

Service Employee Union
Local 800

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July 2016



PAGES 3 TO 7

SEIU

Unstoppable

Service Employees Union, Local 800

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Trends for the future

Last year we rallied against Harper who was daring enough to attack unions. But his daring was not enough. Trade unions, including SEU local 800, worked hard and helped to elect a different government. We needed to get rid of him, and we succeeded.

Now we look forward while watching our backs. We need to keep moving ahead with you the members, and look to the future.

The 21st Century Committee

But what is the future? To answer that, our international union SEIU created the 21st Century Committee, and observed trends. For example, digital technologies (six billion people currently own mobile phones), demographic changes like people displaced by wars and, lest we forget, the aging population (baby boomers).

There is also climate change with its environmental effects and finally, the global economy and the iniquities it creates.

These trends lead to new types of work. I give you the example of Uber. It is the workers who provide the tools (the car) and the owners are nonexistent or located elsewhere. Ignoring the effects on the deregulation of the taxi industry, this type of work never existed before, nor did online retailers that sell over the Internet.

These are the trends and we must consider them. In this regard, the Committee on the Future recommends three strategies.



Raymond Larcher
President of SEU,
Local 800

FIRST STRATEGY

We must first be able to develop new forms of organization to ensure that, in the future, all workers have access to unionization.

The example of Uber and other work platforms force us to ask the question: Will these workers

have the power to unionize? Will they have any rights? Currently, if you work for Uber, you take all the risk! It's your car, your insurance, your reputation...We must develop new forms of organization.

SECOND STRATEGY

The second strategy is to develop a broader union movement. We need to broaden our horizons, as they say, which means starting to work or continuing to work with other organizations, unions, community groups and associations defending the rights of individuals.

We must work together like we did to fight the Conservatives. Imagine if we all came together to talk and develop a joint action plan, we would be unstoppable! It's like they say: "We fight, we win."

THIRD STRATEGY

Finally, the third strategy is to innovate in everything we've done. I communicate with you through the newspaper, but can I find a another

way to do it? Can I improve the application or the approach?

To be continued on next page

NEW TECHNOLOGICAL TOOLS

All this was Local 800's takeaway from the last International Assembly held in Detroit. Now we have to put these adopted resolutions in motion, for example technology. We want to be more modern.

The website would become our new reference

We have a website, but let's just say it's not marvellous. It is not proactive. It's seldom updated. So we will develop this platform more effectively. We are currently working with a web developer's coop. We're developing something that we would like to launch in September. We want every interaction with a union representative to be backed by a website where all information and documents can be found. The website would become our new reference.

Bet there are apps too. There could be an app for your phone. The guys from the QFL-Cons-

truction developed one. Any worker who downloads it has access to their collective agreement.

Courses on iPad and documents on USB key

At your next training, you could all be borrowing iPads to follow along and at the end, you'd receive a USB key with all the files and documents. Once you start working with this kind of tool, you realize that it is not so complicated. But many people say, that they don't have an internet connection or that they don't have a computer. That's true, but I believe that everyone will be connected in a not so distant future.

In closing, if any 800 members have any ideas or suggestions on what the union should do when I talk about innovation, then tell us. Tell us because it's like they say: Everyone profits when you have a good idea! Meet your future!



RESPECT

JUNE 15TH

INTERNATIONAL DAY OF JANITOR EMPLOYEES IN PUBLIC BUILDINGS



On June 15th, the International Day of Janitors Employees in Public Buildings, SEU 800 highlighted increasing number in the other countries, such as the United States. This day has become an opportunity for a few thousand workers to claim their right for respect, a fair pay and decent working conditions.

Thanks to the unionization with the SEU 800 and their decrees, janitor employees in public buildings in Quebec have the chance to benefit of working conditions that are superior than those of workers elsewhere in the world.

