

CSQ News

Summer 2013



The Établissements verts
Brundtland (EVB-CSQ)

20 Years of Changing the World

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HIGH HUMAN COSTS



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DEFINING OUR FUTURE!

Nearly one year has elapsed since we held our Congress in June 2012, and I can tell you that the orientations we approved have since acquired their full meaning. Our activities have provided us with as many opportunities to set out our proposals and implementation actions in support of the future that we want to see unfold.

The societal agenda that we adopted accurately reflects our vision. Our participation in the Summit on Higher Education (and the four preparatory meetings that preceded it), the Forum on mining royalties and the provincial budget that was presented in November by the minority Parti québécois government enabled us to promote our union organization's vision and solutions.

The many attacks on workers' rights, union rights and social rights, both here and around the world, have required our attention and our vigilance. They have mobilized our strengths here at the CSQ and in alliance with other organizations that, like us, are fighting to achieve a more just and equitable society.

The ransacking of employment insurance, cuts to social assistance and to the public services, tax avoidance schemes, massive job losses in the federal public service and the scarcely concealed threat to abolish the Rand formula provide as many examples, at both the federal and provincial levels, attesting to the fact that our battles are justified.

The common good that we support is in the crosshairs of the forces of the right, which claims, without compunction, that society would be better off without unions or government intervention.

Hostile action against unions and their members cannot be minimized. This is a strong trend that has already affected many governments among our neighbours in the South. Furthermore, the austerity policies that prevail in many countries are driving people into severe economic and social crises.

With all these infringements on rights, we have to strengthen our union action and renew our practices. You have, in fact, clearly articulated this to us in the course of the regional meetings with members of the Executive Council, which were highly enriching. Union renewal is the cornerstone for strengthening our legitimacy, and we are already fully engaged in this process.

Let's take action on our future based on our vision! Let's not allow others to do so in our place!

In union solidarity!



Louise Chabot
Louise Chabot
 President

Suscribe to the **Blogue de Louise Chabot** to comment on current affairs.
Louisechabot.ca

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A festive gathering to mark the 20th anniversary of the EVB-CSQ, April 19, 2013, organized by a special committee comprising the members of the Syndicat de l'enseignement des Bois-Francis (SEBF) (CSQ), in collaboration with the members of the Syndicat du personnel professionnel de l'éducation du Cœur et du Centre du Québec (CSQ) and AREQ (CSQ) of the Bois-Francis region.

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Read the virtual edition of **CSQ News** at csq.qc.net.

What Do You Know About Your Group Insurance Plan

Mélanie Michaud and Laval Blackburn
CSQ Social Security Advisors

Did you know that with 75,000 insured members, the CSQ group insurance plan alone accounts for 2.4% of the Québec group insurance market and 0.4% of the Canadian market? Every year, this translates into about 1.3 million claims for prescription drugs and 200,000 claims for other health insurance benefits, on top of disability income benefits and death benefits. Let's take a look at this important plan with so many features!



Above all else, we need to remember the context in which the plan is evolving. The contract is governed by the collective agreements, specifically with regard to eligibility, the share paid by the employer, and income disability insurance for the first 24 months of disability. The *Act respecting Prescription drug insurance* also sets out certain guidelines, including the requirement for the member (and his or her dependents) to participate in a private group insurance plan when he or she has access to such a plan; then, the requirement for the contract policy holder and the insurer to offer basic prescription drug insurance coverage that is at least equivalent to the public plan in order to be able to offer health and disability insurance coverage.

A Union Controlled Plan

Unlike private-sector plans, which employers usually oversee, the union controls the CSQ plan. As a result, members ultimately make the decisions about the insurance plan as a whole. It should be noted that upon each renewal, all of the elements of the plan are subjected to negotiations. The CSQ has developed effective negotiating and problem-solving mechanisms for this purpose. Moreover, it is the only major union organization to assign resources on a full-time basis to the application of the plans.

The CSQ group insurance plan offers coverage in health insurance, life insurance and long-term disability insurance, and for some groups, dental insurance.



Is Retention Group Insurance Really Advantageous?

Our insurance plan is a retention plan. This means that the surpluses generated are paid back to insured persons. It includes four types of coverage, and retention is distributed over health insurance, long-term disability insurance and life insurance.

Financial statements are produced annually to determine whether there are surpluses or losses. Revenues correspond to the premiums received and the interest credited on assets held. Expenditures represent benefits paid, reserves for benefits promised but not paid to disabled persons, taxes and other amounts paid to third parties (actual costs incurred) as well as the insurer's administrative fees that are defined in the contractual agreement.

