

## MINUTES

### Attendance:

Femmes: 56%  
Hommes: 44%

### 1. President's opening remarks

Jeff Begley, president, began his opening remarks at 10:00 a.m. on November 25, 2015.

### 2. Roll call of Federal Bureau members

Denyse Paradis, secretary-treasurer, conducted the roll call of Federal Bureau members.

#### *Executive Committee*

Jeff Begley	President
Denyse Paradis	Secretary-treasurer
Nadine Lambert	Vice-president responsible for nursing and cardio-respiratory care personnel
Guy Laurion	Vice-president responsible for paratechnical, auxiliary services and trades personnel
Josée Marcotte	Vice-president responsible for office personnel and administrative technicians and professionals
Line Beaulieu	Vice-president responsible for health and social services technicians and professionals
Dany Lacasse	Vice-president responsible for the private sectors

#### *Regional vice-presidents*

Michel Cyr	Vice-president, Region 1A: Gaspésie–Îles-de-la-Madeleine
Daniel Charette	Vice-president, Region 1B: Bas-Saint-Laurent
Gaston Langevin	Vice-president, Region 02: Saguenay–Lac-Saint-Jean
Denis Bertrand	Vice-president, Region 03: Québec–Chaudière–Appalaches
Claude Audy	Vice-president, Region 04: Cœur-du-Québec
Mélissa Gaouette	Vice-president, Region 05: Estrie
Luc Bastien	Vice-president, Region 6A: Montréal–Laval –Grand-Nord
Hélène Lavoie	Vice-president, Region 6B: Laurentides–Lanaudière
Steve St-Onge	Vice-president, Region 6C: Montérégie
Christian Meilleur	Vice-president, Region 07: Outaouais
Annick Trottier	Vice-president, Region 08: Abitibi-Témiscamingue-Nord-du-Québec

Gisèle Charrette Vice-president, Region 09: Côte-Nord–Basse-Côte-Nord

*Representatives of the private sectors*

Louise Labrie	Early childhood centres (CPEs – facility-based child care)
Jean Gagnon	Pre-hospital sector
Yves Lévesque	Private and community institutions
Danielle Lemire	Private retirement residences
Lucie Longchamps	Home childcare providers, intermediate and family-type resources

**Absent:**

Line Beaulieu

**3. Reading and adoption of the agenda and schedule**

Denyse Paradis read out the agenda and schedule for the Federal Council.

Moved by Johanne Nepton, seconded by Gisèle Gince, that this Federal Council adopt the agenda and schedule as amended.

**Carried**

**4. Approval of the minutes of the last two Federal Council sessions**

Moved by Micheline Charron, seconded by Carole Ménard, that the minutes for the October 17, 2014 session of the Federal Council be approved as presented.

**Carried**

Moved by Sylvie Théoret, seconded by Kenny Vachon, that the minutes for the December 4-5, 2014 session of the Federal Council be approved as presented.

**Carried**

**5. Appointment of the president and secretary for elections and election procedures**

Moved by Chantal Racicot, seconded by Danielle Lemire, that Chantal Laurin and Jean-Claude Gagnier act respectively as president and secretary for elections at this Federal Council.

**Carried**

Chantal Laurin and Jean-Claude Gagnier explained the various elections and election procedures.

## 6. VPP and austerity

Guy Laurion, vice-president responsible for the class of paratechnical, auxiliary services and trades personnel, with political responsibility for the work on valuing, promoting and preserving public services, and Philippe Crevier, union staff representative, gave a report on the topic.

Moved by Carl Richard, seconded by Michel Pietrantonio, that the FSSS and its affiliated unions:

- condemn the government's putting into question the public, universal and free nature of Québec's health and social services system;
- condemn the changes undertaken by the government, without public debate or mandate, that compromise the public nature of the health and social services system;
- demand the immediate withdrawal of all measures that lead to commodification or privatization or that jeopardize universal, free access to the public system, notably the legalization of accessory fees;
- reiterate the need for free, universal public services capable of meeting all the needs of Quebeckers;
- demand that the government expand public coverage to all services that are medically or socially required by the population of Québec.

### **Amendment**

Moved by Elizabeth Dufresne-Gagnon, seconded by Steve Bouchard, that a final point be added, reading as follows: invite opposition MNAs to file a motion of censure of the government for its management and administration of public services.

### **Carried**

**The amendment being carried disposed of the main motion.**

### **New motion**

Moved by Kenny Vachon, seconded by Frantz Delice, that the FSSS take steps with the CSN and the Common Front to have them launch a call for social unity during the next days of strike action to fight collective impoverishment, oppose the dismantling of the State and preserve quality public services.

### **Amendment**

Moved by Guy Laurion, seconded by David Deschatelets, to add the words "accessible" before "quality" at the end of the motion.