On the other hand, there is still some work that needs to be done regarding these working conditions. As in other countries, the work that is accomplished by these janitors is not recognized enough and the workers are kept in the dark.



From left to right: Carlos Costa, Claude St-Marseille, Chantal Bélanger, Catherine Lavoie, Hugo Desgagné, Pierre Forgues, Stéphane Murray, Catherine Dicaire and Raymond Larcher (absents from photo: Anthony Camara and Mario Pino).

SEIU Convention

The SEIU convention was held in Detroit from May 21 to 24, 2016. An incredible enthusiasm reigned because delegates could celebrate the victory of “FIGHT FOR 15” campaign.

This campaign has now reached Quebec and aims to increase the minimum wage to \$15.00.

The Canadian delegation held its first convention and adopted a resolution to position the Union to deal with the many changes to come. Climate change, technological and demographic changes and work fragmentation (Uber) will have impacts on workers’ lives.

Standing committee on the future in each local

The resolution provides an eleven point action plan. It primarily aims to respect the policy issues of the Committee on Working in the 21st Century, that is to create new forms of organization, a broader labor movement and innovative union actions. To that end, the Canadian resolution calls for the creation of a standing committee

on the future in each local. These committees will also hold annual meetings in order to meet these goals.

Our commitment to protect collective agreements and decrees

SEU 800 participated in the division meeting that preceded the conference. It was an opportunity for the delegation to see the breadth of SEIU. Whether in its struggle for justice, immigration reform and recruitment – especially for workers at airports and security officers. Many delegates came to share their struggle. President of the Property services division, Brother Anthony Camara brilliantly demonstrated our commitment to protect collective agreements and decrees.

The meeting ended with the 2016-2020 action plan.

Resolutions adopted at Convention

Establishment of SEIU priorities

The member delegates who attended our 26th International Convention adopted a range of resolutions to guide SEIU in the coming years.

RESOLUTION 101

Organizing to Build Power: Growing Our Membership and Creating New Forms of Organization

We will start campaigns and organizations that build power; create a Fight for \$15 Organizing Campaign Center; align global organizing with the unionwide organizing plan; and «align Unity Funds and Local Union 20 percent to the unionwide organizing plan.»

RESOLUTION 102A

Building a Wider Movement to Create a Just Society

We will build a wider movement for justice by—among other strategies—aligning resources and linking the fights for «economic, racial, immigrant and climate justice, women’s reproductive rights and equality for women, Native Americans and First Nations people, people with disabilities and lesbian, gay, bisexual and transgender people,» while continuing the fight on each issue.

RESOLUTION 103A

Innovate to Strengthen and Transform Our Union to Win

We will develop strategies to innovate in our work, advance in our use of technology and establish an Innovation Center to support these efforts at all levels.

RESOLUTION 105A

Leadership to Build New Power for Working People

SEIU locals will create leadership development plans for all levels of leaders (with goals to include organizational equity and inclusion), track data in conjunction with the International Union, and identify and develop leaders under 35.

RESOLUTION 106A

To Win Economic Justice for Working People, We Must Win Racial Justice

SEIU will “establish an anchor and leadership oversight to prioritize, support, and drive the continued education and engagement process and implementation of ending anti-Black and structural racism” and expand our work such that we engage not only on income inequality, but wealth inequality as well, and on criminal justice reform. We will develop partnerships to build power in Black communities.

RESOLUTION 108A

Environmental Justice for Working People

We will «join the fight to make clean air and water a human right, for environmental justice in all communities, and to combat climate change» while demanding a «just transition for all workers and communities whose lives and livelihoods will be impacted» by reduced dependence on fossil fuels. We will support infrastructure investment to prevent the next Flint.

RESOLUTION 109A

National Strategy to Win: Building Power in States and Provinces

We will focus on building power in the states and provinces which, when combined with our industry power, will enable SEIU to win on scale. Every state and province will operate from a comprehensive, long-term plan.

