

**Minutes of the December 5-7, 2016 Federal Council
at the Best Western Plus, Drummondville
chaired by Jeff Begley**

Attendance:

Women: 57%
Men: 43%

MINUTES

1. President's opening remarks

Jeff Begley, president, began his opening remarks at 1:04 p.m. on December 5, 2016.

Minute of silence

The president invited delegates to observe a minute of silence in memory of the women and men who have struggle for the workers' cause. He reminded us of the deaths of union leaders, members, staffers and pensioners.

2. Roll call of Federal Bureau members

Executive Committee

Jeff Begley	President
Nadine Lambert	General secretary and treasurer
Marie-Josée Tremblay	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
Mélissa Gaouette	Vice-president responsible for health and social services technicians and professionals
Dany Lacasse	Vice-president responsible 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
Laurent-Paul Maheux	Vice-president, Region 05: Estrie

Luc Bastien	Vice-president, Region 6A: Montréal–Laval–Grand-Nord
David Deschatelets	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

Private sector representatives

Louise Labrie	Early childhood centres (CPEs – facility-based childcare)
Jean Gagnon	Pre-hospital sector
Vacant	Private and community institutions
Gilles Gagné	Private retirement residences
Lucie Longchamps	Home childcare providers, intermediate and family-type resources

Justified absences:

Louise Labrie, Dec. 5
 Gilles Gagné, Dec. 5 and 6
 Gaston Langevin, Dec. 5, 6 and 7

A motion was received to exclude the delegation from the Syndicat des techniciens(nes) et des professionnels(les) de la santé et des services sociaux de l’Hôpital Maisonneuve-Rosemont, given that the members of its executive committee had admitted to changing their union allegiance for CUPE without having first resigned from their position.

Moved by Jean Demeule, seconded by Lyna Marois, that the delegations from the Syndicat des techniciens(nes) et des professionnels(les) de la santé et des services sociaux de l’Hôpital Maisonneuve-Rosemont be excluded from this Federal Council.

Carried

3. Reading and adoption of the agenda and schedule

Nadine Lambert, general secretary and treasurer, read out the agenda and schedule for this Federal Council.

Moved by Daniel Mallette, seconded by Luc Faucher, that the agenda and schedule for the December 5-7 Federal Council be adopted as presented.

Amendment:

Moved by Marie-Hélène Plourde, seconded by Steve Bouchard, that an item on elections for the Confederal Council be added.

Amendment defeated

Amendment:

Moved by Thérèse Martin, seconded by Nancy Gauthier, that an item on “ratifying the election of the regional vice-president for the Laurentides-Lanaudière” be added.

Amendment carried

The main motion was adopted as amended.

4. Approval of the minutes of recent Federal Councils

Moved by Manon Tremblay, seconded by Roch Bouchard, that the Federal Council approve the minutes of the Federal Council held November 25-27, 2015 as presented.

Carried

Moved by Gisèle Gince, seconded by Kenny Vachon, that the Federal Council approve the minutes of the Special Federal Council held March 3, 2016 as presented.

Carried

5. Appointment of a president and secretary for elections

Moved by Sylvie Théorêt, seconded by Marie-Josée Hamelin, that Loraine Dugas, vice-president of the Conseil central du Cœur-du-Québec, and Chantal Laurin, union staff representative, act respectively as president and secretary for elections at this Federal Council.

Carried

6. Election procedures

Loraine Dugas and Chantal Laurin informed delegates about the positions to be filled by elections and explained the procedures.

7. Report from the Insurance Committee

Gilles Lamontagne, a member of the Insurance Committee, and Louis Proulx and Jean-Claude Gagnier, union staff representatives assigned to insurance work, presented the report from the Insurance Committee for 2015-2016.

Moved by Linda Mercier, seconded by Johanne Toupin, that this Federal Council be held *in camera* (behind closed doors) for everything concerning the contents of the insurance documents until the insurance policy renewal is presented to general membership meetings.

