

March-April 2018—N° 4

## INFO ADIM MONTREAL

**BC TOUR** for group insurance information will begin at the end of March, 2018. It's time to decide and express your opinion. CSQ-FIPEQ'S representatives will be attending. Here are the dates:

**March 28<sup>th</sup> 19 h:** BC Parc and BC Jardin des Fruits

Centre Communautaire de Côte-des-Neiges

6767 Côte-des-Neiges, salle 697 H3S 2T6

**March 29<sup>th</sup> 19 h:** BC Tchou-tchou and BC Jardin des Rêves -

ADIM-Montréal

433 Chabanel O, suite 203 H2N 2J4

**April 3<sup>rd</sup> 19 h:** BC Cavendish

Provigo St-Jacques 6600, St-Jacques O H4B 1V8

**April 5<sup>th</sup> 19 h:** BC Panda and BC La Pointe -

Provigo St-Jean 4849 Boul Saint-Jean H9H 2A9

**April 9<sup>th</sup> 19 h:** BC Enfants Soleil -

Centre de loisir monsieur Pigeon

5550 Rue Angers H4E 4A5

**April 10<sup>th</sup> 19 h:** BC Maisons Enjouées -

CSQ

9405 Sherbrooke St E, Montreal, QC H1L 6P3

**Hoping to see you there!!!**

**SSNP Day (AD) service closed for Easter:**

**Monday, April 2<sup>nd</sup>**

**Do not forget to take all your (AN) days before  
March 31<sup>st</sup>, 2018.**

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## **Increase in the subsidy as of April 1, 2018**

As of April 1st, your subsidy, deductions for SSNP and the various allowances will be increased. You will find the increased sums value, in the table below:

	<b>As of April 1<sup>st</sup>, 2018</b>	<b>As of April 1<sup>st</sup>, 2017</b>	<b>As of January 1<sup>st</sup>, 2018</b> <i>Adjustment of the increase in the reduced contribution per day of occupation for children 59 months or under</i>
Subsidy	<b>29,46 \$</b>	<b>28,88 \$</b>	<i>*The value of the basic parental contribution is \$ 8.05, the GSR receives \$ 8.05 from the parent and keeps \$ 7.00, hence the \$ 1.05 return</i>
SSNP days retained amount	<b>2,69 \$</b>	<b>2,64 \$</b>	<b>Non applicable</b>
Children 17 months and under	<b>10,97\$</b>	<b>10,75 \$</b>	<b>Non applicable</b>
Children with disabilities 59 months and under	<b>36,46 \$</b>	<b>35,88 \$</b>	<b>Non applicable</b>
School-aged children (school day)	<b>2,57 \$</b>	<b>2,52 \$</b>	<b>Non applicable</b>
School-aged children (ped days)	<b>17,27 \$</b>	<b>16,93 \$</b>	<b>Non applicable</b>

## **Subsidy breakdown per occupancy day**

<b>Périod</b>	<b>Allowance for children 59 months or less</b>	<b>Value and withholding for SSNP days</b>	<b>Social protections compensation (18,593 %)</b>	<b>Subsidy value before any additional allowance</b>
<b>April 1<sup>st</sup>, 2018</b>	<b>22,57 \$</b>	<b>2,69 \$</b>	<b>4,20 \$</b>	<b>29,46 \$</b>
<b>April 1<sup>st</sup>, 2017</b>	<b>22,13 \$</b>	<b>2,64 \$</b>	<b>4,11 \$</b>	<b>28,88 \$</b>

# **1-Labor relations**

## **Use of an educational quality assessment grid by the CO**

### **What are the implications of using such a tool?**

In late October 2017, the Ministère de la Famille published an information bulletin about educational quality titled *INFO-QUALITÉ*. Here is the link to the document that unfortunately, only exists in French.

