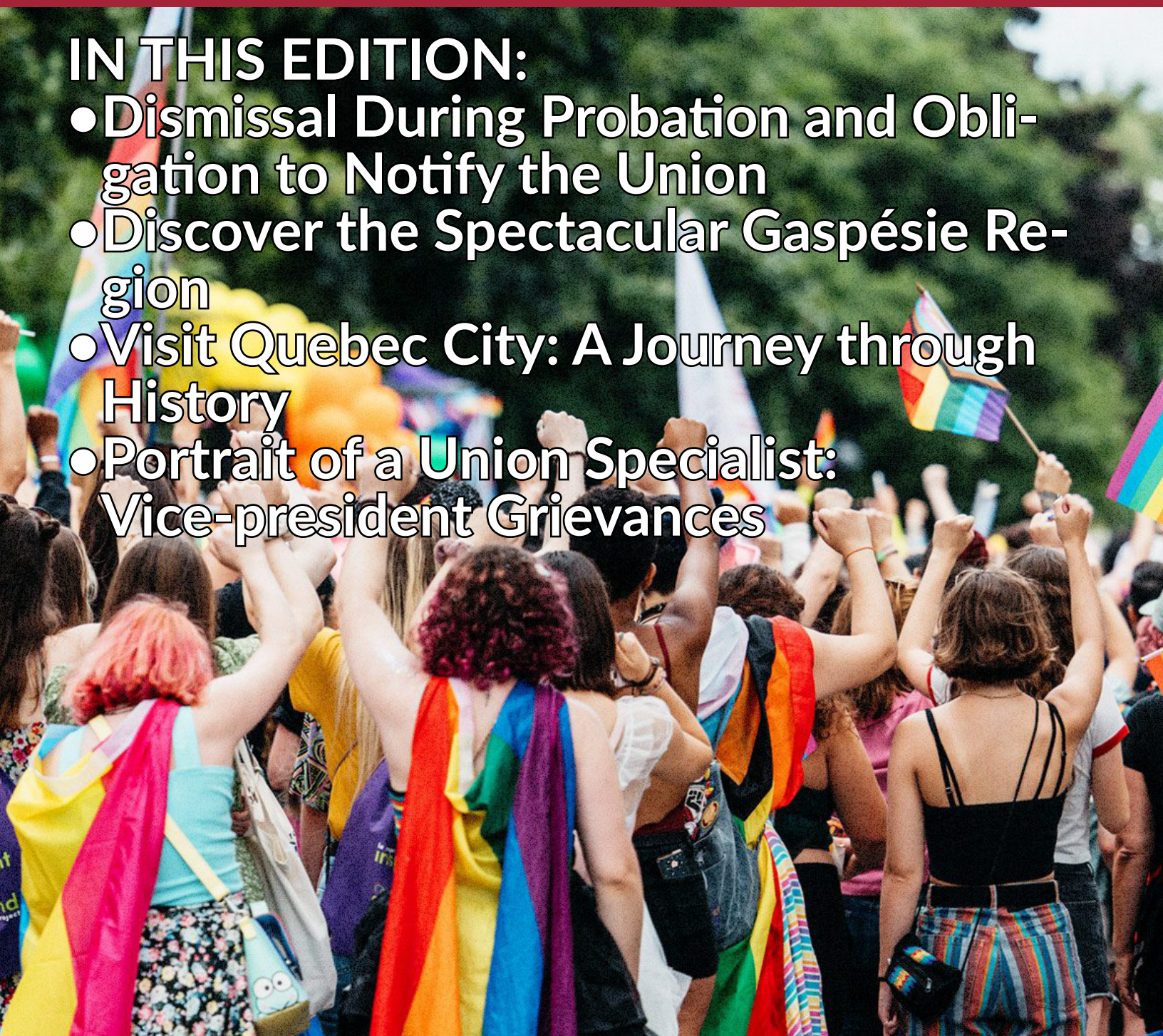


THE Review

JUNE 2026

IN THIS EDITION:

- Dismissal During Probation and Obligation to Notify the Union
- Discover the Spectacular Gaspésie Region
- Visit Quebec City: A Journey through History
- Portrait of a Union Specialist: Vice-president Grievances