### **Carried**

**The amendment being carried disposed of the main motion.**

### **New motion**

Moved by Gilles Malette, seconded by Marjolaine Aubé, that the FSSS encourage and support the creation of local coalitions of all sectors aimed at valuing, promoting and preserving public services.

### **Carried**

## **7. Report from the Insurance Committee**

Gilles Lamontagne, member of the Insurance Committee, Louis Proulx and Jean-Claude Gagnier, union staff representatives assigned to insurance work, gave the report from the Insurance Committee for 2014-2015.

Moved by Ghislaine Paquet, seconded by Linda Mercier, that this Federal Council receive and ratify the report from the Insurance Committee for 2014-2015 as presented.

**Carried**

### **Motion from the Insurance Committee**

Considering the exponential increase in the cost of the FSSS-FP (CSN) group insurance plan in recent years;

Considering that the government's political choices and fiscal measures have direct effects on the cost of our group insurance plans;

Considering the secret agreements with pharmaceutical companies on better drug prices for the government, and therefore for those insured by the public system, which results in higher costs for a given drug for those insured by private plans;

Considering that the government refuses to play its role as a legislator and limit the cost of drugs for the general public, even though that is done in other Canadian provinces;

Considering that the government encourages the use of private services by destroying public services, thus transferring to private plans the cost of various services that are no longer available to people within acceptable lengths of time, causing them to prefer to turn to private services rather than enduring waiting lists;

Considering that the government transfers to private plans the cost of new acts delegated to pharmacists with the coming into force of Bill 28;

Considering that the cost of a group insurance plan has become the second largest expense for organized workers:

Moved by Gilles Charrois, seconded by Johanne Toupin, that the FSSS Insurance Committee raise this issue with the insurance committees and elected officers with political responsibility for it in all components of the CSN in order to discuss these considerations, come up with potential solutions and submit a proposal to the next CSN convention making this issue a priority for the CSN.

**Carried**

## **8. Private sectors**

Dany Lacasse, Jean Gagnon, Louise Labrie, Lucie Longchamps, Yves Lévesque and Danielle Lemire presented the various reports from the private sectors.

Moved by Danielle Lemire, seconded by Karine Morrissette, that this Federal Council receive the various verbal reports from the private sectors.

**Carried**

## **9. Question of privilege**

Guy Laurion presented the mission and vision of the Association pour la santé publique du Québec (ASPQ – Québec public health association).

Moved by Diane Cameron, seconded by Jean Mercier, that in a spirit of popular education and prevention, this Federal Council invite its unions to inform their members about and promote the mission and vision of sustainable health, as developed by the Association pour la santé publique du Québec.

**Carried**

Jeff Begley introduced the video *Quel avenir pour les centres jeunesse* (What's the future for youth centres?).

Moved by Yvon Payeur, seconded by Luc Bastien, that FSSS unions inform their members about the video on the future of youth centres and invite them to leave their comments on the CSN web site for this.

**Carried**

Jean-Claude Gagnier, union staff representative, presented the Centraide campaign.

Moved by Steve Heppel, seconded by Lucien Richard, that this Federal Council support the fundraising campaign of the 18 Centraide agencies in Québec;  
that FSSS unions support the Centraide campaign in their region and communicate this through their union newsletter or a letter of support;  
that FSSS unions invite their members to contribute generously to Centraide in their region.

**Defeated**

## **10. Union involved in a labour dispute**

Danielle Lemire, representing the sector of private retirement residences, and Lucie Tremblay presented the dispute in progress involving the *Syndicat des travailleuses et travailleurs des centres d'hébergement privés, Région Saguenay-Lac-St-Jean, section Villa St-Alexis*. This union is affiliated with the Fédération de la santé et des services sociaux –CSN.

Moved by Danielle Lemire, seconded unanimously, that this Federal Council support this union's struggle, notably by purchasing their solidarity item.

**Carried**

## **11. FSSS committee elections**

Chantal Laurin and Jean-Claude Gagnier, respectively president and secretary for elections, proceeded to conduct elections for the following FSSS committees: Status of Women Committee and LGBT Committee.

See the attached minutes of elections.

## **12. Renewal of the insurance contract**

Louis Proulx and Insurance Committee members Gilles Lamontagne and René Dextraze presented the renewal conditions for the 2016 insurance contract with the *SSQ Financial Group*.

Moved by Dominic Presseault, seconded by Jacinthe Coulombe, that this Federal Council adopt the renewal of the insurance contract with the *SSQ Financial Group* for 2016 as presented.

**Carried**

### **Recommendation no. 1**

Moved by Mona Edma, seconded by Denis Bertrand, that the rates for the 2016 renewal be adopted as presented by the Insurance Committee, using an amount of \$5.1 million on deposit for drug insurance coverage.

