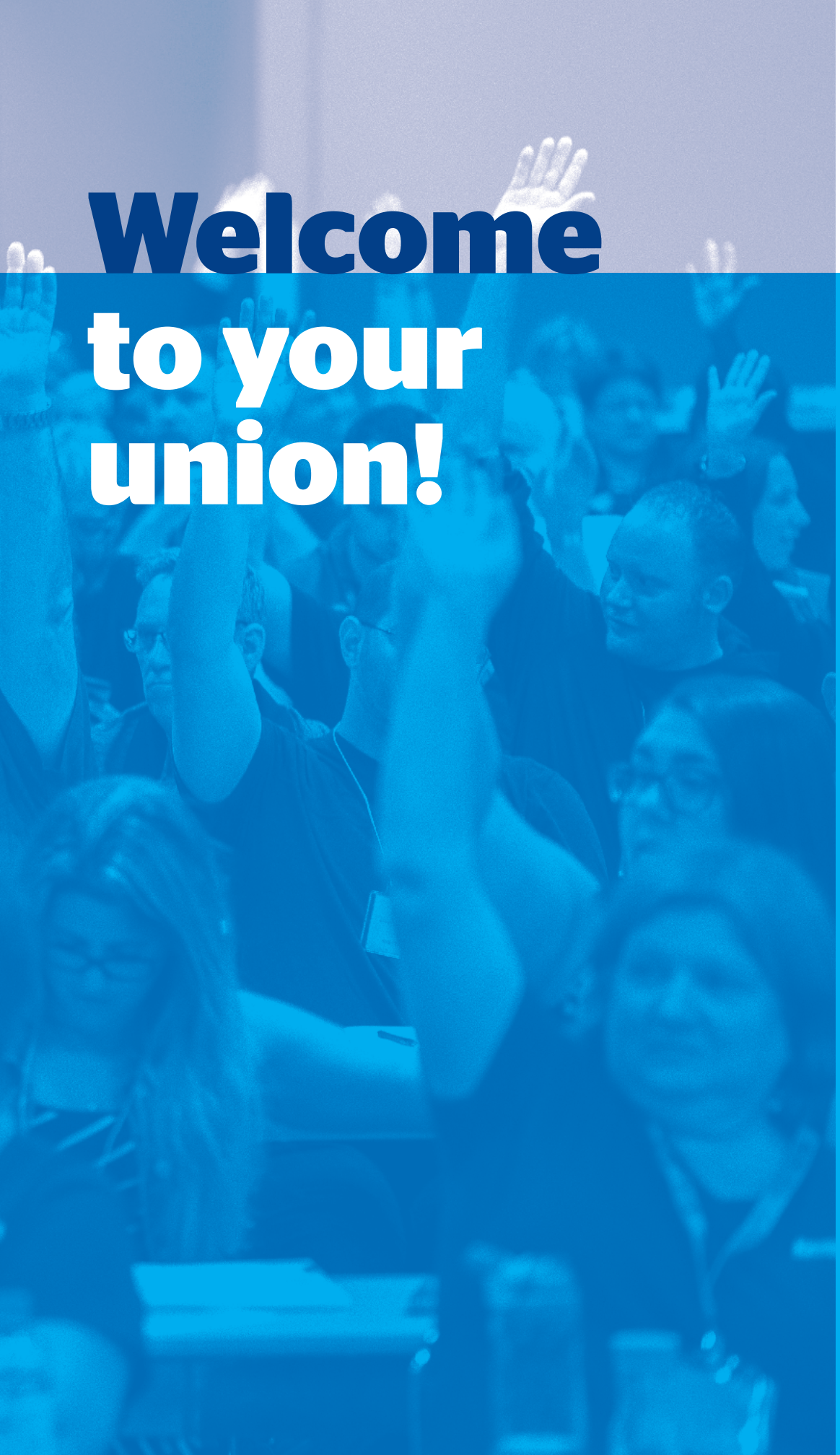
Welcome to your union!