<https://www.mfa.gouv.qc.ca/fr/publication/Documents/info-qualite-Vol1-No1-aut2017.pdf>

On page 6, the Ministère indicates that in 2016, pilot projects were conducted in CPEs and daycares. Here is a brief excerpt:

*The pilot project was designed to test a process and tools that could later be used to assess educational quality in all CPEs and daycares.*

#### **And home childcare?**

*Home childcare services were not targeted by the pilot project, because their reality is different from that of CPEs and daycares. Discussion is currently underway to determine what could be done to assess the educational quality of these services.*

[Translation][Our emphasis]

Your FIPEQ-CSQ representatives met with their counterparts of the Ministère de la Famille at a *Joint Committee* session. This committee is a forum for discussing problems experienced by HCPs and for identifying potential solutions to the difficulties they encounter. Your representatives queried the Ministère about the implementation of processes to assess and improve the quality of educational childcare services in connection with Bill 143, specifically with regard to home childcare providers. The Ministère answered that the first stage of the development and implementation of these processes to assess and improve services has targeted childcare centres (CPEs). As for home childcare, the work has not yet begun and the timeframe for development is about 5 years.

### **Can an assessment by a CO have consequences for an HDP?**

The conclusions of an assessment of educational quality that a CO chooses to maintain must not have the effect of exceeding legal requirements. For example, a CO cannot impose training in addition to that stipulated in the Act and the regulations. Nor can it oblige an HCP to receive pedagogical or technical support, because section 42 (7) of the *Educational Childcare Act* (ECA) states the following:

*42. A home childcare coordinating office has the following functions in the territory assigned to it:*

*(7) to provide technical and pedagogical support on request*

### **What action should an HDP take to protect herself ?**

First of all, during a compliance visit, the compliance agent and the HCP should exchange information. The HCP should be able to provide her point of view or explanations about the practices in effect in her childcare facility, and ways of interacting with the children, etc.

Section 86 of the *Educational Childcare Regulation* (ECR) indicates that a report must be drawn up for every visit.

*86. The coordinating office must make 3 unannounced visits per year to the residence ...*

*The coordinating office may also make an unannounced visit to the home childcare provider following a complaint ...*

*A report must be drawn up on the visits and follow-up to a complaint.*

(continued page 4)

(continued from page 3)

Consequently, as an HDP, you should always request that a copy of this report be sent to you. If you do not receive a copy in a timely manner, make a request in writing to the CO. When you receive the report, take the time to carefully read it through. In the event of a disagreement with the comments of the CO, we suggest that you submit your own comments in writing to the CO and require your version of the facts to be put in your file. Should you have any doubts, do not hesitate to request the assistance of your union to be sure you take the most appropriate course of action.

As to a coordinating office's request to sign a visit report, you should know that legally, you are under no obligation to do so. Should you wish to sign it, make sure that you have carefully read it through beforehand and don't feel pressured to do so in haste! You should only sign it if you fully agree with the observations it contains.

If a compliance visit is conducted in an inappropriate manner, we suggest that you note down the following:

- The compliance agent's time of arrival and departure (in case the visit is too long)
- The inappropriate comments or behaviours of the CO's representative
- The CO representative's willingness (or not) to allow you to explain your operating procedures or your decisions.

In the event that you feel the number of visits or the way in which they are conducted is abusive, we suggest that you contact your union to discuss it. The union will evaluate the actions required to put an end to such methods or conduct.

#### RECOMMENDATIONS

- ♦ Following an unannounced visit or a follow-up to a complaint or a contravention, **ALWAYS ASK** for a copy of the visit report.
- ♦ If you do not receive this report quickly, **SUBMIT A REQUEST IN WRITING TO THE CO.**
- ♦ **Should the visit be conducted in an inappropriate manner and appear to be abusive to you, CONTACT YOUR UNION TO DISCUSS IT AND TO DETERMINE WHAT MEASURE COULD BE TAKEN TO PUT AN END TO SUCH PRACTICES.**

## **2– Labor relations**

### **Should dishwashing detergent be kept under lock and key?**

Article 121.9 states that all toxic products and all cleaning products must be under lock and out of children's reach. Of course, if they are stored in a closed room that is inaccessible to children, they are then considered to be stored in a locked space. The only exception provided for in section 121.9 is an alcohol-based hand sanitizer dispenser, i.e., 'Purell' type products. This must be kept out of the reach of children, but it need not be stored under lock and key.

