Committee members were available to support the unions in their work with members of the LGBT+ community, including offering to help organize activities for International Day Against Homophobia, Transphobia and Biphobia on May 17.

**Public health crisis**

Like all of the federal committees, the LGBT Committee had to pivot in response to the COVID-19 pandemic. The Committee quickly began an analysis of the pandemic's impacts and made a brief presentation to the 2020 Federal Council.

The work must continue. Accordingly, below are the recommendations of the LGBT-FSSS Committee for the 2021-2024 term.

**2021 RECOMMENDATIONS**

Workplaces are still not discrimination free. The Committee wants to work with the unions to carry out a more in-depth analysis of the situation and produce a more specific tool aimed at the private sectors.

**1** That the LGBT Committee produce a tool covering the various issues relating to inclusion and diversity, with the goal that all employers of FSSS-CSN-affiliated unions adopt an inclusion and diversity policy, particularly in the private sectors.

**2** That the LGBT Committee update certain tools available online. Whereas the right to confidentiality is compromised in workplaces for individuals with HIV, and particularly because of some employers' attitudes;

**3** That the LGBT Committee produce an information and awareness tool on the status and rights of workers with HIV in the workplace, and that the Committee contact the CSN LGBTQ Committee about lobbying government to decriminalize the non-disclosure of HIV for persons with HIV.

**4** That the LGBT Committee launch an information campaign about collaborative support (employer, union, worker) for transgender persons throughout their transition process.

# 12

## **REPORT FROM THE YOUTH COMMITTEE**

Since the election of the Youth Committee for the 2018-2021 term, we have encountered some pitfalls, including some justified absences, but also the COVID-19 pandemic, just like each of you. Despite this, we rolled up our sleeves and made progress in this difficult context.

Our youth as well as other workers have been put to the test with an exponential work overload and enormous constraints in the occupational health and safety during this pandemic. This is why we presented the statistics and analysis of the effects this crisis has on our members at the last Federal Council. This analysis brought out many elements that will guide the Youth Committee for the next term.

### **MANDATES RESULTING FROM THE 44TH CONVENTION OF THE FSSS:**

- Carry out work, in collaboration with the CSN IT department if possible, for the conceptualization of a mobile application for the unions.

  - We have forwarded our ideas and some suggestions to the CSN, and the application is in place.
- Put forward certain demands when renewing the collective agreement.

  - We informed the Negotiating Committees of all sectors of the FSSS about issues affecting young people such as job insecurity, lack of labour, attraction, retention, family-work balance, workload, etc. in order to educate them and that they take into consideration these elements that mean a lot to our young workers.

► Working towards the creation of Youth Committees in local unions

- Unfortunately, some constraints prevented us from carrying out this resolution after the convention because, among other things, the unions made it a priority to fight the health crisis... obviously!

### **OBSERVATIONS**

From the very start of this mandate, we have made certain observations. The first is that we meet a lot of newly hired members who are not informed of their union's contact details or their rights, as employers are giving fewer opportunities for the union to meet them on their welcome day or their first day of work. Obviously, employers are using the current crisis to limit contact with our members. This prevents us from introducing ourselves to the members, explaining some principles of unionism, telling them that they have the absolute right to always ask their union about their rights - or for any other reason - and it is harmless to their employment relationship. There are still many members who are afraid to consult the union for fear of reprisals or dismissal.

The second observation is that there are many young people who ask themselves, "Why am I paying a union?" Or say things like "I don't need a union!" These young people are not informed of the importance of being unionized and are not aware of the struggles that the Confederation and the FSSS have led and all that they have had to face for several years in order to improve the working conditions of thousands of workers. There is a great lack of education about the trade union struggles that we have waged for many years.

The most difficult part is to reach people in a “conventional” way like leaflets or bulky explanatory materials. We have noticed that members very much appreciate short and dynamic explanatory video type formulas, especially young people.

### **YOUTH COMMITTEE RECOMMENDATIONS:**

**1** That the Youth Committee work with the local unions to demand the implementation of welcoming days for newly hired people where the local union would be present to inform them of the union existence, their rights on the occupational health and safety and the collective agreement.

**2** That the Youth Committee create and set up Youth Committees in local unions.

**3** That the Youth Committee put in place tools (video, podcast, documents or other concepts) to inform young people about union life and their rights and to make them aware of union struggles as well as the importance of continuing to promote union life in order to continue to improve workers’ working conditions.

**4** That the Youth Committee work in collaboration with other committees to create and implement tools such as videos or podcasts to summarize documents so the information is dynamic and easy to access.

**5** That the Youth Committee advocate, in collaboration with the concerned federal committees, the following subjects:

- That the health sector be considered as a priority group 1 in the eyes of the CNESST. If the law is amended, in collaboration with the FSSS-CSN OHS Committee, support the implementation of the various changes to the new OHS regime following the LSST modernization.
- Improvement of collective agreements and arrangements on occupational health and safety.
- A reinvestment in our public services.
- Granting of better wages and better working conditions for the retention of workers in our various sectors.
- The decentralization of our networks to provide better service to the population and a local service.

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### **MEMBERS OF THE YOUTH COMMITTEE,**

**Judith Huot**, Executive Officer in charge on the Executive Committee

**Camille Larkin Caron**, SPBTPA du CIUSSS de la Mauricie et du Centre-du-Québec - CSN

**Sébastien Gagné**, STT du CIUSSS du Centre-Sud-de-l’Île-de-Montréal - CSN

**Guillaume Wilson-Patry**, Saguenay-Lac-Saint-Jean Regional Vice-President

**Samuel Trépanier**, FSSS Union Advisor

# 13

## REPORT FROM THE ETHNOCULTURAL COMMITTEE

## FIRST MANDATE

At the January 29-31, 2018 Extraordinary Federal Council, the proposal to create an FSSS Immigration and Ethnocultural Relations Committee was approved. It consists of two elected activists and is under the responsibility of a regional vice president who is a federal office member.

This is our first mandate. Several members were not able to complete their mandate for various reasons, and this has slightly slowed down the planned activities. The current health crisis has not made things any easier, obviously, but we are convinced of the importance of this committee and are more mobilized than ever to continue the work. Here is the debrief of our mandate.

## WORK OF THE COMMITTEE

The Committee presented its first work plan at the November 2019 Federal Council where it was adopted by the stewards present. This work plan was created to establish the foundations of the Committee and to guide us in our work.

We have built a detailed case to introduce a request in the sectoral request book for the public sector negotiation related to the issues identified by the Committee. You will find this proposal in the October 29, 2019, FSSS-CSN sectoral demands filing.

## PROPOSAL 4.9

➤ That a local joint committee on multicultural relations, immigration and Indigenous communities be set up, with the following mandate:

- To identify and implement measures to promote the integration of people from a migrant background and to facilitate harmonious multicultural relations in the workplace.
- To identify issues in the current collective agreement provision application that arise more specifically in the case of people from a migrant background and to define means to eliminate these issues.

We recently presented the specific impacts of the current pandemic at the December 2020 regular Federal Council. The health crisis has had important impacts on everyone's life, but we were able to see that racial groups were very much affected in the first wave, especially in Montreal.

Finally, throughout our mandate, we worked in collaboration with existing committees, whether those of the CSN or the Conseil central du Montréal métropolitain, in order to not duplicate our work. In addition, the Committee members intervened on specific situations in local unions.

## 2021 RECOMMENDATIONS — AN AMBITIOUS WORK PLAN

### Collective Negotiation

In order to improve the working conditions of people from different communities and cultures, that the Immigration and Ethnocultural Relations Committee:

- Get a snapshot of the FSSS members' cultural diversity.
- Get a snapshot by sector of the main issues experienced in workplaces by members of ethnocultural communities, with the CSN collaboration, to recommend to the various FSSS negotiating committee's specific negotiation demands based on issues identified.
- Bring the CSN's demand regarding the union participation in the development and implementation of plans on equal access to employment required by the *Act respecting equal access to employment in public bodies*, in order to facilitate the integration of this demand into the work of the FSSS negotiating committees.

### Union Activities

In order to increase members' representation and participation from different communities and cultures in union activities, that the Immigration and Ethnocultural Relations Committee:

- Assess the current representation of people from different communities and cultures in union structures, with the collaboration of the CSN.
- Get a snapshot of the various tools and practices currently deployed in the unions with regard to inclusion.
- Organize, in the spirit of the inversion of the pyramid, informal days of reflection on the realities, issues and expectations of union officers and members from different ethnocultural communities to determine prospects for future action for better inclusion of all in union activities.



### Information

In order to raise awareness and deconstruct various prejudices and stereotypes, that the Immigration and Ethnocultural Relations Committee:

- Adapt the CSN action plan against systemic racism to make it a workable tool to the FSSS.
- Inform unions and members, in collaboration with the CSN, of the racism and systemic discrimination issues.
- Promote FSSS-affiliated unions to adhere to the proposed action plan so that they can improve intercultural relations and the welcoming, integration and representation practices within their workplaces, structures and proceedings.
- List the tools and training available on intercultural relations and inclusion in union activities and promote them to unions.
- Inform FSSS unions of the demands and campaigns for the migrant status regularization and invite unions to participate and support them.

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### IMMIGRATION AND ETHNOCULTURAL RELATIONS COMMITTEE MEMBERS,

**Judith Huot**, Executive Officer in charge on the Executive Committee

**Frantz Delice**, STT du CIUSSS du Centre-Sud-de-l'Île-de Montréal

**Najoua Zitouni**, STT en CPE de l'Outaouais

**Marlène Figueroa**, Montréal-Laval-Grand Nord Regional Vice President

**Julia Bendavid**, Union Advisor

**(Ramatoulaye Diallo)**

**(Yacin Ouboudinar)**

**(Philippe Crevier**, Union Advisor)

# 14

**REPORT  
FROM THE  
TREASURY BOARD**

Brothers and sisters,

We are pleased to present the report covering the 36-month fiscal period 2018-2021. It reflects the climate in which the Federation has conducted its activities over the last three years.

During our budget forecasting exercise in 2018, we could not have predicted or planned for the situation we have all experienced since March 2020. As you will see, the public health crisis has had an impact on FSSS finances. Some of that impact, which has had a positive effect on our finances, is due in part to an increase in our revenues from new memberships.

It should be noted that at the outset, we anticipated a drop in revenues owing to falling member numbers, and the budget forecasts were predicated on a reform of our structures, our commitment to maintaining the same level of services, and maintaining the funds allocated to supporting the unions. Our focus was solidarity among all FSSS family members.

Accordingly, we relied on a change in our work methods, in particular, using the technology at hand, which helped to reduce travel-related expenses and allowed us to remain in our respective communities or, for our proceedings, to select meeting sites that would reduce travel time for most of our team members and participants. As a result, we changed our methods for conveying information and improved team work. These are what we referred to as benchmarks for responsible spending.

There was some resistance to these technological changes, but in all, over the course of three years, it is a huge step that we took together. Over the last year, the pandemic has propelled us at top speed, and since March 2020, we have jumped 10 years ahead in terms of technology. The public health crisis has prompted us to explore new ways of working as a Federation and within the CSN, which is reflected in our financial statements.

Total revenues for the FSSS-CSN over the 36-month period were \$66,961,608, compared with forecasted revenues of \$63,746,065.

Our expenses totaled \$ 62,355,392, which falls below the forecast \$65,445,716.

Some elements deserve mention and help to explain certain variances between budgeted and actual numbers.

We have 5,000 new dues-paying members, the result of unionization efforts, the entry of beneficiary attendants (PABs), who are new workers in the health system from the accelerated training program, and those who joined under “Je contribue” recruitment. However, we cannot provide a membership figure from that recruitment because the resulting revenues are non-recurring. The addition of those resources in several of our private sectors and in the public sector categories was partly responsible for the positive variance in revenue figures.

**Budget structure**

The FSSS budget is composed of two major budget items: administration and bargaining-related activities.

Under administration, which accounts for 88% of the budget, revenues were \$59,168,476 and expenses \$57,620,172.

Under bargaining-related activities, which represents 12% of the FSSS budget and primarily includes the resources required for bargaining and support for bargaining in all sectors, resulting revenues were \$7,793,133 and expenses \$4,735,220.

We will explain the reasons for these results in detail when we present the budget.

In closing, the financial statements show that we were right to focus on our ability to do things differently, to move away from our traditional framework and focus our financial resources on services to members, which represents 89% of our budget.

