

WELCOME
TO
YOUR
UNION!



125,000
MEMBERS
80% ARE
WOMEN

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

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 some 125,000 members in the public and private sectors of health care and social services. Close to 80% of FSSS members are women. The FSSS is one of nine federations affiliated with the Confédération des syndicats nationaux, which has more than 300,000 members in all sectors of work.

The FSSS is the leading union organization in the public sector of health care and social services, with more than 108,000 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 16,000 members working in child care, pre-hospital emergency services, shelters for abused women, private nursing homes, religious institutions, community agencies and private health-care organizations (like Héma-Québec, Médicair, 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.

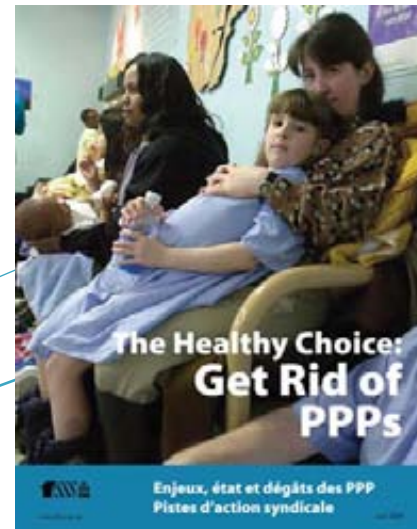




Better working conditions **with the FSSS**

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.

Together with the CSN, the FSSS plays a predominant role in Québec, notably in promoting a free, universal, public health and social services system for all. With its unions, it is in the forefront of resistance to attempts by any government to trample hard-won union and social rights.



FOUNDED
IN
1947

41
CON-
VENTIONS
SINCE
THEN

331
UNIONS



800
DELEGATES
AT THE
2009
CONVEN-
TION

Support from a well-qualified **team**

The FSSS provides your union with steady support, using a team of 111 staff representatives and office employees working out of 16 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

Visit the FSSS website for further information.

www.fsss.qc.ca



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.

All the delegates to the convention vote to elect the officers who make up the FSSS Federal Bureau.

The Federal Bureau is composed of **22** elected officers:

The seven members of the FSSS Executive Committee

Twelve regional vice-presidents

- Gaspésie-Îles-de-la-Madeleine
- Bas-Saint-Laurent
- Saguenay-Lac-Saint-Jean
- Québec-Chaudière-Appalaches
- Cœur du Québec
- Estrie
- Montréal-Laval-Grand-Nord
- Laurentides-Lanaudière
- Montérégie
- Outaouais
- Abitibi-Témiscamingue-Nord-du-Québec
- Côte-Nord-Basse-Côte-Nord

Three representatives for private sectors

- child care (CPEs, or early childhood centres)
- pre-hospital emergency services
- private institutions and community agencies



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, infections and environmental hazards as well as air quality are all issues of concern to the FSSS and have been the subject of various studies.

The FSSS Health and Safety Committee has established information and training programmes dealing more specifically with excessive workloads, stress, burnout and violence in the workplace.

The FSSS is a democratic organization. Delegates from unions meet in a convention every three years to elect their leaders and decide on basic policy directions. The 2009 convention was held in Rimouski, as shown here. The screens display some of the main recommendations submitted to a vote at this convention.

- ▶ To maintain and develop public health care and social services and to oppose P3s and privatization

- ▶ For public health care and social services for the elderly with declining autonomy

- ▶ To counter labour shortages and the presence of outside personnel

- ▶ To support workers in home-provider settings (intermediate and family-type resources, home childcare)



FSSS president Francine Lévesque was re-elected for another three-year term at the federation's 41st Convention.



- ▶ For the development of co-operative training groups ("mutuelles de formation") in the private sectors
- ▶ For a responsible purchasing policy and a healthier environment



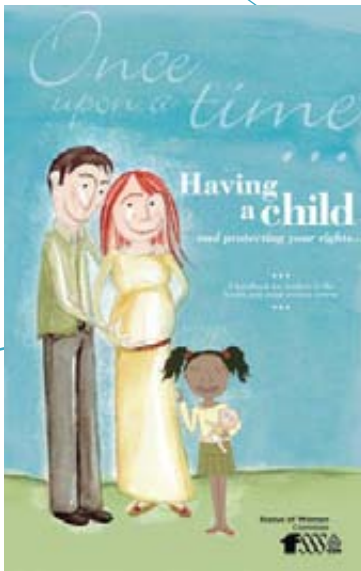


Training at the **FSSS**

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

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. It provides unions with the tools they need to handle situations involving sexual harassment or any other form of violence at work. The federation contributes to the struggle against all forms of discrimination.



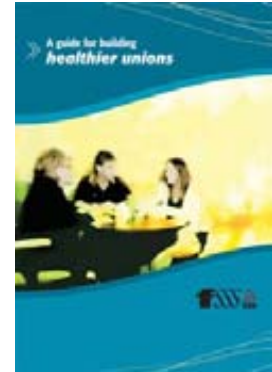


Participate in the life of your union

The general membership meeting is the cornerstone of your union's democratic life. Make it a duty to participate. The members present at general meetings discuss and make decisions about the internal life of your union and relations with the employer.

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 local union officers.

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.



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.

Once decisions are made by the general meeting, union members have a duty to rally to them, abide by calls for action and participate in mobilization activities. 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 union officer, take the opportunity to find out about the various ways you can get involved.



108,176
MEMBERS
IN THE
PUBLIC
SECTOR

16,434
MEMBERS
IN
PRIVATE
SECTORS

16
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 Montréal and Québec City, demanding the right to free collective bargaining.

1993 100,000 people demonstrated in Québec City and Montréal 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 Québec 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 Québec 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 Québec history 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 worse than those of other union organizations.

2006 In November, after a relentless struggle by public-sector unions in all regions of Québec, 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.

2009... The 41st Convention of the FSSS in Rimouski marked an important stage in the fight against the privatization of health care and social services, and especially against P3s (public-private partnerships). It was also a key moment because negotiations were getting under way for the renewal of the collective agreements of more than 475,000 unionized workers in the public and parapublic sectors. For this, the FSSS and the CSN have allied with other union organizations in a new Common Front. Finally, thousands of workers in the federation's private sectors will be negotiating their collective agreements: in pre-hospital emergency services, child care, private residential care centres, private health organizations, etc.



PURPOSE OF THE FSSS-CSN ARTICLE 2

*FSSS-CSN Constitution
and By-laws, August 2007*

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.

