

INFO ADIM MONTRÉAL

Team Statement

Dear HDPs

We hope you have had a nice vacation and that you are ready to start with your new groups. We know that it is a time of transition, adjustment and integration period that await you in the beginning.

We'd like to welcome the newly elected members at our last General assembly (end of may), to the Executive committee, Ms Danielle Fortier, as President and Ms Maria Luisa Iturra as 1st Vice president.

This year, the Executive committee has given itself the mandate to work to promote the recognized and subsidized daycares, since we know there are numerous available spots in our services. Competition is huge and we are set on advertising the quality services offered.

FIPEQ, our godmother, offers us a website to advertise our available places: monmilieufamilial.org

ADIM-Montreal's website, after numerous consulting meetings, is now available in French. It is a useful reference tool.

We invite you to consult it: adimmontreal.com. We would really appreciate your opinion.

The Executive Committee's year's work has already begun, among others, to elect your union reps to the delegates committee in our BC tours. In a future Info-Adim, we will give you the names of your representatives.

We will participate in different panels to discuss important subjects such as: 4 year-old pre kindergarten, preventive withdrawal, group insurance, bill 143, etc.

Your Executive Committee, is already preparing your annual General Meeting for November 30th, in hopes of seeing you in great numbers.

Rest assured that your ADIM-Montreal team, will be hard at work in order to meet your needs.

HAVE A GREAT START 2017-2018

Adim-Montréal Team

President:

Danielle Fortier
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1st Vice-president:

Maria Luisa Iturra
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2nd Vice-president:

Claudia Martinez
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Treasurer:

Stella Neacsu
514-260-5545

Secretary :

Silvana Wallace (English)
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Linda Lafond, 1961-2017

It is with a profound sadness that we learnt of Ms. Linda Lafond's death on August 29th 2017, after a long illness.

In 1997, Linda was ADIM-Montreal's first president and founder and the very first FIPEQ-CSQ's Vice-president.

She was a pioneer regarding the HPD's rights defence, their working conditions improvement and recognition as early childhood specialist. Linda took part in every struggle until the HDP's professional status achievement.

Single mother, she did not hesitate in taking action and mobilizing her colleagues so that the HDPs finally have better working conditions. It is because of her, that Montreal's HDPs felt they wanted to come together and stand against a merciless government!

From bill to bill, parliamentary commissions to demonstrations, Linda took her troops forward and instilled confidence in their ability and their bargaining power, thanks to their solidarity. She wrote an important page in the HDP's history.

Her relentless work allowed to create a great solidarity movement amongst HDPs. She was, at the beginning with others, of this HDPs vast unionization wave, that at its peak, brought together almost 15000 HDPs throughout Quebec.

Linda, whole, generous, passionate, strong and defiant, left no one indifferent. For all those that had the privilege of working with her, it was a real pleasure. We sincerely thank you for having accepted us at your side.

Thank you dear Linda, you can rest now. And wherever your are, keep watching over us.

Working relationship

An Hdp received an infraction notice during an unexpected visit, when the inspector noticed that the occasional replacement was not on the BC's list

Art 83:

A home childcare provider who designates an occasional replacement must, prior to being replaced for the first time, submit proof to the coordinating office that the person meets the requirements of section 5 (impediment)

On this subject:

Art 82.2:

A home childcare provider must keep the following documents and information concerning an occasional replacement:

- (1) a copy of the occasional replacement's act of birth or of any other document establishing the occasional replacement's identity and date of birth;
- (2) a description of the occasional replacement's work experience and education;
- (3) a physician's certificate attesting that the occasional replacement has the physical and mental health necessary to provide childcare;
- (4) the names, addresses and telephone numbers of 2 persons other than relatives who have known the occasional replacement for at least 2 years and who are able to attest to the occasional replacement's ability to replace the home childcare provider; and
- (5) the documents showing that the occasional replacement meets the requirements of paragraph 4 of section 82 and of section 82.1.

The home childcare provider must, on request, allow the coordinating office to consult and make copies of the documents. The home childcare provider must keep the documents for 3 years after the end of the employment relationship with the occasional replacement.

Please take into account, that delays in Montreal are around 4 months to obtain the results for the judicial **impediment** research. Plan ahead to avoid infraction notices.

Reminder

Attendance Sheets

Art123 of the Educational Childcare Regulation and Act states that a childcare provider must keep an attendance card recording:

- 1- The names of the parent and child;
- 2- the dates and days or half-days of the child's attendance;
- 3- the date as of which childcare is no longer required.

The attendance card must be updated **daily** and signed by the parent every 4 weeks. The card must be accessible on the premises where the childcare is provided and kept for 6 years after termination of childcare.