The contracts stipulate that surpluses must first be used to reimburse accumulated deficits. Once the deficits are paid off, a portion of the surpluses is deposited as security in a stabilization fund that can be used to cover any future deficit, as required. Each plan has its own stabilization fund, with a distinct accounting and calculation system. The size of the stabilization fund is

agreed upon in writing. The other portion of the surpluses is paid in the form of a dividend to insured persons.

To ensure that the insurer does not benefit from an artificial inflation of reserves after we leave, the contracts stipulate that the financial statements must be produced and that the dividends continue to be payable up to ten years following expiry of the contracts. Moreover, the insurer is responsible for any remaining deficit in the plan upon expiry of the contract.

As a result, a retention plan is very financially advantageous for insured members. Another undeniable advantage is that the insurer is required to open his books. Thus, when it is time to negotiate rates, we have an accurate picture of the financial state of the plans...

Expenses Withheld by the Insurer¹

About 90% of the premiums are used to pay benefits to members, and the balance represents administrative fees and indirect taxes. For example, the insurer must pay certain costs to third parties, and before distributing dividends, it must cover its own administrative costs. The insurer

must also remit a little over 2.5% of the premiums to third parties, including 2.3% to the government in the form of a capital tax. Obviously, these expenses must be considered in the rate structure and cannot be reduced.

Administrative expenses are agreed upon with the insurer. This approach is another feature specific to retention plans. Overall, such expenses represent about 7.5% of the premiums, but they vary depending on the plan. In fact, the insurer only collects these fees when the state of the plan allows it to do so, i.e., if money remains in the fund after benefits to insured persons and fees owing to third parties have been paid. These fees are what enable the insurer to conduct daily operations and hope to derive some profit.

A Matter of Choice!

Overall, the retention clauses in our insurance contracts have proven profitable for us because the insurer has had to bear significant deficits. Since virtually the entire amount of the premiums is earmarked for the payment of benefits and other fees, only a small margin remains – in some cases none – for the insurer's administrative fees.

We should point out that premium increases often stem from factors beyond our control, as was the case upon the last renewal when reduced interest rates, a number of legislative and fiscal amendments and the increased cost of prescription drugs affected our plan. Year after year, these changes add to the burden placed on our insurance plans.

Ultimately, the choices offered to us are either to resolve to pay for the real value of our insurance coverage or to review it according to our ability to pay.

¹ Here, we do not take into consideration the sales tax (9% of the premiums) that the insurer collects and remits to Revenu Québec. It is important to note that this tax, added to the 2.3% tax, represents an amount higher than all of the amounts paid to SSQ VIE.



CSRS Tour

DIRECT, HUMAN CONTACT ABOVE ALL

(Some preliminary reflections about our union practices)

Pierre Girouard
CSRS member

Robert Marois
CSQ Union Advisor with the CSRS

Where is the living heart of a union? What enables us to enhance a union's legitimacy and make it more effective? These are just some of the questions that concern the members of the Special commission on union renewal (CSRS)¹ who are currently visiting the regions of Québec in order to meet with members of the CSQ and hear their reflections.

At this stage of reflection, without making any claim to providing comprehensive answers and without making assumptions about the outcome of the meetings, the members of the CSRS already have a sense that the living heart of union life lies at the crossroads of the following three elements:

1 All of the members

The strength of a union organization rests above all with its members. The source of this kind of vitality lies outside organizational structures and operational procedures. Such frameworks and standards are of course useful and essential to a union, but they are not the source. A union organization's power (in the best

sense of the word) lies first and foremost with all of the members and with their concrete motivations. Isn't union action that has the support of large numbers of members better than action supported by a small group of insiders?

2 Direct, human contact

The primary prerequisite for this assertion is the sustained presence of union representatives in the field. The objective is to organize places facilitating contact that are not restricted to venues for meetings or procedural assemblies.

Why direct, person-to-person contact? Because this is one of the only ways to establish a relationship of trust. However

eloquent a union leader may be, trust is not established in writing, through email or even through speeches delivered to an audience of a hundred members. Information in print and electronic format is useful for complementing and maintaining a previously established relationship, but it is limited in terms of the relationship's potential quality. In fact, human contact is much more conducive to fostering listening to others, understanding their implicit concerns and expressing responses appropriate to specific queries.

3 Communication among members

This level of communication needs to be strengthened because this is where the two parties involved derive their full importance, as they are, in turn, listeners and speakers. In this way, the relationship becomes one of reciprocal influence. It enables each party to reveal his or her true intentions.

This level of communication is not to be confused with information and education, which, while useful in many circumstances, are usually one-way in nature. Union officials are not merely there to educate members. Isn't it better to listen to them and work more closely with them to build a union program that is based on their main sources of motivation?