Bulletin by Conseil provincial des affaires sociales

Volume 36, number 3

565, boulevard Cremazie East, office 3800

Montreal (Quebec) H2M 2V8

Phone: (438) 476-6448

Fax: (438) 476-6755

Email: info@scfpcpas.ca

website: <https://cpas.scfp.qc.ca/>

In this edition

Message from the sexual and gender diversity and inclusion committee/ 1

Dismissal During Probation and Obligation to Notify the Union / 1-2

The Strike Papyrus / 2-3

Paid Vacation in Quebec / 4

Discover the spectacular Gaspésie region / 5-6

Visit Quebec City: A Journey Through History / 7-9

Economic Immigration, Peq, And The Health Network: An Issue Concerning Us All / 10-11

Portrait Of A Union Specialist: Vice-President Grievances / 12

Union crossword / 13

Bulletin published by the Conseil provincial des affaires sociales (CPAS). CPAS is the union coalition of the healthcare and social services sector within the Canadian Union of Public Employees (CUPE).

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

Printing: Service d'impression du SFCF-Québec

Cover photo credit: Fierté Montréal

Any total or partial reproduction of the articles is allowed and even encouraged, provided that the source is indicated.

Legal deposit at the National Library of Quebec.

 @cpas.scfp

 @cpas_scfp

 @conseil-provincial-des-affaires-sociales-cpas-scfp-cupe

 @cpas-scfp.bsky.social

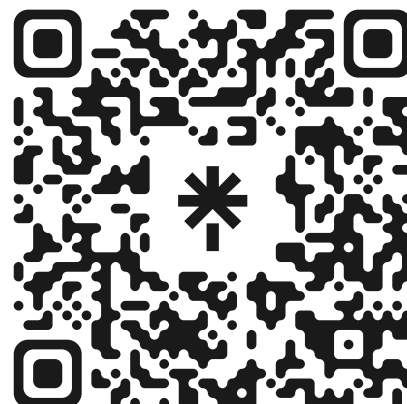
 @RechercheCPAS

 @cpas_scfp

 @CPAS_SCFP

 @cpasscfp







On the occasion of Pride 2026, we wish to highlight the importance of building inclusive, respectful, and safe workplaces for people of all sexual and gender diversities.

Pride celebrations in Montreal are an opportunity to celebrate the progress that has been made, while also reminding ourselves that inclusion, equity, and respect remain essential collective commitments.



The Inclusion and Sexual and Gender Diversity Committee warmly invites all members to join us at the large gathering and Pride march on August 9, alongside CUPE and the FTQ.

As a union organization, we reaffirm our commitment to promoting spaces where everyone can be recognized, heard, and respected in their identity.

Happy Pride 2026 to all!

DISMISSAL DURING PROBATION AND OBLIGATION TO NOTIFY THE UNION **Patrick Hallé**

On January 14, 2026, Me Amal Garzouzi, arbitrator, replied to the following question: "Does the collective agreement require the employer to notify the union when an employee is terminated during a probationary period?"

The Syndicat des employés du CISSSMO – CUPE 3247 had argued that, under the collective agreement, the employer has an obligation to inform the union when an employee is dismissed, even if the employee has not completed the probationary period.

According to the CISSS de la Montérégie-Ouest, since the employee on probation does not have access to the grievance procedure in the event of dismissal, the employer would not be required to inform the union.

Arbitrator Garzouzi concluded that the collective agreement is clear and that there is no room for interpretation. He ruled in favour of the union and "ordered the employer to notify the union, within thirty (30) days of this decision, of any termination of employment of an employee during a probationary period, in accordance with the obligations stipulated in the collective agreement."

This decision confirms that the union has a duty of

care in the event of a dismissal, under the collective agreement and sections 47.2 and 47.3 of the Labour Code. Clauses 4.09 to 4.13 of the collective agreement for public sector health and social services workers unionized with CUPE

allow the union to fulfill its obligations.

It would be risky to rely solely on the employer's word to conclude that dismissals during probation meet the required criteria, without the union being able to verify compliance.