Executive Committee Calendar

Forums - Meetings

SEPTEMBER 2017

Sun	Mon	Tue	Wed	Thur	Fri	Sat
					1	2
3	4	5	6	7 BC Tour Cavendish	8	9
10	11 BC Tour Jardin des Rêves Tchou-Tchou	12	13 BC Tour Maisons Enjouées C.S.A.	14 C.I.S.	15	16
17	18 BC Tour Parc Jardin des Fruits	19	20	21 Bc Tour De la Pointe Panda	22	23
24	25 BC Tour Enfants Soleil	26 C.E.	27	28	29	30

OCTOBER 2017

Sun	Mon	Tue	Wed	Thur	Fri	Sat
1	2	3 UNION Meeting	4 UNION Meeting	5	6	7
8	9	10	11 C.I.S.	12	13	14
15	16	17	18 Conseil Général CSQ.	19 Conseil Général CSQ.	20 Conseil Général CSQ.	21
22	23 Conseil Fédéral Fipeq	24 Conseil Fédéral Fipeq	25 Conseil Fédéral Fipeq	26	27	28
29	30 C.E.	31				

C.I.S. - Conseil Intersyndicale

C.S.A. - Conseil sectorielle des ADIM

C.E. - Comité Exécutif (réunion mensuelle)

INSURANCE

Obligation to participate in the group insurance plan

Since the signing of the first collective agreement between the FIPEQ-CSQ and the Ministère de la Famille, a **compulsory** group insurance plan has been in place for all unionized family child care providers (CCPs). Despite this requirement, many CCPs have yet to be insured, even though this can lead to several disadvantages and inconveniences for them. Moreover, CCPs have a contractual obligation to not only participate in a salary insurance plan, but a life insurance plan as well — and this, even if they are exempt from the drug plan due to coverage from a spouse's plan. Indeed, in the case of a disability, benefits would be paid out firstly by the group plan, and then, if applicable, by private disability insurance. More and more CCPs are getting in touch with their union representatives, asking for help out of the unfortunate situation they find themselves in.

You can consult articles 15.1 and 16 of the Quebec's Health Insurance Act:

<http://legisquebec.gouv.qc.ca/en/ShowDoc/cs/A-29.01>

**CENTRALE DES SYNDICATS DU QUÉBEC (CSQ) GROUP INSURANCE PLAN FOR HOME CHILDCARE SERVICES
PROVIDERS POLICY No. N005**

PREMIUM RATES AS OF JULY 1ST 2017 TO JUNE 30TH 2018

PLEASE TAKE NOTICE THAT LIFE INSURANCE IS NOT INCLUDED IN THE BOARD

Disability Insurance Monthly premiums

	Short Term	Long Term	
<u>Option 1</u> - Mandatory Basic Plan	27,79 + 2,50 = 30,29\$	51,6 + 4,64 = 56,24\$	79,39+7,145= 86,54\$
<u>Option 2</u> - Enhanced plan	41,30 + 3,71= 45,01\$	81,16 + 7,3044= 88,46\$	122,46 + 11,021= 133,48\$

Monthly premiums

<u>Health Care Plan 1</u>	Individual coverage :	86,47 + 7,78 = 94,25\$
	Single -parent coverage :	106,05 + 9,54= 115,59\$
	Family coverage:	206,20 + 18,558= 224,76\$
<u>Health Care Plan 2</u>	Individual coverage :	111,52 + 10,04 = 121,56\$
	Single-parent coverage :	175,86 + 15,83 = 191,69\$
	Family coverage :	276,69 + 24,90 = 301,59\$

These premium rates include provincial tax of 9%

Monthly premiums with short and long term disability insurance

<u>Health Care 1</u>	Individual coverage :	79,39 + 86,47 + 14,93 = 180,79\$
	Single-parent coverage :	79,39 + 106,05 + 16,69 = 202,73\$
	Family coverage :	79,39 + 206.20 + 25,73 = 311,32\$
<u>Health Care 2</u>	Individual coverage:	111,52 + 79,39 + 17,18 = 208,09\$
	Single-parent coverage :	106,05 + 79,39 + 22,97 = 278,22\$
	Family coverage :	276,69 + 79,39 + 32,07 = 388,15\$

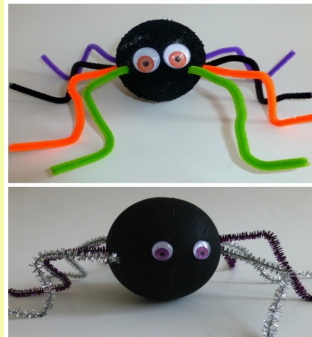
These premium rates include provincial tax of 9%

Monthly premiums with short and long term disability enhanced (optional)

<u>Health Care 1</u>	Individual coverage:	86,47 + 122,46 + 18,80 = 227,73\$
	Single -parent coverage :	106,05 + 122,46 + 20,57 = 249,08\$
	Family coverage :	206,20 + 122,46 + 29,58 = 358,24\$
<u>Health Care 2</u>	Individual coverage :	111,52 + 122,46 + 21,6 = 255,04\$
	Single-parent coverage :	175,86 + 122,46 + 26,85 = 325,17\$
	Family coverage :	276,69 + 122,46 + 35,93 = 435,08\$

These premium rates include provincial tax of 9%

Arts and crafts ideas for Halloween



HAPPY HALLOWEEN

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www.adimmontreal.com/

Available places advertisement:

monmilieufamilial.org