*We have to organize!  
Solidarity!*



Nadine Lambert, Secretary-Treasurer, FSSS-CSN

# 15

## **FINANCIAL STATEMENTS**



Fédération de la santé et des services sociaux

**Fédération de la santé et des services sociaux - CSN**

**Rapport financier de 36 mois**

**au 28 février 2021**

## ADMINISTRATION

### Résultats

Période de 36 mois close le 28 février 2021

	Budget Initial du 2018-03-01 au 2021-02-28	Réalizations du 2018-03-01 au 2021-02-28	% 100.00%
<b>Revenus d'administration</b>			
Per capita (88% X 0,52%)	54 441 677 \$	57 149 639 \$	104.97%
Autres revenus	1 676 856	1 668 882	99.52%
Placements et variation de valeur	203 667	349 955	171.83%
<b>Total des revenus d'administration</b>	<b>56 322 199 \$</b>	<b>59 168 476 \$</b>	<b>105.05%</b>
<b>Dépenses d'administration</b>			
1 Comité exécutif	2 979 139 \$	2 882 455 \$	96.75%
2 Bureau fédéral	2 332 983	1 145 779	49.11%
3 Coordination des services	1 063 458	1 039 780	97.77%
4 Services régionaux	36 997 527	36 534 853	98.75%
5 Service de la comptabilité	1 425 382	1 405 236	98.59%
6 Coûts de la convention collective	1 719 150	4 325 266	251.59%
7 Instances politiques	1 401 500	866 461	61.82%
8 Budgets régionaux	173 600	42 493	24.48%
9 Formation syndicale	1 433 588	1 136 256	79.26%
10 Comité de condition féminine	30 000	17 046	56.82%
11 Comité de santé et sécurité	30 000	19 261	64.20%
12 Comité de surveillance	27 000	13 668	50.62%
13 Politique contre la violence	8 000	656	8.20%
14 Comité LGBT	30 000	14 314	47.71%
15 Comité Jeunes	30 000	10 071	33.57%
16 Comité Ethno culturel	30 000	18 104	60.35%
17 Comités Ad Hoc	100 000	57 995	57.99%
18 Information et publicité	883 297	745 202	84.37%
19 Service informatique	815 556	769 271	94.32%
20 Dépenses d'administration	6 272 907	5 693 868	90.77%
21 Jurisprudence	446 897	443 431	99.22%
22 VPP et santé et sécurité au travail	439 797	438 707	99.75%
<b>Total des dépenses d'administration</b>	<b>58 669 781 \$</b>	<b>57 620 172 \$</b>	<b>98.21%</b>
<b>Excédent (insuffisance) de la période</b>	<b>(2 347 581) \$</b>	<b>1 548 304 \$</b>	

## ADMINISTRATION

### Détail des dépenses

	Budget Initial du 2018-03-01 au 2021-02-28	Réalizations du 2018-03-01 au 2021-02-28	% 100.00%
<b>1 Comité exécutif</b>			
<b>Salaires et avantages sociaux</b>			
- personnes élu-es	2 198 929 \$	2 219 115 \$	100.92%
- employées de bureau	395 782	379 405	95.86%
Frais de séjour	195 714	155 005	79.20%
Frais de déplacement	188 714	128 930	68.32%
	<b>2 979 139 \$</b>	<b>2 882 455 \$</b>	<b>96.75%</b>
<b>2 Bureau fédéral</b>			
<b>Salaires et avantages sociaux</b>			
- vice-présidences régionales	936 500 \$	336 871 \$	35.97%
- représentants de secteurs et catégories	527 670	286 608	54.32%
<b>Frais de séjour et de déplacement</b>			
- vice-présidences régionales	550 000	326 508	59.37%
- représentants de secteurs	207 813	137 811	66.32%
CNESST / Assurances	60 000	23 252	38.75%
Budget de fonctionnement - secteurs	1 000	-	-
Banque de transport	50 000	34 729	69.46%
	<b>2 332 983 \$</b>	<b>1 145 779 \$</b>	<b>49.11%</b>
<b>3 Coordination des services</b>			
<b>Salaires et avantages sociaux</b>			
- coordination	850 694 \$	843 697 \$	99.18%
- employée de bureau	157 764	145 612	92.30%
Frais de séjour	39 000	34 327	88.02%
Frais de déplacement	16 000	16 144	100.90%
	<b>1 063 458 \$</b>	<b>1 039 780 \$</b>	<b>97.77%</b>
<b>4 Services régionaux</b>			
<b>Salaires et avantages sociaux</b>			
- conseillères et conseillers	27 813 593 \$	28 635 600 \$	102.96%
- employées de bureau	5 407 869	5 592 864	103.42%
Frais de séjour	1 775 166	1 034 465	58.27%
Frais de déplacement	1 935 899	1 232 369	63.66%
Stagiaire(s)	65 000	39 554	60.85%
	<b>36 997 527 \$</b>	<b>36 534 853 \$</b>	<b>98.75%</b>
<b>5 Service de la comptabilité</b>			
Salaires et avantages sociaux	1 379 382 \$	1 381 627 \$	100.16%
Frais de séjour	28 000	12 409	44.32%
Frais de déplacement	18 000	11 200	62.22%
	<b>1 425 382 \$</b>	<b>1 405 236 \$</b>	<b>98.59%</b>
<b>6 Coûts conv. collective des salarié-es</b>			
Bureau du personnel	675 000 \$	674 474 \$	99.92%
Partage des coûts reliés c.c.	275 000	271 506	98.73%
Dirigeant et conseillers du STTCSN	180 000	186 076	103.38%
Régime de retraite et avantages sociaux complémentaires	584 150	3 193 209	546.64%
Frais juridiques - salarié-es	5 000	-	-
	<b>1 719 150 \$</b>	<b>4 325 266 \$</b>	<b>251.59%</b>



## ADMINISTRATION

### Détail des dépenses

	Budget Initial du 2018-03-01 au 2021-02-28	Réalizations du 2018-03-01 au 2021-02-28	% 100.00%
<b>7 Instances politiques</b>			
Coût net du congrès (incluant l'aide)	375 000 \$	258 805 \$	69.01%
Coût des conseils fédéraux réguliers	360 000	219 650	61.01%
Coût des conseils fédéraux sectoriels-public	30 000	34 279	114.26%
Coût des conseils fédéraux sectoriels-privé	6 500	6 828	105.05%
Bureaux fédéraux	10 000	2 017	20.17%
Délégations confédérales	85 000	66 989	78.81%
Relations internationales	5 000	-	-
Participation aux colloques	10 000	2 818	28.18%
Aide aux syndicats - Conseils fédéraux réguliers	450 000	259 283	57.62%
Aide aux syndicats - Conseils fédéraux sect.-public	50 000	5 475	10.95%
Aide aux syndicats - Conseils fédéraux sect.-privé	20 000	10 317	51.58%
	<b>1 401 500 \$</b>	<b>866 461 \$</b>	<b>61.82%</b>
<b>8 Budgets régionaux</b>			
Côte-Nord (09)	15 400 \$	1 163 \$	7.55%
Gaspésie - Îles-de-la-Madeleine (1A)	15 400	2 973	19.30%
Outaouais (07)	10 500	705	6.72%
Laurentides - Lanaudière (6B)	14 000	2 509	17.92%
Montréal - Laval - Grand-Nord (6A)	31 500	6 046	19.19%
Abitibi - Témiscamingue - Nord-du-Québec (08)	15 400	8 147	52.90%
Québec - Chaudière-Appalaches (03)	17 500	4 486	25.63%
Bas-Saint-Laurent (1B)	11 200	1 469	13.11%
Saguenay - Lac-Saint-Jean (02)	11 200	11 200	100.00%
Estrie (05)	10 500	274	2.61%
Montérégie (6C)	10 500	1 161	11.06%
Cœur-du-Québec (04)	10 500	2 361	22.48%
	<b>173 600 \$</b>	<b>42 493 \$</b>	<b>24.48%</b>
<b>9 Formation syndicale et consolidation</b>			
Budget de fonctionnement	640 000 \$	359 968 \$	56.25%
Salaires et avantages sociaux	733 588	724 213	98.72%
Frais de séjour	37 000	33 384	90.23%
Frais de déplacement	23 000	18 690	81.26%
	<b>1 433 588 \$</b>	<b>1 136 256 \$</b>	<b>79.26%</b>
<b>10 Comité de condition féminine</b>	<b>30 000 \$</b>	<b>17 046 \$</b>	<b>56.82%</b>
<b>11 Comité de santé et sécurité</b>	<b>30 000 \$</b>	<b>19 261 \$</b>	<b>64.20%</b>
<b>12 Comité de surveillance</b>	<b>27 000 \$</b>	<b>13 668 \$</b>	<b>50.62%</b>
<b>13 Politique contre la violence</b>	<b>8 000 \$</b>	<b>656 \$</b>	<b>8.20%</b>
<b>14 Comité LGBT</b>	<b>30 000 \$</b>	<b>14 314 \$</b>	<b>47.71%</b>
<b>15 Comité Jeunes</b>	<b>30 000 \$</b>	<b>10 071 \$</b>	<b>33.57%</b>

<b>ADMINISTRATION</b>	<b>Budget Initial</b>	<b>Réalizations</b>	<b>%</b>
<b>Détail des dépenses</b>	<b>du 2018-03-01</b>	<b>du 2018-03-01</b>	<b>100.00%</b>
	<b>au 2021-02-28</b>	<b>au 2021-02-28</b>	
<b>16 Comité Ethno culturel</b>	<b>30 000 \$</b>	<b>18 104 \$</b>	<b>60.35%</b>
<b>17 Comités ad hoc</b>	<b>100 000 \$</b>	<b>57 995 \$</b>	<b>57.99%</b>
<b>18 Information et publicité</b>			
Salaires et avantages sociaux	422 297 \$	429 805 \$	101.78%
Frais de séjour	10 000	4 217	42.17%
Frais de déplacement	10 000	8 042	80.42%
Traduction et audiovisuel	35 000	8 561	24.46%
Distribution impression documents	15 000	7 974	53.16%
Documentation et abonnements	30 000	25 366	84.55%
Information-publicité-visibilité	266 000	218 700	82.22%
Campagne VPP	50 000	10 460	20.92%
Revue de presse - Communiqués	30 000	22 488	74.96%
Sentences arbitrales	15 000	9 588	63.92%
	<b>883 297 \$</b>	<b>745 202 \$</b>	<b>84.37%</b>
<b>19 Service informatique</b>			
Traitement de la paie	45 000 \$	38 540 \$	85.64%
Opération du réseau	668 556	668 873	100.05%
Dépenses site Web	42 000	21 671	51.60%
Entretien réparation équipement informatique	10 000	6 921	69.21%
Amortissement équipement informatique	50 000	33 266	66.53%
	<b>815 556 \$</b>	<b>769 271 \$</b>	<b>94.32%</b>
<b>20 Dépenses d'administration</b>			
Loyers et taxes	3 121 585 \$	3 029 226 \$	97.04%
Téléphones, télécopieurs et internet	467 022	450 956	96.56%
Fournitures de bureau	122 500	75 893	61.95%
Photocopies	262 700	180 783	68.82%
Frais juridiques	2 000 000	1 715 135	85.76%
Frais de poste et transport	67 000	22 667	33.83%
Assurances	38 000	37 348	98.28%
Honoraires professionnels	40 000	44 840	112.10%
Souscriptions et dons	6 000	4 875	81.25%
Location de salles	1 500	592	39.49%
Amortissement équipement de bureau	100 000	92 779	92.78%
Amortissement améliorations locatives	5 000	489	9.77%
Frais de caisse et d'administration	600	164	27.34%
Réunions d'équipe	40 000	37 794	94.49%
Divers (témoignages de sympathies)	1 000	328	32.75%
	<b>6 272 907 \$</b>	<b>5 693 868 \$</b>	<b>90.77%</b>
<b>21 Jurisprudence</b>			
Salaires et avantages sociaux	428 897 \$	427 433 \$	99.66%
Frais de séjour	10 000	8 142	81.42%
Frais de déplacement	8 000	7 856	98.20%
	<b>446 897 \$</b>	<b>443 431 \$</b>	<b>99.22%</b>



Fédération de la santé et des services sociaux

## ADMINISTRATION

### Détail des dépenses

	Budget Initial du 2018-03-01 au 2021-02-28	Réalisations du 2018-03-01 au 2021-02-28	% 100.00%
<b>22 VPP et santé et sécurité au travail</b>			
Salaires et avantages sociaux	421 797 \$	421 763 \$	99.99%
Frais de séjour	10 000	9 358	93.58%
Frais de déplacement	8 000	7 586	94.83%
	<u>439 797 \$</u>	<u>438 707 \$</u>	<u>99.75%</u>
<b>Total des dépenses d'administration</b>	<u><u>58 669 781 \$</u></u>	<u><u>57 620 172 \$</u></u>	<u><u>98.21%</u></u>

## NÉGOCIATION

### Résultats

Période de 36 mois close le 28 février 2021

	Budget Initial du 2018-03-01 au 2021-02-28	Réalisations du 2018-03-01 au 2021-02-28	% 100.00%
<b>Revenus de négociation</b>			
Per capita (12% X 0,52%)	7 423 865 \$	7 793 133 \$	104.97%
<b>Total des revenus de négociation</b>	<b>7 423 865 \$</b>	<b>7 793 133 \$</b>	<b>104.97%</b>
<b>Dépenses de négociation</b>			
23 Comités de négociation sectorielle	1 255 320 \$	812 063 \$	64.69%
24 Équipe de négociation	1 589 515	1 505 473	94.71%
25 Appui local à la vie syndicale et à la négociation	404 000	14 018	3.47%
26 Dépenses d'administration	393 100	260 395	66.24%
27 Conseils fédéraux sectoriels traitants de la négo. (VP)	78 000	66 776	85.61%
28 Conseils fédéraux sectoriels traitants de la négociation	570 000	271 219	47.58%
29 Secteurs privés	1 140 000	678 481	59.52%
30 Comités de la convention collective	146 000	98 199	67.26%
31 Comité des assurances	50 000	55 648	111.30%
32 Politique - Expertises médicales	50 000	2 232	4.46%
33 Politique - Arbitrage public	1 100 000	970 715	88.25%
<b>Total des dépenses de négociation</b>	<b>6 775 935 \$</b>	<b>4 735 220 \$</b>	<b>69.88%</b>
<b>Excédent (insuffisance) de la période</b>	<b>647 930 \$</b>	<b>3 057 913 \$</b>	

## NÉGOCIATION

### Détail des dépenses

	Budget Initial du 2018-03-01 au 2021-02-28	Réalisations du 2018-03-01 au 2021-02-28	% 100.00%
<b>23 Comités de négociation par secteur</b>			
<b>Salaires et avantages sociaux</b>			
Négociation secteur public (catégories 1 à 4)	475 200 \$	235 158 \$	49.49%
Négociation du préhospitalier	60 480	95 843	158.47%
Négociation des CPE	60 480	14 039	23.21%
Négociation CHP et communautaire	44 280	21 138	47.74%
Négociation RSG	15 120	-	-
Négociation RI-RTF	15 120	-	-
<b>Frais de séjour et de déplacement</b>			
Négociation secteur public (catégories 1 à 4)	403 200	403 156	99.99%
Négociation du préhospitalier	60 480	30 177	49.90%
Négociation des CPE	60 480	23	0.04%
Négociation CHP et communautaire	30 240	12 530	41.44%
Négociation RSG	15 120	-	-
Négociation RI-RTF	15 120	-	-
	<b>1 255 320 \$</b>	<b>812 063 \$</b>	<b>64.69%</b>
<b>24 Équipe de négociation</b>			
<b>Salaires et avantages sociaux</b>			
- conseillères et conseillers	991 223 \$	985 772 \$	99.45%
- employé-es de bureau	421 593	413 056	97.98%
- comité d'action politique	23 700	21 314	89.93%
Frais de séjour	71 000	45 581	64.20%
Frais de déplacement	82 000	39 750	48.48%
	<b>1 589 515 \$</b>	<b>1 505 473 \$</b>	<b>94.71%</b>
<b>25 Appui local à la vie syndicale</b>	<b>404 000 \$</b>	<b>14 018 \$</b>	<b>3.47%</b>
<b>26 Dépenses d'administration</b>			
Loyers et taxes	199 800 \$	172 814 \$	86.49%
Téléphones	25 000	20 193	80.77%
Traduction	25 000	6 996	27.99%
Fournitures de bureau	5 000	4 230	84.59%
Impression de documents	110 000	45 481	41.35%
Frais de poste et transport	20 000	10 274	51.37%
Location de salles	300	287	95.82%
Amortissement améliorations locatives	5 000	-	-
Distribution et entreposage conventions collectives	3 000	121	4.04%
	<b>393 100 \$</b>	<b>260 395 \$</b>	<b>66.24%</b>
<b>27 Conseils fédéraux sectoriels traitants de la négo. (VP)</b>			
Salaires, frais séjour et déplacement (VP régionaux)	<b>78 000 \$</b>	<b>66 776 \$</b>	<b>85.61%</b>