Carried

Moved by Guy Giard, seconded by Sonya Leboeuf, that this Federal Council receive the report from the Insurance Committee for 2015-2016 as presented.

Carried

8. Co-ordinators' report

Nancy Poirier and Martine Nadeau, co-ordinators, presented their report for the 2012-2016 mandate.

Moved by Martin Delcourt, seconded by Anna Lauzon, that the Federal Council receive the co-ordinators' report as presented.

Carried

9. Private sectors

Motion to table:

Moved by Gilles Lamontagne, seconded by Simon Turbide, that the report on the CPE (childcare) sector be tabled until tomorrow.

Carried

Dany Lacasse, Louise Labrie, Jean Gagnon, Lucie Longchamps and Marlène Ross presented the various reports on the private sectors.

Moved by Marc Turcotte, seconded by Mona Edma, that the Federal Council receive the verbal reports on the private sectors.

Carried

At the start of the December 6 session, the Status of Women Committee made a presentation to commemorate the massacre at the Polytechnique on December 6, 1989.

10. Resolutions referred by the 43rd Convention of the FSSS

Resolution from the Federal Bureau:

Moved by Mylène Côté, seconded by Danielle Ouellet, that with a view to reducing social inequalities, the FSSS and its affiliated unions continue their work and action to value, promote and preserve public health and social services and subsidized early educational child care, in particular by:

- getting involved in work to strengthen democracy, notably through a reform of the electoral system, and for more democracy in health care and social services, notably by strengthening citizen participation and the participation of representative groups working in the services;
- calling for and participating in the organization of Estates-General on health care and social services in Québec;
- demanding that the government take concrete measures to permit full funding of public health care and social services, notably by pushing the federal government on federal transfers for health care and social services, and of subsidized education child care, notably by fully restoring progressive taxation and taxing the biggest personal, financial and corporate fortunes more, along with all the forms of revenue that they have here and abroad, notably capital gains and revenue hidden away in tax havens;
- demanding that the government raise the minimum wage to \$15 an hour immediately.

Carried

Resolution no. 4 from the Youth Committee

That the FSSS ensure that the Youth Committee is delegated to all its regular decision-making meetings, collective bargaining meetings and conventions.

The Federal Bureau recommends that this resolution be rejected.

Moved by Sylvie Théoret, seconded by Simon Turbide, that the Federal Council adopt the Federal Bureau's recommendation to reject Resolution no. 4 from the Youth Committee.

Defeated

Amendment:

Moved by Kevin Newbury, seconded by Martin Delcourt, to amend the resolution to read: "That the FSSS ensure that at least one member of the Youth Committee, in addition to committee members who are already part of their local union's delegation, is delegated to all its regular decision-making meetings and conventions."

Sub-amendment:

Moved by Steve Bouchard, seconded by Donald Picotte, that "Youth Committee" be deleted and replaced by "FSSS committees".

Sub-amendment carried

The sub-amendment being carried, it disposes of the amendment

The amendment being carried disposes of the main motion

The resolution now reads:

That the FSSS ensure that at least one member of FSSS committees, in addition to committee members who are already part of their local union's delegation, is delegated to all its regular decision-making meetings and conventions..

New resolutions

No. 1

Moved by Simon Turbide, seconded by Alain Chassé:

That the FSSS send out the agenda and documents for meetings by e-mail when they are ready so as to encourage delegates' preparation and participation in the democratic process of the Federation. That the FSSS promote this practice for other CSN decision-making bodies.

The Federal Bureau recommends adopting the following modified resolution instead:

Moved by Bernard Lanthier, seconded by Lucien Richard, that the FSSS send out the **provisional** agenda by e-mail, and that documents for meetings **be available, as the case may be, no later than the start of the meeting** so as to encourage delegates' preparation and participation in the democratic process of the Federation. That the FSSS promote this practice for other CSN decision-making bodies

Carried

No. 2

Moved by Véronique Marsan, seconded by Marc Turcotte:

That the FSSS call on the CSN to develop demands and an action plan on the political and social right of worker-citizens to go on strike at any time.

