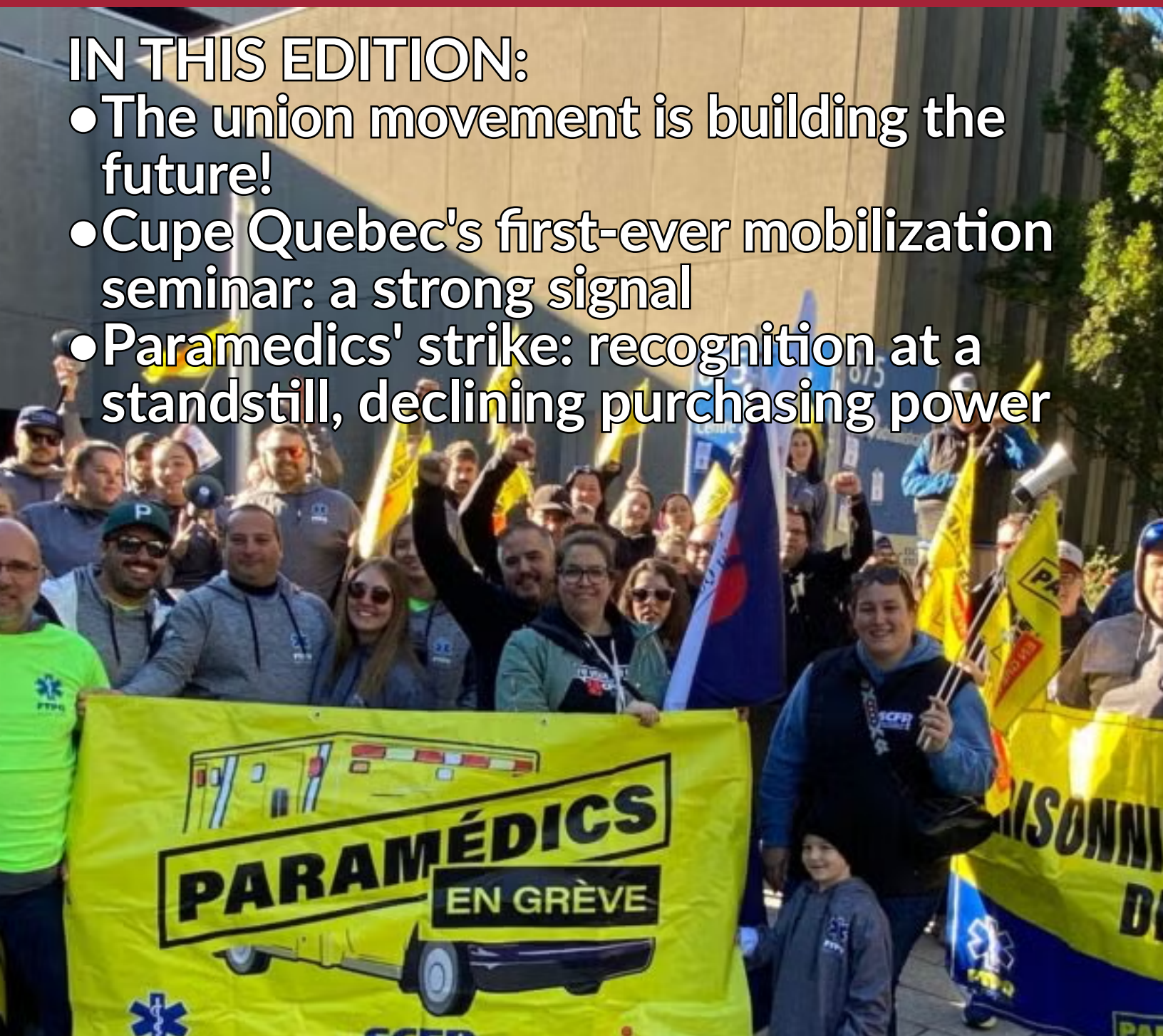


# THE Review

MAY 2026

## IN THIS EDITION:

- The union movement is building the future!
- Cupe Quebec's first-ever mobilization seminar: a strong signal
- Paramedics' strike: recognition at a standstill, declining purchasing power