In short, this is precisely a matter of understanding what lights up and vitalizes all of the members of the CSQ movement. This is what the Special commission on union renewal wishes to define together with people in the field at meetings with members, delegates, activists and officials responsible for decision-making bodies, and if possible, in all of Québec's regions. In this regard, the CSRS delegation will be meeting with many people from the affiliates this spring as well as in winter and spring 2014.

We look forward to meeting with you.

¹ The seven members of the CSRS were elected by the CSQ General Council. They are Micheline Barriault, Line Camerlain, Monique Pauzé, Sylvie Théberge, Lise Therrien, Pierre Girouard and Pierre Provençal.

20 ^{years} of Education and Action
for a Viable Future

Deserves Celebration!



EVB-CSQ
Établissement vert Brundtland
de la Centrale des syndicats du Québec





A Real Source of Pride

What a grand adventure the Établissements verts Brundtland (EVB-CSQ) has been! We at the CSQ are very proud of the progress this movement has made since it was founded in 1993, and which over time, has become firmly rooted in many of our federations. And what is the source of such a major success? Education personnel, members of the CSQ, who wanted to make schools not merely a living environment in which people learn a thousand and one things, but also a place where people strive to understand the world and change it, to make it a better place.

Today, this unique network is a real gem whose influence transcends the borders of Québec. In some countries, people have drawn inspiration from this model of education for a viable future, while in others, people have directly implemented the EVB in communities. All of these initiatives have but one aim: to develop responsible citizenship rooted in the values of hope, that is, ecology, pacifism, solidarity and democracy.

As a result, based on these four essential pillars, youths and adults here at home and around the world continue to make a contribution, through their action, to protecting the Earth and changing the face of the world. And this inspires my confidence in the future.

Louise Chabot
President of the CSQ

A Crazy Dream, A Great Movement

Twenty years ago, the Saint-Pascal-Baylon and Père-Marquette schools in Montréal were the first to be granted the École verte Brundtland status. Today, over 1400 establishments – from childcare centres to universities, in addition to institutions in the health sector and many other organizations – are part of the Établissements verts Brundtland movement spearheaded by the Centrale des syndicats du Québec. They are all committed to the promotion of the values of ecology, pacifism, solidarity and democracy.

Let it be said that this great movement promoting education for a viable future emerged and expanded because of the relentless work and convictions of a few people who believed that the dream was possible. It was also nurtured by the unflinching support of the CSQ and the commitment of thousands of members of our affiliated unions, federations and our retired members' association.

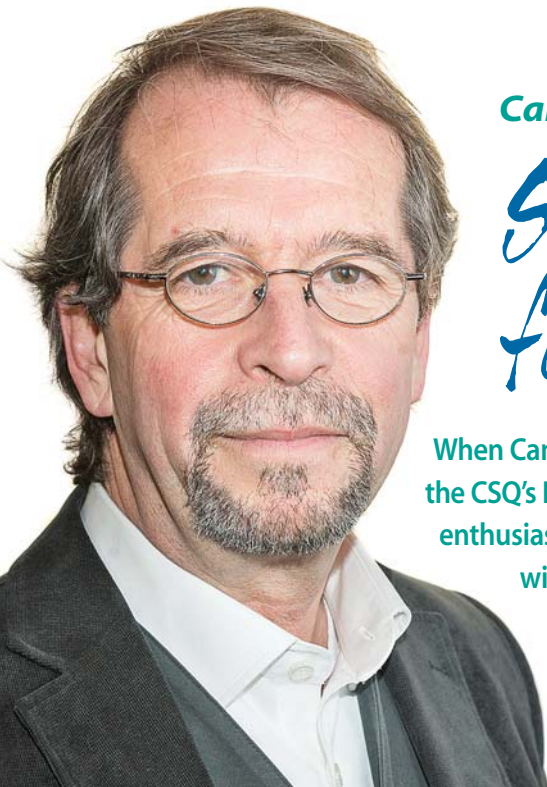
The EVB-CSQ movement is unique in the world and I am proud to be a part of it. At the CSQ, we will continue to endeavour to offer youth an educational environment mindful of resource conservation that encourages the promotion of non-violence, peace and human rights, as well as solidarity and cooperation.

Long life to the EVB-CSQ! May it continue to contribute to the building of a viable future and to pass on these essential values that underlie citizen engagement. May the CSQ and the EVB movement also continue to promote this province-wide education program that mobilizes our youth and all Quebecers.

Twenty years of education and action for a viable future deserves celebration!