Moreover, Arbitrator Garzouzi clearly states this in his decision:

1. The employer's failure could have deprived the union of the opportunity to advise the employee or to verify whether the calculation of the probation period complied with local provisions.
2. The employer recognizes that, in cases of abuse, bad faith or discrimination, a tribunal may intervene. However, the union must be informed in order to advise the employee, in particular by verifying whether he or she was still on probation. This information is inseparable from the role of union representation enshrined in



the collective agreement.

And as if by chance, we learned on February 2, 2026, via the TVA News site, that a decision by the Arbitration Tribunal dated September 19, 2025 obliges the Centre intégré de santé et de services sociaux (CISSS) de la Montérégie-Ouest to reinstate Nathalie in her job, since she was “the victim of an injustice.” In this decision of September 19, 2025, Arbitrator Jean-René Ranger concluded that the dismissal was discriminatory and illegal. It ordered the CISSS de la Montérégie-Ouest to reinstate the worker with full compensation, even though she was on probation.

In addition, there may be disputes regarding the



THE STRIKE PAPYRUS **Sébastien Campana**

Anyone who has been to Turin in Italy, a city very dear to my heart, has probably visited the Egyptian Museum of Turin or the Museum of Egyptian Antiquities of Turin

(Fondazione museo delle antichità egizie di Torino). This museum has one of the most important Egyptological collections in the world.

Among all the treasures of ancient Egypt in this museum is the “Strike Papyrus”. This papyrus is the first “journalistic” document relating the facts of the first strike in the history of humanity. Written by the scribe Amennakht in 1166 BC, it tells the story of the demonstrations that took place in Deir el-Medineh.

Despite the relative prosperity of Deir el-Medineh and the majestic achievements of the previous reign of Ramses II, the year 1166 BC is a turning point in the history of the working-class village of Seth Ma’at. It was in this ancient Egyptian village, located near the Valley of the Kings, that the working population participated in the construction of the various tombs in the valley. Ramses III, successor of Ramses II, inherited an Egypt weakened by conflicts against the “peoples of the sea”, i.e., the invading

interpretation and calculation of the probationary period. In the past, the Syndicat des employés du CISSSMO—CUPE 3247 has had to file two cases in arbitration over the length of the probation period. In both cases, the union won.

In closing, it is important to consider the end of probation periods as dismissals, even if workers’ rights are limited to contest them. Thanks to this decision, the union will be able to fully exercise its role of representation without the risk of missing problematic situations.

peoples arriving from the Mediterranean Sea, who tried several times to invade the Egyptian kingdom. These challenges, combined with growing corruption and problems with agricultural yields, accompanied by Ramses III’s outsized ambition to match the architectural feats of his predecessor, are putting considerable financial pressure on the state, which is on the verge of exploding.

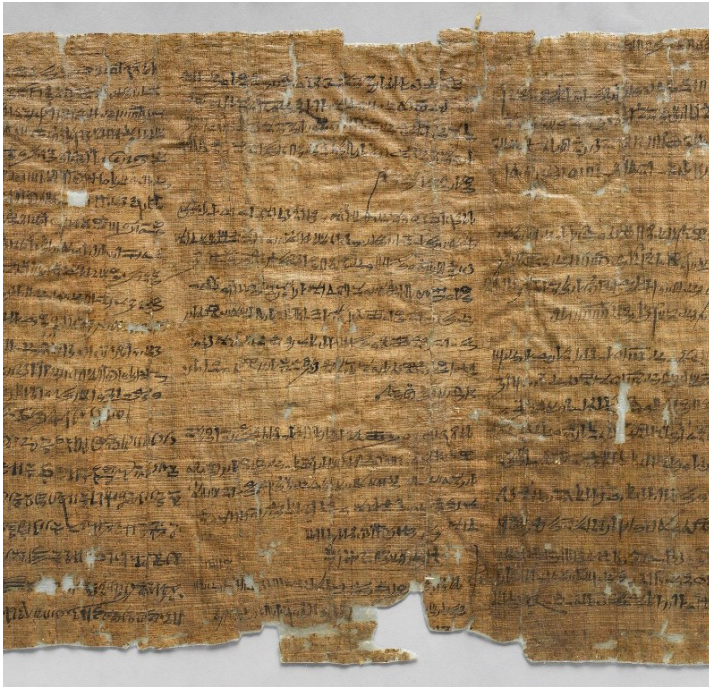
It was, therefore, in this tense context that the first documented strike took place in Deir el-Medineh. In 1166 BC, the state coffers were almost empty, and the workers (known as “artisans” at the time) suddenly found themselves deprived of their wages. They fed and clothed and gave fabrics that they could barter in the markets. Ramses III, in his quest to build a monumental tomb, decided to expand the team of workers to 120 men, a number that the state could not afford to pay.