## NÉGOCIATION

### Détail des dépenses

	Budget Initial du 2018-03-01 au 2021-02-28	Réalisations du 2018-03-01 au 2021-02-28	% 100.00%
<b>28 Conseils fédéraux sectoriels traitants de la négociation</b>			
Conseils sectoriels (négociation) - Public	200 000 \$	182 006 \$	91.00%
Conseils sectoriels (négociation) - Préhospitalier	8 000	1 634	20.43%
Conseils sectoriels (négociation) - CPE	8 000	1 576	19.71%
Conseils sectoriels (négociation) - RSG	1 000	-	-
Conseils sectoriels (négociation) - RI-RTF	1 000	-	-
Conseils sectoriels (négociation) - CHP et communautaire	2 000	1 926	96.32%
<b>Aide aux syndicats CF sectoriels traitants de la négo.</b>			
Conseils sectoriels (négociation) - Public	300 000	80 372	26.79%
Conseils sectoriels (négociation) - Préhospitalier	20 000	-	-
Conseils sectoriels (négociation) - CPE	20 000	-	-
Conseils sectoriels (négociation) - RSG	2 500	-	-
Conseils sectoriels (négociation) - RI-RTF	2 500	-	-
Conseils sectoriels (négociation) - CHP et communautaire	5 000	3 703	74.07%
	<b>570 000 \$</b>	<b>271 219 \$</b>	<b>47.58%</b>
<b>29 Secteurs privés</b>			
Arbitrage	600 000 \$	452 660 \$	75.44%
Traduction	5 000	5 173	103.46%
Négociations des secteurs	535 000	220 648	41.24%
	<b>1 140 000 \$</b>	<b>678 481 \$</b>	<b>59.52%</b>
<b>30 Comités de la convention collective</b>			
Secteur public	6 000 \$	- \$	-
Préhospitalier	70 000	81 633	116.62%
CPE	55 000	16 566	30.12%
RSG	5 000	-	-
RI-RTF	5 000	-	-
CHP et communautaire	5 000	-	-
	<b>146 000 \$</b>	<b>98 199 \$</b>	<b>67.26%</b>
<b>31 Comité des assurances</b>	<b>50 000 \$</b>	<b>55 648 \$</b>	<b>111.30%</b>
<b>32 Expertises médicales</b>	<b>50 000 \$</b>	<b>2 232 \$</b>	<b>4.46%</b>
<b>33 Arbitrage secteur public</b>	<b>1 100 000 \$</b>	<b>970 715 \$</b>	<b>88.25%</b>
<b>Total des dépenses de négociation</b>	<b>6 775 935 \$</b>	<b>4 735 220 \$</b>	<b>69.88%</b>

## SOMMAIRE DES RÉSULTATS

### ADMINISTRATION ET NÉGOCIATION

Période de 36 mois close le 28 février 2021

	Budget Initial du 2018-03-01 au 2021-02-28	Réalisations du 2018-03-01 au 2021-02-28	%
			100.00%
<b>Revenus</b>			
Administration (per capita 88% X 0.52%)	54 441 677 \$	57 149 639 \$	104.97%
Autres revenus	1 676 856	1 668 882	99.52%
Placements et variation de valeur	203 667	349 955	171.83%
Négociation (per capita 12% X 0.52%)	7 423 865	7 793 133	104.97%
<b>Total des revenus</b>	<b>63 746 065 \$</b>	<b>66 961 608 \$</b>	<b>105.04%</b>
<b>Dépenses</b>			
Administration	58 669 781 \$	57 620 172 \$	98.21%
Négociation	6 775 935	4 735 220	69.88%
<b>Total des dépenses</b>	<b>65 445 716 \$</b>	<b>62 355 392 \$</b>	<b>95.28%</b>
<b>Excédent (insuffisance) de la période</b>	<b><u>(1 699 651) \$</u></b>	<b><u>4 606 217 \$</u></b>	

## SITUATION FINANCIÈRE

au 2021-02-28

	2021-02-28	2018-02-28
<b>ACTIF À COURT TERME</b>		
Encaisse	536 159 \$	- \$
Encaisse à taux variable	3 905 780	500 247
Dépôts à terme	4 510 548	750 000
Fonds de soutien à l'action collective solidaire	50 000	50 000
Débiteurs (1)	1 165 995	450 682
Per capita à recevoir - fonds d'administration	4 408 616	3 500 131
Per capita à recevoir - fonds de négociation	601 189	477 291
Frais payés d'avance (2)	29 205	187 229
	<b>15 207 493</b>	<b>5 915 580</b>
<b>ACTIF À LONG TERME</b>		
Dépôts à terme	-	706 141
Placement, à la juste valeur	2 327 012	2 659 196
Immobilisations corporelles (3)	75 804	204 691
Actif au titre des prestations constituées - régime de retraite	2 270 900	256 700
	<b>4 673 716</b>	<b>3 826 728</b>
<b>TOTAL DE L'ACTIF</b>	<b>19 881 208 \$</b>	<b>9 742 308 \$</b>
<b>PASSIF À COURT TERME</b>		
Chèques en circulation moins l'encaisse	- \$	270 623 \$
Créditeurs et charges à payer (4)	5 602 787	4 036 605
Revenus perçus d'avance	27 000	96 174
	<b>5 629 787</b>	<b>4 403 402</b>
<b>PASSIF À LONG TERME</b>		
Passif au titre de prestations constituées - assurances collectives	4 061 200	4 742 700
<b>TOTAL DU PASSIF</b>	<b>9 690 987</b>	<b>9 146 102</b>
<b>SOLDES DE FONDS</b>		
Excédent (insuffisance) de la période	4 606 217	(10 424 043)
Gains actuariels relatifs aux avantages sociaux futurs	4 987 800	5 147 700
Investis en immobilisations	75 804	204 691
Non affectés	520 401	5 667 856
	<b>10 190 222</b>	<b>596 204</b>
<b>TOTAL DU PASSIF ET DES SOLDES DE FONDS</b>	<b>19 881 208 \$</b>	<b>9 742 308 \$</b>



## SITUATION FINANCIÈRE

### Notes complémentaires

	2021-02-28	2018-02-28
<b>1 Débiteurs</b>		
À recevoir de syndicats et de fédérations CSN	749 105 \$	246 694 \$
Entente de service à recevoir	184 702	156 968
Intérêts courus sur dépôt à terme	173 998	12 269
Autres débiteurs	54 918	2 283
	3 272	32 468
<b>Total des débiteurs</b>	<b>1 165 995 \$</b>	<b>450 682 \$</b>
<b>2 Frais payés d'avance</b>		
Assurances payées d'avance	9 815 \$	9 036 \$
Loyers payés d'avance	4 620	-
Salaires payés d'avance	-	101 705
Dépenses diverses payées d'avance	6 395	8 249
Dép. de congrès payées d'avance	8 375	68 239
<b>Total des frais payés d'avance</b>	<b>29 205 \$</b>	<b>187 229 \$</b>
<b>3 Immobilisations</b>		
Mobilier et équipement de bureau	285 018 \$	344 369 \$
Amortissement cumulé mobilier et équip. bureau	(213 220)	(193 804)
Équipement informatique	11 110	83 334
Amortissement cumulé équipement informatique	(8 821)	(63 493)
Améliorations locatives	-	75 824
Amortissement cumulé améliorations locatives	-	(75 335)
Site Web	536	137 031
Amortissement cumulé site Web	(429)	(117 389)
Logiciels	8 941	38 553
Amortissement cumulé logiciels	(7 331)	(24 399)
<b>Total des immobilisations</b>	<b>75 804 \$</b>	<b>204 691 \$</b>
<b>4 Crédoiteurs</b>		
Fournisseurs et frais courus	87 576 \$	325 391 \$
CSN	695 158	476 520
Retenues à la source et impôt à payer	54	46
Salaires et vacances à payer	2 711 270	2 901 348
CSST à payer	(514)	1 464
Salaires militantes et militants élu-es à payer	394 104	150 627
Rapports d'activités à payer	9 444	99 598
Dépenses diverses à payer et sommes perçues d'avance	1 705 695	81 611
<b>Total des crédoiteurs</b>	<b>5 602 787 \$</b>	<b>4 036 605 \$</b>



Fédération de la santé et des services sociaux

## ÉVOLUTION DES SOLDES DE FONDS

Période de 36 mois close le 28 février 2021

### Fonds d'administration

Solde au début	524 660 \$
Excédent de la période	1 548 304
Gains actuariels relatifs aux avantages sociaux futurs	4 987 800
Solde à la fin	<u>7 060 764 \$</u>

### Fonds de négociation

Solde au début	71 545 \$
Excédent de la période	3 057 913
Solde à la fin	<u>3 129 457 \$</u>

### Soldes à la fin

10 190 222 \$

## ANNEXE A - RAPPORT FINANCIER DES VÉRIFICATEURS

### Fédération de la santé et des services sociaux – CSN

#### Rapport financier de 36 mois

28 février 2021

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Situation financière			6
Flux de trésorerie			7
Notes complémentaires			8 – 14
Renseignements complémentaires			
Activités administration – Annexe A		Activités négociation – Annexe B	
Exécutif	15	Comité de négociation sectorielle	20
Bureau fédéral	15	Équipe de négociation	20
Coordination des services	15	Appui local à la vie syndicale et à la	
Services régionaux	15	négociation	20
Service de la comptabilité	16	Frais d'administration	20
Coûts reliés à la convention		Conseils fédéraux sectoriels traitant	
collective des salarié(e)s	16	de la négociation	21
Instances politiques	16	Conseils fédéraux et aide aux syndicats	
Formation syndicale	16	sectoriels traitant de la négociation	21
Comité de la condition féminine	17	Secteurs privés	22
Comité de la santé – sécurité	17	Comité de la convention collective	22
Comité de surveillance	17	Comité des assurances	22
Comité LGBT	17	Politique – expertises médicales	22
Comité Jeunes	17	Politique – arbitrage secteur public	22
Comité Ethno culturel	17		
Comités « ad hoc »	17		
Politique contre la violence	17		
Information et publicité	18		
Service d'informatique	18		
Frais d'administration	18		
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préservation – services publics	19		

## ***Rapport de l'auditeur indépendant***

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

### ***Opinion***

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 2021 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.

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 2021 ainsi que des résultats de ses activités et de ses flux de trésorerie pour l'exercice clos à cette date, conformément aux Normes comptables canadiennes pour les organismes sans but lucratif.

### ***Fondement de l'opinion***

Nous avons effectué notre audit conformément aux normes d'audit généralement reconnues du Canada. Les responsabilités qui nous incombent en vertu de ces normes sont plus amplement décrites dans la section « Responsabilités de l'auditeur à l'égard de l'audit des états financiers » du présent rapport. Nous sommes indépendants de la Fédération conformément aux règles de déontologie qui s'appliquent à l'audit des états financiers au Canada et nous nous sommes acquittés des autres responsabilités déontologiques qui nous incombent selon ces règles. Nous estimons que les éléments probants que nous avons obtenus sont suffisants et appropriés pour fonder notre opinion d'audit.

### ***Responsabilités de la direction et des responsables de la gouvernance à l'égard des états financiers***

La direction est responsable de la préparation et de la présentation fidèle des 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 et d'erreurs.

Lors de la préparation des états financiers, c'est à la direction qu'il incombe d'évaluer la capacité de la Fédération à poursuivre ses activités, de communiquer, le cas échéant, les questions relatives à la continuité de ses activités et d'appliquer le principe comptable de continuité d'exploitation, sauf si la direction a l'intention de liquider la Fédération ou de cesser ses activités ou si aucune autre solution réaliste ne s'offre à elle.

Il incombe aux responsables de la gouvernance de surveiller le processus d'information financière de la Fédération.

## ***Rapport de l'auditeur indépendant (suite)***

### ***Responsabilités de l'auditeur à l'égard de l'audit des états financiers***

Nos objectifs sont d'obtenir l'assurance raisonnable que les états financiers pris dans leur ensemble sont exempts d'anomalies significatives, que celles-ci résultent de fraudes ou d'erreurs, et de délivrer un rapport de l'auditeur contenant notre opinion. L'assurance raisonnable correspond à un niveau élevé d'assurance, qui ne garantit toutefois pas qu'un audit réalisé conformément aux normes d'audit généralement reconnues du Canada permettra toujours de détecter toute anomalie significative qui pourrait exister. Les anomalies peuvent résulter de fraudes ou d'erreurs et elles sont considérées comme significatives lorsqu'il est raisonnable de s'attendre à ce que, individuellement ou collectivement, elles puissent influencer sur les décisions économiques que les utilisateurs des états financiers prennent en se fondant sur ceux-ci.

