

THE Review

SEPTEMBER 2026

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- How your input can optimize the next collective agreement
- Collective Agreement Negotiation
- Meeting members where they are



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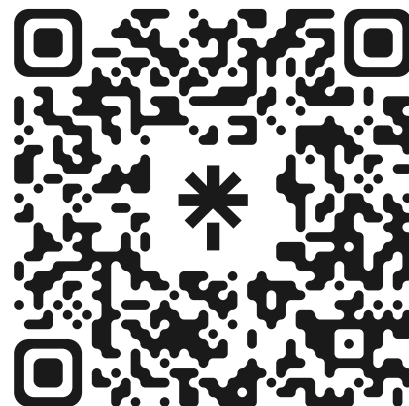
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MESSAGE FROM THE PRESIDENT

Dear Union members,

Summer is often a time to catch our breath, spend time with our loved ones, and recharge our batteries. It is also a good time to plan, especially as a major exercise is just around the corner: negotiations.

In the coming weeks, we will begin the pre-negotiation phase of our collective agreements. This step is essential. It will allow us to take the pulse of our members, identify priorities on the ground, and prepare our demands that will guide the next round of bargaining.

We all know that there are still many challenges. Problems with attracting and retaining staff, work overload, and occupational health and safety issues continue to have a real impact on our members. At the same time, we are facing a Santé Québec that is moving forward without a clear direction, creating uncertainty and concern across the network.

Speaking of negotiations also involves speaking of solidarity. The gains we achieve at the bargaining table are never a coincidence. They are the result of member mobilization, active participation, and our collective determination to improve working conditions.

This solidarity has been remarkably illustrated in recent months among paramedics. At the time of writing, an agreement in principle has been reached. After many years of struggle and perseverance, we hope that they will soon be able to vote on this agreement. Whatever the outcome of the democratic process ahead, one thing remains certain: their determination and tenacity command respect.

During this lengthy period, they have demonstrated that it is possible to stand up in the face of adversity, to defend one's convictions and to continue the fight despite the obstacles. We will draw inspiration from our comrades to continue to create solidarity and meaningful mobilization for a round of negotiations that will be historic.

As always, our greatest strength remains our members. Together, we will continue to advocate for safer, more respectful, and more humane workplaces. Together, we will continue to make our voices heard.

The next few months will be important. They will require our involvement, our attention, and our collective commitment. I invite you to actively participate in the consultations that will begin shortly, so that our bargaining priorities reflect the realities, concerns, and demands of our members.

In solidarity,

Dominic Gariépy
CPAS President





WORD FROM THE GENERAL SECRETARY

Impact of domestic violence on the workplace

When we talk about Occupational Health and Safety (OHS), biological risks, musculoskeletal injuries, falls, and accident prevention often come to mind first. Yet the reality is more complex: psychosocial risks and situations outside work can also have significant effects in the workplace.

Domestic violence is one such example.

Since the coming into force of the Act to modernize the occupational health and safety regime (LMRSST), Quebec officially recognizes that domestic, family, or sexual violence can represent a risk to a worker's health and safety when this violence is likely to occur at work.

This legislative recognition is an important cultural change. It reminds us that it is impossible to completely separate personal and professional life when a person's safety is at stake.

A collective responsibility

In the health and social services network, this reality affects us in many ways.

As part of their work, our members support vulnerable people. They welcome, treat, intervene, listen to and support victims of domestic violence. They know the physical, psychological, and social consequences of this violence better than anyone.

But we must never forget another reality.

Victims of domestic violence are not limited to the people we serve. They may also be our colleagues... or ourselves.

Domestic violence makes no distinction based on occupation, income, gender, age, or social status. It can affect anyone.

That is why our workplaces need to be able to recognize the signs, provide a safe environment, and support those who are going through such a situation.

Negotiations: an opportunity to go further

The modernization of laws is already influencing collective agreements.

Across Quebec, labour organizations are now calling for specific provisions to better protect victims of domestic, family, or sexual violence.

These clauses may provide in particular:

- leaves for judicial, medical, or administrative procedures;
- temporary accommodations, such as a change in schedule, shift, or work location;
- confidentiality of information;
- training of managers and union representatives;
- mechanisms to promote rapid access to specialized resources.

These protections are necessary safeguards.

They allow a person to remain employed while ensuring their safety and that of their colleagues.

As a labour organization, we believe that collective agreements must evolve with the realities experienced by our members.