You are a member of the FSSS–CSN, the largest union organization in the health care and social services sector and in childcare

We are very pleased to welcome you into a union affiliated with the Fédération de la santé et des services sociaux, part of the CSN. You are part of an organization that represents more than 145,000 members in the public and private sectors of health care and social services. Close to 80% of FSSS members are women.



Réjean Leclerc,
president, FSSS–CSN

The FSSS is one of eight federations affiliated with the Confédération des syndicats nationaux, which has more than 330,000 members in all sectors of work.

The FSSS is the leading union organization in the public sector of health care and social services, with almost 120,000 members in all job classes. There are FSSS unions in all regions and nearly all health and social services institutions in Québec.

The FSSS also represents more than 25,000 members working in early childhood centres, pre-hospital emergency services, home educational childcare, shelters for abused women, private nursing homes, intermediate and family-type resources, religious institutions, community agencies and private health-care organizations (like Héma-Québec, Médicar, Québec-Transplant, etc.).

The FSSS owes its influence to its very representative position, its expertise and the vast resources at its disposal, including access to the many services offered by the CSN and its Professional Defence Fund.

Defend our working conditions with the FSSS





The FSSS has always been recognized for its determination and its ability to defend and promote workers' rights.

Since its founding in 1947, the FSSS has helped achieve considerable improvements in working conditions. Gains made by the federation and its unions have often been subsequently demanded by other unions to benefit their members.

Over the years, the CSN has innovated and, through its persistence, acquired the outstanding features found in our collective agreements:

- ✓ **The concept of job title in collective agreements**
- ✓ **Job security**
- ✓ **Retirement plans**
- ✓ **One month of vacation after one year of length of service**
- ✓ **Maternity and parental leave**
- ✓ **Medical arbitration in disability cases**
- ✓ **and more.**

The FSSS in numbers

more than **145 000** members

80 % are women

founded in **1947**

46 conventions since then

Support from a well-qualified team

The FSSS provides your union with steady support, using a team of more than 130 staff representatives and office employees working out of 14 service points all across Québec. No other organization provides such accessible services.

Your union also benefits from the know-how of the CSN's staff representatives. The CSN provides a wide range of professional services, including the largest legal services department in the Québec labour movement. Your union can also draw on experts in occupational health and safety, training and group insurance, as well as specialists in compensation and benefits (actuary, economist, etc.).

As a member of the FSSS–CSN, you have rights that must be respected. To defend your rights, the federation has developed skills in various areas:

- ✓ **collective agreements**
- ✓ **pay**
- ✓ **pensions**
- ✓ **supplementary health insurance**
- ✓ **salary insurance**
- ✓ **parental rights and protective leave**
- ✓ **work-related injuries and illnesses**
- ✓ **harassment and violence at work**



Follow the FSSS on the web

The FSSS web site is a great place to find all kinds of information:
www.fsss.qc.ca

You can also follow us
on Facebook:
facebook.com/FSSSCSN
on Instagram:
@fssscsn
on X:
@FSSSCSN



Participate in the life of your union

The general membership meeting is the cornerstone of your union's democratic life. Your participation will make a difference!

Major decisions on matters such as approving contract demands, resorting to pressure tactics and adopting the collective agreement are always submitted to the local general meetings of FSSS unions. As well, each union periodically elects its representatives, the members of the local executive.

Decisions on the rate of union dues, local agreements with the employer and choices of insurance coverage options must also be approved by your general meeting.

Democratic procedures

At the FSSS, unions participate directly in making decisions for the federation by delegating representatives to its triennial convention, regular Federal Council meetings (at least one a year) and Sectoral Federal Councils, which are composed of unions in a given sector of work.

At the FSSS, workers belong to union that is close to the rank and file. The union's structures promote direct contact between members and their union representatives, who are there to answer members' questions and support them in defending their interests.

All the delegates to the convention vote to elect the officers who make up the FSSS Federal Bureau. The Federal Bureau is composed of the members of the FSSS Executive Committee, the regional vice-presidents and the representatives for private sectors.



Stronger together!

The general membership meeting is the cornerstone of your union's democratic life.

Your participation will make a difference!



