

THE APTS IN CONVENTION 2025



AT THE

Rethink,
resist,
rebuild

CROSSROADS



*Alliance du personnel
professionnel et technique
de la santé et des services sociaux*

BUILDING A STRONGER UNION WITH A DEEPER CONNECTION TO MEMBERS



Carl Verreault and Étienne Guérette



Catheryn Roy-Goyette



Marie-Claudel Vincent and Caroline Letarte-Simoneau

In mid-November, your delegates took part in workshops on two key issues for the future of the APTS: our ability to represent our members, and the role of the APTS in society.

Exchanges highlighted a desire to create a closer connection between members and their union, one way of doing this being to bring members together on the basis of their professional reality and create multiple spaces for dialogue. The discussions showed that our union is dynamic and fully alive, focused on its members, and ready to move towards the future with a powerful collective voice. The workshops also confirmed that at a time when public services, social rights and action on the part of labour unions are being called into question, the APTS must continue to play its part as a democratic counter-weight.

The Convention was also an opportunity to bring our collective voice into the public space, with over a thousand APTS members convening on the National Assembly to demonstrate against drastic cuts to public services and the government's antidemocratic turn.

These observations led to the adoption of a final resolution stating the APTS commitment, over the next term of office, to move towards a structure that will better embody the wide range of its members' professional experiences and to intensify its role as an actor for social change, while consolidating its well-known strength in the area of labour relations.



The resolution reflects the collective ambition expressed at the Convention: to build an organization even closer to its members on the ground, even more representative, and even more effective in defending social justice and the public health and social services system.

[Watch the video showing Convention highlights \(in French\)](#)



ROBERT COMEAU'S OPENING REMARKS

Surrounded by 1,100 APTS delegates, Robert Comeau gave the 12th Convention a powerful start. The theme of the Convention was *At the crossroads*, and the APTS president described what the words *Rethink*, *Resist* and *Rebuild* mean for him.

[Watch the video \(in French\)](#)



LOOKING BACK AT THE 2023-2025 TERM

To mark the end of its term of office, the executive committee held a panel reflecting on two years characterized by major upheavals: the adoption of Bill 15 under closure, Santé Québec's new role as the only employer, and the profound transformation of the public health and social services system. Faced with these changes, the executive committee focused on adaptation, consolidation and affirmation, offering spaces for dialogue to rethink our internal structures and our strategies for action.

Organized around three key issues, the committee's review highlighted the challenges met and the work undertaken over the past two years. Achievements included organizing provincial and local union camps to strengthen the union's ability to mobilize, negotiating the 2023-2028 collective agreement that provided our members with a 17.4% pay increase, and beginning the process of rethinking our structures and modes of representation in the context of the creation of Santé Québec.

The panel noted that the APTS's public visibility has increased due to strategic alliances with other unions and our interventions in the public space, and that this has strengthened our credibility as an organization advocating for a strong public system. Significant initiatives also drew attention to our members' expertise: three new job titles were created (psychotherapist, child life specialist and medical imaging assets administrator), and an unprecedented mobilization for labs was organized through a provincial day of reflection on "Moving forward for the future of our labs".

[See the 2023-2025 activity report \(in French\) for a full description of the previous term.](#)



A CROSS-SECTION OF POLITICAL PERSPECTIVES ON THE PUBLIC SYSTEM

Convention delegates were privileged to welcome three representatives of opposition political parties, who came to exchange on the future of the public system and the role of the labour movement in defending the common good.

Ruba Ghazal of Québec solidaire noted the importance of preserving a universal public system, in opposition to the government's move toward privatization. She also expressed her solidarity with APTS battles, sharply criticizing the lack of respect for members who still have to demand premiums to which they are legitimately entitled, and pointing out that performance indicators cannot be applied to jobs that are centred on human beings. Finally, Ms. Ghazal emphasized the fact that "attacking labour unions is attacking all workers."

Marc Tanguay of the Québec Liberal Party criticized the creation of Santé Québec, which he described as "an organizational chart on top of an organizational chart". According to him, this new structure will increase centralization despite the fact that employees working on the ground are the ones who best understand Quebecers' real needs. He called for solutions to be "coconstructed" by the system's various actors – professionals, technicians, physicians, experts, community organizations, etc. – in order to restore meaning to public action while ensuring decent working conditions.

Joël Arseneau of the Parti Québécois reasserted his party's "prejudice in favour of workers" and the value of the public system as a pillar of Québec society. He denounced the causes of the labour shortage and employee exodus: exhaustion, devaluation, loss of autonomy and excessive centralization, all of which benefit the private sector. Mr. Arseneau also asked that trust and respect be shown to the people who are keeping the system going, noting that its obsolete infrastructure illustrates the fact that the government has pulled back from investing, and insisting on the urgency of reversing this trend to restore employees' pride and give them stability.