Knowing the resources is a first step toward action

Often, victims are unaware of available resources or are reluctant to seek help.

The Crime Victims Assistance Centres (CAVAC) offer free psychosocial support, accompaniment, information on victims' rights and support throughout the process, whether or not a complaint has been filed.

The Compensation for Victims of Crime (IVAC) also allows eligible individuals to obtain various services, including psychological assistance, rehabilitation services, and certain compensation to promote their recovery. These valuable resources remain too little known.

Together, let us be part of the solution

Prevention also involves solidarity.

As a union, our role is to defend working conditions, but also to contribute to workplaces where everyone can evolve with respect, dignity, and safety.

The upcoming negotiations will be an opportunity to continue this work and ensure that our collective agreements reflect this reality.

Because no one should have to choose between their safety and their job.

Because behind every collective agreement, there are human beings.

And because together, we can help make a real difference.

SOS Domestic violence

- 1 800 363-9010 (24/7)
- Text Msge: 438 601-1211
- www.sosviolenceconjugale.ca

CAVAC (Crime Victims Assistance Centres)

- Psychosocial Support
- Information on your rights
- Support in legal proceedings
- Confidential services, even without filing a complaint
- www.cavac.qc.ca

IVAC (Compensation for Victims of Crime)

- Psychological
- Rehabilitation Services
- Support and compensation depending on eligibility
- www.ivac.qc.ca

FAMILY-TYPE RESOURCES: A LITTLE-KNOW NETWORK PILLAR

PATRICK HALLÉ



Did you know? In the Mauricie–Centre-du-Québec and Capitale-Nationale regions, hundreds of CUPE members open their homes to users of the health and social services network. They are called family-type resources (RTF), better known as foster families.

These are women who have chosen to share their living environment with people in need of support, supervision, or a stable setting. For CUPE Locals 4950 and 5236 members, the clients are vulnerable adults with a developmental disability or an autism spectrum disorder. Their mission is to provide the users with a safe, humane, stable, and normalizing living milieu.

Offering services in a family-type resource is not a job that stops at 4:30 p.m. It is a 24/7 commitment. RTFs must supervise, support, and accompany users in all spheres of daily life: meals, hygiene, medical follow-ups, activities, social integration, and much more.

An often-overlooked aspect of the role of RTFs is their close collaboration with the various professionals in the health and social services network. They regularly collaborate with social workers, special educators, psychologists, and other specialists to ensure consistent follow-up adapted to the needs of users. This collaboration is essential to guarantee a global and harmonious support.

Without them, the health and social services network would be unable to adequately meet the demand for

housing of many vulnerable people.

Being responsible for a family-type resource requires much more than goodwill. This requires a great deal of listening, empathy, patience, and a deep sense of responsibility. RTFs must also demonstrate excellent organizational and managerial skills. They must schedule medical appointments, coordinate interventions with professionals in the network, manage schedules, prepare meals, ensure administrative follow-up, and maintain a safe and structured environment for the people in the shelter.

On a daily basis, they must constantly juggle their role as medical attendants, managers, while providing a living environment and maintaining the human and



caring approach that is the strength of this housing model.

An important agreement for the future

In the Mauricie–Centre-du-Québec and Capitale-Nationale regions, owners of family-type resources recently took a major step forward with an agreement in principle for their employment contract covering the period 2023-2028.



This headway is the result of rigorous bargaining work carried out since 2024. It will allow the members concerned to express their opinion on their new agreement and marks a significant step towards the recognition of their work.

Beyond agreements and negotiations, we must never forget the essential: family-type resources are above all people who have chosen to share their home and their life with others.



Their contribution is immense and often overlooked. Yet, day after day, they contribute to providing dignity, stability, and quality of life to people in need.

Recognizing their work also means recognizing the

importance of a humane and supportive social service network.