Supplies, traditionally distributed by royal officials as salaries, stopped being given. This prompted the workers to take a radical step, which is detailed in the “Strike Papyrus” kept in the Egyptian Museum in Turin. The scribe Amenakht recounts the beginning of the strike, describing how the workers and their sympathizers, starving after 18 days without pay, settled in the back of the temple of Thutmose III, staging a siege.

The first Common Front?

This strike movement became a real revolution for the time, soon joined by their families, followed by

the non-workers who depended on the economic activity of the workers.



This is unusual for the period and culture of the time.

The workers of Deir el-Medineh wrote, through this action, an unprecedented chapter of workers' resistance, underlining the collective strength in the face of adversity and individualism, but in the face of power, thus marking a singular moment in the history of ancient Egypt, but also in the entire history of trade unions.

"NOT HAPPY! NOT HAPPY! NOT HAPPY! —The mythical scene from the movie "Asterix and Obelix: Mission Cleopatra" may not be so fake after all.

The latter, led by hunger and revolt, demonstrated in front of the temples in the region, because they knew that these places were essential economic relays of the royal administration. The temples provided part of the remuneration in kind, as evidenced by the inscriptions on jars found in the village. These vessels came from the great temple of Ramses II, in the necropolis.

The scribe Amenakht, normally in charge of recording the details of the work, became the privileged "scribe journalist" of this social movement unprecedented in all history.

While the authorities ordered the workers to return to work. The latter refused to comply and organized a siege.

They write a statement that is noted on the famous papyrus, and which translates as follows:

"If we have come to this point, it is because of hunger and thirst; there are no more clothes, no ointments, no fish, no vegetables! Write to Pharaoh, our good lord, on this subject, and write to the Vizier, our superior, to have the provisions given to us."

They therefore directly asked the Pharaoh and the Vizier to take immediate measures to ensure their survival.

PAID VACATION IN QUEBEC

A LONG STRUGGLE FOR THE RIGHT TO REST



UP TO
70 H
OF WORK PER
WEEK

1880

No right to rest

Most workers have **no paid leave**, and any time off means lost income.

PROGRESS IN UNIONIZED ENVIRONMENTS
OFTEN BENEFITS ALL WORKERS.

1930-1946

Rest becomes a demand

The economic crisis deepens poverty and lengthens working hours. Labour movements push for **basic protections**, including paid vacation.

1946

A first victory

Quebec passed the Paid Vacation *Ordinance No. 3* on July 16, 1946.

1
WEEK



A week of paid vacation becomes mandatory for some employees after one year of service.

1950-1960

Rights are progressing

Unions get more than legal minimums: two weeks of **vacation**, **statutory holidays**, and seniority protections.

NEARLY
40 %
EMPLOYEES
IN QUEBEC
ARE
UNIONIZED

1979

Quebec sets a minimum

Quebec passes the Act respecting labour standards and establishes minimum protections for **vacations**, **leaves** and working conditions.

2019

The third week is coming sooner

Quebec reduces the time it takes to get three weeks of **vacation** from 5 to 3 years.

1980-2000

Gains are multiplying

Several Quebec collective agreements offer four weeks of **vacation** or more, **floating holidays** and **family leave**.

19 YEARS
INSTEAD OF
25 YEARS

2023

The fifth week becomes more accessible

Health and social services sector

The 2023-2028 collective agreement now allows for the 5th week of vacation six years earlier.

2026

A right that must be protected

Paid holidays are the result of decades of **union struggles** and **collective mobilization**.

5
WEEKS

NOTHING WAS GIVEN. **EVERYTHING HAS BEEN WON.**



Time off and travel often go hand in hand. If you plan to travel this summer, how about spending time in “la belle province”?

