

# CSQ

IN MOTION

October 2022 ■ Éric Gingras's Address

## "Upcoming changes for our organization"

CSQ President Éric Gingras opened the General Council (GC) by thanking assembly members for their solidarity with the Ukrainian people. Through the fundraising drive which followed the May 2022 GC, \$63,400 was donated to the Red Cross.

The President also spoke about the tremendous courage of Iranian women as they risk their lives by taking a stand against their oppressors, a truly historic mobilization. "It would be simply inconceivable for a labour union like ours to meet without recognizing their courage," he said.

Éric Gingras stated that "recent weeks have shown that ideas thrown about or the latest media spin take up a lot of space in the public sphere during an election campaign, stifling any meaningful debate and discussions about fundamental issues. And that speaks volumes about the importance of pursuing and furthering our political involvement to bring forward our priorities in education, healthcare, higher education and early childhood.

As the people of Québec have decided to put the Coalition avenir Québec (CAQ) back in power, the President urged the government to "avoid the pitfalls of arrogance" and "to engage in a genuine social dialogue, in the best interest of everyone".

While the Premier has said that "education must remain the first priority", Éric Gingras mentioned that the CAQ plan is rather slim. "As for the Centrale, we will play our part as a key player and lead the way. It seems clear to us that Québec is more than ready to give our network's future some serious thought."

There is still an urgent need for new places in early childhood. "We have to consider which measures will attract a new generation of workers while maintaining quality services," added the union leader.

Éric Gingras spoke about the work we will need to do across the healthcare network in coming months: "Some of the concerns currently being discussed include the Health Plan, a possible Santé Québec agency to rethink the governance of the healthcare system and a more significant role for the private sector."

And "leadership is clearly up for grabs" in higher education, the President said, reminding members that "the network plays an important role in training future workers" and is clearly "one of the cornerstones to mitigating staff shortages."

As he closed his remarks, he described all that lies ahead for many of the CSQ's working groups: work on our committees, as we assess the roles and mandates of both committees and networks; work on our use of virtual or hybrid decision-making bodies, as we identify the issues at play for our proceedings; and work on our internal cohesion, as we analyze the Centrale's initiatives and prepare a number of consultations.

"These groups will submit their recommendations before the end of the year. Ensuing proposals will bring about some real changes within our organization. It will be up to us to examine these findings and to figure out, together, what we intend to do with them."

Read the [President's complete remarks](#) [in French only].



Éric Gingras

Photo Benoît Nantel

## Act respecting the National Student Ombudsman

# Key highlights

**A presentation of the main components of the Act respecting the National Student Ombudsman allowed attendees to progressively take ownership of this Act, whose implementation process is in its early stages.**

The Centrale was on hand for this first meeting with the National Student Ombudsman on September 29, 2022, to better understand certain sections of this new Act. It also allowed the Centrale to establish an initial contact and get a few answers to some of its questions.

Other meetings, more political in nature, with the National Ombudsman are planned in the coming weeks with each of the federations and the CSQ.

### WHAT YOU NEED TO KNOW

#### Implementation:

- ✓ For the time being, only the sections of the law relating to the structure's implementation have come into effect.

- ✓ This initial phase consists in naming the National Student Ombudsman and regional ombudsmen.
- ✓ The complaint processing procedure itself will come into effect in September 2023.

#### Appointment:

- ✓ The National Ombudsman and regional ombudsmen are appointed for a maximum of five years.
- ✓ The National Student Ombudsman is appointed by the government, on the recommendation of the Minister of Education.
- ✓ Regional ombudsmen are appointed by the Minister, among persons declared qualified to those functions by a selection committee.

#### Complaint processing procedure:

- ✓ The person who can file a complaint is the person who is harmed (students, homeschooled children or parents).
- ✓ Third parties can also make a report (not a complaint) for an act of bullying, of violence or of sexual violence.



- ✓ Reprisals are prohibited against a person who makes a report, cooperates in the processing of the report or accompanies a complainant.
- ✓ The complaint processing procedure includes a total of three steps as well as time periods which must be complied with for each of these steps.
- ✓ The Act contains special provisions related to acts of sexual violence.

#### LEARN MORE

For the salient facts of the Act and to better understand the complaint procedure, please read [this document](#) [in French only].

## Launching a collective union project

# Upcoming consultation

**A consultation of our members will soon be carried out, in keeping with the courses of action put forward during the March 2022 "Au cœur de mon métier" seminar.**

This seminar helped initiate an exploration of the actions we could take to help refocus the day-to-day work of our members on what they see as their core activities.

A consultation of our members is the next step. We want to further examine the actions they might consider in their workplace, as well as identify what they would like their federation and the Centrale to do at the political level as well as through alliances with certain civil society groups.

