Sixteen years ago, on September 20, 1997, the very first Alliance des intervenantes en milieu familial (ADIM-CSQ) was founded in Laval. Since then, it has engendered many more alliances! Today, no fewer than 14 regional ADIMs bring together 13,600 members from 135 coordinating offices throughout Québec.

From the outset, childcare providers decided to organize their association on a regional basis. This was a wise decision. Through general assemblies, the members, united in groups, remain closely involved in decision-making processes and democratic bodies.

Members can also rely on committed teams dedicated to defending their professional interests. The active involvement of more than 300 HCP union delegates and some 100 elected HCPs who make up the 14 ADIM executive committees guarantees the existence of strong, independent organizations that reflect regional realities.

Through their direct affiliation with the Federation, the FIPEQ, the ADIMs have access to the many services provided by CSQ union advisors and to province-wide coordination. United, and together, ADIM representatives provide advice on all major issues affecting HCPs. The negotiation of the group agreement is one such subject.

This plays out by sticking together.

HCPs-CSQ demonstrate for a moratorium on changes to regulations. All the information and photos on pages 2 and 3.
On September 5, your ADIM delegates demonstrated in front of the offices of the Minister of Families, Nicole Léger. Accompanied by the President of the CSQ, Louise Chabot, and the President of the FIPEQ, Sylvie Tonnelier, your delegates specifically demanded that the Minister implement a moratorium on amendments to the regulation concerning home childcare providers (HCP) offering $7 spaces to Québec parents.

Let’s remember that at the height of summer, on July 17, the Minister of Families announced changes to regulations governing childcare services. Some of these changes directly concerned elements that are subject to negotiations in the fall and for which specific union demands had already been tabled, prior to the summer.

Upon the announcement of these amendments, CSQ legal, labour relations and negotiations teams immediately began a thorough analysis of the said amendments in order to make the necessary representations to the Ministère.

Visit our site at RSGensemble.lacsq.org!

See and share the videos.
Check out the info and the news thread.

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A Matter of Negotiation

In a press briefing in front of the Minister’s offices, Louise Chabot, President of the CSQ, denounced the draft regulation “which would do nothing less unilaterally impose certain working conditions on HCPs. The Ministère modified regulations that directly affect the working conditions of Québec HCPs. These are matters for negotiation and we must undertake discussion in good faith on behalf of the people who are directly targeted by these regulations.”

Negotiations in the Interest of Quality

“We support regulations that ensure the quality of services,” explained Sylvie Tonnelier, President of the Fédération des intervenantes en petite enfance du Québec (FIPEQ-CSQ). However, we fought for a very long time to secure the right to negotiate our working conditions and we plan to exercise this right!”

The President of the FIPEQ-CSQ maintained that home childcare providers offering $7 spaces take to heart the wellbeing of the children entrusted to them by parents and that HCPs take a positive view of any measure to improve the quality of services.

“However, we have to go about things in the right way. For this reason, we are asking the Ministère to put these amendments on ice, until we can address them at the bargaining table,” emphasized Louise Chabot.

Let’s recall that in June, the CSQ Negotiations Committee tabled union demands in preparation for the renewal of the group agreement governing the working conditions of HCPs who are members of the CSQ. The Committee will soon be meeting with the Ministère de la Famille to undertake real negotiations.
ADIM LAURENTIDES LAUNCHES ITS OWN CHILDREN’S ACTIVITY BOOK

The ADIM Laurentides had the wonderful idea of publishing a resource tool designed for its members. *Les aventures de Thomas dans son service de garde en milieu familial* is chockfull of suggested activities for children. Distributed to HCPs who are members of the ADIM Laurentides, the book features a range of invaluable themes focusing on child development. Every day, an HCP can take up a theme with the children in her group.

A source of fun and entertainment, the book also highlights the quality of the educational services that HCPs provide and thereby promotes the profession. It tells the story of a child named Thomas who goes to regulated, recognized home childcare. Thomas experiences everyday events as fantastic, momentous adventures. Clara, his young neighbour, does not go to childcare, because she is afraid of leaving her house. Will Thomas succeed in persuading his friend Clara to join in the adventure?

ADIM Laurentides has set the adventures of Thomas in the Laurentian Mountains so that children can easily identify with the location. The ADIM has even planned to distribute the book in the region’s libraries to make it available to all residents of the Laurentides region.

If you would like a copy, you can e-mail the ADIM Laurentides at g31.adim.laurentides@csq.qc.net.