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565, boulevard Cremazie East, office 3800  
Montreal (Quebec) H2M 2V8  
Phone: (438) 476-6448  
Fax: (438) 476-6755  
Email: [info@scfpcpas.ca](mailto:info@scfpcpas.ca)  
Website: <https://cpas.scfp.qc.ca/>

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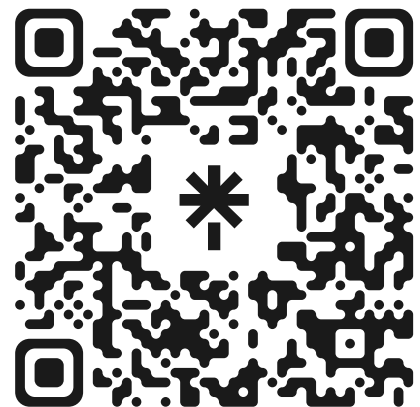
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President: Samuel Sicard  
General secretary: Marie-Eve Desormeaux  
Information comity members: Patrick Hallé, Sophie Bibeau, Katia Idir, Mélissa Desjardins Vallée, Vanessa Legault, Sébastien Campana, Mideline Alexandre  
Graphic design: Mideline Alexandre  
Correction: Huguette Quirion  
Translation: Monique Bérubé  
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## MESSAGE FROM THE PRESIDENT

We are all important!

When we discuss mobilization or collective actions i.e. demonstrations or letters to MPs, we hear too often: "What's the point?"

This reaction is not positive. It creates doubt and inaction. However, history has proven that nothing has ever been achieved without mobilization.

Every gesture counts. Each vote adds up. And when we act together, our power becomes impossible to ignore.

To minimize our collective strength is to play into the hands of those who prefer that we remain silent. Therefore, it is not useless. It is necessary!

Imagine yourself in a room, and you hear a mosquito. It is annoying. Now, imagine ten. Then a hundred. Then a thousand.

At some point, you cannot ignore them anymore. It is disturbing; you must react.

That is exactly what our collective power is all about. Alone, they can try to ignore us. But together, we become impossible to silence.

Strength in numbers is not just an idea: it is a balance of power. And it is up to us to build, assume and exercise this balance of power.

Everyone has the power to change things by getting involved, by sharing information or ideas, by sending an email to their MP. Too often, we say to ourselves: "My union will take care of this" or "The presidency will manage this". With government attacks, Santé Québec, the rising cost of living, it is becoming essential that everyone moves in the same direction and participates in the same actions.

Each person is unique, but we share the same basic needs: housing, food, healthcare, and a dignified life. It is therefore important to remember that society is us! As the October election approaches, it will be useful to think beyond promises and consider the possible impacts of the orientations proposed by the various parties, particularly with regard to public services, such as the health and social services sector. As well as social programs like affordable housing.

The information or mobilization campaigns organized by FTQ, CUPE or CPAS are aimed at informing everyone what is really at stake. Because a well-informed population is a population that does not let anyone impose anything on them.

So do you now see the importance of participating and sharing information?

Together we are stronger!

Samuel Sicard  
CPAS President



## THE IMPORTANCE OF DATA: AN ESSENTIAL LEVER FOR OUR SERVICES



You received in March a document called FORM to collect information specific to your local. This information is priceless: it allows to quickly reach the right people on the various committees, facilitates communication between CPAS and your executives, and provides an accurate portrait of the members we collectively represent. In short, this data is an accurate reflection of the reality in the field.

### Why is data accuracy important?

The information you provide directly influences the services you are entitled to at CUPE, both at the national and provincial levels. The more accurate the data, the more targeted, effective, and tailored our support can be to your needs.

### CUPE's services

In addition to the support provided by union representatives, CUPE provides locals with a wide range of specialized services, including:

- Communications
- Human Rights
- Job evaluation
- Education
- Legal Services
- Fight against subcontracting and privatization
- Research
- Occupational health and safety
- Unionization
- Public Sector Service
- Strike fund

### Additional services offered by FTQ

FTQ enhances this offer with several important services:

- Offices and staff in all major regions of Quebec
- A support service for groups in conflict
- An information service
- An occupational health and safety service
- An education service
- A service of social delegates
- A research service
- A francization service
- A service for the status of women
- A documentation centre

### A direct impact on CPAS

The data collected also influences many CPAS's components, including:

