



## COLLECTIVE ACTION DAYS

Collective actions adopted by province-wide vote are as follows:

An unlimited strike at the appropriate time.

This will involve the complete closure of services for an unlimited amount of time. However, FIPEQ-CSQ reserves the right to change the terms of closure and the continuous nature of the strike, depending on how the situation evolves.

As FIPEQ-CSQ members, you voted on June 16 and 17, 2020, on the full and final offer made by the Ministère de la Famille du Québec (MFQ). You rejected the offer (88%) and decided to exercise your right to strike in the fall, as outlined in the mobilization plan as presented.

Accordingly, FIPEQ-CSQ members will begin a rotating strike by region on September 1, 2020, and continue until September 18, 2020. An unlimited strike will follow as of September 21.

## FAQs

**Q1** What should we write on our attendance sheets for full strike days?

**A1** On the days when your childcare service is closed, write “**F**” on your attendance sheets and claim report.

**Q2** I had already planned to be on vacation (AN) for the full-day closures. What should I write on my attendance sheets and claim report?

**A2** We recommend you write “**F**,” since strike days count as a closure even if they have been submitted as APSS days. You can save your AN vacation day for



another time. To do so, you must notify the parents before the designated cutoff date, as indicated in Section 13.19 of your collective agreement.

**Q3** Can the CO suspend or revoke my permit or send me a notice of violation because I took part in the strike?

**A3** No, under Section 55 of the *Act Respecting the Representation of Certain Home Childcare Providers and the Negotiation Process for their Group Agreements*, an HCE may not be penalized solely for participating in a strike.

**Q4** Do parents need to sign the document addressed to them regarding the strike day?

**A4** No, parents do not need to sign the document. However, in the interest of working together, it would be wise to notify them and keep them updated on the steps you are taking.

**Q5** Do I need to notify my CO of my actions?

**A5** No, you do not need to notify your CO. The Quebec family and labour ministries (MFQ and MTESS) must be notified 15 days before a collective action takes place, but that is the responsibility of FIPEQ-CSQ.

**Q6** Do I need to change the service agreements I signed with parents?

**A6** No, service agreements do not need to be modified.

**Q7** I have a clause in my contract that includes collective (strike) action. Can I charge parents the usual \$8.35?

**A7** Your income is made up of the subsidy from the MFQ and the parental contribution (\$8.35). During a collective action, you cannot receive income since your childcare service is closed. If a parent has already paid you for the full-closure day and asks for their money back, you are required to reimburse them.

**Q8** What should I do if a parent shows up at the usual time when I am on strike?



**A8** We suggest that you explain to the parent that you are on strike and that a notice to this effect was issued at least 15 days ahead of time.

**Q9** Could the government enact a special law to put an end to the collective (strike) actions?

**A9** Like other sectors, during the collective bargaining process, the government may threaten us with a special law that would force us to reopen our services. But this is a measure of last resort.

**Q10** Do I have to close?

**A10** Under the law, a collective (strike) action is not mandatory. However, the law does clearly indicate that a collective (strike) action must be decided by a majority vote and secret ballot. Therefore, when the majority of a group of workers makes a collective decision to go on strike, with an absolute majority, it is expected that everyone will take part in the collective (strike) action. That is what makes solidarity a force to be reckoned with in the bargaining process.

**Q11** If I do not take part in the collective (strike) action with the full closure of my services, will the MFQ refuse to pay me for that date?

**A11** When an HCE is taking part in a collective (strike) action and closes for a full day, they should write “**F**” on their attendance sheets. If an HCE does not go along with the group’s decision and offers services that day, they must enter “**P**” instead. This is where it gets tricky. Whether the HCE will have their subsidy cut or not is really a question that should be put to the MFQ. During the most recent talks, the MFQ issued an instruction (#7) that indicated the terms of implementation during a collective (strike) action day taken by an HCE. The status of this document is currently **under review** on the MFQ’s website. Your union representatives will keep an eye on the situation to see if the MFQ issues another instruction with new rules. If an instruction of this nature appears on the MFQ website, rest assured we will analyze the contents quickly and keep you posted as to our findings.

**Q12** Are we closing only for the official strike day or for an unlimited length of time until the collective (strike) action is lifted?



**A12** The official strike day is a full closure day. HCEs voted 97.5% to enter into an unlimited province-wide strike starting September 21, 2020.

As a first step, HCEs will hold a rotating strike by region between September 1 and 18, 2020. You will receive the region-by-region schedule as soon as possible. Starting September 21, 2020, HCEs will remain closed indefinitely until the collective (strike) action is discontinued by FIPEQ-CSQ.