

## MONTREAL INFO ADIM

Summer is finally here and a majority amongst you, will take their well deserved vacations. However, your ADIM-Montreal team will be available if you ever need to contact them.

Please be advised that since the team will be reduced for summer, the Info Adim will take a break for July and August and will be back for September 2018.

**Enjoy your vacations!**

### Holidays and SSNP days

**Father's Day:** Sunday, June 17th 2018

**QUEBEC'S NATIONAL DAY « St-John the Baptist »**

**You must close your service Monday, June 25th 2018.**

You cannot defer the holiday, it's compulsory.

### **CANADA DAY**

**You must close your service Monday, July 2nd 2018.**

You cannot defer the holiday, it's compulsory.

**Enjoy your holidays!**

### Adim-Montreal Team

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## **The Home Childcare Providers (HCP) become Home Childcare Educators (HCE)**

On the occasion of the Semaine des services éducatifs publics en petite enfance, the Fédération des intervenantes en petite enfance du Québec (FIPEQ-CSQ) announced an important name change for members working in home settings. Home Childcare Providers (HCPs) are now Home Childcare Educators (HCE).

«It's more than a symbolic name change. We are not babysitters. We are professionals who contribute daily to children's overall development», explains FIPEQ-CSQ's president.

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## **Launch of a significant promotional campaign**

The FIPEQ-CSQ has launched a significant campaign to promote the profession of early childhood educator.

“I'm raising up the profession” is the new slogan for FIPEQ-CSQ communications.

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## **Petition opposing single-window access for HCE's**

The FIPEQ-CSQ was at the National Assembly to table a petition to oppose single-window access for HCEs. Consult the press conference with the PQ Vice-Cheffe and Official Opposition critic of families, Véronique Hivon, and the President of the FIPEQ-CSQ, Valérie Grenon, [here](#). View the tabling of the petition [here](#).

## **BRIEF – HCE's GROUP INSURANCE PLAN INFO**

- Considering that the « Our insurance, our choice » campaign keeps our group insurance offer, the HCEs will be obligated to enroll to the plan or to exempt himself from it, as the case may be.
- Disability insurance and basic life insurance enrollment are **mandatory**: Health plan 1 on short and long disability as well as a minimum of 10 000\$ life insurance coverage.

For more extensive information visit the website: [assurances.lacsq.org](http://assurances.lacsq.org) or

Write us at : [assurancescsq@lacsq.org](mailto:assurancescsq@lacsq.org)

### **Enrollement campaign**

Will be held from June 4th until the 20th, 2018 inclusively

Each HCE will receive an enrollment campaign communiqué where will be found:

- Personal access code
- A link you must follow to proceed to the online enrollment
- Current plan modification summary
- Procedure to follow if the HDE cannot proceed with the online enrollment

Here are questions and answers concerning travel insurance during the transition period between both insurers:

1. The HCE has Health Plan 2 with Desjardins (DSF), she is then covered by the travel insurance. During the SSQ enrollment campaign, she will enroll into Health Plan 2 or 3 that also include travel insurance.

- a) Will she be covered for an incident occurring on June 28th?

The answer : yes, she will be referred to DSF for the incident and for all the claims generated until June 30th.

As of July 1st, only disability insurance, where applicable, will continue with DSF. All other claims related to Health plans will be assumed by SSQ including repatriation costs to Quebec, related to the travel insurance which is a Health plan 2 or 3 element of the SSQ.

**b) Will she be covered on an incident occurring on July 2nd?**

The answer: Yes, but she will have to make sure to have proof of insurance coverage with SSQ insurer before leaving on a trip.

**2.** The HCE has Health Plan 2 with DSF. She leaves on vacation abroad at the beginning of June and is supposed to return mid-July only. She has no online access to enroll to SSQ during the 4th to 20th period enrollment. Will she be covered by SSQ if an incident occurs July 2nd?

The answer: **No**, because she has not yet submitted a SSQ enrollment request, at the time the incident, occurred on July 2nd, thus the new insurance cannot be enforced as long as the HCE will not have enrolled with SSQ. On the other hand, if the incident occurs June 24th, she will be covered by DSF until June 30th and always with DSF in the disability part after June 30th, if necessary.