Quebec’s stunning landscapes range from lakes to mountains to the sea. Our culture is thriving thanks to our many festivals. And as for our food? Whether it’s homestyle cooking or gourmet meals, it ranks up there with the offerings at the world’s best restaurants.



We asked **Mélissa Desjardins Vallée** and **Sébastien Campana** to introduce us to two areas they know very well:

1. The Gaspésie region
2. Québec City region



Discover the spectacular Gaspésie region

Located in Eastern Québec, Gaspésie is known to be one of the most beautiful areas in the country. Boasting beaches, cliffs and mountains, it attracts scores of

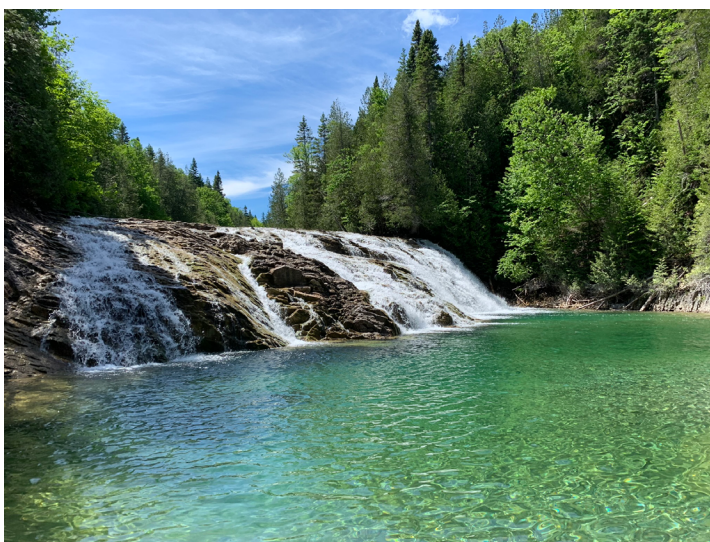
visitors each year in search of breathtaking scenery.

To make your trip a success, good planning is essential. Gaspésie is a vast area and accommodations can be in short supply. You need to plan very carefully, especially if you want to visit well-known sites like Parc National de la Gaspésie or Rocher Percé.



Outdoor activities

1. Parc national de la Gaspésie is a paradise for hikers and wildlife lovers.
2. The village of Mont-Saint-Pierre affords stunning views of the mountains and the sea.



One-of-a-kind experiences in nature

Some of the other must-see attractions are:

- The Emerald River, officially called the Portage River, near Percé.
- The Mont Lyall agate mine, where you can enjoy the thrill of prospecting.
- The UNESCO Global Geopark in Percé, which takes you on a journey through 500 million years of history
-

Beaches and seascapes

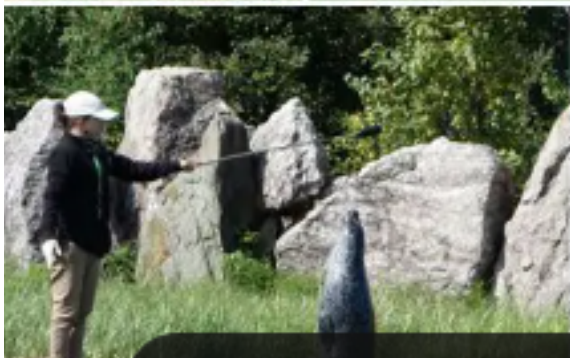
If you're hankering for a beach with fine sand, you'll love Haldimand beach, which faces the spectacular cliffs of Forillon national park (free admission this summer with a Canada Strong pass).

You can tantalize your tastebuds with ocean delights such as a simple lobster bisque poutine, a halibut carpaccio, or a delicate sea urchin cream.

Percé and Carleton-sur-Mer in particular are famous for their seafood.

Other unforgettable experiences

- Baie-des-Chaleurs, with its beaches and warmer water.
- Bonaventure, with its crystal-clear river.



- Discover local wildlife at the Bioparc de la Gaspésie.
- The Gîte du Mont-Albert offers a glamping experience.
- For an immersive after-dark experience, try Nova Lumina in Chandler.

