

**WELCOME
TO
YOUR
UNION!**



OVER 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

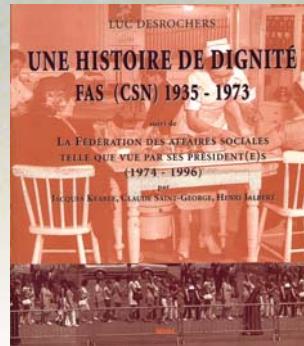
We are very pleased to welcome you into a union affiliated with the Fédération de la santé et des services sociaux, part of the CSN. You are part of an organization that represents some 125,000 members in the public and private sectors of health care and social services. Close to 80% of FSSS members are women. The FSSS is one of eight 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 18,000 members working in child care, pre-hospital emergency services, shelters for abused women, private nursing homes, intermediate and family-type resources, home childcare providers, 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.

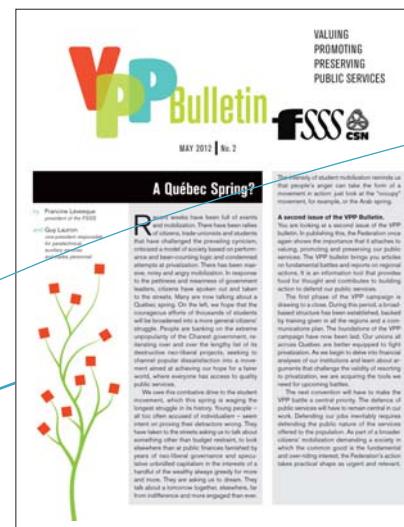




Better working conditions **with the FSSS**

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**

**42
CON-
VENTIONS
SINCE
THEN**

800 DELEGATES AT THE 2012 CONVENTION

375
UNIONS



Support from a well-qualified team

The FSSS provides your union with steady support, using a team of 120 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

There is also a FSSS website that is a great place to find all kinds of information.

www.fsss.qc.ca

The screenshot shows the FSSS website homepage. At the top, there's a navigation bar with links for 'ACCUEIL', 'DOCUMENTS', 'ENGLISH DOCUMENTS', 'CALENDRIER', 'POUR SE SYNDIQUER', 'FORMATION', 'POUR NOUS JOINDRE', 'QUI SOMMES-NOUS?', 'LES RÉGIONS', and 'INSCRIVEZ-VOUS'. Below the navigation, there's a large banner for the 'Fédération de la santé et des services sociaux' with the text 'Plus de 120 000 personnes à la défense des services publics!'. To the left, there's a sidebar with links for 'Soins infirmiers et cardiopneumologiques', 'Personnel paratéchnique services auxiliaires et métiers', 'Personnel de bureaux, techniciens et professionnels de l'administration', 'Techniciennes, techniciens et professionnel·les', 'Centres de la petite enfance', and 'Responsables de services de garde et maternages familiaux'. The main content area features several news items and links to 'Négos du secteur public', 'Santé sécurité', 'Condition féminine', and 'Assurances'.

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 **24** 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.



FSSS
CSN

FSSS
CSN



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. In the photo, the June 2013 Federal Council meeting. On the right, FSSS president Jeff Begley.



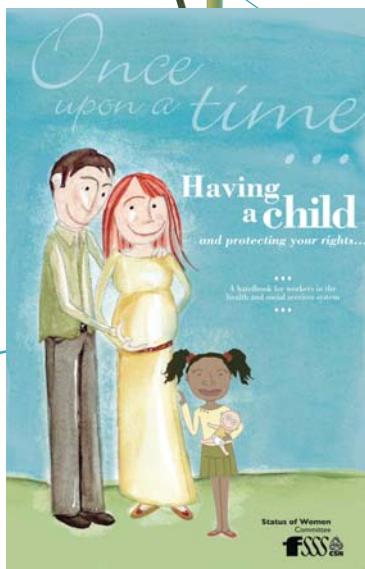


Training at the FSSS

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, 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 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.



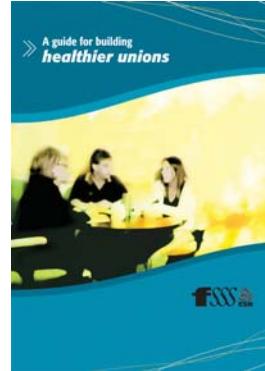


Participate in the life of your union

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.

**108,000
MEMBERS
IN THE
PUBLIC
SECTOR**

**MORE THAN
18,000
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 sociaux (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%.



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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 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 inferior to those of other union organizations.

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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 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.

2012 The FSSS held its 42nd Convention in Québec City, on the theme of "Indispensable". The convention elected the members of the Federation's Executive Committee and reaffirmed the fact that the FSSS is a leading player in the sector of health care and social services.

The image displays four panels of FSSS newsletters, each with a different cover design and content, illustrating the organization's historical milestones and activities over time.

- 2008 Newsletter:** Features a red header with the FSSS logo and the word "Préparateur". It includes a photo of a group of people and a section titled "The FSSS-CSN demands for nurse clinicians".
- 2009 Newsletter:** Features a yellow header with the FSSS logo and the word "Préparateur". It includes a photo of a group of people and a section titled "The FSSS-CSN demands for nurse clinicians".
- 2010 Newsletter:** Features an orange header with the FSSS logo and the word "Préparateur". It includes a photo of a group of people and a section titled "Des nouvelles du dernier conseil fédéral de négociation sectorielle".
- 2012 Newsletter:** Features a blue header with the FSSS logo and the word "Technicien, technicienne et professionnel les". It includes a photo of a group of people and a section titled "Pour le meilleur et pour l'avenir!".

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.