Jeff Begley invited Josée Marcotte, vice-president for Class 3, Xavier Milton, spokesperson for collective bargaining, and François Renaud, union staff representative, to speak about the legal procedures under way concerning essential services and the status of discussions with the CSN.

The Federal Bureau proposes the adoption of the following modified resolution instead:

Whereas the CSN is currently pursuing legal procedures aimed at having certain provisions of the *Labour Code* on essential services declared unconstitutional in order to better protect the right to strike, which is fundamental for our democracy;

And whereas we have to continue to develop other lines of work, notably to strengthen our bargaining power in the public and private sectors:

Moved by Jean Demeule, seconded by Ghislaine Paquet, that the FSSS-CSN call on the CSN to do an analysis in the coming year, notably of the collective bargaining system in the public and private sectors as well as of the *Labour Code* provisions related to the right to strike, and that it develop recommendations on desired changes. Subsequently, that it assess the appropriate time to undertake discussions with the other union organizations and the government.

Amendment:

Moved by Marjolaine Aubé, seconded by Claude Talbot, to add after “desired changes”: “that the FSSS-CSN ask for a legal opinion on pressure tactics and the right to strike in relation to the period of local bargaining.”

Sub-amendment:

Moved by Josée Marcotte, seconded by Nancy Gauthier, to amend “that the FSSS ask for a legal opinion” to read “that the FSSS call on the CSN to have a legal opinion prepared”.

The sub-amendment carried

The sub-amendment being carried disposes of the amendment

The amendment being carried disposes of the main motion

The resolution now reads:

That the FSSS-CSN call on the CSN to do an analysis in the coming year, notably of the collective bargaining system in the public and private sectors as well as of the *Labour Code* provisions related to the right to strike, and that it develop recommendations on desired changes; that the FSSS call on the CSN to have a legal opinion prepared on pressure tactics and the right to strike in relation to the period of local bargaining. That subsequently it assess the appropriate time to undertake discussions with the other union organizations and the government.

11. Question of privilege

Jeff Begley invite Dominic Veilleux, vice-president of the Syndicat de l'Hôtel Pur, whose workers have been locked out since November 11 last, to talk about their dispute.

Moved by Gilles Lamontagne, seconded by Marjorie Guay, that the Federal Council support the Syndicat de l'Hôtel Pur in its dispute, notably by purchasing the solidarity item at their stand.

Carried

12. Elections

Lorraine Dugas and Chantal Laurin, respectively president and secretary for elections, conducted nominations of candidates for the various positions on Federation committees and the Insurance Committee.

See the attached record of elections.

13. Raiding

Jeff Begley invited Nancy Poirier, coordinator, Éric Morin, co-ordinator with the CSN organizing department, Noémi Desrochers, staff representative with the CSN's communications department and Stéphane Côté and Hubert Forcier, FSSS union staff reps, to present the item on raiding.

Moved by Daniel Mallette, seconded by Caroline Lamothe, that the Federal Council receive the verbal report on raiding.

Carried

14. Public sector

Xavier Milton, spokesperson for collective bargaining, and Hugo Dion, union staff rep assigned to collective bargaining, presented the item on the public sector.

Moved by Daniel Mallette, seconded by Guillaume Wilson-Patry, that the Federal Council receive the verbal report on the public sector.

Carried

15. Renewal of the insurance contract

Louis Proulx, Jean-Claude Gagnier and David Santos, union staff reps assigned to insurance work, and Gilles Lamontagne and Alain Noël, members of the Insurance Committee, presented the renewal conditions for the insurance contract with *SSQ Financial Group* for 2017.

The Federal Bureau recommended that Recommendation no. 8 be split and voted upon separately.

Moved by Vicky Ouellet, seconded by Claire Ringuette, that this Federal Council adopt the Federal Bureau's recommendation to split Recommendation no. 8 and note upon it separately.