Occupational health and safety is everybody's business

The FSSS has always worked for healthy, hazard-free workplaces for its members. Its approach focuses primarily on preventive measures and eliminating hazards at the source. Psychological problems, violence at work, musculo-skeletal problems, protection against infections and environmental hazards as well as air quality are all issues of concern to the FSSS Health and Safety Committee and have been the subject of various studies.

Pay Equity

The CSN has been fighting for pay equity since the mid-1980s. Over the years, it put substantial resources into ending discrimination against women, culminating in the adoption of the Pay Equity Act in 1996. It has been fighting tooth and nail ever since for pay equity to be maintained.

Status of women

Status of women issues are an integral part of all FSSS work. The Status of Women Committee produces discussion papers on the status of women and proposes policies and potential courses of action to unions.

Training at the FSSS

With a view to provide support for its affiliated unions, the FSSS regularly offers training sessions for union representatives on an array of topics such as settling disputes and grievance arbitration, the organization of work, the campaign to value, promote and preserve public services, consolidated bargaining, union leadership and the role of site delegates. The CSN also offers custom-designed training programs and sessions on various topics: labour relations, union life, occupational health and safety, the labour movement and society.

Fighting discrimination based on sexual orientation

The LGBT+ Committee is educating and promoting awareness for the FSSS–CSN unions and its members about the realities for LGBT+ people. The FSSS is currently developing tools aimed at fighting discrimination based on sexual orientation and at combatting homophobia in the workplace.

A place for everyone!

The FSSS–CSN Youth Committee aims to improve union life by fostering succession planning. Each and everyone has a place at the FSSS!



The FSSS–CSN a fervent defender of our public services

The FSSS–CSN is the most active organization in promoting public service employment in all types of establishments: CLSC, CHSLD, hospital, youth center, rehabilitation center, etc.

The FSSS–CSN is vigorously opposed to privatization and advocates in all forums to defend our public services and our network of reduced-contribution childcare services.

Solidarity is vital

Never forget that success in collective bargaining is directly related to members' ability to get involved and mobilize. It is therefore each member's responsibility to stay informed, find out more and participate in union meetings.

This solidarity is vital. It is how we can individually help strengthen our collective bargaining clout and achieve the conditions required for success. When you meet a local union representative, take the opportunity to find out about the various ways you can get involved.

The FSSS in numbers

- almost **120 000** members in the public sector
- more than **25 000** members in private sectors
- **14** service points across Québec

A brief history of the Fédération de la santé et des services sociaux

1947 The Fédération nationale catholique des services hospitaliers et des institutions religieuses was founded in November 1947. The federation changed names several times over the years, becoming the Fédération des affaires sociales (FAS) and then the Fédération de la santé et des services sociaux–CSN in 1997.

1958 Nurses in Hull resigned en masse to obtain a reorganization of nursing care and better staffing. Two months later, they won.

1960 In the 1960s, union organizing spread throughout hospitals in Québec.

1963 Nurses at Sainte-Justine hospital went on strike to improve their intolerable working conditions.

1966 After a three-week strike, 32,500 hospital employees won a first province-wide collective agreement.

1970 Workers in CLSCs and residential care centres joined the federation in large numbers.

1972 General strike by the Common Front, representing 210,000 workers. Special legislation forced the strikers back to work, but they nonetheless won $100 a week as the minimum rate of pay.

1975 300 employees at the hospital in Hull went on strike for 53 days, demanding better working conditions.

1976 After two days on strike, members of the federation won good raises in pay, minimum pay of $165 a week and better working conditions.

1982 The government passed a series of special laws that decreed working conditions for public-sector employees and imposed a 20% cut in pay.

1983 50,000 public-sector workers demonstrated in front of the National Assembly to protest the decrees.

1989 Health and social services workers who went out on strike for 5 days were penalized with fines and loss of seniority, and union dues were not checked off at the source for 13 months.

1992 65,000 public-sector employees demonstrated in Montreal and Quebec City, demanding the right to free collective bargaining.