Exciting cultural experiences

To cap off your adventure, check out the Festival Musique du Bout du Monde and the Festival en chanson de Petite-Vallée.

Conclusion

With its blend of sea, mountains and culture, Gaspésie has it all. With some careful preparation and an open mind, you'll feel like you're in another world!



VISIT QUÉBEC CITY: A JOURNEY THROUGH HISTORY Stadacona, Kepek, Québec

Before becoming a city, Québec City was a gathering place for the Indigenous peoples who inhabited these shores long before the Europeans arrived.

The name Québec derives from the Wolastoqiyik word “Kepek,” meaning “where the river narrows.” This describes the geography of the entrance to the city.

In the language of the Abenaki (who call themselves W8banaki), Québec City is “Kbahak,” meaning “where it is blocked.” This name also likely refers to the narrowing of the St. Lawrence River.

The Québec City area was also the location for the Iroquoian village of Stadacona.



City has risen from the ashes after every ordeal. Its resilience, tenacity, and pride are etched in the stones of its buildings.



Listed as a UNESCO World Heritage Site since 1985, Old Québec is a witness to four centuries of French presence in the Americas.

You don't just visit Québec City—you become immersed

in it and allow it to carry you away.

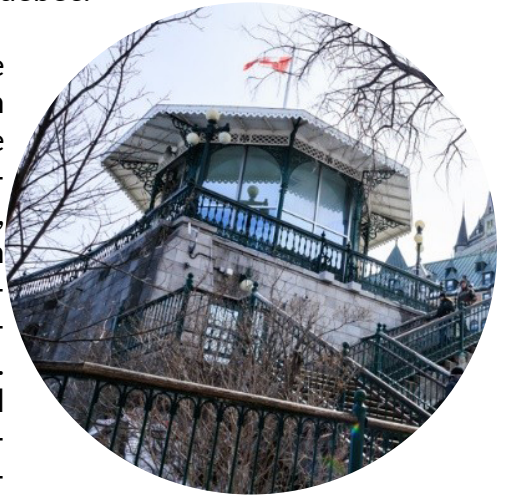
A CITY WITH TWO FACES Lower and Upper Towns: Two worlds in one

Québec City stretches across two levels that are completely dissimilar, yet fully connected. Upper Town, perched on Cap-Diamant at a height of over 90 metres, is home to the Parliament, the ramparts, the Citadelle, and the legendary Château Frontenac. Together, these landmarks symbolize the essence of Old Québec.

Below, the Lower Town features the Petit-Champlain district, one of North America's oldest commercial streets. Its colourful houses, cobblestone alleys, and lively

terraces make it one of the most photographed spots in the country. The Saint-Sauveur, Limoilou, and Saint-Roch neighbourhoods—originally working-class and struggling—are being revitalized and are experiencing a surge in popularity.

Between these two worlds, Québec City's 30 stairways connect the Upper and Lower Towns. Each one has its own personality and history and is worth exploring!



INDIGENOUS ROOTS

Wendake: A settlement that predates us by thousands of years

Before European settlers set foot on these shores, the Wendat nation inhabited this territory. Their presence, culture, and wisdom have deeply mar-



ked this region of the world.

Today, Wendake, the Huron-Wendat reserve nestled within the La Haute-Saint-Charles borough, is one of the most prosperous and accessible Indigenous communities in the country. It welcomes visitors seeking to understand the full history of this location—before Champlain, Frontenac, the ramparts, and more.

With its longhouses, ancestral rites, and Indigenous cuisine, the Onhoüa Chetek8e Traditional Site provides a stunning immersion in the Wendat



Nation's millennia-old culture and traditions. It's an essential stop for those who want to grasp the extent of the human experience in this area.

The Huron-Wendat Nation is as proud of its language, Wendat, as Québec is of its French language. When you attend the annual Wendat Pow-Wow, you'll be welcomed with a warm "Kuei!" This greeting has a rich history and should be returned with equal enthusiasm.

Visiting Wendake isn't just about checking off a destination; it's about honouring millennia of human history and leaving transformed by the encounter.