An invitation was extended to the party currently in power, the Coalition Avenir Québec, but no response was received.



Ruba Ghazal, Québec solidaire

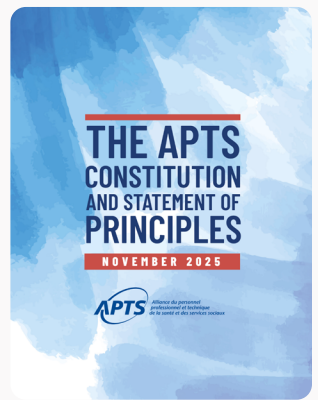


Marc Tanguay, Québec Liberal Party



Joël Arseneau, Parti Québécois

UPDATING THE CONSTITUTION TO HELP CONSOLIDATE OUR DEMOCRACY



This Convention was also the opportunity to make a number of changes to the [APTS Constitution](#). All of these changes support movement in the same direction: making our democratic processes stronger, providing better support for members, and adapting our organization to realities on the ground.

The most significant change is the introduction of deferred voting. The Convention gave the General Council a mandate to develop a procedure so that members who have attended a special general assembly can vote on a later occasion. This procedure, requested by members, will provide them with additional time to reflect, ensuring that everyone can vote with full knowledge of the issue once information has been received and discussed.



Comité exécutif 2025-2028

Another major change is that terms of office have now been extended from two to three years. This will provide greater stability for elected teams, allow the APTS to develop a genuine internal expertise, ensure greater continuity for projects and align the APTS with most other labour organizations in Québec. It will also give elected officials time to develop strong ties with our partners and wield sustained influence where issues at the provincial level are concerned.

One other change defines the processes for creating provincial negotiating structures between formally established bargaining rounds. This is a response to a reality that is well established by now: negotiations have become almost continuous, and decision-making bodies must be able to follow, understand and influence the joint work undertaken in compliance with the collective agreement.



RETHINKING OUR PRACTICES TO RENEW OUR UNION AND MAKE IT MORE INCLUSIVE

Professor Mélanie Laroche, a specialist in labour relations and collective bargaining strategies, offered a powerful analysis of Québec's labour movement today. Although there is a genuine interest in joining a union, especially on the part of young people, racialized persons, and precarious workers, obstacles still persist within unions: practices that do not fully include marginalized groups, under-representation in decision-making bodies, resistance to new ideas, and discrepancies between members' needs and traditional methods.

Professor Laroche called for a deep renewal that would involve making leadership more diverse, adapting strategies to the realities of work today, acknowledging the value of professional identities, and trying out new forms of action. To remain strong and relevant, the labour movement needs to become more inclusive, more innovative, and more representative.



LABOUR UNIONS: A KEY PLAYER FOR SOCIAL CHANGE

Professor Thomas Collombat, a specialist in the relation between the labour movement and the state, reminded us that unions do more than just negotiate collective agreements. They are also political actors playing a crucial role in building a more just society, and as he pointed out, the political legitimacy of unions is currently being challenged through measures such as Bill 3's implementation of optional union dues.

Professor Collombat emphasized the artificial nature of the separation between labour relations and politics. Historically, major social advances such as a reasonable work day, parental leave or employment insurance were achieved because unions fought for them collectively. As today's "polycrisis" leads to deeper and deeper economic and social inequalities, he argued that to weaken the collective power of unions is to weaken society's ability to defend itself, and he urged participants to think about the role of the labour movement not only as a bargaining force but also as a political and social force.

To support our union is not just an administrative decision. It means choosing solidarity over dispersion and recognizing that social progress, yesterday and today, is something that can't be accomplished by individuals alone.

SAYING GOODBYE



Caroline Marquis



Joël Bélanger



Josée Fréchette



Sandra Etienne

This Convention was an opportunity to honour the exceptional commitment of people who left their mark on the APTS through their passion and dedication. After years spent defending members' rights and giving life to labour union values, they are now taking flight to meet new challenges.

Caroline Marquis, Joël Bélanger, Josée Fréchette and Sandra Etienne, who distinguished themselves through their active involvement in Chaudière-Appalaches, Montérégie-Est and Nord-de-l'Île-de-Montréal and at the MUHC, were warmly acknowledged and applauded. Other people who are deeply important to the APTS stepped down from the Provincial Council: Ariane Beauchemin-Pépin from the MUHC, Nathalie Chalifoux from the CHUM, and Joëlle Lavoie-Vigeant from Montérégie-Est.



Ariane Beauchemin-Pépin, MUHC



Nathalie Chalifoux, CHUM



Joëlle Lavoie-Vigeant, Montérégie-Est



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