RESOLUTION 110A

Transforming Government for Working Families

We will move to shape the political debate and hold elected officials accountable, pushing back on the «assault on the proper role of government» and demanding for a well-funded, effective public sector.

RESOLUTION 111A

Transforming Capital to Win for Working People

We will challenge corporations and markets to «adopt democratic reforms, address structural racism and commit to long-term value creation,» expand our diverse group of member-leaders to lead our pension funds, and create a «council of economic advisors» who are equipped to evaluate and critique the current system and envision alternatives.

RESOLUTION 112A

Retirement Security for All Working People

We will work with allies to develop a national program to strengthen Social Security and the Canada Pension Plan. We will fight for the inclusion in Social Security of working people who have historically been excluded.

RESOLUTION 116

Equality For All Working People

We will support efforts to ensure LGBTIQ individuals and families cannot be fired, denied governmental services or access to education, or be turned away from public accommodations in the United States or Canada, and we will develop a strategic plan to combat discrimination based on sexual orientation, gender identity or gender expression.

RESOLUTION 117

We Are Unstoppable: Our Program to Win for Working People

SEIU will commit to three core strategies: creating the next forms of worker organization, building a wider movement around our common struggle for economic, racial, immigrant and environmental justice, and innovating in our union so we can use our collective strength to win for our families and communities. (This resolution summarizes the totality of activity at the Convention.)

Service employees at the Club de Golf Royal Quebec

The reconciliation sought by the union for the renewal of the collective agreement

Since negotiations for the renewal of the collective agreement for service employees at the Club de Golf Royal Quebec in Boischatel were not progressing, the union requested the appointment of an arbitrator to get thing moving.



Michel Tremblay
Union representative

The employer demands deep cuts in benefits and advantages previously granted to administration, maintenance, bar and restaurant employees, citing the difficult financial situation of the club and the new realities in today's world of golf. The employees were aware of this new reality and their demands took it into account. However, despite empathizing, the employees refuse to bear the brunt of cuts in their benefits and salaries, which have been acquired through previous negotiations.

A strike mandate

At a general meeting held at the beginning of May, employees unanimously rejected the employer's offer. They have also given a strike mandate to the Union.

Remember that this same employer that locked out the field staff in April last year, a few weeks from the beginning of the season.

A tentative agreement rejected

The union hoped to finalize a new contract before the start of the new golf season. After a first arbitration meeting in May, the parties agreed on a tentative agreement. This tentative agreement was presented to members and submitted

to a vote at a general meeting in mid-June and was rejected. Thereafter, the service employees having mostly accepted the proposed text submit-

The service employees having mostly accepted the proposed text submitted by the Union. The collective agreement should be signed in the coming weeks.

ted by the Union in relation to tips earners work schedules and the terms of the agreement in principle of May 24. The collective agreement should be signed in the coming weeks, after the revision of the texts.

The bargaining committee was composed of Pierre Michel, Lise Dubé, Roberto Blouin and the undersigned.

Club de golf Lorette

Agreement in principle

After noting that negotiations for the renewal of the collective agreement for service employees at Club de Golf Lorette in Quebec were stalled, the Union made a request for conciliation. A mediator was appointed to act in the case and help the parties reach an agreement.

After a single mediation meeting, tempers flared and the employer's representatives left the room.

A meeting between the mediator and the party spokesmen subsequently helped ease tensions and the parties finally reached an agreement in principle; the Employer having finally decided to withdraw its demands for cuts in the perks and benefits granted to employees and acquired through previous negotiations.

New proposal

Following the members' refusal of the initial agreement in principle, the parties have agreed on a draft text regarding the employees' schedules and work weeks. We are waiting on the approval of the club's board of directors. Following that, it will be brought to a vote of the members at the next general meeting.

The bargaining committee was composed of Mario Boutet, Doris Lamoureux and the undersigned.