Dans le cadre d'un audit réalisé conformément aux normes d'audit généralement reconnues du Canada, nous exerçons notre jugement professionnel et faisons preuve d'esprit critique tout au long de cet audit. En outre :

- nous identifions et évaluons les risques que les états financiers comportent des anomalies significatives, que celles-ci résultent de fraudes ou d'erreurs, concevons et mettons en œuvre des procédures d'audit en réponse à ces risques, et réunissons des éléments probants suffisants et appropriés pour fonder notre opinion. Le risque de non-détection d'une anomalie significative résultant d'une fraude est plus élevé que celui d'une anomalie significative résultant d'une erreur, car la fraude peut impliquer la collusion, la falsification, les omissions volontaires, les fausses déclarations ou le contournement du contrôle interne;
- nous acquérons une compréhension des éléments du contrôle interne pertinents pour l'audit 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 la Fédération;
- nous apprécions le caractère approprié des méthodes comptables retenues et le caractère raisonnable des estimations comptables faites par la direction, de même que des informations y afférentes fournies par cette dernière;

### *Rapport de l'auditeur indépendant (suite)*

- nous tirons une conclusion quant au caractère approprié de l'utilisation par la direction du principe comptable de continuité d'exploitation et, selon les éléments probants obtenus, quant à l'existence ou non d'une incertitude significative liée à des événements ou situations susceptibles de jeter un doute important sur la capacité de la Fédération à poursuivre ses activités. Si nous concluons à l'existence d'une incertitude significative, nous sommes tenus d'attirer l'attention des lecteurs de notre rapport sur les informations fournies dans les états financiers au sujet de cette incertitude ou, si ces informations ne sont pas adéquates, d'exprimer une opinion modifiée. Nos conclusions s'appuient sur les éléments probants obtenus jusqu'à la date de notre rapport. Des événements ou situations futurs pourraient par ailleurs amener la Fédération à cesser ses activités;
- nous évaluons la présentation d'ensemble, la structure et le contenu des états financiers, y compris les informations fournies dans les notes, et apprécions si les états financiers représentent les opérations et événements sous-jacents d'une manière propre à donner une image fidèle.

Nous communiquons aux responsables de la gouvernance notamment l'étendue et le calendrier prévus des travaux d'audit et nos constatations importantes, y compris toute déficience importante du contrôle interne que nous aurions relevée au cours de notre audit.

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Montréal, Québec  
Le 11 mai 2021

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

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<sup>1</sup> CPA auditeur, CA, permis de comptabilité publique n° A117490

## Résultats

Période de 36 mois close le 28 février 2021

	Budget (note 4)	Réalizations
<b>Activités administration</b>		
Revenus		
Per capita (88 % X 0,52 %)	54 441 677 \$	57 149 639 \$
Autres revenus	1 676 856	1 668 882
Placements	203 667	304 574
Variation de la juste valeur du placement	-	45 381
	<u>56 322 200</u>	<u>59 168 476</u>
Dépenses – Annexe A		
Exécutif	2 979 139	2 882 455
Bureau fédéral	2 332 983	1 145 779
Coordination des services	1 063 458	1 039 780
Services régionaux	36 997 527	36 534 852
Service de la comptabilité	1 425 382	1 405 236
Coûts reliés à la convention collective des salarié(e)s	1 719 150	4 325 266
Instances politiques	1 401 500	866 461
Formation syndicale	1 433 588	1 136 257
Comité de la condition féminine	30 000	17 046
Comité de la santé – sécurité	30 000	19 261
Comité de surveillance	27 000	13 668
Comité LGBT	30 000	14 314
Comité Jeunes	30 000	10 071
Comité Ethno culturel	30 000	18 104
Comités « ad hoc »	100 000	57 995
Politique contre la violence	8 000	656
Information et publicité	883 297	745 202
Service d'informatique	815 556	769 271
Frais d'administration	6 272 907	5 693 867
Budgets régionaux	173 600	42 494
Jurisprudence	446 897	443 431
Valorisation, promotion et préservation – services publics	439 797	438 707
	<u>58 669 781</u>	<u>57 620 173</u>
<b>Excédent des revenus (dépendances) – Activités administration</b>	<u>(2 347 581)</u>	<u>1 548 303</u>
<b>Activités négociation</b>		
Revenus		
Per capita (12 % X 0,52 %)	7 423 865	7 793 133
Dépenses – Annexe B		
Comité de négociation sectorielle	1 255 320	812 063
Équipe de négociation	1 589 516	1 505 473
Appui local à la vie syndicale et à la négociation	404 000	14 018
Frais d'administration	393 100	260 396
Conseils fédéraux sectoriels traitant de la négociation	78 000	66 776
Conseils fédéraux et aide aux syndicats sectoriels traitant de la négociation	570 000	271 218
Secteurs privés	1 140 000	678 481
Comités de la convention collective	146 000	98 199
Comité des assurances	50 000	55 648
Politique – expertises médicales	50 000	2 232
Politique – arbitrage secteur public	1 100 000	970 715
	<u>6 775 936</u>	<u>4 735 219</u>
<b>Excédent des revenus – Activités négociation</b>	<u>647 929</u>	<u>3 057 914</u>
<b>Excédent des revenus (dépendances)</b>	<u>(1 699 652) \$</u>	<u>4 606 217 \$</u>

## Évolution des soldes de fonds

Période de 36 mois close le 28 février			2021	2018 (redressé)
	Fonds d'administration			
	Affectation interne – Investi en immo- bilisations (note 11)	Non affecté	Total	Total
<b>Soldes au début</b>				
Déjà établi	204 691 \$	(14 853 587) \$	<b>(14 648 896) \$</b>	(21 004 953) \$
Modification comptable (note 2)	-	15 245 100	<b>15 245 100</b>	26 877 500
	204 691	391 513	<b>596 204</b>	5 872 547
Excédent des revenus (dépenses)	(146 068)	4 752 285	<b>4 606 217</b>	(10 424 043)
Gains actuariels relatifs au régime de retraite et avantages complémentaires de retraite	-	4 987 800	<b>4 987 800</b>	5 147 700
Investissement en immobilisations corporelles	17 181	(17 181)	-	-
<b>Soldes à la fin*</b>	<b>75 804 \$</b>	<b>10 114 417 \$</b>	<b>10 190 221 \$</b>	<b>596 204 \$</b>
<b>* Composition du solde de fonds à la fin</b>				
Soldes de fonds relatifs au régime de retraite et avantages complémentaires de retraite	-	(1 790 300) \$	<b>(1 790 300) \$</b>	(4 486 000) \$
Autres soldes de fonds	75 804	11 904 717	<b>11 980 521</b>	5 082 204
<b>Soldes à la fin*</b>	<b>75 804 \$</b>	<b>10 114 417 \$</b>	<b>10 190 221 \$</b>	<b>596 204 \$</b>



## Situation financière

28 février	2021	2018 (redressé)
<b>Actif à court terme</b>		
Encaisse	536 159 \$	- \$
Encaisse à taux variable	3 905 780	500 247
Dépôts à terme, taux de 0,75 % à 2,47 % échéant de mars 2021 à février 2023	4 510 548	750 000
Fonds solidaire	50 000	50 000
Débiteurs (note 5)	1 165 995	450 682
Per capita à recevoir – activités d’administration	4 408 616	3 500 131
Per capita à recevoir – activités de négociation	601 189	477 291
Frais payés d’avance	29 204	187 229
	<u>15 207 491</u>	<u>5 915 580</u>
<b>Dépôt à terme</b>	-	706 141
<b>Placement, à la juste valeur (note 6)</b>	2 327 012	2 659 196
<b>Immobilisations corporelles (note 7)</b>	75 804	204 691
<b>Actif au titre de prestations constituées pour le régime de retraite (note 10)</b>	<u>2 270 900</u>	<u>256 700</u>
	<u>4 673 716</u>	<u>3 826 728</u>
<b>Total de l’actif</b>	<u>19 881 207 \$</u>	<u>9 742 308 \$</u>
<b>Passif à court terme</b>		
Chèques en circulation moins l’encaisse	-	270 623 \$
Créditeurs et charges à payer (note 9)	5 602 786	4 036 607
Revenus perçus d’avance	27 000	96 174
	<u>5 629 786</u>	<u>4 403 404</u>
<b>Passif au titre de prestations constituées pour les avantages complémentaires de retraite (note 10)</b>	<u>4 061 200</u>	<u>4 742 700</u>
<b>Soldes de fonds</b>		
Affectation interne – investis en immobilisations (note 11)	75 804	204 691
Non affectés	10 114 417	391 513
	<u>10 190 221</u>	<u>596 204</u>
<b>Total du passif et des soldes de fonds</b>	<u>19 881 207 \$</u>	<u>9 742 308 \$</u>

### Pour le conseil d’administration


 ..... Président  

 ..... Trésorière

## Flux de trésorerie

Période de 36 mois close le 28 février	2021	2018 (redressé)
<b>Activités de fonctionnement</b>		
Excédent des revenus (dépenses)	4 606 217 \$	(10 424 043) \$
Éléments sans incidence sur la trésorerie		
Intérêts réinvestis	(176 842)	(429 467)
Variation de la juste valeur du placement	(45 381)	163 853
Amortissement des immobilisations corporelles	146 068	321 895
Gain sur la disposition d'immobilisations corporelles	-	(1 260)
	<u>4 530 062</u>	<u>(10 369 022)</u>
Variation d'éléments hors caisse du fonds de roulement (note 15)	(92 666)	(1 163 902)
Insuffisance des cotisations versées sur les coûts constatés au titre du régime de retraite et les avantages complémentaires de retraite	<u>2 292 100</u>	<u>5 660 300</u>
	<u>6 729 496</u>	<u>(5 872 624)</u>
<b>Activités d'investissement</b>		
Acquisition de dépôts à terme et de placement	(4 000 000)	-
Réalisation de dépôts à terme et de placement	1 500 000	5 285 854
Acquisition d'immobilisations corporelles	(17 181)	(42 795)
Produit de la disposition d'immobilisations corporelles	-	3 710
	<u>(2 517 181)</u>	<u>5 246 769</u>
<b>Augmentation (diminution) nette la trésorerie et équivalents de trésorerie</b>	<b>4 212 315</b>	<b>(625 855)</b>
Trésorerie et équivalents de trésorerie au début	<u>229 624</u>	<u>855 479</u>
<b>Trésorerie et équivalents de trésorerie à la fin</b>	<b>4 441 939 \$</b>	<b>229 624 \$</b>
<b>Constitution de la trésorerie et équivalents de trésorerie</b>		
Encaisse	536 159 \$	-
Encaisse à taux variable	3 905 780	500 247
Chèques en circulation moins l'encaisse	-	(270 623)
	<u>4 441 939 \$</u>	<u>229 624 \$</u>

## Notes complémentaires

28 février 2021

**1. Constitution et nature des activités**

La Fédération, constituée en vertu de la *Loi sur les syndicats professionnels du Québec*, est une organisation syndicale sans but lucratif affiliée à la Confédération des syndicats nationaux (CSN) et a pour but de promouvoir les intérêts professionnels, économiques, sociaux, moraux et politiques des travailleurs et travailleuses oeuvrant dans le secteur des affaires sociales. De par sa constitution, la Fédération n'est pas assujettie aux impôts sur le revenu.

**2. Modification comptable**

Des modifications ont été apportées au chapitre 3462, « Avantages sociaux futurs » des Normes comptables pour les entreprises à capital fermé (NCECF) qui sont également applicables au chapitre 3463, « Communication de l'information sur les avantages sociaux futurs par les organismes sans but lucratif (NCOSBL) ». Ces modifications s'appliqueront à des exercices ouverts à compter du 1<sup>er</sup> janvier 2022 où l'adoption anticipée est permise.

La Fédération a adopté les nouvelles recommandations de façon anticipée de sorte qu'elle a modifié la méthode comptable utilisée pour l'évaluation de ses obligations au titre des prestations constituées du régime de retraite qu'elle a mise en place pour ses employés.

La Fédération applique dorénavant la méthode de la capitalisation pour l'évaluation de l'obligation au titre des prestations définies de son régime de retraite. L'application de ces nouvelles recommandations a été appliquée de façon rétrospective et a eu les impacts suivants sur les états financiers :

	<u>Augmentation (diminution)</u>
<b>Actif net au 1<sup>er</sup> mars 2015</b>	
Solde d'ouverture	26 877 500 \$
<b>Actif net au 28 février 2018</b>	
Gain actuariel relative au régime de retraite et avantages complémentaires de retraite	(11 632 400) \$
<b>Situation financière au 28 février 2018</b>	
Passif au titre de prestations constituées pour le régime de retraite et avantages complémentaires de retraite	(15 245 100) \$
<b>Actif net au 1<sup>er</sup> mars 2018</b>	
Solde d'ouverture	15 245 100 \$

## Notes complémentaires

28 février 2021

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**3. Principales méthodes comptables***Référentiel comptable*

La Fédération applique comme référentiel les Normes comptables canadiennes pour les organismes sans but lucratif (NCOSBL) de la Partie III du Manuel de CPA Canada – Comptabilité.

*Comptabilité par activités*

L'activité d'administration rend compte des activités courantes et générales de la Fédération. L'activité de négociation sert à présenter tous les frais inhérents à la négociation des conventions collectives des secteurs public et privé.

*Constataion des revenus*

Les revenus sont constatés au fur et à mesure qu'ils sont gagnés.

*Ventilation des dépenses*

La Fédération fait la répartition des dépenses en les portant directement aux comptes des activités auxquels elles se rapportent.

*Trésorerie et équivalents de trésorerie*

La trésorerie et équivalents de trésorerie se composent de l'encaisse, de l'encaisse à taux variable et des chèques en circulation moins l'encaisse.

*Per capita à recevoir*

Les per capita à recevoir sont estimés selon une moyenne des derniers encaissements précédant la fin de la période de 36 mois pour chacun des syndicats et sont ajustés selon les encaissements subséquents, s'il y a lieu.

*Immobilisations corporelles*

Les immobilisations corporelles sont amorties selon la méthode de l'amortissement linéaire aux taux annuels de 10 % pour l'équipement de bureau, de 20 % pour le matériel informatique et de 20 % pour le site Web.

*Dépréciation d'actifs à long terme*

Les actifs à long terme sont soumis à un test de dépréciation lorsque des événements ou des changements de situation indiquent qu'ils n'ont plus aucun potentiel de service pour la Fédération. Une perte de valeur est comptabilisée lorsque leur valeur comptable excède la valeur résiduelle. La perte de valeur comptabilisée est mesurée comme étant l'excédent de la valeur comptable de l'actif sur sa valeur résiduelle.

*Passif au titre des prestations constituées pour le régime de retraite et les avantages complémentaires de retraite*

La Fédération comptabilise ses obligations découlant des régimes de retraite et avantages sociaux des salariés ainsi que les coûts connexes, déduction faite des actifs des régimes.

À cette fin, la Fédération a adopté les conventions suivantes :

- Le coût des prestations de retraite et des avantages complémentaires de retraite gagnés par les salariés est établi par calculs actuariels selon la méthode de capitalisation pour les prestations de retraite et selon la méthode de constatation immédiate pour les avantages complémentaires de retraite, à partir des hypothèses les plus probables de la direction concernant le rendement prévu des placements des régimes, la progression des salaires, l'âge de départ à la retraite des salariés et les coûts prévus des soins de santé.
- Pour les besoins du calcul du taux de rendement prévu des actifs des régimes, ces actifs sont évalués à leur juste valeur.