OUTDOOR ACTIVITIES IN THE LAURENTIANS Lac-Beauport and Stoneham-et-Tewkesbury: The call of the peaks

Twenty minutes north of Québec City, the Laurentians await you with two spectacular outdoor destinations that are the pride of the entire region: Lac-Beauport and Stoneham-et-Tewkesbury.

Stoneham was founded by Reverend Philip Toosey, an Anglican clergyman and native of Stoneham in Suffolk, England, who immigrated to Canada in 1785. The town was later settled by a mix of British families of all faiths.



Today, both villages have successfully transformed their natural heritage into world-renowned winter sports destinations, as well as sought-after summer and fall outdoor destinations for sports enthusiasts. These locations are highly prized by elite athletes, many of whom own homes there.

These two towns, with their unique origins, were developed by Irish, Scottish, and English communities. Saint-Dunstan-du-Lac-Beauport (now Lac-Beauport) saw an influx of mainly Irish Catholic settlers. In about 1820, they were gathered in the Waterloo Settlement, a British concession that belonged to the seigneur, George Benson



Hall. It was later transferred to Archibald Simons, who became its first mayor. His name was later adopted by Lac-Beauport's famous Archibald microbrewery.



Today, both villages have successfully transformed their natural heritage into world-renowned winter sports destinations, as well as sought-after summer and fall outdoor destinations for sports enthusiasts. These locations are highly prized by elite athletes, many of whom own homes there.



These locations are highly prized by elite athletes, many of whom own homes there.

"Yiheh—Eskonyen"





ECONOMIC IMMIGRATION, PEQ, AND THE HEALTH NETWORK: AN ISSUE CONCERNING US ALL

Sébastien Campana

On November 19 last year, the Quebec government unilaterally abolished the Quebec Experience Program (PEQ), replacing it with the Skilled Worker Selection Program (PSTQ).

This sudden and hasty decision has sparked a wave of legitimate outrage, as thousands of temporary workers and international students aspiring to permanent residence now find themselves in a situation of unacceptable uncertainty. Our members, our colleagues, our communities, no one can stand idly by in the face of such repercussions.

In the health care system, the debate on immigration is not an abstract issue. It is a daily and survival issue, affecting care teams, overburdened colleagues, and the system itself.

But why do unions have a duty to intervene?

A network already at the end of its rope

No one in the network needs statistics to understand the situation. We live it and feel it every day.



The lack of staff has become a “chronic disease.” Overload is a daily occurrence, work stoppages due to disability are exploding, and teams must

constantly do more with less, and too often with much less.

Absenteeism in numbers

The report published by the Ministry of Health and Social Services, dated December 27, 2025, indicates that 26,964 employees of the network are



on sick leave due to disability (CNESST or others). This rate measures the proportion of hours paid in salary insurance and CNESST compensation.

But a disability rate of health personnel has reached 7.8%, with an explosion of 10% in one year, its highest level since the beginning of the pandemic.

Extrapolating from an average annual salary of \$68,000, this represents more than \$1.8 billion in costs related to this important level of disability-related work stoppages... 1.8 billion dollars!

This problem is a systemic problem, period.

In this context, all decisions that affect the availability and security of the workforce, including immigration policies, directly concern all workers in the network, having a direct impact on patients.

This is where the Quebec Experience Program (PEQ) becomes meaningful.

This program allows, or allowed people who work here, who pay taxes here, and who live in our communities, to obtain permanent residency after a few years of experience in Quebec.

These are not foreigners who come out of nowhere. They are often colleagues and neighbours,

but also technicians, attendants, lab professionals, medical planning personnel, and pharmaceutical production staff. These are people we work with on a daily basis and on whom the network relies on to operate and support the workers already in place.

Without the PEQ, many of these people are forced to leave Quebec, while we are already struggling to recruit. It is not just a loss for them. It is a loss for our society.

Too often, we tend to talk about immigration, in economic terms, as an administrative or even accounting issue. How many people are entering, how many people are leaving, in which sectors, according to what criteria, etc.?

If Quebec wants to maintain its ability to produce prescription drugs, support its medical technologies, take care of our seniors and children, and maintain its health care system, it needs a stable workforce, and immigration is part of that equation. Whether we like it or not.

So why are the trade unions taking a position on this issue?