Michel Tremblay
Union representative

AlSCO in Quebec

Signing of an agreement

After long discussions and after a hectic first day of strike held on December 22, a tentative agreement was reached on the following evening.

Submitted to a vote at a general meeting of members the following week, the agreement in principle was accepted at 90%.

The new collective agreement was signed on February 22.

Salary and bonus increase

Besides a salary increase of 2% per year, the seniority bonus was increased based on the employee's number of years of service.

The new agreement also includes an additional floating holiday added gradually during the agreement based on employees' seniority.

Three year term agreement

The new collective agreement has a three year term.

I thank the members of the bargaining committee, Dominique Dumais, Christiane Lachance and François Lefebvre, for their collaboration. I also want to thank the members of the unit who came to picket and have thus demonstrated great solidarity.

AlSCO is an industrial laundry in Quebec City. Employees are unionized with the SEU 800 since 1974.

Union training at SEU 800

Summary 2015-2016

Another good year for training at SEU 800 has just ended and its success fully justifies that we summarize it.



Alain Brisson
Executive Vice President
Training manager

NUMBERS

The numbers are quite spectacular. The SEU 800 trainers hosted 26 union training courses; that's more than 50 days of training for over 400 participants SEU 800 members for the 2015-2016 program.

Trainings everywhere in Québec

Trainings were provided in the regions of Estrie, Montérégie and Mauricie, Saguenay-Lac-Saint-

Jean, Outaouais, Quebec City and Montreal; the majority of them in the latter two based on the number of members there.

An undeniable interest

Year after year, interest in union education is undeniable. We must thank the QFL Solidarity Fund and its training team for their contribution in economic education course.

VALUES

But it's not just the numbers. The SEU 800 strongly believes in union training as a means of motivation, mobilization and skill acquisition to defend the right of our members, achieve gains in their working conditions and even win our social and political battles.

Solidarity and exchanges

Training is a place of solidarity and unparalleled exchange where members realize they are not alone, discover other work environments and working conditions and make contact with the

richness of the diversity that characterizes our union. It is where—more than anywhere else—the values of the SEU 800 are fully expressed.

Welcome to everybody!

The training is for members of executive committees and health and safety committees, but not only them. Even if you have not been elected to an official position, if you are militant, involved or just interested in the work of your union, then you are welcome. Please register.

A TEAM

The training team consists of members Chantal Bélanger, Johanne Bréard, Janice Clapson, Raymond Côté, Pierre Forgues, Eric Laberge, Catherine Lavoie, Pierre Michel and Isabelle Morneau.

A great team!

It also includes Cyntia Gagnier, an experienced union representative, who acts as coordinator to plan and organize the entire union training operation.

So what characterizes this great team? A joy of being with the members, boundless devotion, union pride and an unparalleled ability to work in teams.

Thank you Louise!

We must bid farewell to Louise Mercier who took a well deserved retirement after 15 years as training coordinator, among other mandates. Her contribution to the SEU 800 has been significant and we are all indebted to her.

YEAR 2016-2017

Training courses will most certainly return. The program will be available in early fall. As mentioned earlier, elected officials, activist, or just interested in the union? Register. SEU 800 is your union and trade union education is one of its services; use it!

Improvements coming up

Our operations will be further improved to promote the participation of members of all regions. Last year, some members could not attend some

trainings due to a lack of enrollments. Measures have been taken to limit this problem next year.

Prerequisites are important!

Also, note that some courses require you to have followed another course before (a prerequisite). Finally, carefully read your registration letter for your courses; they contain important information.

The SEU 800 training team wishes you a great summer and looks forward to meeting you during the coming year of training.



Fromagerie St-Fidèle

Negotiations to renew the collective agreement

Negotiations to renew the collective agreement for members at Fromagerie St-Fidèle, located on boulevard Malcolm Fraser in La Malbaie, have begun.

Anyone who's had the chance to go to Côte-Nord are familiar with Fromagerie St-Fidèle, especially their excellent cheddar and Swiss cheeses.