## Notes complémentaires

28 février 2021

**3. Principales méthodes comptables (suite)***Instruments financiers**Évaluation*

La Fédération évalue initialement ses instruments financiers à la juste valeur, sauf dans le cas de certaines opérations qui ne sont pas conclues dans des conditions de concurrence normale. Elle évalue ultérieurement tous ses actifs et ses passifs financiers au coût après amortissement, à l'exception du placement qu'elle évalue à la juste valeur fournie par les gestionnaires. La variation de la juste valeur du placement est comptabilisée au résultat.

Les actifs financiers de la Fédération évalués au coût après amortissement se composent de l'encaisse à taux variable, des dépôts à terme, du fonds solidaire, des per capita à recevoir et des débiteurs, à l'exception des intérêts à recevoir.

Les passifs financiers de la Fédération se composent des fournisseurs et des montants à redistribuer.

*Dépréciation*

Les actifs financiers évalués au coût sont soumis à un test de dépréciation s'il existe des indications possibles de dépréciation. Le montant de réduction de valeur est comptabilisé au résultat net. La moins-value déjà comptabilisée peut faire l'objet d'une reprise de valeur dans la mesure de l'amélioration, soit directement, soit par l'ajustement du compte de provision, sans être supérieure à ce qu'elle aurait été à la date de reprise si la moins-value n'avait jamais été comptabilisée. Cette reprise est comptabilisée au résultat net.

*Utilisation d'estimations*

La présentation des états financiers conformément aux Normes comptables canadiennes pour les organismes sans but lucratif exige que la direction ait recours à des estimations et des hypothèses qui ont une incidence sur les montants de l'actif et du passif comptabilisés, sur la présentation des éléments d'actif et de passif éventuels ainsi que sur les produits et les charges de l'exercice. Les éléments significatifs des états financiers qui requièrent davantage l'utilisation d'estimations incluent les intérêts à recevoir, les per capita à recevoir, la juste valeur des placements, les salaires, les vacances et avantages à payer, le passif au titre des prestations constituées pour le régime de retraite et les avantages complémentaires de retraite ainsi que la durée de vie utile des immobilisations corporelles. Les résultats réels pourraient différer de ces estimations.

**4. Budget**

Les chiffres présentés sous la colonne « Budget » dans l'état des résultats sont fournis à titre d'informations seulement et sont non audités.

**5. Débiteurs**

	<u>2021</u>	<u>2018</u>
À recevoir de syndicats et de fédérations	749 105 \$	246 694 \$
À recevoir – CSN	184 702	156 968
Ententes de services à recevoir	173 998	12 269
Intérêts à recevoir	54 918	2 283
Autres débiteurs	<u>3 272</u>	<u>32 468</u>
	<u>1 165 995 \$</u>	<u>450 682 \$</u>

## Notes complémentaires

28 février 2021

**6. Placement**

	2021		2018	
	Coût	Juste valeur	Coût	Juste valeur
Fonds Bâtirente	2 292 605\$	2 327 012\$	2 670 170\$	2 659 196\$

**7. Immobilisations corporelles**

	2021		2018	
	Coût	Amortissement cumulé	Valeur nette	Valeur nette
Équipement de bureau	285 018 \$	213 220 \$	71 798 \$	150 565 \$
Matériel informatique	20 051	16 152	3 899	33 995
Site Web	536	429	107	19 642
Améliorations locatives	-	-	-	489
	305 605 \$	229 801 \$	75 804 \$	204 691 \$

**8. Avance bancaire**

La Fédération dispose d'une marge de crédit de 750 000 \$ portant intérêt au taux préférentiel (2,45 % au 28 février 2021) majoré de 1,5 %, renouvelable en août 2021, garantie par l'ensemble des sommes en dépôt jusqu'à concurrence de 750 000 \$.

**9. Crédoeurs et charges à payer**

	2021	2018
Fournisseurs	231 835 \$	563 729 \$
Fournisseur – CSN	695 158	317 349
Salaires, vacances et avantages sociaux	3 114 358	3 153 082
Per capita à payer	-	2 447
Montants à redistribuer à des syndicats	1 561 435	-
	5 602 786 \$	4 036 607 \$

**10. Actif (passif) au titre des prestations constituées pour le régime de retraite et les avantages complémentaires de retraite (les montants sont en milliers de dollars)**

La Fédération offre un régime de prestations de retraite et un régime d'avantages complémentaires de retraite, ce dernier étant essentiellement des prestations de soins de santé. Il s'agit d'un régime à prestations définies. Les calculs actuariels sont établis au 28 février de chaque exercice.

## Notes complémentaires

28 février 2021

**10. Actif (passif) au titre des prestations constituées pour le régime de retraite et les avantages complémentaires de retraite** (les montants sont en milliers de dollars) (suite)

Les informations relatives aux régimes d'avantages sociaux se présentent comme suit au 28 février 2021 (28 février 2018) :

	Régime de retraite		Avantages complémentaires		Total	
	2021	2018	2021	2018	2021	2018
		(redressé)				(redressé)
Régime à prestations constituées						
Juste valeur des actifs des régimes	100 087 \$	90 657 \$	- \$	- \$	100 087 \$	90 657 \$
Obligations au titre des prestations constituées	(97 816)	(90 400)	(4 061)	(4 743)	(101 877)	(95 143)
Situation du surplus (déficit)	2 271 \$	257 \$	(4 061)\$	(4 743)\$	(1 790)\$	(4 486)\$

**11. Affectation interne**

Le conseil d'administration a décidé de grever d'une affectation interne le montant des soldes de fonds nets investis en immobilisations.

**12. Opérations entre parties liées**

Au cours de la période de 36 mois, la Fédération a versé à la CSN un montant de 6 609 059 \$ pour différents services et a reçu de la CSN un montant de 2 711 932 \$ pour des activités syndicales conjointes. Les montants versés à la CSN se détaillent comme suit :

Frais juridiques	1 715 134 \$
Loyer	1 992 140
Téléphones, télécopieurs et Internet	434 423
Coûts reliés à la convention collective des salarié(e)s	960 534
Salaires et avantages sociaux	553 675
Traitement de la paie	27 468
Opération du réseau	666 203
Services techniques (frais de poste, transport et photocopies)	186 955
Divers	72 527
	<b>6 609 059 \$</b>

Ces opérations sont effectuées dans le cours normal des activités et sont mesurées à la valeur d'échange qui représente le montant de la contrepartie établie et acceptée par les parties.

**Notes complémentaires****28 février 2021**

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**13. Engagements**

Les engagements de la Fédération, en vertu de baux échéant jusqu'en février 2042 pour les locaux qu'elle occupe, s'élèvent à 15 375 203 \$ plus les frais accessoires. Les paiements minimums exigibles au cours des deux prochaines périodes de 36 mois sont les suivants :

2022-2024	2 171 777 \$
2025-2027	1 903 135 \$

**14. Instruments financiers***Risques et concentrations*

La Fédération, par le biais de ses instruments financiers, est exposée à divers risques. L'analyse suivante indique l'exposition et les concentrations de la Fédération aux risques à la date de l'état de la situation financière, soit au 28 février 2021.

*Risque de crédit*

Le risque de crédit est le risque qu'une partie à un instrument financier manque à l'une de ses obligations et amène de ce fait l'autre partie à subir une perte financière. Les principaux risques de crédit pour la Fédération sont liés aux débiteurs, à l'exception des intérêts à recevoir et aux per capita à recevoir. La Fédération consent du crédit à ses membres dans le cours normal de ses activités.

Aux 28 février 2021 et 2018, aucun compte n'a été provisionné.

*Risque de liquidité*

Le risque de liquidité est le risque que la Fédération éprouve des difficultés à honorer des engagements liés à des passifs financiers. La Fédération est exposée à ce risque principalement en regard de ses fournisseurs et montants à redistribuer.

*Risque de marché*

Le risque de marché est le risque que la juste valeur ou les flux de trésorerie futurs d'un instrument financier fluctuent en raison des variations des prix du marché. Le risque de marché inclut trois types de risques : le risque de change, le risque de taux d'intérêt et le risque de prix autre. La Fédération est exposée principalement au risque de taux d'intérêt et au risque de prix autre.

*Risque de taux d'intérêt*

Le risque de taux d'intérêt est le risque que la juste valeur ou les flux de trésorerie futurs d'un instrument financier fluctuent en raison des variations de taux d'intérêt du marché. La Fédération est exposée au risque de taux d'intérêt en ce qui concerne ses instruments financiers à taux d'intérêt fixe (dépôts à terme) qui assujettissent la Fédération à un risque de juste valeur.

*Risque de prix autre*

Le risque de prix autre est le risque que la juste valeur ou les flux de trésorerie futurs d'un instrument financier fluctuent en raison des variations des prix de marché (autres que celles découlant du risque de taux d'intérêt ou du risque de change), que ces variations soient causées par des facteurs propres à l'instrument en cause ou à son émetteur ou par des facteurs affectant tous les instruments financiers similaires négociés sur le marché. La Fédération est principalement exposée à ce risque en regard du Fonds solidaire et de son placement dans le Fonds Bâtirente.



## Notes complémentaires

28 février 2021

15. Flux de trésorerie	<u>2021</u>	<u>2018</u>
Variation d'éléments hors caisse du fonds de roulement		
Débiteurs	<b>(715 313)\$</b>	824 957 \$
Per capita à recevoir – activités d'administration	<b>(908 485)</b>	320 861
Per capita à recevoir – activités de négociation	<b>(123 898)</b>	43 753
Frais payés d'avance	<b>158 025</b>	(100 353)
Créditeurs et charges à payer	<b>1 566 179</b>	(2 349 294)
Revenus perçus d'avance	<b>(69 174)</b>	96 174
	<b>(92 666)\$</b>	(1 163 902)\$

## 16. Chiffres de la période précédente et chiffres comparatifs

Puisque le budget est une information pertinente pour la Fédération et que, d'une période de 36 mois à l'autre, le regroupement des dépenses est effectué en fonction des objectifs propres à chaque poste du budget, plusieurs chiffres de la période de 36 mois précédente sont regroupés différemment et n'offrent aucune base de comparaison avec ceux de la période courante; par conséquent, ils n'ont pas été présentés dans l'état des résultats. De plus, certains chiffres au 28 février 2018, à l'état de la situation financière et à l'état des flux de trésorerie ont été reclassés conformément à la présentation des états financiers de la période courante.

## Renseignements complémentaires

Période de 36 mois close le 28 février 2021

## Annexe A

	Budget (note 4)	Réalizations
<b>Activités d'administration</b>		
<b>Exécutif</b>		
Salaires et avantages sociaux		
Exécutif	2 198 929 \$	2 219 115 \$
Employé(e)s de bureau	395 782	379 405
Frais de séjour	195 714	155 005
Frais de déplacement	188 714	128 930
	<u>2 979 139 \$</u>	<u>2 882 455 \$</u>
<b>Bureau fédéral</b>		
Salaires et avantages sociaux		
Vice-présidences régionales	936 500 \$	336 871 \$
Représentants de secteurs	527 670	286 608
Frais de séjour et de déplacement		
Vice-présidences régionales	550 000	326 508
Représentants de secteurs	207 813	137 811
CNESST/CSST – assurances	60 000	23 252
Budget de fonctionnement – secteurs	1 000	-
Banque transport	50 000	34 729
	<u>2 332 983 \$</u>	<u>1 145 779 \$</u>
<b>Coordination des services</b>		
Salaires et avantages sociaux		
Coordonnateurs(trices)	850 694 \$	843 697 \$
Employé(e)s de bureau	157 764	145 612
Frais de séjour	39 000	34 327
Frais de déplacement	16 000	16 144
	<u>1 063 458 \$</u>	<u>1 039 780 \$</u>
<b>Services régionaux</b>		
Salaires et avantages sociaux		
Conseiller(ère)s syndicaux	27 813 593 \$	28 635 600 \$
Employé(e)s de bureau	5 407 869	5 592 864
Frais de séjour	1 775 166	1 034 465
Frais de déplacement	1 935 899	1 232 369
Stagiaires	65 000	39 554
	<u>36 997 527 \$</u>	<u>36 534 852 \$</u>

## Renseignements complémentaires

Période de 36 mois close le 28 février 2021

## Annexe A (suite)

	<u>Budget</u> <i>(note 4)</i>	<u>Réalisations</u>
<b>Activités d'administration (suite)</b>		
<b>Service de la comptabilité</b>		
Salaires et avantages sociaux	1 379 382 \$	1 381 627 \$
Frais de séjour	28 000	12 409
Frais de déplacement	<u>18 000</u>	<u>11 200</u>
	1 425 382 \$	1 405 236 \$
<b>Coûts reliés à la convention collective des salarié(e)s</b>		
Bureau du personnel	675 000 \$	674 474 \$
Partage des coûts reliés à la convention collective	275 000	271 506
Dirigeants et conseillers du STTCSN	180 000	186 076
Régime de retraite et avantages sociaux complémentaires de retraite	584 150	3 193 210
Frais juridiques – salarié(e)s	<u>5 000</u>	<u>-</u>
	1 719 150 \$	4 325 266 \$
<b>Instances politiques</b>		
Coûts du congrès	375 000 \$	258 805 \$
Coûts des conseils fédéraux réguliers	360 000	219 550
Coûts des conseils fédéraux sectoriels – public	30 000	34 379
Coûts des conseils fédéraux sectoriels – privé	6 500	6 828
Aide aux syndicats – conseils fédéraux réguliers	450 000	259 283
Aide aux syndicats – conseils fédéraux sectoriels – public	50 000	5 475
Aide aux syndicats – conseils fédéraux sectoriels – privé	20 000	10 317
Bureaux fédéraux	10 000	2 017
Participation aux colloques	10 000	2 818
Délégations confédérales	85 000	66 989
Relations internationales	<u>5 000</u>	<u>-</u>
	1 401 500 \$	866 461 \$
<b>Formation syndicale</b>		
Budget de fonctionnement	640 000 \$	359 969 \$
Salaires et avantages sociaux	733 588	724 213
Frais de séjour	37 000	33 385
Frais de déplacement	<u>23 000</u>	<u>18 690</u>
	1 433 588 \$	1 136 257 \$