Marc Nantel
1st Vice President and responsible for the EVB-CSQ





Camil Bouchard, Honorary Sponsor

Schools as Incubators for Citizenship

When Camil Bouchard was asked to be honorary sponsor of the 20th anniversary of the CSQ's Établissements verts Brundtland movement, his answer was a spontaneous, enthusiastic "yes"! It should be said that this professor and researcher, associated with the Département de psychologie at UQAM, author of the renowned report *Un Québec fou de ses enfants*, columnist and political commentator as well as former MNA is very much aware of everything that concerns youth, education and sustainable development. He is also very familiar with the EVB-CSQ movement, having drafted the learning resource kit *Tirer le diable par la queue!* which deals with poverty.

He believes that Québec needs to hold a broad debate on a fundamental societal issue: what kind of education do we want and what kind of citizens do we want to educate? While we call into question report cards, competencies, graduation rates, dropping out and safety in the schools, to mention only a few of the issues at hand, we practically never talk about citizenship education.

What kind of citizens do we want to see graduating from the schools of Québec? On what values should citizenship education be based? Are these shared values? What do the students, staff and parents think of them? What role could schools play in passing on these values? How can we go about this? In his opinion, before answering these questions, none of which are simple at first glance, we must once again put the issue of citizenship education to public debate and get a sense of converging perspectives.

The EVB-CSQ movement draws its inspiration from and bases all its action on the common values of ecology, pacifism, solidarity and democracy. The EVB-CSQ movement is thus well positioned to take part in the necessary societal debate about citizenship because it has been doing so for twenty years and above all because it encourages our children, from early childhood through university, to educate themselves for a sustainable future, to commit to a more fair and just world, briefly, to take action in creating a better world.

"Our children and young people must face an uncertain future, a future that refuses to be bright, that appears to be both resolving and heating up. We have a duty of solidarity toward them. The best way of predicting the future is to shape it ourselves. It is this power to change the world that we must help them to take ownership of," he concluded.



Once Upon a Time... **PASSION!**

There were a few dozen of them. Teachers, professionals, groups, non-governmental organizations and experts. Impassioned people who wanted to share their good ideas, who believed in the current generation and in future generations, all the while conserving hope for a better world for all, here at home and around the world. It happened in 1990, right after the publication of the report of the UN World Commission on Environment and Development, presided by Gro Harlem Brundtland, and the Rio Summit, in 1992.

An initial teaching resource kit, *Ensemble, récupérons notre planète*, was produced for elementary and secondary school students. A network of local responsible resource-persons was established. The idea that the achievements of youths and adults in schools had to be recognized and promoted soon gained ground. The Écoles vertes Brundtland network was born and very quickly became the Établissements verts Brundtland

movement of the Centrale des syndicats du Québec (EVB-CSQ).

Twenty years on, the EVB-CSQ movement consists of over 1400 institutions! It unites childcare centres, elementary and secondary schools, adult education and vocational training centres, colleges, universities and institutions in the health sector. It also includes many other organizations that are not affiliated to the CSQ but that share the values of the movement by adopting the status of Établissement associé Brundtland (EAB), such as, for instance, the Caisse d'économie solidaire Desjardins, the Ferme pédagogique Marichel, Renaissance Montréal, Pignon Bleu – La maison pour grandir, women's centres and youth centres.

Year after year, the EVB-CSQ movement reaches out to and raises awareness of tens of thousands of adults and hundreds of thousands of youths in Québec. In addition, a growing number of schools in Africa and Haiti are implementing Brundtland programs. UNESCO and Education International reports often cite EVB-CSQ institutions as examples, which explains the growing interest our program is creating in schools across Canada and around the world.

One thing is certain: the Établissements verts Brundtland have forever changed the face of education in Québec!

Long Life to EVB-CSQ Institutions... and to the Teaching of Hope!

The teaching material produced by EVB-CSQ institutions is also a major successful achievement. Indeed, in addition to the proposals for facilitation activities and programs, both for youths and adults, the CSQ and its partners design and publish a wide range of educational and teaching tools that fit with the education curriculum and that draw on project-based instruction, cooperative learning and critical consciousness. This promotes action-oriented pedagogy, which strives to place as many youths as possible in a situation where they can succeed, mindful of the fact that the accumulation of small accomplishments is what creates confidence and the feeling that they can indeed bring about changes.

The EVB-CSQ movement is a network of institutions whose members share hope for a better world. It is also a place for discussing beliefs, projects, successes and concerns. This is the source of this network's originality, because not only does it reach out to over one-third of Québec's educational institutions, it also rallies many actors (i.e. unions, NGOs, associations, and volunteers, etc.) by uniting them around a common project. In fact, the EVB-CSQ network is a permanent platform for discussion focused on the same cause: education and action for a more ecological, peaceful and democratic world rooted in solidarity!