Carried

Moved by Johanne Verret, seconded by Line Bédard, that all the recommendations, from 1 to 7, be split.

Carried

Insurance committee recommendation no. 1

The Insurance Committee recommends using \$25,375,000 from public-sector bargaining since April 1, 2016 for a premium holiday in the 2017 renewal.

Moved by Steve Brochu, seconded by Michel Grégoire, that the Federal Council adopt recommendation no. 1 from the Insurance Committee.

Carried

Insurance committee recommendation no. 2

The Insurance Committee recommends using \$630,000 from our amounts on deposit to give a premium holiday to employees in the private sectors who are not entitled to their share of the agreement reached with the government, in order to reduce their increase for the health plan to 0%, as a matter of solidarity.

Moved by Alain Normand, seconded by Éric Castonguay, that the Federal Council adopt recommendation no. 2 from the Insurance Committee.

Carried

Insurance committee recommendation no. 3

The Insurance Committee recommends that Options II F and II O of the long-term salary insurance plan be modified to adjust to the new RREGOP rules and end salary insurance benefits at age 61.

Moved by Gisèle Gince, seconded by Johanne Verret, that the Federal Council adopt recommendation no. 3 from the Insurance Committee.

Carried

Insurance committee recommendation no. 4

Given the substantial impact of this measure for people already on disability leave, the Insurance Committee recommends that we buy back previous years, on the terms of the agreement reached with the insurer.

Moved by Linda Mercier, seconded by Luce Cardinal, that the Federal Council adopt recommendation no. 4 from the Insurance Committee.

Carried

Insurance committee recommendation no. 5

The Insurance Committee recommends adding "compassionate" coverage to salary insurance, effective April 1, 2017.

Moved by Kim Boyer, seconded by Manon Charron, that the Federal Council adopt recommendation no. 5 from the Insurance Committee.

Motion to table:

Moved by Marie-Josée Hamelin, seconded by Steve Heppel, that recommendation no. 5 from the Insurance Committee be tabled until the next renewal.

Carried

Insurance committee recommendation no. 6

The Insurance Committee recommends adding coverage for dietitian and nutritionist services to the Health II and Health III plans, with reimbursements of \$30 per appointment and a maximum of 20 appointments per calendar year.

Moved by Éric Castonguay, seconded by Nancy Cartier, that the Federal Council adopt recommendation no. 6 from the Insurance Committee.

Defeated

Insurance committee recommendation no. 7

Given the substantial cost of this addition, the Insurance Committee does not recommend adding coverage for orthodontics to the Health III plan.

Moved by Julie Hamilton-Perron, seconded by Yvon Payeur, that the Federal Council adopt recommendation no. 7 from the Insurance Committee.

Carried

Insurance committee recommendation no. 8

The Insurance Committee recommends modifying the waiting period for short-term salary insurance for the home childcare provider (RSGMF) sector to 7 days in all cases of disability.

The Federal Bureau recommends that recommendation no. 8 be rejected.

Moved by Karine Morisseau, seconded by Julie Roch, that the Federal Council adopt the Federal Bureau's recommendation to reject recommendation no. 8 from the Insurance Committee.

Carried

Moved by Michel Pietrantonio, seconded by Gisèle Gince, that this Federal Council adopt the renewal conditions for the 2017 insurance contract with the *SSQ Financial Group* as amended.

Carried

16. Finances

Nadine Lambert, general secretary and treasurer, and Gail Gagné, staff representative for finances, presented the budget adjustments.

Moved by Jacques Gu erin, seconded by H el ene Brassard, that this Federal Council adopt the budget adjustments as presented.

Carried

17. Adjournment

There being nothing more on the agenda, Jeff Begley, president, adjourned this meeting of the Federal Council at 3:00 p.m. on December 7, 2016.

JEFF BEGLEY,
President

NADINE LAMBERT,
General secretary and treasurer