- Liberations and expenses of the members of the Bureau
- The activities of the committees
- The organisation of general councils, symposia, and conventions
- Payment of permanent staff
- Operating costs of the premises and garage
- Communications: mail, supplies, photocopies, telecommunications
- Promotional material and vehicle
- Cost-shared campaigns

- Donations
- The "My Union" software
- Translation costs
- Arbitration costs (national and out-of-region scope)
- Expenses related to negotiations, mobilizations, and visibility

### In conclusion

The accuracy of the data transmitted by your local is essential to maintain the optimal functioning of our bodies and to offer services that are truly adapted to your reality. Your collaboration is therefore required to ensure fair representation and effective support for all members.

In solidarity,

Marie-Eve Desormeaux  
Secretary General, CPAS

## THE UNION MOVEMENT IS BUILDING THE FUTURE! SOPHIE BIBEAU

On March 31 and April 1, 2026, a General Assembly (Estates General) of all trade unions was held in Drummondville, gathering the leaders of the following organizations: FTQ, CSN, FIQ, APTS, CSQ, CSD, FAE, SCPQ and SPGQ.

This event has been in the works for a long time.

Officially launched in early 2024, it embraces five main phases:

- Meetings of Union leaders
- Official launch
- Broad consultations (representatives, union members, and the public), including a survey
- Current phase: pinpoint solutions to produce a summary report
- Development of an action plan

Several workshops allowed for constructive exchanges:

- Quebec unionism within the society
- Union strength
- The labour relations model
- The political role of unions
- Representativeness and sense of belonging
- The evolution of inter-union relations
- Unions and historically discriminated groups

I was fortunate and participated in two of these workshops. What struck me the most is the respect between organizations. The 500 participants

showed a real desire to collaborate, away from competition. The approach was clear: solutions, innovation, and openness.

In a context where it is becoming increasingly difficult to promote the benefits of unionism, related

issues were raised. This forces us to rethink our strategies and decisions. The negative media of the last few years is compelling us to react. It is time to roll up our sleeves, to question ourselves and to respond forcefully to our detractors. More than ever, inter-union solidarity must become a tool to strengthen our balance of power.



### Workshop 1 – Quebec Trade Unionism in Society

Here are the main ideas that emerged:

- Quebec remains highly unionized compared to the USA and the rest of Canada, but a rate of 40% is still insufficient and it is declining
- Strengthen proximity with members: raise awareness, popularize, explain, educate
- Integrate education into unionism from high school: history of struggles, social gains, role of unions
- Create a true inter-union community: Media campaigns, podcasts, increased social media presence, broader social movement



bec workers.

I leave the last word to Magali Picard: "We won't put our heads in the sand: there are a lot of unionized workers who are watching us and who don't really understand what we're doing in 2026. They feel that because they are good workers, they do not need to be unionized. They do not even see the point of paying union dues anymore. It is clear that there is something that is not being done properly.»

## Workshop 2 – The evolution of inter-union relations

- Promote unionization of non-unionized members rather than raiding (consensus)
- Strengthen inter-union cooperation at the local and regional levels, with national recognition
- Create an inter-union defense fund to support social struggles and respond to bills
- Make the Estates General permanent and develop more inter-union spaces (conferences, conventions), because in the end, we share a common objective: the defense of workers

Two days of exchange and collaboration that suggest a real potential for renewal. For my part, I come away with the conviction that we can redefine our role and become stronger again.

This exercise in collective reflection pushes us to evolve. We have been able to question ourselves, to recognize our limitations, to listen to criticism both from our members and from the public.

Let us be clear: we do not live in an ideal world. But in light of past struggles, it is still possible to reverse the trend of de-unionization, for the common good of Que-



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## WOMEN'S COMMITTEE: NOSTALGIA, STRUGGLES, AND MODERN PERSPECTIVE ON EQUALITY

**Mélissa Desjardins Vallée**

At the last CPAS General Council meeting on April 14 at the Sheraton Hotel in Laval, the Women's Committee had invited Ama Anney and Salma Lazime from the Relais-Femmes group to make a comprehensive presentation on both the history and the current issues related to intersectional feminism in Quebec.