## Renseignements complémentaires

Période de 36 mois close le 28 février 2021

## Annexe A (suite)

	<u>Budget</u> <i>(note 4)</i>	<u>Réalisations</u>
Activités d'administration (suite)		
Comité de la condition féminine	30 000 \$	17 046 \$
Comité de la santé – sécurité	30 000 \$	19 261 \$
Comité de surveillance	27 000 \$	13 668 \$
Comité LGBT	30 000 \$	14 314 \$
Comité Jeunes	30 000 \$	10 071 \$
Comité Ethno culturel	30 000 \$	18 104 \$
Comités « ad hoc »	100 000 \$	57 995 \$
Politique contre la violence	8 000 \$	656 \$

## Renseignements complémentaires

Période de 36 mois close le 28 février 2021

## Annexe A (suite)

	Budget (note 4)	Réalizations
<b>Activités d'administration (suite)</b>		
<b>Information et publicité</b>		
Salaires et avantages sociaux	422 297 \$	429 805 \$
Frais de séjour	10 000	4 217
Frais de déplacement	10 000	8 042
Traduction et audiovisuel	35 000	8 561
Distribution et impression de documents	15 000	7 975
Documentation et abonnements	30 000	25 366
Information – publicité – visibilité	266 000	218 700
Campagne VPP	50 000	10 460
Sentences arbitrales	15 000	9 588
Revue de presse et commandites	30 000	22 488
	883 297 \$	745 202 \$
<b>Service d'informatique</b>		
Dépenses site Web	42 000 \$	2 137 \$
Traitement de la paie	45 000	38 540
Entretien et réparations de l'équipement informatique	10 000	6 921
Opération du réseau	668 556	668 873
Amortissement de l'équipement informatique	50 000	33 266
Amortissement du site Web	-	19 534
	815 556 \$	769 271 \$
<b>Frais d'administration</b>		
Loyers et taxes	3 121 585 \$	3 029 226 \$
Téléphones, télécopieurs et internet	467 022	450 955
Fournitures de bureau	122 500	75 893
Photocopies	262 700	180 783
Frais juridiques	2 000 000	1 715 134
Frais de poste et de transport	67 000	22 667
Assurances	38 000	37 348
Honoraires professionnels	40 000	44 840
Souscriptions et dons	6 000	4 875
Location de salles	1 500	592
Divers (témoignages de sympathies)	1 000	328
Frais de caisse et d'administration	600	164
Réunions d'équipes	40 000	37 794
Amortissement de l'équipement de bureau	100 000	92 779
Amortissement des améliorations locatives	5 000	489
	6 272 907 \$	5 693 867 \$

## Renseignements complémentaires

Période de 36 mois close le 28 février 2021

## Annexe A (suite)

	<u>Budget</u> <i>(note 4)</i>	<u>Réalisations</u>
<b>Activités d'administration (suite)</b>		
<b>Budgets régionaux</b>		
Région 1A – Gaspésie / Îles de la Madeleine	15 400 \$	2 973 \$
Région 1B – Bas-St-Laurent	11 200	1 469
Région 02 – Saguenay / Lac St-Jean	11 200	11 200
Région 03 – Québec / Chaudière-Appalaches	17 500	4 486
Région 04 – Centre-du-Québec	10 500	2 361
Région 05 – Estrie	10 500	274
Région 06A – Montréal / Laval / Grand-Nord	31 500	6 046
Région 06B – Laurentides / Lanaudière	14 000	2 509
Région 06C – Montérégie	10 500	1 161
Région 07 – Outaouais	10 500	705
Région 08 – Abitibi-Témiscamingue / Nord du Québec	15 400	8 147
Région 09 – Côte-Nord / Basse Côte-Nord	15 400	1 163
	<u>173 600 \$</u>	<u>42 494 \$</u>
<b>Jurisprudence</b>		
Salaires et avantages sociaux	428 897 \$	427 433 \$
Frais de séjour	10 000	8 142
Frais de déplacement	8 000	7 856
	<u>446 897 \$</u>	<u>443 431 \$</u>
<b>Valorisation, promotion et préservation – services publics</b>		
Salaires et avantages sociaux	421 797 \$	421 763 \$
Frais de séjour	10 000	9 358
Frais de déplacement	8 000	7 586
	<u>439 797 \$</u>	<u>438 707 \$</u>

## Renseignements complémentaires

Période de 36 mois close le 28 février 2021

## Annexe B

	<u>Budget</u> <i>(note 4)</i>	<u>Réalisations</u>
<b>Activités de négociation</b>		
<b>Comité de négociation sectorielle</b>		
Salaires et avantages sociaux – élu(e)s	670 680 \$	366 178 \$
Frais de séjour et déplacement	<u>584 640</u>	<u>445 885</u>
	<u>1 255 320 \$</u>	<u>812 063 \$</u>
<b>Équipe de négociation</b>		
Salaires et avantages sociaux		
Conseiller(ère)s syndicaux	991 223 \$	985 772 \$
Employé(e)s de bureau	421 593	413 056
Comité d'action politique	23 700	21 314
Frais de séjour	71 000	45 581
Frais de déplacement	<u>82 000</u>	<u>39 750</u>
	<u>1 589 516 \$</u>	<u>1 505 473 \$</u>
<b>Appui local à la vie syndicale et à la négociation</b>	<u>404 000 \$</u>	<u>14 018 \$</u>
<b>Frais d'administration</b>		
Loyers et taxes	199 800 \$	172 814 \$
Téléphones	25 000	20 193
Fournitures de bureau	5 000	4 230
Impression de documents	110 000	45 481
Frais de poste et de transport	20 000	10 274
Traduction	25 000	6 996
Location de salles	300	287
Distribution et entreposage – conventions collectives	3 000	121
Amortissement des améliorations locatives	<u>5 000</u>	<u>-</u>
	<u>393 100 \$</u>	<u>260 396 \$</u>

## Renseignements complémentaires

Période de 36 mois close le 28 février 2021

## Annexe B (suite)

	<u>Budget</u> <i>(note 4)</i>	<u>Réalisations</u>
<b>Activités de négociation (suite)</b>		
<b>Conseils fédéraux sectoriels traitant de la négociation</b>		
Salaires et dépenses – élu(e)s – vice-présidents des régions	78 000 \$	66 776 \$
	<u>                    </u>	<u>                    </u>
<b>Conseils fédéraux et aide aux syndicats sectoriels traitant de la négociation</b>		
<i>Conseils fédéraux sectoriels traitant de la négociation</i>		
Conseils sectoriels – public	200 000 \$	182 006 \$
Conseils sectoriels – préhospitalier	8 000	1 634
Conseils sectoriels – CPE	8 000	1 577
Conseils sectoriels – RSG	1 000	-
Conseils sectoriels – RI-RTF	1 000	-
Conseils sectoriels – CH/CA privés	2 000	1 926
<i>Aide aux syndicats sectoriels traitant de la négociation</i>		
Conseils sectoriels – public	300 000	80 372
Conseils sectoriels – préhospitalier	20 000	-
Conseils sectoriels – CPE	20 000	-
Conseils sectoriels – RSG	2 500	-
Conseils sectoriels – RI-RTF	2 500	-
Conseils sectoriels – CH/CA privés	5 000	3 703
	<u>570 000 \$</u>	<u>271 218 \$</u>



## Renseignements complémentaires

Période de 36 mois close le 28 février 2021

## Annexe B (suite)

	<u>Budget</u> <i>(note 4)</i>	<u>Réalisations</u>
<b>Activités de négociation (suite)</b>		
<b>Secteurs privés</b>		
Arbitrage	600 000 \$	452 660 \$
Traduction	5 000	5 173
Négociations des secteurs	<u>535 000</u>	<u>220 648</u>
	<u>1 140 000 \$</u>	<u>678 481 \$</u>
<b>Comités de la convention collective</b>		
Secteur public	6 000 \$	- \$
Préhospitalier	70 000	81 633
CPE	55 000	16 566
RSG	5 000	-
RI-RTF	5 000	-
CHP et communautaire	<u>5 000</u>	<u>-</u>
	<u>146 000 \$</u>	<u>98 199 \$</u>
<b>Comité des assurances</b>	<u>50 000 \$</u>	<u>55 648 \$</u>
<b>Politique – expertises médicales</b>	<u>50 000 \$</u>	<u>2 232 \$</u>
<b>Politique – arbitrage secteur public</b>	<u>1 100 000 \$</u>	<u>970 715 \$</u>

# 16

**REPORT FROM  
THE FINANCIAL  
OVERSIGHT  
COMMITTEE**

## RECOMMENDATIONS OF THE FINANCIAL OVERSIGHT COMMITTEE, APRIL 26, 2021

To summarize, we have found that the change in structures, the pandemic (despite all its negative aspects) and efforts to reduce expenses have had a positive effect on the finances of the FSSS.

Our conclusion is that the finances of the Fédération de la santé et des services sociaux-CSN are in good shape. Sound management has resulted in reduced expenses and good management of those deemed necessary. We hope that the surplus can be used for the benefit of the members, as all have been affected in one way or another by the drawn-out pandemic.

This brings us to the end of our mandate, which we have fulfilled with the rigour required for such work. We recommend that the FSSS provide more in-depth training to the members of the next Financial Oversight Committee, in order to prepare them for more specific and demanding work than that done by the local oversight committees.

The Financial Oversight Committee recommends adoption of the 36-month financial report dated February 28, 2021.

*Solidarity!*

  
Claire Bouchard

  
Frédéric Lagacé

  
Daniel Poisson

# 17

## **BUDGET 2021-2024**

Brothers and sisters,

The budget estimates for the 2021-2024 period recommended by the Executive Committee are consistent with the mandates the Federation must fulfil for its unions and members, and therefore with the policy directions of the 45<sup>th</sup> Convention.

We project per capita revenue of \$69,172,616, an 11.8% increase over the initial 2018-2021 budget. The increase in revenue is the result of organizing, the increase in the number of workers arising from the Québec government's appeal to the public in the "Je contribue" campaign, the accelerated training program and the arrival of new beneficiary attendants in the public and private networks. The increase in revenue also includes the anticipated increase in the salaries of workers affiliated with the FSSS-CSN.

The projected expenses reflect the commitment to maintain services to the unions, to meet the challenges of labour shortages and stability within our organization, to meet the unions' evolving needs for assistance, and to fulfil our primary mission of negotiating our members' working conditions.

Expenses are divided into two main budget items: administration and bargaining.

## **ADMINISTRATIVE ACTIVITIES**

Administrative activities include the activities of the Federation and its political functioning. This budget item is allocated \$63,078,555 from per capita revenue. We forecast expenses of \$65,387,053, which is 11.5% more than the previous budget.

These activities are subdivided into three main categories: administration, political leadership and regional services, which account for a large portion of the budget. This part of the budget covers human resources and their stability. The details will be explained during the presentation.

For the Federation's overall activities, approximately 74% of the budget is allocated to regional services, national items and the bargaining team, 18% to administration, which includes assistance to the unions, and 8% to political leadership activities.

## **BARGAINING ACTIVITIES**

The bargaining budget includes all activities related to private and public sector negotiations. It is allocated \$8,048,809 from per capita revenue and we forecast expenses related to these activities in the amount of \$6,765,744, approximately the same level of spending as in the last three-year term.

As we begin this term, all sectors are engaged in bargaining talks, with the exception of the RSG sector, which at the time of writing has concluded its negotiations and is conducting its post-mortem. We will have little respite from bargaining, since the collective agreements for the public sector and some other sectors will be up for renewal in early 2023.

The budget for bargaining activities is used to support the establishment, conduct of, and follow up on bargaining talks and inter-round committees.

The Executive Committee is therefore presenting budget estimates that reflect priorities with respect to resources, services and support for activities, as well as the mandates to be carried out during the 2021-2024 period.

The Federation's budget is one of the collective tools that allow us to promote our values of justice, responsibility and solidarity. We organize the essentials!

Nadine Lambert  
General Secretary/Treasurer

**PRÉVISIONS BUDGÉTAIRES 2021-2024  
SOMMAIRE DES RÉSULTATS**

**Revenus**

Administration (per capita 88% X 0.52%)	54 441 677 \$	57 149 639 \$	62 986 968 \$
Autres revenus	1 676 856	1 668 895	1 592 748
Placements	203 667	304 562	337 000
Variation de la juste valeur des placements	-	45 381	25 000
Négociation (per capita 12% X 0.52%)	7 423 865	7 793 133	8 589 132
<b>Total des revenus</b>	<b>63 746 065 \$</b>	<b>66 961 608 \$</b>	<b>73 530 848 \$</b>

**Dépenses**

Administration	58 669 781 \$	57 620 172 \$	67 989 948 \$
Négociation	6 775 935	4 735 220	6 833 073
<b>Total des dépenses</b>	<b>65 445 716 \$</b>	<b>62 355 392 \$</b>	<b>74 823 021 \$</b>

**Excédent des dépenses**

	<b>(1 699 651) \$</b>	<b>4 606 217 \$</b>	<b>(1 292 173) \$</b>
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	Budget Initial du 2018-03-01 au 2021-02-28	Réalisations du 2018-03-01 au 2021-02-28	Prévisions budgétaires 2021-2024
<b>ADMINISTRATION</b>			
<b>Résultats</b>			
<b>Période de 36 mois se terminant le 28 février 2021</b>			
<b>Revenus d'administration</b>			
Per capita (88% X 0,52%)	54 441 677 \$	57 149 639 \$	62 986 968 \$
Autres revenus	1 880 523	1 973 456	1 929 748
Variation de valeur, placements disponibles à la vente	-	45 381	25 000
<b>Total des revenus d'administration</b>	<b>56 322 199 \$</b>	<b>59 168 476 \$</b>	<b>64 941 716 \$</b>
<b>Dépenses d'administration</b>			
1. Comité exécutif	2 979 139 \$	2 882 455 \$	3 181 985 \$
2. Bureau fédéral	2 332 983	1 145 779	2 240 499
3. Coordination des services	1 063 458	1 039 780	1 398 955
4. Services régionaux	36 997 527	36 534 853	44 514 685
5. Service de la comptabilité	1 425 382	1 405 236	1 599 932
6. Coûts convention collective des salarié-es	1 719 150	4 325 266	1 794 150
7. Instances politiques	1 401 500	866 461	1 789 500
8. Budgets régionaux	173 600	42 493	173 600
9. Formation syndicale	1 433 588	1 136 256	1 544 247
10. Comité de condition féminine	30 000	17 046	28 000
11. Comité de santé et sécurité	30 000	19 261	38 000
12. Comité de surveillance	27 000	13 668	27 000
13. Politique contre la violence	8 000	656	8 000
14. Comité LGBT	30 000	14 314	28 000
15. Comité Jeunes	30 000	10 071	28 000
16. Comité Ethno culturel	30 000	18 104	28 000
17. Comité de coordination d'action politique	-	-	50 000
18. Comités Ad Hoc	100 000	57 995	75 000
19. Information et publicité	883 297	745 202	1 258 143
20. Service informatique	815 556	769 271	907 360
21. Dépenses d'administration	6 272 907	5 693 868	6 267 105
22. Jurisprudence	446 897	443 431	501 343
23. VPP et santé et sécurité au travail	439 797	438 707	508 443
<b>Total des dépenses d'administration</b>	<b>58 669 781 \$</b>	<b>57 620 172 \$</b>	<b>67 989 948 \$</b>
<b>Excédent des dépenses</b>	<b>(2 347 581) \$</b>	<b>1 548 304 \$</b>	<b>(3 048 232) \$</b>