The union executive members are president Éric Geoffroy, vice president Sébastien Doyon, and the undersigned is the SEU 800 union representative.



Alain Royer
Union representative

Quebec City region hotel sector

Collective agreement renewal

During the month of January, a survey was sent to all hotel workers in the Quebec City region with the objective of preparing demands for the renewal of the next collective agreement.

In the fall, the bargaining committee representing various hotel service categories will meet to compile demands that members sent via the survey.

The draft collective agreement will be adopted in a general meeting

Thereafter, members will have a general meeting, at the latest in early 2017, to discuss and adopt the draft collective agreement. After that, negotiations with the employer will begin.

Hotel sector of GDI Services

This collective agreement covers all the hotel sector employees working for GDI Services (Quebec), the hotel industry and Distinction in the Quebec City region.

The union executive members are President Madeleine Hovington, Vice President Christiane Bouchard, secretary-treasurer Nadia Foster and correspondent secretary France Boutet. The union representative of the SEU 800 is the undersigned.

Maintenance and hotel sectors

French courses

in the Quebec City region

A grant request was made by SEU 800 to begin a second edition of French second language courses in autumn 2016.

To this end, sixteen seats have been reserved to allow the building maintenance sector and the hotel sector to benefit from this training, which will allow them to better integrate at work, in union life and in Quebec society.

Hundreds of employees have benefited

These courses are the result of collaboration between SEU 800, the QFL and the Formation de base pour le développement de la main-d'œuvre (FBDM). For many years, hundreds of employees of the Montreal region have benefited from this type of training.

People released from work

People will be released from work in order to benefit from this service. Interested persons are invited to register as soon as possible since seats are given on a first come, first served basis.

Find out more on the on the website of the Service Employees Union, Local 800 at www.ues800.org.

To register, please contact your Quebec City SEU 800 union representatives. They are Marie Deschênes, Alain Royer and Alexis Roy.

Alain Royer

Union representative

REGISTRATION FOR THE FRENCH COURSES OF THE SEU

Employees who are members of the SEU, from the building maintenance, clothing and hotel sectors who wish to register for the French courses offered by our Union may do so by completing this coupon and sending it to the:

SEU, Local 800, Francisation
920, rue de Port-Royal Est
Montréal, Qc H2C 2B3

Last Name: _____

First Name: _____

Telephone: _____

Employer : _____

Indicate the building where you work:



INSCRIPCIÓN A LOS CURSOS DE FRANCÉS DEL LOCAL UES 800

Los empleados miembros del local UES 800 que trabajan para los sectores de la limpieza, del textil y hotelería que deseen inscribirse a los cursos de francés ofrecidos por nuestro sindicato pueden hacerlo llenando el cupón y enviándolo a :

UES, sección local 800, Cursos de francés
920, rue de Port-Royal Est
Montreal QC H2C 2B3

Apellido : _____

Nombre : _____

Teléfono : _____

Compañía : _____

Indique el edificio donde trabaja :



Almage Senior Community Centre

A first collective agreement is signed

On March 17, 2016, members of Almage Senior Community Centre accepted their first collective agreement since their separation from Catholic Community Services.



Sophie Bourgeois
Union representative

Funded by the United Way, the Almage Senior Community Centre offers activities and home support to people aged 50 and over. The centre also provides social services and programs to the entire community.

Important salary increases

Members received a retroactive increase of 6% for the years 2013 to 2015, and a 2% salary increase for each year of the agreement. Starting salaries were also increased.

Working condition improvements

Social leave was enhanced and meal and travel stipends were increased.

Compensation was given to members who do not have time to take their break during special events or long travels.

Congratulations to the union President, Rosanna Padula, who negotiated the collective agreement with the union representative.



Sophie Bourgeois,
union representa-
tive, and Rosanna
Padula, unit
president.