For more information, visit evb.csq.qc.net.



EVB-CSQ
Établissement vert Brundtland
de la Centrale des syndicats du Québec



Some Inspiring Stories

A Desire to Get Involved, a Passion for Change

My elementary and secondary schools were both Établissements verts Brundtland (EVB-CSQ). There, I met passionate people, open-minded administrators and structures that allowed students to get involved. I remember the day when, gathered in the gym, we hoisted the large EVB streamer. My school had become a member of the Établissements verts Brundtland (EVB-CSQ) network, and I was proud of it! In fact, such a simple feeling of pride has allowed to rally the students around the values of solidarity, ecology and equality.

It was on my return from Africa – at the time I was in fifth grade – that I felt an urge to get involved in my community. This happened at just the right time because my school had set up a “sustainable development” committee that made this kind of involvement

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possible. I am extremely grateful to have had the opportunity to nurture a desire for involvement at such a young age. These experiences inspired me to continue with my commitment and to pass along this passion to the people around me.

Encouraging and developing local initiatives is necessary, because young people need to understand the importance of citizen engagement. I want to congratulate the EVB-CSQ movement for all its achievements over the past twenty years!

Éliane Laberge

President of the Fédération étudiante collégiale du Québec

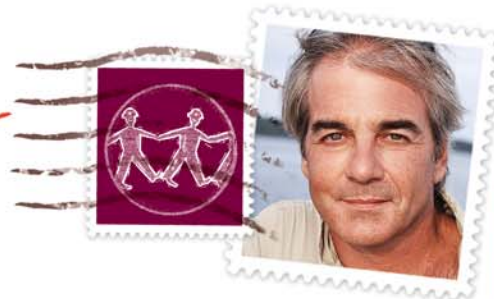
Values that Motivate Involvement

The Établissements verts Brundtland are celebrating their 20th anniversary! Wow, how time flies! We are proud to work with such a prestigious, essential institution that is so decisive for education. Your values, those of democracy, ecology, pacifism and solidarity have motivated the commitment of our youth for two decades. Thank you for helping to create a better world!

Long life to EVB-CSQ! Great ideas and projects often begin with dreams. Please continue to help all of us carry

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on with the dream! For now and for the future. Simply, so that the world's beauty continues to be expressed through the vision and the action of those who will decide the future of our societies.

Fair winds!

Jean Lemire, Mission Leader

SEDNA IV Research Schooner

Nurtured Brains, Free Spirits

Putting thought at the core of our daily lives, nurturing places for creativity and criticism enriches our lives and ennobles our existence. And it is the quest for happiness that must remain our ideal as a society. Education is the way to achieve this, but ignorance is often our worst enemy.

Young people have spoken to us, and it would be a mistake to ignore their claims. What young people tell us is that university must serve to educate citizens who are free to think and to take action, before it "shapes" workers to fit the needs of business.

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It is by building on the education of well-nurtured brains, and free, curious and creative spirits, who are inspired and invested with knowledge, that we will be able to create a *cit  libre* vested with a true democratic spirit and a new art of community life.

Above all, schools and universities are places in which knowledge is transferred, deepened and not merely research or workforce training centres.

Long life to EVB-CSQ!

Dominic Champagne

Author, director and performance designer

For the Future of Our Small Blue Planet

My grandfather said that human beings do not inherit the earth from their parents. On the contrary, they borrow it from their children. This vision of an ecological, democratic future of solidarity for our small blue planet has always been deeply anchored in the values of the EVB-CSQ. That is why, in this twentieth year of your noble mission, I wish, through these words, to congratulate you.

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Celebration!*

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We share the same values and I am convinced that it is through a life philosophy such as yours that we will anchor the concept of sustainable development in the collective thinking of a nation.

Boucar Diouf

Oceanographer and humorist

Our Hopes for Tomorrow...

Yesterday's Children, Committed Citizens

The children who we taught twenty years ago, the children with whom we shared the values of solidarity and democracy: we encountered them yet again among the 200,000 people who protested the war in Iraq and who demonstrated during the maple spring.

In my opinion, the EVB-CSQ is the only movement that provides young people with the opportunity to learn about citizen engagement. It is my hope that the EVB-CSQ movement will continue for many years to

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Celebration!*



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teach youths and adults about solidarity, ecology and democracy, which should be the shared values of a society.