**Carried**

### **Recommendation no. 2**

Moved by Daphnay Mondelus, seconded by Alain Normand, that we adopt the change to the reimbursement of novel drugs based on the co-insurance for generic drugs even if there is a generic drug, providing the SSQ receives the form provided for this filled out by the attending physician.

**Carried**

### **Recommendation no. 3**

Moved by Nancy Gauthier, seconded by Judith Cormier, that the necessary adjustment be made to our insurance contract to comply with the offer of services governed by Bill 21 for psychotherapy treatments.

**Carried**

### **Recommendation no. 4**

Moved by Chantal Racicot, seconded by Karine Morisseau, that the waiting period for short-term salary insurance for the home childcare (RSGMF) sector be changed to 7 days in all cases of disability.

### **Motion to table**

Moved by Lucie Longchamps, seconded by Marilyn Potvin, that Recommendation no. 4 be tabled until the next renewal.

**Carried**

**Recommendation no. 5**

Moved by Olivier Côté, seconded by Frédérick Beaulieu, that we refuse to separate the reimbursement of eye tests from the maximum provided for reimbursing eyeglasses.

**Carried**

**Recommendation no. 6**

Moved by Robert Poisson, seconded by Gisèle Gince, that the insurance plan be modified to allow insured persons to choose different coverage for themselves and for their dependents, to come into force on April 1, 2016.

**Carried**

**Recommendation no. 7**

Moved by Gilles Gagné, seconded by Carole Ménard, that the reimbursement of medication and items used to establish the maximum co-insurance expenditure be standardized at 80%, with the exception that novel drugs for which a generic drug exists without a recommendation from the attending physician be reimbursed 68%.

**Carried**

**Recommendation no. 8**

Moved by Sylvie Lachambre, seconded by Johanne Nepton, that the maximum co-insurance be raised to \$950 per certificate as of April 1, 2016.

**Carried**

**Recommendation no. 9**

Moved by Kenny Vachon, seconded by Mélissa Michaud, that the waiting period before being able to make a change in the plan be reduced from 48 to 36 months after the latest change made by the insured person for himself or herself or dependents.

**Carried**

**Recommendation no. 10**

Moved by Julie Roch, seconded by Alexandre Simoneau, that the changes to the plan as presented to this Federal Council be adopted, to be effective as of April 1, 2016, including the new rates.

**Carried**

**Recommendation no. 11**

Moved by Nancy Pedneault, seconded by Édith Morneau, that the Insurance Committee be mandated to continue the work of harmonizing the systems so that the plan is put into force with these new parameters on April 1, 2016.

**Carried**

**New motion**

Moved by Nickson St-Vil, seconded by Lucien Richard, that the Insurance Committee assess the cost of orthodontics for the next renewal.

**Carried**

### **13. Federal Bureau elections**

Chantal Laurin and Jean-Claude Gagnier, respectively president and secretary for elections, proceeded to conduct elections for the positions of regional vice-president for the Laurentides-Lanaudière and representative of the private retirement residences sector.

See the attached minutes of elections.

### **14. Financial statements**

Denyse Paradis and Gail Gagné, union staffer for finances, presented the financial statements for the period ending August 31, 2015.

Moved by Marilyn Potvin, seconded by Jean Mercier, that this Federal Council receive the financial statements for the period ending August 31, 2015.

**Carried**

#### **Report from the Financial Oversight Committee**

Denis Beaudin and Martin Campagna presented the report from the Financial Oversight Committee.

Moved by Chantal Racicot, seconded by Michel Pietrantonio, that this Federal Council adopt the Financial Oversight Committee's recommendation that the financial statements for the period ending August 31, 2015 be approved.

**Carried**

### **15. Ratification of the election of regional vice-presidents and the representative for the private retirement residences sector**

Moved by Guy Laurion, seconded by Gisèle Gince, that this Federal Council ratify the persons elected to the following positions:

For regional vice-president, Gaspésie-Îles-de-la-Madeleine: Michel Cyr

For regional vice-president, Laurentides-Lanaudière: David Deschatelets

For regional vice-president, Abitibi-Témiscamingue-Nord du Québec: Annick Trottier

For the position of representative for the private retirement residences sector: Gilles Gagné

**Carried**

#### **Swearing-in of elected officers**

Chantal Laurin, president for elections, proceeded to swear in the elected officers of the Fédération de la santé et des services sociaux-CSN in accordance with the Constitution and By-laws.

**Destruction of the ballots**

Moved by Danielle Lemire, seconded by Gilles Gagné, that the ballots be destroyed.

**Carried**

**16. Adjournment**

There being nothing further on the agenda, Jeff Begley, president, adjourned this session of the Federal Council at 10:10 a.m. on November 27, 2015.

JEFF BEGLEY,  
President

DENYSE PARADIS,  
General secretary and treasurer