Subscribing to the QFL Solidarity Fund

for SEU 800 members

Since January, I've been working with H el ene Dumont, coordinator of the QFL Solidarity Fund and responsible for the development of the subscription for SEU 800.

Several unit presidents were contacted and with their help and that of the union representatives attracted to these units, several blitzes were organized in the workplace or at general meetings in the regions of Quebec, Chaudi re-Appalaches and Bas St- Laurent, to meet with members and speak to them about the benefits of at-source deductions (ASD) as well as the immediate tax savings on the pay. The units that have been met with to date are, more specifically, those units that have clauses pertaining to the Solidarity Fund in their collective agreements, with or without employer contributions.

Excellent results

To date, the results are excellent. There have been many new memberships as well as increases in contributions, but there is still much work to do to reach the members of other administrative areas. Again, all upcoming meetings will be done in collaboration with the unit presidents and their respective union representatives.

We have three main drivers for this great campaign:

1. The return of the 30% tax credit, back since last March;
2. Employers' obligation to implement a voluntary retirement savings plan (VRSP) starting at the end of December 2016. In all the

implementation files for this plan, the QFL Solidarity Fund is a very interesting financial alternative to contribute to the plan.

3. Building awareness and encouraging members to save for retirement and participate in economic development by purchasing shares in the QFL Solidarity Fund.

Get in touch with your union representative

Finally, a message to the unit presidents: do not hesitate to get in touch with your union representative if there is interest from your members. They will enter into communication with me or Ms. H el ene Dumont.

Have a good summer.



Pierre Forgues
President, industries division and local representative of the QFL Solidarity Fund

FOR INFORMATION

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1 800 361-5017

Pierre Forgues

pforgues13238@votrerrl.com

Outaouais Promenades

Positions and working hours regulated



Philippe Viens
Union Representative

Following the example of their building maintenance colleagues, the dishwashers of GDI of Promenades de Gatineau who were unionized with SEU 800 in the summer of 2015 reached an agreement in principle and will soon sign a new collective agreement.

The dishwashers are now paid at the same rate as class A building maintenance employees, that is \$17.18 per hour. More importantly, the agreement regulates the allocation of positions and working hours.

Spurred by their colleagues' success, the domestic operators working for GDI of Promenades de Gatineau also unionized with SEU 800 in April 2016. Negotiations with the employer will begin soon in order to reach a new agreement in principle for this class of workers.

Sandman Hotel

A successful negotiation



Suzy Beaudry
Union representative

We started the year with the Sandman Hotel negotiations and we had six bargaining sessions.

The main concern was salary increases due to the fact that food services employees suffered a pay freeze the past two years.

Numerous advantages

The new collective agreement with six year term includes the following benefits: a 12% increase over six years, a 6th week of vacation for employees with 21 years experience or more and an 8th day of sick leave for employees with five years.

Unanimous vote

On February 25th, employees of the Sandman Hotel met in general assembly and voted 100% in favor of the ratification of the collective agreement.

The signing of the agreement took place May 12, 2016 with the negotiating committee which is composed of President Mathieu Pepin, Vice President Martin Cadieux, secretary-treasurer Marcel Plouffe and Betty Bélanger, bargaining committee member.

St-Philippe Residence

One dollar per hour catch-up and new holidays

St-Philippe Residence workers voted overwhelmingly in favor of a tentative agreement between the St-Philippe Residence in Brownsburg and the Service Employees Union, Local 800 (SEU 800).



In addition to annual salary increases, the agreement provides for a one dollar per hour catch-up for orderlies over the next two years and the equivalent of four new holidays for workers working shifts of twelve hours or more.

Philippe Viens
Union representative

BMI workers at 30 Victoria Street

Negotiations ongoing

Disgusted by the employer's management and their working conditions, building maintenance workers at Building & Maintenance Industries (BMI) unionized in the summer of 2015.