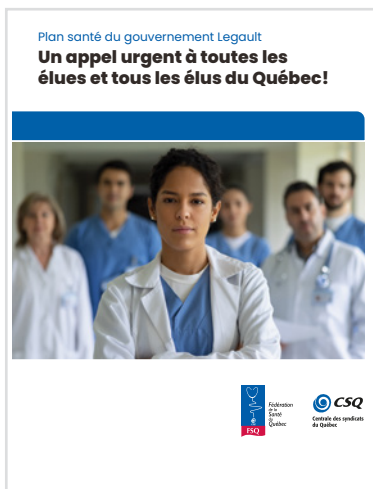
The CSQ will invite its members to one of its two full-day events, in Québec City or in Montréal (schedules and details to be determined). Further details will be made available in the near future.

# The personnel, the priority

Delegates were given a presentation providing the broad outlines of the extensive Health Plan put forward by the government as well as an overview of the Centrale's priorities and targeted political engagement strategy.

## WHAT YOU NEED TO KNOW

As we emerge from a global pandemic, the government has put forward a Health Plan which will lead to a major shift in the organization of our health care and services.



## ✓ This plan includes:

- A healthcare system;
- A reform that rests on four main pillars (personnel, data access, information technology, infrastructures and equipment);
- Nine sectors deemed crucial to improve service quality, access and efficiency;
- Over 50 measures which will monopolize a great many resources.

Undoubtedly, certain components are essential to rebuilding our health-care system but others are simply unacceptable for the Centrale.

## ✓ Essential:

- The personnel
- Genuine power for regions
- Prevention and strong regional healthcare

## ✓ Unacceptable:

- Private sector in our health system
- Patient-based funding

## WHAT YOU CAN DO

The CSQ is now working to secure strategic support so we can reaffirm our common values and agree on the broad principles that are necessary to implement comprehensive solutions toward the ongoing sustainability of our public healthcare system. The CSQ encourages you to:

- ✓ Forward, by the end of November, a letter reaffirming our common values to your MNA and your municipal officials.

A sample letter and a short supporting text are available to all members [in French only].

## 30<sup>th</sup> anniversary of the ACTES Movement

# Great rally in the works

Next year, on May 4 and 5, the ACTES Movement will celebrate its 30<sup>th</sup> anniversary with a great rally, and CSQ members and children from the 3<sup>rd</sup> cycle in elementary school are invited! The event will take place at Université de Sherbrooke and its theme will be "Walking the talk."

Organizers have prepared quite the menu for the event: an opening panel where speakers will discuss environmental and social advocacy, workshops on the movement's values, the unveiling of a collective work of art and a wonderful show.

## WHAT YOU CAN DO

The ACTES Movement encourages you to share the event's information with your members either by email or through social media.

Further information about the event will be emailed to you in the coming weeks. Stay tuned!

MOUVEMENT

**ACTES**



Centrale des syndicats  
du Québec

# First report submitted

As laid out in its work plan, the CSQ Cohesion Steering Committee carried out a number of consultations between April and June 2022 and was able to submit the first part of its report to the General Council (GC).

## WHAT YOU NEED TO KNOW

During the Committee's round of consultations, participants answered the following questions:

- ✓ How can we acknowledge and promote complementarity among CSQ groups?
- ✓ How can we foster the exchange of ideas and discussions among these groups?
- ✓ What means can we implement to foster goodwill?
- ✓ What means can we implement to encourage diverse voices and opinions to be heard?

Some fifty potential solutions were identified, falling into four categories: getting to know each other better, communicating with each other better, finding solutions and improving the proceedings of decision-making bodies.

GC members discussed the first two themes after the first portion of the report was presented. The third and fourth items will be discussed next December. Comments made during these meetings will help the Committee prepare its recommendations.

# Union activism appreciation day

This year, we will inaugurate an annual day to recognize union activism. This celebration will take place on November 2 of each year and will be added to the CSQ calendar.

Our objective is to acknowledge the engagement of activists within our organization and to highlight the role, often far from properly recognized, of our delegates and other labour activists.

- ✓ Visuals will be created to promote the day;
- ✓ The CSQ will announce the day's inauguration to its affiliates, its personnel and the population in general using social media.



## CSQ IN ACTION

This year, we will celebrate this day as follows:

- ✓ The event will be recorded in the Centrale's history;

## WHAT YOU CAN DO

- ✓ Use the visuals of the day's first edition (will be available to you through an email sent shortly);

- ✓ Share the new documentary chronicling the Centrale's history which also highlights activists' contribution to union struggles;
- ✓ Encourage your members to listen and share the song "Inébranlable," an ode to activism.