



**Plus
jamais
seules**

Intermediate and
family-type resources



Period for changes in union allegiance

YOU'RE NO LONGER ALONE

No. 4

INFO-RAIDING – NEWSLETTER FOR RI-RTFs

JANUARY 21, 2015

A declaration to intermediate and family-type resources

We the undersigned, as former officials, administrators, and employees of the FFARIQ, would like to declare that the time has come for RIs and RTFs to join an organization that can defend their rights and improve their working and living conditions. We have chosen to become part of the CSN because it respects its members and is democratic, transparent, and effective. It has over 330 000 members from all sectors, including 130 000 in the health and social services field, while the FFARIQ has barely 2500 total members.

- The CSN has unparalleled human and financial resources, and its annual budget is \$106 million, including the budget of the Fédération de la santé et des services sociaux (FSSS), a CSN affiliate. The FFARIQ's budget is less than \$1.5 million.
- The CSN was the first to successfully challenged Act 7 (which prohibited RI-RTFs from unionizing and group bargaining) in Superior Court and had it declared unconstitutional in October 2008. The FFARIQ, on the other hand, did nothing to challenge or contest legislation, and simply profited from the gains made by the CSN, including helping get Bill 49 passed into law.
- The CSN was the first to reach and sign a group agreement for RIs and RTFs, paving the way for other union organizations including the FFARIQ.
- This is why the CSN is the organization that can best represent

you: the government and institutions can't ignore it. It has over 90 years of experience in successful collective bargaining. The FFARIQ, on the other hand, only became authorized to negotiate collective agreements in 2009, and can't stand its ground when facing off with the MSSS and establishments.

THE FFARIQ HASN'T KEPT ITS PROMISES

- The FFARIQ has been profoundly disappointing us since 2009. It has been unable to deliver on its promises, which were to offer quality, accessible services at all times, across Quebec. While the FFARIQ only has one office, in Quebec City, the CSN has 21 offices in all regions of Quebec.
- The FFARIQ promised us the necessary autonomy we would need to properly fulfill our mandates and defend our members. It failed miserably to do so, even taking

powers away from the regions and concentrating them in its Quebec City office.

- The many problems we've all either faced or been aware of over the years have only gotten worse. And nothing seems to indicate that the FFARIQ will set things straight anytime soon. A few examples are:
 - The constant tense atmosphere cultivated by the FFARIQ in its relations with establishments, within parity committees, and between regional executive committees and FFARIQ leadership.
 - The excessive obsession with control that comes from having an authoritarian president who often resorts to threatening, suspending, and expelling union activists in order to impose her views and decisions.

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- The mismanagement of human and financial resources due to the centralization of these resources in Quebec City. This deeply affects local committees, which have no say in how dues are spent and are too often unable to get help from the organization's few counsellors in serving the needs of RIs and RTFs.
- The duress and suffering endured by many foster families left to their own devices in complete isolation without the necessary information and training.
- In light of the upcoming renewal of our collective agreement and the passing into law of Bill 10, which will force the merger of establishments, we believe the FFARIQ will be unable to rise to the major challenges that will face foster families and intermediate resources in the years to come.

For all of these reasons, we, the undersigned, urge all foster families and intermediate resources to immediately leave the FFARIQ and join the CSN... to never be alone again.

Join the ranks of the CSN!

FROM FFARIQ – BATSHAW:

Robert Benton

Vice-president and president from 2011 to 2014

Gerry Thompson

Director of communications from 2011 to today

FROM FFARIQ – CENTRE-DU-QUÉBEC:

Sophie Jean

Executive secretary from late 2007 to November 2014

FROM FFARIQ – BAS ST-LAURENT:

Sylvie Bérubé

President for two of her seven years as a member of the regional committee

Maurice Dumais

Member of the regional committee, FFARIQ administrator for seven years

Denis Parent

Vice-president for the last three years

FROM FFARIQ – LANAUDIÈRE:

Renée Desnoyers

President for the last 13 years

Maryse Beauséjour

Vice-president for the last 14 years

Lorraine Brière

Secretary for the last 10 years

Sylvain Desrosiers

FFARIQ administrator for the last three years

Claude Pelletier

Treasurer for the last 10 years

FFARIQ – NATIONAL:

Luc Drapeau

Head of foster care services at the Lanaudière Centre jeunesse from 1982 to 2010, employee of the FFARIQ from 2011 to 2013