The meeting first covered the feminist struggles in a broader historical perspective by addressing the land recognition of Indigenous nations and the importance of integrating these realities into reflections on equality. reading of equality issues, by putting forward intersectional feminism as an essential framework for understanding contemporary realities and pursuing social advances.

A map showing areas where women were murdered was also presented, highlighting the persistent violence experienced by women and the need to pursue prevention and awareness actions.

The presentation then focused on the major stages of the feminist movement. The right to vote obtained in 1940 was the starting point for a major social transformation. The second wave, between 1960 and 1980, is associated with important social and trade union advances, including the introduction of parental leave in the 1970s and formation of feminist committees.

The committee also underlined the evolution of feminist trends over the decades: a third wave in the 1990s and 2000s, and a fourth wave, still ongoing, marked by an intersectional approach reflecting the different realities experienced according to the origin, social condition, and background of women.

A video created by journalist/broadcaster Jeannette Bertrand, was shown. She shared her experience and her view on the evolution of women's rights in Quebec. A testimony from Mary Two-Axe Early, an important figure in Indigenous women's rights, reinforcing the intergenerational and inclusive dimension of the process, was also on the agenda.

In conclusion, the Women's Committee insisted on the importance of maintaining a current and critical reading of equality issues, by putting forward intersectional feminism as an essential framework for understanding contemporary realities and pursuing social advances.

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## CUPE QUEBEC'S FIRST-EVER MOBILIZATION SEMINAR: A STRONG SIGNAL

### Sophie Bibeau

CUPE Quebec's first-ever mobilization symposium could not have come at a more crucial time. Here are some critical elements:

**From the opening, Magali Picard set the tone:**  
«It's happening now!»

With the adoption of Bill 3, she underlines an unprecedented attack on the Labour Code. A major setback. A turning point.

Her message is clear: the status quo is no longer an option.



Get out of your comfort zone. Go back to basics. Reconnect with members, one by one. Explaining, convincing, popularizing. Talk about wages, working conditions, pensions, the cost of living, the role of the union as a counter-power.



Because otherwise? In 15 to 20 years, at this rate, only about 20% of workers would be unionized in Quebec.

She calls for a total mobilization: take all the space, be everywhere, give yourself the tools... and act with conviction.

### Inspiring, very real struggles

Three panelists then delivered powerful testimonies of recent struggles:

- Bruno Charrois (CUPE 1500 – Hydro-Québec): A campaign against contracting out and privatization
- David Clément (CUPE 5454 – SQDC ): 18 months of rotating strike, a major expansion of



of unionization

- Roger Boudreau (CUPE 2815 – Videotron): A year of lockout to defend jobs

What do they have in common? Consistency, transparency, and communication.

In a context where employers are increasingly aggressive, they have shown that the key remains simple but demanding: explain, re-explain, popularize, respond, be present.

And speak today's language: social networks, videos, short content. Members want to understand and they are right

### **A worrying political context**

MNA Alexandre Leduc came to remind us of the current political reality.

A former trade union activist who has become an elected official, he evolves in a parliament where trade union votes are marginal. He denounces a shift to the right by the government and a prolifera-

tion of anti-union bills.

The message is straightforward: the unions must once again become a key political player.

Mobilizing, yes... but how?

Several workshops and conferences made it possible to get to the heart of concrete strategies.

### **Building Effective Commitment**

With André-Philippe Doré:

- Identify active, passive, sympathetic, and hostile members
- Work on passives not waste energy on hostiles
- Have a clear plan before you act
- Building an external core: families, population, community

### **Mobilizing the population**

With Émilie Nicolas:

- The gap between elites and population is widening
- Crises are piling up (housing, cost of living, immigration, etc.)
- Democracy is becoming more fragile

Conclusion: we must take back the citizen space. Talking, educating, acting.

### **Adapting to a new reality**

Gaétan Namouric reminded us of an essential thing: we are no longer in a mass society... but in a network society.

Trade unionism, historically designed for the collective, must now also speak to the individual.

### **Conclusion: take back our place**

This first mobilization symposium sends a clear message:

The time for reflection is over it is the time for action.

Because in the end, nothing can be taken for granted. And everything remains to be defended.