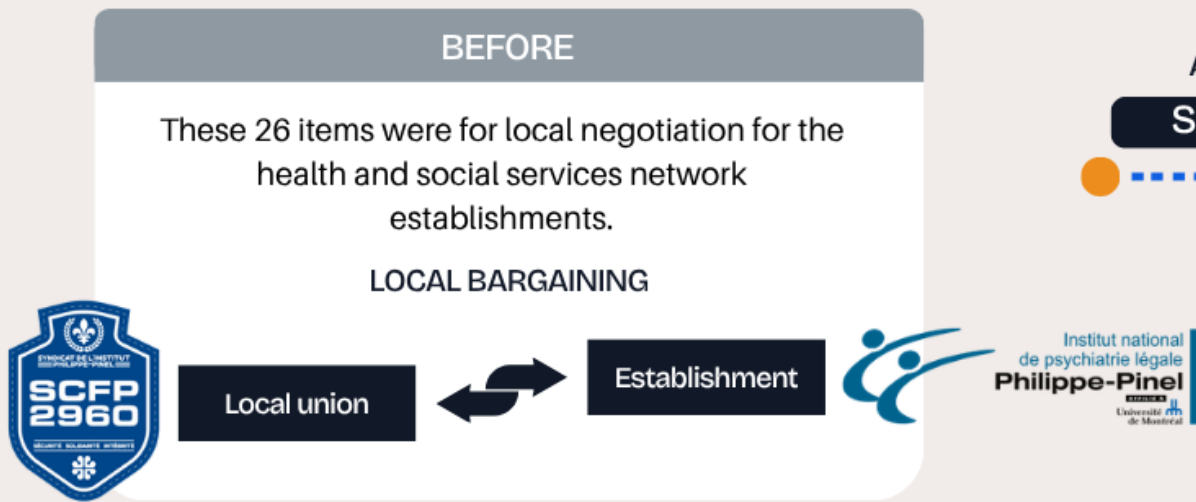
We met three of these peoples to talk about their work. You can watch the interview on our YouTube channel, or by scanning the QR code.



- In order of apparition:
1. Nathaly Lepage, from Local 4950 and owner of a family-type resource in the Capitale-Nationale region.
 2. Chantale Vaillancourt, from Local 5236 and owner of a family-type resource in the Mauricie-Centre-du-Québec region.
 3. Kim Lajeunesse, from Local 4950 and owner of a family-type resource in the Capitale-Nationale region.

THE 26 ITEMS: WHAT'S CHANGING

From local to sectoral bargaining



Application of

SINCE JUNE 6, 2025



WHY NOW ?

A new law, which came into force on June 6, 2025, has changed the rules for bargaining in the public and parapublic sectors. It provides that the 26 items previously reserved for the local level will now be negotiated at the sectoral table.



Law N-0.1

An Act respecting the negotiation and determination of working conditions requiring national coordination, particularly in the public and parapublic sectors.

26 SUBJECTS NOW BEING NEGOTIATED AT THE SECTORAL TABLE

- | | | |
|----------------------------------|---|-----------------------------|
| 01 Positions | 08 Bumping | 15 Local Committees |
| 02 Services and activity centres | 09 Schedules | 16 Union-Employer relations |
| 03 Probationary period | 10 Overtime, recalls, and availability | 17 Posting |
| 04 Temporary replacements | 11 Statutory holidays and vacation leaves | 18 Professional orders |
| 05 Travel | 12 Leaves without pay | 19 Professional Liability |
| 06 Temporary assignments | 13 Training and development | 20 User transportation |
| 07 Voluntary transfers | 14 Activities outside the establishment | 21 Personal property |



of Law N.-0.1

NE 6, 2025



NOW

These 26 items will now be negotiated at the sectoral table, at the level of the health and social services network.

SECTOR BARGAINING



Union



Sector
negotiator



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able.

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WHAT IT MEANS FOR ESTABLISHMENTS

The institutions will no longer negotiate these 26 items separately.

Sectoral bargaining will be able to establish the applicable rules and determine the room for manoeuvre that remains at the local level, including the possibility of certain local arrangements.

ions

22 Uniforms

23 Changing rooms/lockers

24 Pay period

25 Credit union

26 Travel allowances

AND THE OTHER 4 SUBJECTS ?

01 Wages and salary ranges

02 Group insurance

03 Pension Plans

04 Parental rights

They will continue to be negotiated at the **central bargaining table** with the President of the Treasury Board.

COLLECTIVE AGREEMENT NEGOTIATION

ROLES AND TIMELINE: WHO DOES WHAT, AND WHEN?



Negotiations for our next collective agreement begin long before the official talks start. From the initial consultations to the submission of bargaining proposals, discover the key stages that will help shape our demands and bring members' priorities to the bargaining table.



Before the negotiation		
MAIN STEPS	ACTEUR	ACTION
PRIORITIES	Union members	Express their concerns, needs, and priorities
CONSULTATION & TRANSMISSION	Locals and Bargaining Committee	Consult their members, regroup their priorities, and send them to the CPAS General Council
MANDATES	CPAS General Council	Determines the mandates of the Bargaining Committee and the negotiation strategy
DEMANDS	Bargaining Committee	Converts members' priorities into demands (preparation of the list)

COLLECTIVE AGREEMENT NEGOTIATION

ROLES AND TIMELINE: WHO DOES WHAT, AND WHEN?