1993 100,000 people demonstrated in Quebec City and Montreal to protest Bill 102, which reduced pay for public-sector employees by 1%.

1994 After a few days on strike, childcare workers, whose unions were affiliated with the FAS-CSN, won a hefty raise in pay.

1995 *Bread and Roses* Women's March, with representatives from the federation. Women demanded pay equity.

1998 Big demonstration by ambulance workers in Quebec City, demanding that their new rates of pay correspond to Rank 12, the same as for nursing assistants. They won their demands on the same day they occupied the offices of the Conseil du trésor in Quebec City.

1999 The FSSS won numerous improvements to public-sector collective agreements as a result of a rigorous bargaining process and sustained support from its unions. In the childcare sector, unions won significant gains, with adjustments in pay of up to 34%.

2003 Creation of the first regional unions in private nursing homes.

2003 The Charest government passed a series of anti-social and anti-union laws. The CSN and the FSSS reacted vigorously with the *Stop the demolition!* campaign. In November, close to 35,000 people demonstrated in Québec City.

2004 The FSSS resisted Bill 30 with a vast campaign against the decentralization of collective bargaining. Bill 30 restructured unions by obliging workers to regroup in four separate job classes.

2005 Thousands of new members joined the FSSS as a result of the votes on union allegiance.

2005 Workers in childcare centres held one-day walkouts and organized demonstrations to back up their demand for pay equity.

2005 In December, the Charest government imposed one of the worst decrees in the history of Quebec on 450,000 government employees. The decree froze pay for two years. Worse, it imposed conditions on employees belonging to FSSS-affiliated unions that were inferior to those of other union organizations.

2006 In November, after a relentless struggle by public-sector unions in all regions of Quebec, the government was forced to sign an agreement restoring parity in working conditions for its 105,000 employees belonging to FSSS unions, without the FSSS making any compromises on the continuation of its fight against the decree.

2010 In June, FSSS members in the public health and social services system succeeded in negotiating the renewal of their collective agreement, putting an end to five years of working conditions imposed by decree. One of the factors contributing to this success was our participation in a broad Common Front representing more than 475,000 public-sector employees.

2010 The same year, 2,000 home childcare workers (RSGEs) belonging to the FSSS obtained a first collective agreement with gains totalling 32% of their income.

2011 Thousands of workers in the private sectors of the federation bargained for their contract demands in a number of sectors: pre-hospital emergency services, early childhood centres (CPEs), nursing homes and private health-care agencies. In an innovative development, thousands of intermediate and family-type resources concluded a first collective agreement.

2014 The FSSS unions actively campaign against the liberal austerity policies that affect both the health and social services network as well as the childcare network. In November 2014, nearly 200,000 people marched in Montreal and Quebec to reject austerity. The FSSS is also leading the fight against Minister Barrette's Bill 10. In July 2014, thousands of health care professionals chose to stay with the CSN after the union raiding period in this category.

2015 In February 2015, the Couillard government scorns democracy by adopting Bill 10 under closure while the FSSS holds a vigil before the National Assembly. This year is also marked by tedious negotiations for several of the federation's unions, both in the public and private sectors.

2016 The FSSS–CSN is the only trade union organization to continue to pursue negotiations in the public sector. The FSSS succeeded in making the employer's side retreat at the negotiation table on specific issues and managed to improve the agreement by obtaining an additional investment of about $ 80 million. In its efforts to continue to alert the public to the surreptitious privatization of the health and social services network, the CSN launches the *Hands Off! My place in health care!* campaign. The CSN is also steering the *Un réseau qui fait grandir* campaign to inform the public about the impact of attacks on the childcare network.

2017 In February, thousands of workers in the health and social services network choose their union affiliation. Despite a decrease in membership, the FSSS remains the largest union organization. Across Quebec, combative and democratic unions are laying the pathways to face the challenges ahead. Negotiations in the private sector are ongoing for several unions.

2018 Following the Barrette reform and its fall-out, the FSSS sets up new local union structures in the public sector to be closer to its members on the ground. It launches campaigns against overwork and to defend public services. With concern about climate change growing, the FSSS–CSN endorses the Climate Emergency Declaration. Thousands of childcare workers strike for a better collective agreement.