Monique Pauzé

President of the Syndicat de l'enseignement de Champlain (CSQ)

A Hopeful Educational and Societal Project

I have always admired and continue to admire the initiative and the success of the EVB-CSQ. The basic premise of this initiative rests with defending the common good and equality for all people. It is my hope that the full impact of the CSQ's reputation over the past twenty years in Québec and around the world, which has grown out of the significant success of this initiative, will continue to be a source of great pride.

The values and the educational and societal project of the EVB-CSQ, which thousands of members and

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hundreds of thousands of young people support, must remain at the heart of the CSQ's action priorities and those of its components.

Alain Pélissier

*Policy Advisor for EVB on the CSQ Executive Council
(1994-2009)*

Education, the Key to a Better Future

Over the past twenty years, we have become increasingly aware that all issues are interrelated: it is hard to talk about the environment without talking about solidarity, democracy and combatting poverty. The task of the EVB-CSQ is to help reinforce these connections.

The small gestures of the EVB-CSQ still have their place. But if we want to see change, we have to go further. We do not have a choice. Change does not happen as it does in democracy, in which "50% + 1" is required. A critical mass, judging that a situation is intolerable, is

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Celebration!*



Twenty Years of Education and Action for a Viable Future

all that is required to influence others. The root problem is a human one and that is why human solutions will change things. Education is the key to a better future and each of us bears responsibility.

Jean Robitaille

CSQ Établissements verts Brundtland Advisor (EVB-CSQ)

Why Green? Why Brundtland?

An Établissement vert Brundtland is considered **green** because it cares about the environment. It is **Brundtland** because it implements actions centred on sharing, cooperation, equity, solidarity, respect, peace and human rights, all major concerns of the Brundtland Report! Also known as *Our Common Future* (1988), this report was produced by the World Commission on Environment and Development, presided over by Ms. Gro Harlem Brundtland.

A Foundation that Keeps Watch!

The Fondation Monique-Fitz-Back pour le développement durable was founded in 2006 to carry on the work of Monique Fitz-Back, teacher, unionist and co-founder of the Établissements verts Brundtland (EVB-CSQ). In addition to striving to strengthen and expand the EVB-CSQ movement, the Fondation's mission is to focus on promoting environmental education from a perspective of sustainable development. For more information: fondationmf.ca.



What are the Guidelines of EVB-CSQ?

An Établissement vert Brundtland always takes action to promote the "6 Rs" for a viable future. Thus, it strives to:

- ☞ Reduce resource consumption (e.g. two-sided printing);
- ☞ Reuse material (e.g. making toys and artistic works using recycled materials);
- ☞ Recycle products (e.g. composting);
- ☞ Reassess our value systems (e.g. peaceful conflict resolution);
- ☞ Restructure our economic systems (e.g. fair trade);
- ☞ Redistribute resources (e.g. organizing a flea market for the benefit of the most disadvantaged communities).

Many Thanks...

On the occasion of the 20th anniversary of the EVB, the CSQ wishes to thank its many partners and collaborators who have contributed to the success of the festivities associated with this major event, including its affiliated federations, unions and association.

Want to Join the Network?

Does your establishment implement actions to foster ecology, peace, solidarity and democracy? Would you like to acquire EVB-CSQ status?

To register, all you need to do is fill in the form posted on the home page of the EVB-CSQ website and send it by regular mail to the following address: 320, Saint-Joseph Est, Québec (Québec) G1K 9E7 or by email (admevb@csq.qc.net).

Once you have joined the network, you will receive all the information you need to help support your endeavour.

Unionizing with the CSQ is Easy!

Just one number, any time: **1 855 8 SOS-CSQ (1 855 876-7277)**

Email: poursesyndiquer@csq.qc.net



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du Québec





René
Beauséjour

Severe Behaviour Disorders

BREATHING ROOM FOR CASEWORKER

Catherine Gauthier

Editor in chief

Working with people who have severe behaviour disorders means making a difference every day. It's a continuous giving process. But it also means constantly coping with a high level of stress. Many caseworkers are subjected to violence. Others go home after their shift feeling powerless. To provide quality services, they need to receive greater support. And now an agreement on this matter has finally been reached between the government and the union party...

Indeed, premiums or additional leave days will be granted to some 10,000 employees of the health and social services network who work in youth centres, health and social services centres as well as rehabilitation centres for substance abuse and physical and intellectual disabilities.

"In this sector, positions are often hard to fill, the retention rate is low and absenteeism is

high. This can be explained by the problems experienced by personnel working with this particular, often unpredictable clientele, whose aggressive, intimidating and violent behaviours are unfortunately commonplace," explains René Beauséjour, President of the Fédération des syndicats de la santé et des services sociaux (F4S-CSQ).