## **PARAMEDICS' STRIKE: RECOGNITION AT A STANDSTILL, DECLINING PURCHASING POWER**

**Katia Idir**

*Since April 1, 2024, paramedics in Quebec have been negotiating without a collective agreement. Two years later, negotiations are bogged down. The strike, which began in December 2024, is ongoing, but services provided to the population are not affected. A particular situation that, paradoxically, weakens the balance of power of paramedics instead of strengthening it.*

*To understand the issues at stake in this stalled negotiation, we met with Shawn Blanchard, union representative at FTQP-CUPE 7300. Both at the bargaining table and on the ground, Shawn describes a key profession that is being ignored and deprived.*

### **Hi Shawn, can you summarize the issues of the ongoing paramedic negotiations?**

The paramedics denounced the lack of appreciation of their work, in a context where their demands were quickly dismissed by the government.

*"From the beginning, our requests were deferred without serious discussions about the actual evaluation of our tasks," says Blanchard.*

They are demanding salary increases and premiums in connection with their job rank, a rank that they believe is comparable to that of nurse technicians. A temporary increase has been temporarily granted.

*"They are taking away an increase that temporarily recognized our work, without ever having made the promised evaluations," he laments.*

Classified in rank 17, the paramedics believe that their reality today corresponds to rank 19. However, the government is proposing 18 instead, which represents, according to them, a disguised salary cut.

### **What made the strike inevitable for paramedics today?**

Negotiations expired on April 1, 2024, leaving paramedics without a collective agreement for two years. In the meantime, their workload has increased significantly.

*"We are doing much more than before: administering new medications, death certificates, more complex interventions," says the union representative.*

The problem, according to him, is that the current rank no longer reflects the reality on the ground; it is based on an evaluation dating back several years. The committee that was supposed to review this classification never completed its work.

### **You say that paramedics are at risk of becoming poorer: how do the current offers reduce their purchasing power?**

Shawn Blanchard is clear: accep-

ting current offers means losing income.

*"If we accept without the requested increases, we earn less than before," he says.*

According to him, the signing of a one-year collective agreement was unfavourable, as was the temporary increase granted without follow-up.

*"We were told take rank 18 while the work is being completed. The work was never done, and now they are reversing the increase," he sums up.*

### **How has inflation concretely changed the financial reality of your members?**

The increase in the cost of living was partially covered by a trailer clause (a mechanism that automatically adjusts wages according to a benchmark) granting 6% in the first year, but an additional increase of about 11% was denied.

*"We are told that we are not part of the public service financial framework. As a result, we absorb inflation," explains the trade unionist.*

### **Does the government really recognize the value and evolution of the work of paramedics?**

For paramedics, the answer is no. No official revaluation of their profession has been undertaken, despite the rapid evolution of their responsibilities.

*"We're taking more risks, we're doing more clinical tasks, and we have a formation equivalent to that of nurse technicians," says Blanchard.*

According to him, the government's fear is that it will have to recognize other professions in the network by domino effect.

### **What are the most important sticking points at the bargaining table?**

In addition to salary recognition, retirement remains a major obstacle.

*"We are asking for retirement after 35 years of service or at 58. Currently, we have the worst pension scheme among emergency professions,"* he says, while other jobs can leave earlier.

### **Do you feel that the employer is trying to prolong the conflict rather than settle it?**

Yes, says the union representative. The Government Negotiation Office would be aiming for zero-cost negotiations.

*"Removing the increase to raise the salary a little is neutral. We ask for both,"* he explains.

The refusal to take in new interns a decision voted by the members is one of the few pressure tactics "still available to them."

### **What do you say to critics who believe that the strike puts the population at risk?**

The strike, which began in December 2024, has not affected service coverage.

*"We continue to provide all services to the population. It is this complete maintenance of operations that contributes to the duration of the conflict since our means of pressure are extremely limited,"* Shawn Blanchard recalls.

### **Do you fear an abandonment or an exodus from the profession if nothing changes?**

Yes, and the numbers show it. On average, paramedics leave the profession after about five years. In the absence of recognition and conditions compa-



table to those of other emergency professions, many choose to reorient themselves towards better-paid, better-recognized jobs with more attractive pension plans.

*"After that, many leave for other emergency jobs that are better paid and better recognized,"* he explains.

### **What do you think this strike says about the state of the health system?**

For paramedics, this strike is indicative of a broader malaise within the health care system. It shows that front-line workers, despite the constant expansion of their responsibilities and their essential role with the population, are still not recognized for their true value, neither in terms of wages nor in terms of working conditions.