	Budget Initial du 2018-03-01 au 2021-02-28	Réalisations du 2018-03-01 au 2021-02-28	Prévisions budgétaires 2021-2024
<b>ADMINISTRATION</b>			
<b>Détail des dépenses</b>			
<b>1. Comité exécutif</b>			
<b>Salaires et avantages sociaux</b>			
- personnes élu-es	2 198 929 \$	2 219 115 \$	2 457 358 \$
- employées de bureau	395 782	379 405	358 769
Frais de séjour	195 714	155 005	195 714
Frais de déplacement	188 714	128 930	170 143
	<b>2 979 139 \$</b>	<b>2 882 455 \$</b>	<b>3 181 985 \$</b>
<b>2. Bureau fédéral</b>			
<b>Salaires et avantages sociaux</b>			
- vices-présidences régionales	936 500 \$	336 871 \$	996 500 \$
- représentants de secteurs	527 670	286 608	527 670
<b>Frais de séjour et de déplacement</b>			
- vices-présidences régionales	550 000	326 508	462 000
- représentants de secteurs	207 813	137 811	168 329
CSST / CNT / Assurances	60 000	23 252	35 000
Fonctionnement - Secteurs	1 000	-	1 000
Banque transport	50 000	34 729	50 000
	<b>2 332 983 \$</b>	<b>1 145 779 \$</b>	<b>2 240 499 \$</b>
<b>3. Coordination des services</b>			
<b>Salaires et avantages sociaux</b>			
- coordination	850 694 \$	843 697 \$	970 186 \$
- employée de bureau	157 764	145 612	358 769
Frais de séjour	39 000	34 327	44 000
Frais de déplacement	16 000	16 144	26 000
	<b>1 063 458 \$</b>	<b>1 039 780 \$</b>	<b>1 398 955 \$</b>
<b>4. Services régionaux</b>			
<b>Salaires et avantages sociaux</b>			
- personnes conseillères	27 813 593 \$	28 635 600 \$	35 383 281 \$
- employées de bureau	5 407 869	5 592 864	6 729 883
Frais de séjour	1 775 166	1 034 465	1 066 310
Frais de déplacement	1 935 899	1 232 369	1 270 212
Stagiaire(s)	65 000	39 554	65 000
	<b>36 997 527 \$</b>	<b>36 534 853 \$</b>	<b>44 514 685 \$</b>
<b>5. Service de la comptabilité</b>			
Salaires et avantages sociaux	1 379 382 \$	1 381 627 \$	1 565 432 \$
Frais de séjour	28 000	12 409	21 000
Frais de déplacement	18 000	11 200	13 500
	<b>1 425 382 \$</b>	<b>1 405 236 \$</b>	<b>1 599 932 \$</b>
<b>6. Coûts convention collective des salarié-es</b>			
Bureau du personnel	675 000 \$	674 474 \$	690 000 \$
Partage des coûts reliés c.c.	275 000	271 506	290 000
Dirigeant et conseillers du STTCNS	180 000	186 076	180 000
Assurances collectives retraités, régimes à prestations et cotisations déterminées	584 150	3 193 209	629 150
Frais juridiques - salarié-es	5 000	-	5 000
	<b>1 719 150 \$</b>	<b>4 325 266 \$</b>	<b>1 794 150 \$</b>

	Budget Initial du 2018-03-01 au 2021-02-28	Réalisations du 2018-03-01 au 2021-02-28	Prévisions budgétaires 2021-2024
<b>7. Instances politiques</b>			
Coût net du congrès (incluant aide)	375 000 \$	258 805 \$	150 000 \$
Coût des conseils fédéraux	360 000	219 650	260 000
Coût des conseils fédéraux sectoriels-public	30 000	34 279	40 000
Coût des conseils fédéraux sectoriels-privé	6 500	6 828	11 000
Bureaux fédéraux	10 000	2 017	2 500
Délégations confédérales	85 000	66 989	70 000
Relations internationales	5 000	-	5 000
Participation aux colloques	10 000	2 818	10 000
Rencontres virtuelles systématiques	-	-	796 000
Aide aux syndicats - Conseils fédéraux sectoriels-public	500 000	264 758	425 000
Aide aux syndicats - Conseils fédéraux sectoriels-privé	20 000	10 317	20 000
	<b>1 401 500 \$</b>	<b>866 461 \$</b>	<b>1 789 500 \$</b>
<b>8. Budgets régionaux</b>			
Côte-Nord (09)	15 400 \$	1 163 \$	15 400 \$
Gaspésie - Îles-de-la-Madeleine (1A)	15 400	2 973	15 400
Outaouais (07)	10 500	705	10 500
Laurentides - Lanaudière (6B)	14 000	2 509	14 000
Montréal - Laval - Grand-Nord (6A)	31 500	6 046	31 500
Abitibi - Témiscamingue - Nord-du-Québec (08)	15 400	8 147	15 400
Québec - Chaudière-Appalaches (03)	17 500	4 486	17 500
Bas-Saint-Laurent (1B)	11 200	1 469	11 200
Saguenay - Lac-Saint-Jean (02)	11 200	11 200	11 200
Estrie (05)	10 500	274	10 500
Montérégie (6C)	10 500	1 161	10 500
Cœur-du-Québec (04)	10 500	2 361	10 500
	<b>173 600 \$</b>	<b>42 493 \$</b>	<b>173 600 \$</b>
<b>9. Formation syndicale</b>			
Budget de fonctionnement	640 000 \$	359 968 \$	640 000 \$
Salaires & avantages sociaux	733 588	724 213	836 247
Frais de séjour	37 000	33 384	41 500
Frais de déplacement	23 000	18 690	26 500
	<b>1 433 588 \$</b>	<b>1 136 256 \$</b>	<b>1 544 247 \$</b>
<b>10. Comité de condition féminine</b>	<b>30 000 \$</b>	<b>17 046 \$</b>	<b>28 000 \$</b>
<b>11. Comité de santé et sécurité</b>	<b>30 000 \$</b>	<b>19 261 \$</b>	<b>38 000 \$</b>
<b>12. Comité de surveillance</b>	<b>27 000 \$</b>	<b>13 668 \$</b>	<b>27 000 \$</b>
<b>13. Politique contre la violence</b>	<b>8 000 \$</b>	<b>656 \$</b>	<b>8 000 \$</b>
<b>14. Comité LGBT</b>	<b>30 000 \$</b>	<b>14 314 \$</b>	<b>28 000 \$</b>
<b>15. Comité Jeunes</b>	<b>30 000 \$</b>	<b>10 071 \$</b>	<b>28 000 \$</b>
<b>16. Comité Ethno culturel</b>	<b>30 000 \$</b>	<b>18 104 \$</b>	<b>28 000 \$</b>
<b>17. Comité de coordination d'action politique</b>	<b>- \$</b>	<b>- \$</b>	<b>50 000 \$</b>

	Budget Initial du 2018-03-01 au 2021-02-28	Réalisations du 2018-03-01 au 2021-02-28	Prévisions budgétaires 2021-2024
<b>18. Comités ad hoc</b>	<b>100 000 \$</b>	<b>57 995 \$</b>	<b>75 000 \$</b>
<b>19. Information et publicité</b>			
Salaires et avantages sociaux	422 297 \$	429 805 \$	522 143 \$
Frais de séjour	10 000	4 217	10 000
Frais de déplacement	10 000	8 042	10 000
Traduction	35 000	8 561	400 000
Distribution impression documents	15 000	7 974	10 000
Documentation et abonnements	30 000	25 366	30 000
Information-publicité-visibilité	266 000	218 700	236 000
Campagne VPP	50 000	10 460	-
Revue de presse - Communiqués	30 000	22 488	30 000
Sentences arbitrales	15 000	9 588	10 000
	<b>883 297 \$</b>	<b>745 202 \$</b>	<b>1 258 143 \$</b>
<b>20. Service informatique</b>			
Traitement des données CSN	45 000 \$	38 540 \$	45 000 \$
Opération du réseau	668 556	668 873	757 800
Dépenses site Web	42 000	21 671	15 000
Entretien réparation équipement informatique	10 000	6 921	39 560
Amortissement équipement informatique	50 000	33 266	50 000
Amortissement ordinateurs portables	-	-	-
	<b>815 556 \$</b>	<b>769 271 \$</b>	<b>907 360 \$</b>
<b>21. Dépenses d'administration</b>			
Loyers et taxes	3 121 585 \$	3 029 226 \$	3 213 715 \$
Téléphones et télécopieurs	467 022	450 956	460 290
Fournitures de bureau	122 500	75 893	112 500
Photocopies	262 700	180 783	177 000
Frais juridiques	2 000 000	1 715 135	2 000 000
Frais de poste et transport	67 000	22 667	39 500
Assurances	38 000	37 348	40 000
Honoraires de vérification	40 000	44 840	40 000
Souscriptions et dons	6 000	4 875	6 000
Location de salles	1 500	592	1 500
Amortissement équipement de bureau	100 000	92 779	130 000
Amortissement améliorations locatives	5 000	489	5 000
Frais de caisse et d'administration	600	164	600
Réunions d'équipe	40 000	37 794	40 000
Dépenses diverses	1 000	328	1 000
	<b>6 272 907 \$</b>	<b>5 693 868 \$</b>	<b>6 267 105 \$</b>
<b>22. Jurisprudence</b>			
Salaires et avantages sociaux	428 897 \$	427 433 \$	481 343 \$
Frais de séjour	10 000	8 142	10 000
Frais de déplacement	8 000	7 856	10 000
	<b>446 897 \$</b>	<b>443 431 \$</b>	<b>501 343 \$</b>
<b>23. VPP et santé et sécurité au travail</b>			
Salaires et avantages sociaux	421 797 \$	421 763 \$	488 443 \$
Frais de séjour	10 000	9 358	10 000
Frais de déplacement	8 000	7 586	10 000
	<b>439 797 \$</b>	<b>438 707 \$</b>	<b>508 443 \$</b>
<b>Total des dépenses d'administration</b>	<b>58 669 781 \$</b>	<b>57 620 172 \$</b>	<b>67 989 948 \$</b>

	Budget Initial du 2018-03-01 au 2021-02-28	Réalisations du 2018-03-01 au 2021-02-28	Prévisions budgétaires 2021-2024
<b>NÉGOCIATION</b>			
<b>Résultats</b>			
<b>Période de 36 mois se terminant le 28 février 2021</b>			
<b>Revenus de négociation</b>			
Per capita (12% X 0,52%)	7 423 865 \$	7 793 133 \$	8 589 132 \$
<b>Total des revenus de négociation</b>	<b>7 423 865 \$</b>	<b>7 793 133 \$</b>	<b>8 589 132 \$</b>
<b>Dépenses de négociation</b>			
24. Comités de négociation sectoriels	1 255 320 \$	812 063 \$	1 094 680 \$
25. Équipe de négociation	1 589 515	1 505 473	2 136 593
26. Appui local à la vie syndicale	404 000	14 018	404 000
27. Dépenses d'administration	393 100	260 395	278 300
28. Conseils fédéraux de négociation	78 000	66 776	78 000
29. Conseils fédéraux de négociation public et privé	570 000	271 219	416 000
30. Secteurs privés	1 140 000	678 481	1 095 000
31. Comités de la convention collective	146 000	98 199	130 500
32. Comité des assurances	50 000	55 648	50 000
33. Politique - Expertises médicales	50 000	2 232	50 000
34. Politique - Arbitrage public	1 100 000	970 715	1 100 000
<b>Total des dépenses de négociation</b>	<b>6 775 935 \$</b>	<b>4 735 220 \$</b>	<b>6 833 073 \$</b>
<b>Excédent des revenus (dépenses)</b>	<b>647 930 \$</b>	<b>3 057 913 \$</b>	<b>1 756 059 \$</b>