Some will say that immigration is the government's business, not theirs.

False. It is everyone's business.

Whenever public policies have had a direct impact on labour, such as wages, working conditions, and job security, the unions have not only been right to intervene, but they have had and still have a duty to do so.

Economic immigration affects our workplaces, influences the stability of our teams, and consequently affects the quality of care that our network is able to offer.

Let us face it, immigration must never become a pretext to make workers more precarious, or to circumvent our collectively negotiated working conditions.

Trade union rights are for everyone, no matter where they come from.

Standing up for workers. All workers.

In an increasingly unstable world, where economic certainties and our public policies are under attack, Quebec will need much more solidarity than division.

Because the real issue, at the end of the day, is not just more or less immigration.



The question would be to choose the kind of society we want to build.

And in what state do we want to offer the health care system to those who carry it at arm's length every day?

On this point, the labour movement has never remained silent.

And it is not today that it will start.



**PORTRAIT OF A
UNION SPECIALIST:
VICE-PRESIDENT
GRIEVANCES
Patrick Hallé**

In the health care system, some battles are being fought away from the spotlight. Behind ad-

ministrative decisions, pay errors or disciplinary sanctions, there are workers trying to assert their rights. And behind closed doors, union representatives are getting the ball rolling.

This is the role of Paul-Olivier Leblanc, VP, Grievances for CUPE Local 2881, who agreed to illustrate his mandate. Soon the whole interview will be posted on our YouTube channel.

Every day, Paul-Olivier analyzes members' requests; he decides which grievances will be filed and follows them up. Some may go to arbitration. His Local has 6000 members. Each year, between 600 and 700 grievances are filed by his team. "You have to be able to prioritize. Dismissal cases, for example, often come first," he states.

A grievance is a formal complaint filed when a worker believes that he or she has suffered prejudice in relation to his or her working conditions. This can range from a mistake on a paycheque to a disciplinary measure deemed unjustified or too severe. But before filing a grievance, the case is discussed with the employer. If the situation is not resolved, then the union intervenes.

Contrary to the image sometimes conveyed, the work related to grievances is based on administrative rigour. Compliance with deadlines, drafting, and monitoring of steps, and archiving: each file must be managed with precision. "There are a lot of rules to follow. A missed deadline may negatively affect a case," he explains.

But beyond the paperwork, there is also a strategic dimension. The representative must analyze the situations and determine the best way to move the files forward.

Some cases may take a more personal turn. For example, during the pandemic, a wave of layoffs affected many workers. More than 200 grievances were filed to protect workers' rights. Among these cases, that of a worker was particularly intense for Paul-Olivier:

The lady had lost her job because she did not receive a communication from the employer. After several attempts to reach her, the Union team finally managed to trace a relative. They learned that she had moved due to personal problems. "We managed to get back in touch with her, put together the file and have her reinstated in her position," he says.

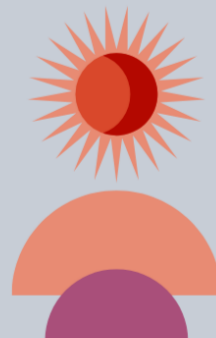
The work is not without its challenges. The representative must regularly negotiate, argue, and sometimes deal with conflicts, either with the employer, the members or even internally. "You need a certain vocation. It is not always easy, but when a case is successful, it is rewarding."

In a context where labour disputes can have significant consequences, the role of the VP, Grievances remains pivotal. "Grievances are one of the main tools for upholding workers' rights," he says. A low-key job, which can make all the difference in the lives of many people.



It's vacation time!

CROSSWORD



ACROSS

2. A short trip taken for relaxation or adventure
4. A sweet treat often toasted over a campfire
6. A peaceful spot by the water for relaxing in the sun
8. A lively cultural or musical event
10. The feeling of being recharged after time off
11. A place to swim or cool off on hot summer days
12. A large inland body of water
13. A casual outdoor meal with family or friends
14. The star that brings warmth to summer days

DOWN

1. A period of unusually hot weather
3. A popular way to cook food outdoors in summer
5. Free time spent on enjoyable activities
7. An outdoor area for relaxing or dining
- 9.. A state of calm and renewal after time away