2019 The FSSS–CSN works to give workers more opportunities to participate in the life of the union. In a win for home educational childcare providers, a trailer clause from 2015 is finally resolved. In response to the government's plans to start kindergarten at age 4, the FSSS–CSN takes a public stand that school is not the best place for most 4-year-olds.

2020 COVID-19 pandemic: FSSS–CSN mobilizes to ensure that workers are adequately protected. In particular, FSSS obtains preventive withdrawal for pregnant workers and paid leave for those who contract the virus. FSSS continues to take action to settle pay equity complaints, gain recognition for all essential personnel, decentralize the network and strengthen the social safety net. The year is also marked by a strike by the RSGEs, which results in a tentative agreement.

Solidarity from **1947** to today



2021 Important union victory: health care workers working with COVID-19 patients will be able to use N-95 respiratory protection. Agreement in the public sector: FSSS and CSN play a leading role. Thanks to the relentless efforts of the FSSS, we succeed in protecting rights and winning substantial improvements in working conditions for all personnel classes. Pay equity complaints are settled for several job titles. The federation makes public the abuses associated with the upsurge of placement agencies and private clinics in the network. Workers at early childhood centres wage an exemplary struggle, imbued with a model of solidarity that embodies CSN values. They succeeded in considerably improving their working conditions. After 18 days on strike, the educators take an important step towards recognition of their profession. The fight will have to continue for other job titles and for full recognition. Significant gains are also made in the pre-hospital sector after members demonstrate their determination by exerting pressure tactics over a long period.

2022 The FSSS continues the fight to settle pay equity complaints, while beginning work on the 2023 negotiations. Faced with the CAQ's plan to reform the health care system, the FSSS takes a public stand for the importance of the public network and expanding the role of CLSCs. With the entry into force of the new OHS legislation, the FSSS steps up its prevention efforts in various workplaces. Paramedics reach a tentative agreement to improve their working conditions. The FSSS gets the government to stop dictating working conditions through ministerial orders and to negotiate with union representatives.

2023 After an unprecedented mobilization, and under the leadership of FSSS–CSN, a new round of negotiations is concluded in the public sector. The agreement provides for a 17.4% wage increase over 5 years, with a clause to protect purchasing power. It is the biggest increase over the life of a collective agreement since 1979. This historic mobilization - the largest strike in Canadian history - and this unwavering solidarity lay new foundations for the future.

2024 Public sector workers ratify the tentative agreement reached at the end of 2023. The CSN, in close collaboration with the FSSS, kicks off the *Vraiment public* campaign to defend our public health and social services system. The FSSS childcare education sector, which includes the FSSS's CPEs and RSGEs, launches the non-profit educational services campaign *Services éducatifs sans but lucratif*.

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Purpose of the FSSS-CSN

ARTICLE 2
FSSS-CSN CONSTITUTION AND BY-LAWS

The purpose of the federation is to :

- promote and safeguard the health, safety and interests of workers covered by a union that is affiliated or in the process of affiliating with it. These interests may be economic, occupational, institutional, intellectual, moral, social, national or political. It must also promote and safeguard the rights of these workers against all forms of discrimination and harassment ;
- promote union life at the local, regional and national levels ;
- develop the greatest possible fraternity, solidarity and unity in fulfilling its mandates ;
- represent its members within the Confédération des syndicats nationaux (CSN) by submitting all matters of general interest to the latter organization ;
- represent its members, together with the CSN, wherever the general interests of workers justify it ;
- help conclude and enforce collective agreements to the advantage of affiliated unions ;
- take part from time to time, together with the organizing department of the CSN, in education and training for new unions, and help them achieve their own goals ;
- co-operate in the union education of workers and the training of union officers and members ;
- foster inter-union relations so as to create and preserve unity and harmony within the movement ;
- provide services to its affiliated unions ;
- foster and establish inter-union links with other workers in the public and parapublic sectors and the private sector in Québec and Canada.

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