The Ministère de la Famille confirmed to us that it still considers dishwashing detergent to be a cleaning product. We wish to remind you that certain personal hygiene products (hand soap, hand lotion, shampoo, etc.) are not cleaning products. However, you must always keep in mind that these personal products can pose a danger to children. Therefore, make sure that these products are stored out of the reach of children and that children are supervised when such products are used.

#### **RECOMMENDATIONS**

Dishwashing detergent is considered to be a cleaning product that must be stored in a space under lock and key.

### **Cribs, Cradles and Basinets Regulation (RLEBM) December 29, 2016**

We now share with you the guidelines for the use of drop-side beds and drop-side bars.

First of all, in accordance with section 94 of the Regulation respecting educational childcare services (RSGEE), home childcare providers must ensure that any bed of a child used or provided to a child in day care is in compliance with the current MLA.

The Ministry advises you:

- ◆ it allows the use of a child's bed with uprights and bars having no drop-side and which has not been modified;
- ◆ that it will tolerate the use of a drop-side free bed as a result of the installation of the manufacturer's supplied repair or modification kit to convert the drop-side to the fixed side;
- ◆ request that records be kept showing that the bed was made with fixed sides or that the modification kit was supplied by the manufacturer and installed according to the manufacturer's instructions or that the bed was manufactured and purchased after December 29, 2016.

It is also important to make sure that the cribs used:

- ◆ are in good condition and assembled according to the manufacturer's instructions;
- ◆ are not recalled by Health Canada;
- ◆ have no loose, broken or missing pieces. In this regard, special attention should be paid to cribs more than ten years old.

The Ministry also informs you that the resale and even the donation of a crib that does not comply with the RLEBM are prohibited by the RLEBM. In the event of a crib replacement, the Ministry encourages you to bring any non-conforming bed, and, if applicable, any mattress, to a recovery point.

To find the closest center to a day care service, you can consult the following page:

<https://www.recyc-quebec.gouv.qc.ca/recruit-points>

## **INFO –ASSURANCE**

### **CHILD HEALTH CARE INSURANCE AND SABBATICAL SCHOOL LEAVE.**

When a dependent child, between the ages of 18 and 25, takes school sabbatical (no longer attending a full-time educational institution), he / she can not maintain a dependent child status and is no longer eligible to the health insurance guarantee. In these circumstances, he must register with the RAMQ's public prescription drug insurance plan. Upon his return to school, if he registers and attends a full-time educational institution, he becomes eligible for the health insurance benefit held by the participant. The participant must inform the insurer in writing.

## MARCH 2018

dim.	lun.	mar.	mer.	jeu.	ven.	sam.
				1	2	3
4	5	6	7	8	9	10
11	12	13 <b>CF</b>	14 <b>CF</b>	15 <b>CF</b>	16	17
18 <b>Formation 6hrs</b>	19	20	21	22	23	24
25	26 <b>CE CSA</b>	27	28 <b>BC TOUR Parc—Jardin des fruits</b>	29 <b>BC TOUR Tchou -tchou / Jardin des Rêves</b>	30	31

## APRIL 2018

dim.	lun.	mar.	mer.	jeu.	ven.	sam.
1 <b>EASTER</b>	2 <b>SSNP Day</b>	3 <b>BC TOUR Cavendish</b>	4	5 <b>BC TOUR Panda—La pointe</b>	6	7
8	9 <b>BC TOUR Enfants Soleil</b>	10 <b>BC TOUR Maisons Enjouées</b>	11	12	13	14
15	16	17	18	19	20	21
22	23	24 <b>CE</b>	25	26	27	28
29	30					

CF— Federal Council

CSA— ADIMS' Sectorial Council

CE - Executif Committee



## Arts and crafts for Easter



Happy Easter!

To our Irish Hdps Happy St-Patrick . Sláinte is táintel

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