MEETING MEMBERS WHERE THEY ARE PATRICK HALLÉ

This summer, the CPAS vehicle — nicknamed the Ambulance—travelled across Quebec to support our local unions. More than a vehicle, it became a practical tool for mobilization and visibility, helping us meet members directly in their workplaces.



Whether gathered around a BBQ or a canteen, members took part in nearly five months of meaningful face-to-face exchanges. The tour created space for handshakes, engaged conversations, and, above all, a visible union presence on the ground.



With Local 5425: Caroline St-Amand (IUSMM delegate), Josiane Bédort (HMR delegate), Paola Vergara (LTEAS sector vice-president), and Céline Ouellet (HMR delegate).

With more than 60 stops—from Rimouski to Montréal, Matane, Québec City, Chibougamau, and Châteauguay—the message was clear: when we take the time to meet members in person, we strengthen relationships, build trust, and reinforce our collective presence.

This trust will be one of the essential ingredients in building the balance of power and solidarity that we will need for the next round of negotiations in the health and social services network, the process of which will begin shortly. The more united, present, and mobilized we are, the better our chances of success.



With Local 2881: Maxime Bernard (president), Suzanne Vanier (General Secretary), and Martine Savard (OHS representative).

The kilometres covered this summer will not only be measured by the vehicle's odometer, but also by the relationships we have forged with members throughout Quebec. It is based on these relationships that our next union victories will be built.



With Locals 899/1226: Maxime Cool (our driver), Amalia Castro Durand (member), and Tom Constantino (grievance officer).



With Local 2960: Mikael Choinard (president), Philippe Lord Bouchard (OHS representative), and Jean-Michel Drouin Montas (grievance officer).



With Local 2115: Our President Dominic Gariépy with Céline Jean Gilles president of Local 2115.



With Local 3247: Josianne Ste-Marie (vice-president), Nancy Quenneville (president), and Véronique Bertrand (Suroit vice-president).



With Local 5007: Pierre Rioux (vice-president), Johanne Campana (president), and Mathew Cornforth, vice-president for the Eastern Quebec region.

HOW YOUR INPUT CAN OPTIMIZE THE NEXT COLLECTIVE AGREEMENT

PATRICK HALLÉ

Practical ways to strengthen your proposal

A collective agreement is shaped by the people it represents. It reflects the concerns, priorities, and proposals of union members—not decisions made behind closed doors. As the next round of bargaining approaches, your ideas can influence what is brought to the bargaining table.

Vanessa has prepared a timeline that you can consult in this issue of *The Review*. However, to maximize the chances that your ideas and demands will make it to the bargaining table, here are some tips.

At the CPAS General Council meeting in September 2026, the national bargaining committee will be formed. One member from each job category will be elected to serve on the committee.

The committee's first task will then be to prepare a survey, which will be sent to you in February 2027, to gather your ideas, requests, and proposals to optimize the collective agreement.

Keep in mind that due to amendments to the *Loi sur le régime de négociation*, the next round will also cover the 26 items previously negotiated locally. This means that all working conditions can now be discussed at the national table. No proposal can therefore be set aside simply because it was once a matter for local bargaining. Refer to the table on the main subjects.

Before submitting an idea, request or proposal, make sure it is backed with facts, concrete examples, and convincing arguments. A well-documented proposal will always carry more weight. Do not hesitate to ask your local union executive or representatives for help when preparing your proposal.

The bargaining committee will analyze all proposals received and prepare a preliminary summary. Each one will be evaluated based on several criteria, including its impact, feasibility, and the needs expressed by members. Proposals from all Quebec regions will be grouped together in order to create a representative workbook of all members.

This provisional workbook will be tabled at the symposium to prepare the CPAS collective agreement,



in May 2027. At this stage, Local representatives will be able to review the successful proposals, suggest changes, deletions, and additions.

It is therefore in your best interest to know the people who will represent your local at this seminar and to ensure that they have all the necessary elements to defend your proposal. This step is particularly important as it will be the last opportunity to amend the proposal workbook before it is formally adopted.

Subsequently, the proposal workbook will be presented to the members of each local for adoption at a general meeting. Once adopted, it will become the formal mandate of the bargaining committee.