However, the representativeness of the union was challenged by the employer. The latter attempted to include temporary workers and management in the payroll to make the union unrepresentative.

In November 2015, BMI suffered a humiliation when the Commission des relations du travail recognized the representativeness of the union. Negotiations for a new collective agreement have been ongoing since February 2016.



Yaseen Attiah, the member appointed during general assembly to negotiate with BMI at Gatineau.

To new members

Welcome to SEU 800!



Stéphane Murray
Union Representative

PRODUITS FORESTIERS MUNGER

Worker's association members

On May 13, the 65 members of the Produits Forestiers Munger Inc. worker's association voted unanimously to leave an independent union and join our Union.

Member services, advocacy, compliance with the collective agreement and labor relations are all points of contention that employees of Produits Forestiers Munger Inc., located in Saguenay, had with the independent union with which they were affiliated.

A merger was even made in order to accelerate the process and to avoid having to wait a year for the raiding period. Brother Sebastien Boies will handle their case.

AUTOBUS TRANSCOLLIN

Another subsidiary of the Gaudreau group

After Brandon Scolaire, it's the school bus drivers of Transcollin Inc., another subsidiary of autobus Gaudreau, who are joining us to swell the ranks of bus drivers of all kinds that are part of our grand Union! We welcome all of you into SEU 800 family!

CONTROLNET

Jean-Talon tower

In building maintenance, after the McGill Street workers, those of the Jean-Talon tower have also joined us. That's a total of about 25 new members from Controlnet adding themselves to those already in our Union. Welcome to you all!

CIUSSS OF THE CAPITALE-NATIONALE

Former members implied

On May 11, the twenty workers specialized in animal care at the CIUSSS Capitale-Nationale were accredited with our Union to the delight of all. It was a beautiful case smoothly run in collaboration with a former SEU 800 member. In less than a week, a group meeting and some individual meetings later, the application was filed! Quick and efficient, we definitely met a need!

GROUPE COMPASS LAVAL

Strength through unity!

Welcome to the cafeteria workers of George Vanier College, École St-Maxime and École le Virage who swell the ranks of the many accredited cafeteria contracts we already have with Compass Group. Strength through unity!

Building Maintenance Sector

Explanations for the increase in insurance contributions

Did you know that Quebecers who do not have group insurance must contribute to the government plan (medical insurance), which means an annual cost of **\$640** per participant (which will undoubtedly increase in July 2016) for most employees? This plan reimburses 66% of a short list of medications and is subject to a deductible of up to \$216 per person annually.

The protections offered by your plan are clearly more advantageous. First, it provides you with 100% coverage for both insurance and travel assistance, as well as a twin bed hospital room.

It reimburses more: 80% with an annual deductible of just \$50:

- **A much longer list of medicines;**
- **A significant part of the cost of most specialists (including chiropractors, physiotherapists, psychologists, osteopaths and many others);**
- **Medical supplies and services;**
- **Diagnostic tests (eg: blood test in private labs);**
- **And many other fees. We invite you to consult your explanatory leaflet about it.**

What we pay should balance what we claim

In June, we assumed a rate increase. Despite a rise in claims over the past several years, we've

been able to take advantage of market competitiveness to negotiate tariff reductions on certain protections and that's the case this year. What we pay should balance what we claim.

The new premium which takes effect on **June 1st, 2016**, brings the weekly cost of an individual premium to **\$22.11**.

Government disengagement consequences

Beyond the numbers, here is what we are facing: government disengagement, an aging population, and the introduction of more advanced medicine that is more effective but involves additional cost.

Despite the increasing costs of our insurance, a clear trend emerges for the insured groups. Though unpleasant, workers prefer a premium increase to sacrificing their health care and financial security.

Workers prefer a premium increase to sacrificing their health care and financial security.