It should be recalled that in 2010, during the last public-sector negotiations, a budget envelope of \$33 million had been set aside. The government and the Intersyndicale – which unites the CSQ, the APTS, the CSN and the FTQ – were supposed to negotiate distribution of the funds at a later date. After endless talks, the launch of a province-wide awareness raising campaign aimed at publicizing the reality as experienced in work settings and the extensive mobilization of members, an agreement was reached on February 11, 2013.

Of this amount, 58% will be paid in the form of premiums representing approximately 1.5% of annual earnings. Furthermore,

these premiums can be converted into three days of refresher leave per year for the majority of the members concerned. The balance will be earmarked for training and work organization projects to be developed jointly by union organizations and representatives of the Ministère de la Santé et des Services sociaux.

"For many years, a premium was offered to caseworkers in psychiatric hospitals, but not in other institutions. Not only was this situation unjust, it reflected the government's failure to recognize its employees' work and their contribution to society as a whole. It was high time this situation change!" concludes René Beauséjour.

The province-wide awareness-raising campaign featured a video capsule relating the difficulties experienced by members. You can view it at: vimeo.com/59047430.

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Childcare at the Heart of a Major Rendezvous

A First in Québec!

Christine Marceau

FIPEQ-CSQ Communications Advisor

As early childhood education thrives in Québec, in April, the CSQ hosted the CSQ Rendezvous on Early Childhood Education. A first in Québec! Based on the theme “Education starts early!”, the encounter made it possible to take stock of the situation of early childhood education services in Québec and to reflect on the issues that concern all education services provided to children 0 to 5 years of age.

Over a period of two days, 300 participants took part in discussions with some thirty guest speakers from Québec and Europe on the following topics:

- ✿ Childcare services: an essential component of the educational process;
- ✿ The worlds of early childhood in Québec;
- ✿ School childcare services: enhancing quality;
- ✿ Home childcare: perspectives on the Belgian model and the Québécois model;
- ✿ Childcare service models in Denmark and France;
- ✿ Special needs children: the need for early screening and intervention;
- ✿ Initial and continuing training for early childcare educators;
- ✿ Parents: decisive factors for student perseverance;
- ✿ Educational continuities, or the transition between childcare and preschool;
- ✿ Recognition and development of the profession;
- ✿ Sustainable development in early childhood education;
- ✿ The struggle for recognition of home childcare in Belgium.

It is worth noting the participation of the Minister of Families, Nicole Léger, and the Minister of Education, Marie Malavoy, who took advantage of the opportunity to attempt to clarify their early childhood education policies.

To view and share the CSQ Rendezvous on Early Childhood Education videos (available in French) on these presentations, visit: [youtube.com/user/csqvideos](https://www.youtube.com/user/csqvideos).



The Population Supports Public Childcare Services

According to a CROP poll conducted for the CSQ, a vast majority of the public supports public childcare network and clearly wants the government to maintain and even expand support for it.

Indeed, 79% of respondents want the government to subsidize public childcare services. Moreover, 80% of them think that it should provide more support for childcare services to enable professionals to intervene sooner with children experiencing specific problems.

A majority of respondents, or 68%, also believe that the government should invest in improving the transition between childcare and preschool.

A Clear Message for the Québec Government

The poll findings demonstrate the public's profound attachment to the public childcare network. At a time when the sole objective of the Québec government is to balance the budget, this poll is highly revealing and sends a clear message. Zero deficit or not, a majority of Quebecers think that the government should not only maintain financial support for the public childcare network, including childcare centres and home childcare providers, but increase funding in order to improve quality and access to services!

Special Needs Services in CEGEPs

Another Step Toward the Democratization of College Education

François Beauregard
Special Report

The traditional mission of democratizing CEGEPs continues, but now there is a new target: students with special needs. In the past, these students were excluded from college education for lack of adequate services. "Through better recognition of the rights of persons having limitations and the implementation of support services, this situation has changed radically in recent years," says Olga Thibeault, special needs advisor at Cégep Limoilou.

"In fall 2009, 88 people made use of the support services at our CEGEP; today, there are 250," she points out. The situation is reflected throughout the entire college network, which has experienced a spectacular increase in this clientele. Indeed, between 2007 and 2011, the number of students with disabilities rose by 285%, from 1,542 to 5,942. Special needs services cover the needs of people dealing with a rather broad set of limitations such as sensory, physical or motor disabilities, organic disorders, temporary disabilities, mental health disorders and learning disabilities.