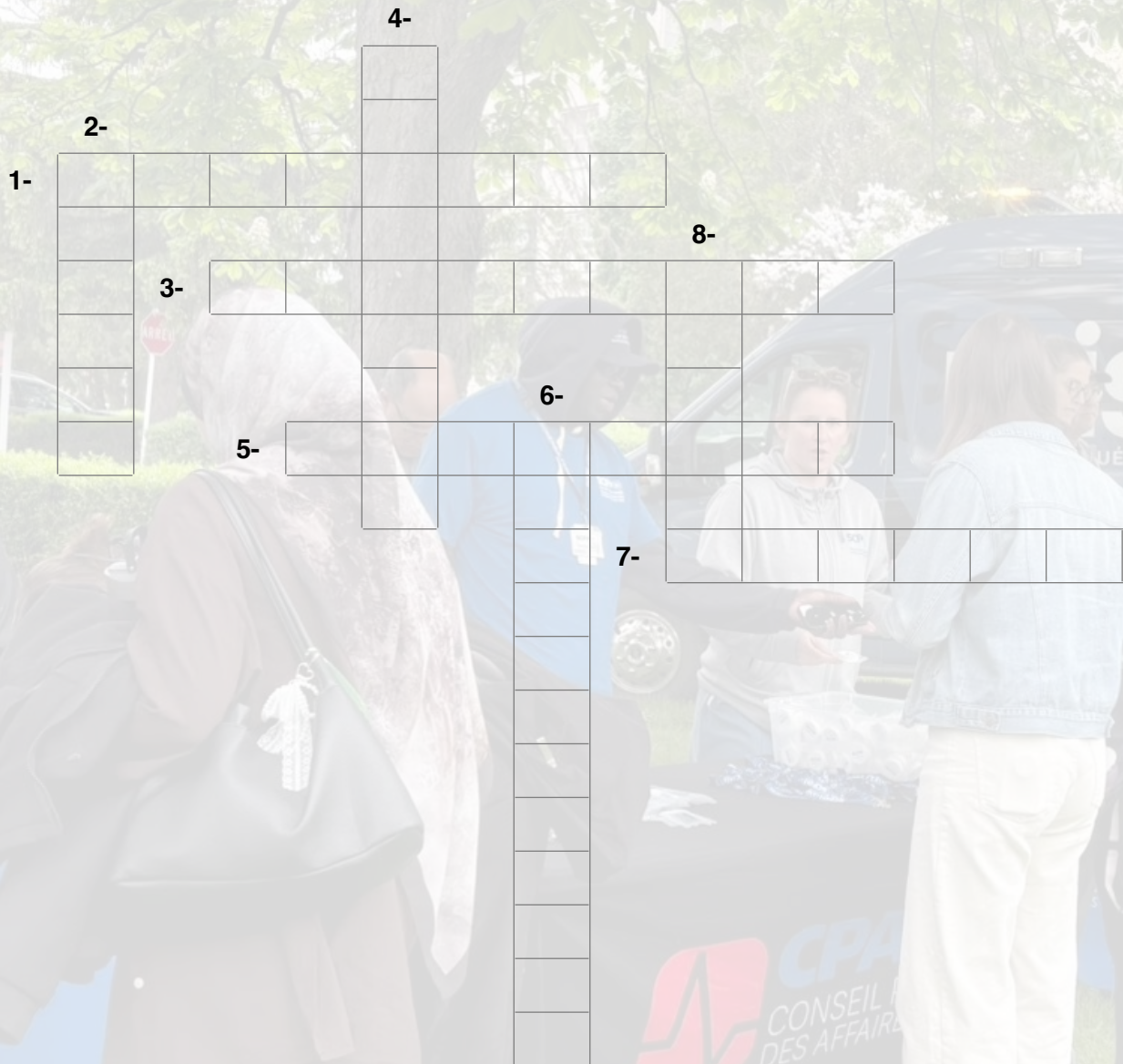
The proposal workbook will then be submitted to the Quebec Government i.e. the employers at the end of October 2027.

It is at this point that the negotiation of our next collective agreement will officially begin.

In the end, every improvement to a collective agreement often starts with an idea submitted by a member.

So don't hesitate to make your voice heard!

Crossword



1. Promotion, demotion...
2. Needs allowances
3. It covers national matters but is agreed upon locally
4. They can be psychological, behavioural, etc.
5. Professional rules.
6. The employer's share.
7. Health and...
8. Basic rules between the parties.

SUDOKU!

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