**3.** The HCE has Health Plan 1 with DSF, she thus benefits from no travel insurance coverage. June 17th, during the enrollment campaign, she chooses Health Plan 2 which includes travel insurance. She holds SSQ's new insurance enrollment confirmation. June 17th, when she enrolls to SSQ, she had no obligation to provide good health proof. June 29th, the HCE travels abroad for 14 days. July 2nd, has an incident (example: heart attack) and it is connected to a precondition dating from 2016 (Angina pectoris and arterial high blood pressure). Her preliminary health condition was not known by SSQ.

Will this incident be covered by SSQ?

The answer: Yes, but she will have to make sure of holding her coverage proof with SSQ insurer before leaving on a trip.

## 2– Labor Relations

### HOLIDAYS

You will receive all of your holidays in June's first pay (from the April 1st 2017 to March 31st, 2018) which you will take this summer and later. You will receive nothing during your holiday closure.

You must send your claim forms with all the children's name, with no amounts, except for children on welfare where you can put the amount \$ for 2 weeks, because the MFA pays for them during your vacations.

In the rectangle « *Nombre de journées non déterminées d'absence de prestation de services subventionnées utilisées au cours de cette période* » you must enter the number of holidays, for example: 10.

Undetermined SSNP days subsidy (17 vacation days) must be paid to HCEs on the first June payment.

The CO must provide the HCE with the undetermined SSNP subsidy details that will be paid during the fiscal year, no later than the service period payment's date.

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### Little reminder for summer

**Sunscreen** : Always think to apply 30 minutes before sun exposure and repeat every 2 hours for whole outside days;

**Hats**: Remind parents the importance of their children's hat protection in summer and ask them to have one for the daycare.

**Water bottle** : Always have in sufficient amount for all, to be hydrated at all times.



## **Full statement**

### **The HCE online platform is now launched!!**

A new custom-made continuous training offer for Home daycare providers (HCE), is now accessible.

The [rsgenligne.ca](http://rsgenligne.ca), platform, developed by Rosemont college, with the HCEs' continuous training and improvement Committee and Family ministry collaboration, propose as of now, several improvement capsules on different subjects.

Each improvement capsule is eligible to an improvement certificate which includes continuous training units (UEC) thanks to the partnership between Rosemont college and the Training and continuous education Society (SOFEDUC). The UEC attest to the received training's quality.

At the moment the online HCE platform is free for all HCEs who are represented by the *Fédération des intervenantes en petites enfance du Québec* affiliated to the *Centrale des syndicats du Québec* (FIPEQ-CSQ), the *Fédération de la santé et des services sociaux* affiliated to the *Confédération des syndicats nationaux* (FSSS-CSN), the *Regroupement des travailleuses et travailleurs autonomes des centres de la petite enfance* (RTTACPE) and the *Association des éducatrices et éducateurs en milieu familial du Québec* (AEMFQ).

Works are in progress to make the platform accessible to every person wishing to do one of the proposed training courses, for a price by capsule to be determined.

For more information, visit [rsgenligne.ca](http://rsgenligne.ca) and view both videos which explain the functioning.

## SAFE MATERNITY EXPERIENCE PROGRAM

The *Safe Maternity Experience* program is addressed to all workers who consider that their working conditions constitute a hazard for their health or that of their unborn child or breast-feed.

Under this program, you may be assigned to risk-free tasks that you are reasonably able to perform. If no reassignment is proposed, you have the right to stop working temporarily and receive compensation. It's a preventive program in nature, aiming to maintain hazard free employment and not a maternity leave.

**To the establishment's physician in charge for health services or to the attending physician**

You play a very important role in the exercise of the right to the Safe Maternity program, because you are the one issuing the *Preventive Withdrawal and Reassignment Certificate for a Pregnant or Breast-feeding Worker*.

If it's the establishment's physician in charge for health services who issues the certificate, no consultation is necessary since he knows the worker's establishment well.

If it's the attending physician that issues the certificate, he must consult the physician in charge of health services for your establishment or the one designated by the public health director for the region in which this establishment is located.

**Without this consultation, the certificate is not valid.** When the doctor judges that there is a hazard and that **the worker is medically fit for the job**, he must fill each of the certificate's sections.



## Arts and crafts

### For father's day



**Enjoy your summer!**

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Enrollment for available places:

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