	Budget Initial du 2018-03-01 au 2021-02-28	Réalisations du 2018-03-01 au 2021-02-28	Prévisions budgétaires 2021-2024
<b>NÉGOCIATION</b>			
<b>Détail des dépenses</b>			
<b>24. Comités de négociation par secteur</b>			
<b>Salaires et avantages sociaux</b>			
Négociation secteur public	475 200 \$	235 158 \$	400 000 \$
Négociation du préhospitalier	60 480	95 843	71 000
Négociation des CPE	60 480	14 039	55 000
Négociation CHP et Communautaire	44 280	21 138	30 000
Négociation RSG	15 120	-	15 120
Négociation RI-RTF	15 120	-	15 120
<b>Frais de séjours et déplacements</b>			
Négociation secteur public	403 200	403 156	403 200
Négociation du préhospitalier	60 480	30 177	35 000
Négociation des CPE	60 480	23	20 000
Négociation CHP et Communautaire	30 240	12 530	20 000
Négociation RSG	15 120	-	15 120
Négociation RI-RTF	15 120	-	15 120
	<b>1 255 320 \$</b>	<b>812 063 \$</b>	<b>1 094 680 \$</b>
<b>25. Équipe de négociation</b>			
<b>Salaires et avantages sociaux</b>			
- personnes conseillères	991 223 \$	985 772 \$	1 634 989 \$
- employé-es de bureau	421 593	413 056	354 904
- comité d'action politique	23 700	21 314	23 700
Frais de séjour	71 000	45 581	71 000
Frais de déplacement	82 000	39 750	52 000
	<b>1 589 515 \$</b>	<b>1 505 473 \$</b>	<b>2 136 593 \$</b>
<b>26. Appui local à la vie syndicale</b>			
	<b>404 000 \$</b>	<b>14 018 \$</b>	<b>404 000 \$</b>
<b>27. Dépenses d'administration</b>			
Loyers et taxes	199 800 \$	172 814 \$	180 000 \$
Téléphones	25 000	20 193	25 000
Traduction	25 000	6 996	-
Fournitures de bureau	5 000	4 230	5 000
Impression de documents	110 000	45 481	50 000
Frais de poste et transport	20 000	10 274	10 000
Location de salles	300	287	300
Amortissement améliorations locatives	5 000	-	5 000
Distribution et entreposage conventions collectives	3 000	121	3 000
	<b>393 100 \$</b>	<b>260 395 \$</b>	<b>278 300 \$</b>
<b>28. Conseils fédéraux de négociation</b>			
Salaires, frais séjour et déplacement (VP régions)	<b>78 000 \$</b>	<b>66 776 \$</b>	<b>78 000 \$</b>
<b>29. Conseils Fédéraux de négociation</b>			
Conseils fédéraux de négociation secteur public	200 000 \$	182 006 \$	200 000 \$
Conseils fédéraux de négociation secteur préhospitalier	8 000	1 634	6 000
Conseils fédéraux de négociation secteur CPE	8 000	1 576	6 000
Conseils fédéraux de négociation secteur RSG	1 000	-	1 000
Conseils fédéraux de négociation secteur RI-RTF	1 000	-	1 000
Conseils fédéraux de négociation secteur CHP et Communautaire	2 000	1 926	2 000

	Budget Initial du 2018-03-01 au 2021-02-28	Réalisations du 2018-03-01 au 2021-02-28	Prévisions budgétaires 2021-2024
<b>Aide aux syndicats CFN</b>			
Conseils fédéraux de négociation secteur public	300 000	80 372	150 000
Conseils fédéraux de négociation secteur préhospitalier	20 000	-	20 000
Conseils fédéraux de négociation secteur CPE	20 000	-	20 000
Conseils fédéraux de négociation secteur RSG	2 500	-	2 500
Conseils fédéraux de négociation secteur RI-RTF	2 500	-	2 500
Conseils fédéraux de négociation secteur CHP et Communautaire	5 000	3 703	5 000
	<b>570 000 \$</b>	<b>271 219 \$</b>	<b>416 000 \$</b>
<b>30. Secteurs privés</b>			
Arbitrage	600 000 \$	452 660 \$	600 000 \$
Traduction	5 000	5 173	-
Négociations des secteurs	535 000	220 648	495 000
	<b>1 140 000 \$</b>	<b>678 481 \$</b>	<b>1 095 000 \$</b>
<b>31. Comités de la convention collective</b>			
Secteur public	6 000 \$	- \$	3 000 \$
Préhospitalier	70 000	81 633	70 000
CPE	55 000	16 566	45 000
RSG	5 000	-	5 000
RI-RTF	5 000	-	5 000
CHP et Communautaire	5 000	-	2 500
	<b>146 000 \$</b>	<b>98 199 \$</b>	<b>130 500 \$</b>
<b>32. Comité des assurances</b>	<b>50 000 \$</b>	<b>55 648 \$</b>	<b>50 000 \$</b>
<b>33. Politique - Expertises médicales</b>	<b>50 000 \$</b>	<b>2 232 \$</b>	<b>50 000 \$</b>
<b>34. Politique - Arbitrage public</b>	<b>1 100 000 \$</b>	<b>970 715 \$</b>	<b>1 100 000 \$</b>
<b>Total des dépenses de négociation</b>	<b>6 775 935 \$</b>	<b>4 735 220 \$</b>	<b>6 833 073 \$</b>

# 18

## **RESOLUTIONS AND RECOMMENDATIONS**

## FEDERAL BUREAU RESOLUTIONS

### RESOLUTION N° 1

- Whereas the orientation of the 44<sup>th</sup> FSSS-CSN Convention which aims to increase the members' feeling of belonging to their union and federation;
- Whereas unions and members face daily challenges that are closely related to work conditions and the negotiation of their collective agreement;
- Whereas the employers' negotiation strategy is increasingly coordinated and centralized in several sectors;
- Whereas the pandemic situation and health measures have exacerbated the challenges and difficulties of reaching out to our members and doing our democratic and deliberative meetings;
- Whereas the first experiences with virtual meetings during the pandemic period allowed us to expand and vary our meeting types and to reach a wider member audience:
  - That the FSSS-CSN systematize virtual meetings with its members by grouping them according to their job title, job group or interest community.

### RESOLUTION N° 2

- Whereas, the many challenges and difficulties faced by unions in reaching out to their members and maintaining members' interest in union activities;
- Whereas the direction taken at the 66<sup>th</sup> CSN Convention to support its unions in the implementation of virtual meeting practices;
- Whereas the FSSS-CSN will to be complementary to the CSN and to accompany its unions in the implementation of a union practice of proximity with its members in order to achieve stimulating union activities, providing greater union action;
- Whereas the development of the unions' skills and experience with virtual meetings in this time of pandemic;
- Whereas virtual meetings by job title, by job group do not replace the need to hold deliberative general meetings virtually or face-to-face:
  - That the FSSS-CSN promote its local unions to organize virtual meetings to address different subjects, initiate discussions, gather information or mobilize members according to their job group, their job title, their workplace or their interest community.



### RESOLUTION N° 3

► That the FSSS and its affiliated unions make the necessary representations and take the necessary actions so the health and safety prevention in the workplace is prioritized by the government, the Ministère de la Famille, the Ministère de la Santé et des Services sociaux, the CNESST and the employers in these networks, both in the public and private sectors.

Therefore, that the FSSS-CSN and its affiliated unions demand namely that:

- That the government take action and invest the necessary resources in a sustainable manner to develop a real culture of prevention in all workplaces;
- On the part of the above-mentioned ministries that they fully recognize their responsibility in terms of occupational health and safety, and that consequently, they base their respective actions on the principles of complete transparency and full participation of workers and their representative proceedings;
- That employers recognize and fully respect the principle of parity, that they adopt a decentralized vision of the prevention management, that they adopt an approach that respects individuals, particularly in terms of psychological health, and that they recognize that they are ultimately accountable for the prevention effectiveness in their environment;

- That the CNESST play its full role in prevention, in particular by fully exercising its inspection authority and by effectively monitoring the prevention effectiveness in workplaces;
- That each of these proceedings fully respect the precautionary principle.

### RESOLUTION N° 4

► That the FSSS-CSN and its affiliated unions make the effectiveness of occupational health and safety prevention in all workplaces a top priority. To this end, that the necessary measures be taken so:

- That the coordination, follow-up and support of the prevention management in all sectors of the Federation be carried out at the national level with the collaboration of the FSSS-CSN Standing Committee on Health and Safety;
- That each sector define and implement, in collaboration with the FSSSCSN Standing Committee on Health and Safety, a prevention management model that meets its priorities in terms of union OHS management;
- That the unions of the FSSS-CSN be convened periodically by videoconference, on a sectoral basis, to work meetings in occupational health and safety with the aim of supporting the development of prevention management.

## RESOLUTION N° 5

► That the FSSS-CSN Standing Committee on Health and Safety present at a Federal Council a proposal for a detailed work plan to achieve these objectives. This work plan must include the necessary training to support our actions, mechanisms for exchanging information, support mechanisms between unions in the same sector and between sectors of the Federation and must make statutory reports to the Federal Bureau and the FSSS-CSN authorities until the end of the current mandate.

## RESOLUTION N° 6

► Whereas the imposition of multiple austerity measures over the years has led to the deterioration of the health, social services and early childhood education networks;

► Whereas structural and governance reforms have contributed to our network deterioration;

► Whereas several groups, organizations and commissions are raising their voices and are strongly opposing the situation;

► Whereas the outcome of our workshop discussions at the December 2020 Federal Council allowed us to identify the multiple problems very clearly related to the structure, governance and management of our repeatedly reformed networks;

► Whereas the need to act, and to act quickly:

- That the FSSS-CSN prioritize during this mandate the demand for a structural reorganization of our networks.
- That the main orientation of this reorganization is to take over our missions and their autonomy (hospitals, CHSLD, CLSC, CRDI, community, childcare centres, etc.).
- That we demand substantial economic reinvestment so that they can meet the needs of the population in full autonomy and with the greatest respect for the working conditions of the workers.

## HEALTH AND SAFETY COMMITTEE RECOMMENDATIONS

- 1 That the FSSS-CSN Health and Safety Committee pursue actions in favour of a better prevention management;
- 2 That the FSSS-CSN Health and Safety Committee focus on psychological health, violence and harassment in the workplace;
- 3 That the FSSS-CSN Health and Safety Committee, if the Act is amended, support the implementation of the new occupational health and safety plan and also take into account the new work realities, notably telework.

- Request that the Ministère du Travail, de l'Emploi et de la Solidarité conduct a major analysis of the issues underlying telework and their impact on women in order to avoid the symmetrization of issues affecting women and men.

3 That within the framework of the LSST modernization, the Status of Women Committee, in collaboration with the Health and Safety Committee, call for and pursue mobilization:

- So that all sectors of the Federation have access to the four prevention mechanisms as the current law provides for Priority Group 1;
- To strengthen mechanisms to prevent psychological illnesses and violence and harassment in the workplace and to recognize them as compensation and facilitate their accessibility;
- To ensure that the obligation to protect female workers who are victims of domestic violence in the workplace, within the bill to modernize the occupational health and safety regime (LSST), is maintained and included in the adoption of the law.

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## STATUS OF WOMEN COMMITTEE RECOMMENDATIONS

1 That the Status of Women Committee continue the work on the feminization of texts by promoting the training available at the CSN and that it organize two virtual training sessions for the unions affiliated to the Fédération de la santé et des services sociaux.

2 That the Status of Women Committee:

- Requests that the Ministère du Travail, de l'Emploi et de la Solidarité sociale apply gender-based analysis (GBA+), with an intersectional approach, in all its work on telework.

4 That within the framework of the LSST modernization, the Status of Women Committee, in collaboration with the Health and Safety Committee, demand and pursue mobilization so that the *Safe Maternity Experience Program* be maintained in the current state of the law.

## LGBT COMMITTEE RECOMMENDATIONS

**1** That the LGBT committee create a tool on the various issues related to inclusion and diversity with the objective that all employers in FSSS-CSN affiliated unions adopt an inclusion and diversity policy, particularly in the private sectors.

**2** That the LGBT committee update some of the tools available online.

**3** Whereas the right to confidentiality is compromised in workplaces for people living with HIV, particularly by the attitude of some employers:

- That the LGBT committee create an information and awareness tool regarding the context and rights of a worker with HIV in the work environment and that the committee call on the CSN LGBTQ Committee to intervene with governments in order to decriminalize the non-disclosure of HIV for people with HIV.

**4** That the LGBT committee launch an information campaign on the collaborative support plan (employer, union, worker) throughout the transition process of the transgender person.

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## YOUTH COMMITTEE RECOMMENDATIONS

**1** That the Youth Committee work with the local unions to demand the implementation of welcoming days for newly hired people where the local union would be present to inform them of the union existence, their rights on the occupational health and safety and the collective agreement.

**2** That the Youth Committee work towards the creation and implementation of youth committees in local unions.

**3** That the Youth Committee put in place tools (video, podcast, documents or other concepts) to inform young people about union activities and their rights and to make them aware of union struggles as well as the importance of continuing to promote union activities in order to continue to improve workers' working conditions.

**4** That the Youth Committee work in collaboration with other committees to create and implement tools such as videos or podcasts to summarize documents so the information is dynamic and easy to access.

**5** That the Youth Committee advocate, in collaboration with the concerned federal committees, the following subjects:

- That the health sector be considered as a priority group 1 in the eyes of the CNESST. If the law is amended, in collaboration with the FSSS-CSN OHS Committee, support the implementation of the various changes to the new OHS regime following the LSST modernization;
- Improvement of collective agreements and arrangements on occupational health and safety;
- A reinvestment in our public services;
- Granting of better wages and better working conditions for the retention of workers in our various sectors;
- The decentralization of our networks to provide better service to the population and a local service.

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## IMMIGRATION AND ETHNOCULTURAL RELATIONS COMMITTEE RECOMMENDATIONS

**1** In order to improve the working conditions of people from different communities and cultures, that the Immigration and Ethnocultural Relations Committee:

- Get a snapshot of the FSSS members' cultural diversity;
- Get a snapshot by sector of the main issues experienced in workplaces by members of ethnocultural communities, with the CSN collaboration, to recommend to the various FSSS negotiating committees specific negotiation demands based on issues identified;
- Bring the CSN's demand regarding the union participation in the development and implementation of plans on equal access to employment required by the *Act respecting equal access to employment in public bodies*, in order to facilitate the integration of this demand into the work of the FSSS negotiating committees.

**2** In order to increase members' representation and participation from different communities and cultures in union activities, that the Immigration and Ethnocultural Relations Committee:

- Assess the current representation of people from different communities and cultures in union structures, with the collaboration of the CSN;
- Get a snapshot of the various tools and practices currently deployed in the unions with regard to inclusion;
- Organize, in the spirit of the inversion of the pyramid, informal days of reflection on the realities, issues and expectations of union officers and members from different ethnocultural communities to determine prospects for future action for better inclusion of all in union activities.

**3** In order to raise awareness and deconstruct various prejudices and stereotypes, that the Immigration and Ethnocultural Relations Committee:

- Adapt the CSN action plan against systemic racism to make it a workable tool to the FSSS;
- Inform unions and members, in collaboration with the CSN, of the racism and systemic discrimination issues;
- Promote FSSS-affiliated unions to adhere to the proposed action plan so that they can improve intercultural relations and the welcoming, integration and representation practices within their workplaces, structures and proceedings;
- List the tools and training available on intercultural relations and inclusion in union activities and promote them to unions;
- Inform FSSS unions of the demands and campaigns for the migrant status regularization and invite unions to participate and support them.

**WE ORGANIZE THE**

**ESSENTIALS!**