### **What message do you want to send to the government and to the population today?**

*"We are the gateway to the system in close contact with the patients, if we are let down, the health network will not be able to function. We are essential and even more indispensable with our new tasks. It is time to put an end to this conflict and to recognize our true value. It is the population that will pay the price in the long term."* Shawn Blanchard concludes.

## THE YOUNG WORKERS' COMMITTEE VISITS THE MATANE REGION

Mélissa Desjardins Vallée

On April 14, 2026, an initiative orchestrated by the Young Workers' Committee highlighted the realities and aspirations of young people in the Matane region with a presentation held at the CPAS. This project, both personal and collective, was aimed at better understanding the issues facing the 19 to 35-year-olds and to open a dialogue about their future.



As part of this process, the MNA Pascal Bérubé was contacted to obtain his assessment of the prospects for young people. Although he was not able to get directly involved because of the pre-election campaign period, he demonstrated his willingness to support future projects.

In order to get some basic material, an in-house survey was conducted among young adults aged 19 to 35. In addition, a field approach was undertaken, and citizens were met in the street; they were asked a simple question about their future projects. The results are revealing: six in ten people said they were considering moving from the region to the city, to provide better financial prospects for their children.

During the presentation, participants also compared the differences between city and regional life. Among the observations raised, the city is perceived as offering more opportunities, but also more traffic and a faster pace of life, while the region is characterized by its calm, quality of life and a more peaceful environment.

The presentation was led by Mélissa Desjardins Vallée; other delegates namely Alexandre Cadot and Stéphanie Nadon, involved to the development of the data, joined in. The project also benefited from the invaluable support and advice of Ghyslain Gaudet, who contributed to its design.



At the end of the day, at a 5 to 7 gathering, Alexa Lachaine met the participants. The exchanges continued.

This initiative demonstrates a concrete commitment by young people to their community and highlights critical issues related to the population and the economic future of the Matane region.



## PRIVATE HEALTH CARE = MORE DEATHS

Patrick Hallé

In November 2025, the Institute for Socio-economic Research and Information (IRIS) released a mind-blowing study with data showing that as private funding and private health services increase, the number of preventable and treatable deaths climbs.

On April 14, at the CPAS General Council meeting, Mrs. Anne Plourde, a researcher at IRIS, presented her conclusions. You can watch her presentation on our YouTube channel or by scanning the QR code.

This research is in addition to many international studies that have come to the same conclusion: the more the health care system is privatized, the more the quality-of-care decreases. It should be remembered that health quality is measured in particular by the number of preventable deaths in the population.

It is therefore becoming increasingly clear that the logic of profit has no place in health care. When profitability comes before needs, it is human lives that pay the price.



## Trade union movement

### WORD SEARCH

E	T	F	X	G	M	R	E	S	P	E	C	T	B
M	Q	C	M	X	O	F	R	U	Q	C	C	V	Y
Y	G	U	D	G	B	E	Q	U	I	T	Y	B	A
M	M	V	A	E	I	L	C	J	N	K	I	N	D
L	Q	G	B	L	L	M	U	D	E	Y	N	E	V
J	C	O	M	M	I	T	M	E	N	T	C	G	O
V	W	X	D	U	Z	T	A	M	P	D	L	O	C
J	S	L	E	J	A	J	Y	O	R	I	U	T	A
U	U	K	B	O	T	T	Y	C	O	G	S	I	C
S	P	J	E	W	I	W	O	R	T	N	I	A	Y
T	P	O	J	L	O	V	N	A	E	I	O	T	L
I	O	E	Q	C	N	D	K	C	S	T	N	I	A
C	R	H	K	T	Y	Z	G	Y	T	Y	P	O	P
E	T	S	O	L	I	D	A	R	I	T	Y	N	M

The words may be hidden horizontally, vertically, or diagonally.

### Organization

- DEMOCRACY
- COMMITMENT
- SUPPORT

### Actions

- PROTEST
- MOBILIZATION
- NEGOTIATION
- ADVOCACY

### Values

- DIGNITY
- EQUALITY
- EQUITY
- JUSTICE
- RESPECT
- SOLIDARITY
- INCLUSION