Moreover, students with learning disabilities account for the most significant growth in the special needs clientele. In Olga Thibeault's opinion, many reasons underlie this increase. The integration of students experiencing difficulties in regular



PHOTO PASCAL RATHIE

Olga Thibeault

classes in elementary and secondary schools and the special needs services offered now allow greater numbers of students in difficulty to attend college. Furthermore, better knowledge of support services, greater access to diagnoses as well as technological innovations have helped to improve the response to the needs of persons with learning disorders.

A College Community More Open to Difference

Through varied awareness-raising campaigns, the college community is now much more open to difference. "The openness is a positive thing," says Olga Thibeault, "because we must mobilize many different people in the implementation of the intervention plans we prepare."

People who work with students who have limitations must possess many qualities. "They have to be empathetic, like young people, be able to work with all those who intervene, be creative, not be afraid to deal with ethical dilemmas and have problem-solving skills," she continues.

Special Expertise Now Recognized

"Meeting the needs of such a diverse clientele requires special expertise," adds Bernard Bérubé, President of the Fédération du personnel professionnel des collèges (FPPC-CSQ). "It calls for a thorough understanding of the limitations of these people and the best ways of approaching them. It requires skills and a great deal of tact."

The road has been a long one in getting the Classification committee to recognize special needs advisors. "It has taken us five years to get here. It was only last spring that this new employment group was created; this is a step in the right direction, but there is more," says the union official. "These services must be adequately funded to deal with the rapid growth of this clientele, which is not currently the case. In order for CEGEPs to successfully meet this challenge, they will have to improve support for those students who have greater difficulties and step up preventive measures."

The Coalition des cégeps, comprising union groups and student associations, has been calling for increased funding of special needs services for several years. At the Summit on Higher Education, Pierre Duchesne, the Minister, committed to an increase in funding for these services by injecting an additional \$5 million, but for now, we do not know the pace at which funds will be invested.



PHOTO FRANÇOIS BEAUREGARD

Bernard Bérubé

Employment Injuries

When the Human Costs OUTSTRIP the Financial Costs

Pierre Lefebvre

CSQ Occupational Health and Safety Advisor

What is the overall annual cost of employment injuries compensated by the CSST, such as workplace accidents and occupational diseases? That is the question the Institut de recherche Robert-Sauvé en santé et en sécurité du travail (IRSST) attempted to answer. According to the findings of its study published in February 2013, the bill is very steep, especially for workers.

Based on data available from 2005 to 2007, the authors arrived at an estimated average cost of \$38,507 per employment injury, for a total bill of \$4.64 billion each year. The researchers acknowledge from the outset that these amounts are underestimated, because of the limitations of their study. We also know that employment injuries, particularly psychological injuries, are obviously under-reported to the CSST. Of the \$4.64 billion, nearly two-thirds (\$2.86 billion) consist of the human costs that hit, for the most part, workers who are footing a bill of \$2.79 billion.

Beyond this alarming portrait, the IRSST study highlights the share of costs assumed by employers, or \$1.1 billion annually. This share, which only represents 23.6% of the total, includes indemnities of all sorts paid by the CSST and whose costs are charged to employers. The researchers add to this all of the productivity losses and the salary costs assumed by employers for the first day of absence, as well as the administrative costs associated with turnover of staff caused by absences from work.

As a society, Québec bears an average annual cost of \$330 million. This amount is basically composed of taxes and other

salary deductions that are not collected from employees on disability, but it also includes the transfer to Québec society of the costs of the social benefits that workers sustaining an employment injury have lost (i.e. years not recognized by the QPP, lost of insurance coverage with the employer, etc.).

The largest share of the estimated overall costs falls to the workers themselves. We are talking about an average annual amount of over \$3.2 billion, or 69.3% of the costs. This includes, among other things, the loss of income arising from an inadequate indemnification system, the estimated costs of household work not performed because of disability and above all, the human costs, alone assessed at about \$2.8 billion.

The study conducted by the IRSST, a recognized research organization directed by a joint board of directors (the same as that of the CSST), should be a source of some embarrassment for employer spokespersons (starting with the Quebec Employers Council and the Fédération des chambres de commerce) who continually



whine about the occupational health and safety system that costs them too much and who call for further reducing indemnities paid to victims of employment injuries. At less than 25% of the overall costs, employers cannot claim to be the "only ones contributing" to the occupational health and safety system through their contributions to the CSST.

These numbers should also provide inspiration for Labour Minister Agnès Maltais as she reflects on a new undertaking to modernize the occupational health and safety system in Québec. Indeed, she should pay more attention to "historical" union claims concerning prevention than to the repeated demands of employers who are aiming to cut benefits for workers that are already inadequate, as this IRSST study seems to indicate.

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