Claude St-Marseille
Administrative
Vice-President

Protection of employees on probation

Employee's evaluation by the employer must follow a rigorous process



Cristina Cabral
Legal Advisor

Many collective agreements contain clauses that disqualify employees dismissed while on probation the right to grievance. Many misunderstand these clauses and think that employees on probation have no rights or worse, that they are not unionized before completing their probationary period. This is incorrect.

Employees on probation are “union” employees the moment they begin working at a job covered by union certification. They do not have to wait until the end of their probationary period before signing a membership card. Thus automatically have the applicable rights provided to them by the collective agreement and more.

In fact, even if the agreement does not expressly provide them, many public policy rights apply to them such as those rights under the Charter of Rights and Freedoms, health and safety-related laws and certain provisions of the Act respecting Labour standards and the Civil Code of Québec.

An employer can't do whatever he wants

Before concluding that an employee on probation has no rights, check, because even when the collective agreement excludes grievance to employees dismissed while on probation, a complaint can still be filed if the employer dismissed him or her for discriminatory reasons, in bad faith or if the employer's decision was arbitrary, unreasonable or unfair.

Employers do not have absolute discretion with employees on probation. An arbitrator may have jurisdiction to intervene and check whether the employer has complied with its legal obligations and certain standards.

A fair assessment

It goes without saying that an employer has the right to set standards and requirements and to check if a new employee meets them. Probation can allow a general assessment of an employee's performance, quality of work, character, ability to work in teams, potential and ability to operate with the employer. If the fair assessment demonstrates that the employee actually does not meet the requirements, it is clear that the employer will not be obliged to keep him or her.

Arbitral jurisprudence has over time defined the standard to which employers are subjected in their evaluation of an employee terminated while in their probation period. In a decision won by the Service Employees Union, Local 800,* in a case of dismissal during the probation period, the following criteria were the basis for the arbitrator's decision to reinstate our member :

Basic criteria for an arbitrator's decision* to reinstate a member

- 1 The employee must have been properly and adequately informed of the employer's expectations and objectives with respect to the job being assessed;
- 2 The employee's productivity must have been significantly unsatisfactory compared to other employees on probation with similar profiles. It is normal to make mistakes while on probation so their work should not be compared to that of an experienced employee;
- 3 The employee must have been advised that his performance was unsatisfactory so he could make adjustments;
- 4 The employee must have received the aid and support necessary to remedy the situation, taking into account the context and complexity of the work;
- 5 The employee must have been informed in a timely manner of the consequences of not improving their work;
- 6 The employer's decision must not have been made in bad faith or aimed at harming the employee, where good faith is assumed;
- 7 The employer's assessment process must have been rigorous in order to give the employee on probation a real opportunity to showcase his or her ability to occupy the job.

A rigorous evaluation process

In that decision, after assessing these criteria, the arbitrator found that the employer had not followed a rigorous evaluation process and had concluded that the failure to hold the position was done arbitrarily and with laxity. Therefore, the employer was found to be abusing his management rights by depriving the person on probation a real opportunity to showcase his or her abilities.

Employers that would fire an employee on probation after allowing the probation period to expire without having vocalized their expectations or mentioning the employee's shortcomings could be considered to have abused their management rights. Every case is unique and must consider the status of the employee on proba-

tion, his or her knowledge and experience and the type of employment concerned.

Excessive use of their right to manage

But an employer's abuse of power is not proof of malicious intent. Rather, it shows the unreasonable and excessive use of their right to manage.

Normally the burden of proof falls on the employee and

union. Proof will have to be obtained to show that the employer failed in its assessment obligations and/or that it acted improperly, arbitrarily, discriminatorily or in bad faith towards the employee.

A grievance can be made if an employer has fired an employee on probation and acted improperly, arbitrarily, discriminatorily or in bad faith.

* *Service Employees Union, Local 800 and Limocar Estrie inc., 2015 QCTA 385.*

For the year ended December 31st, 2015

Financial Report of the SEU 800

STATEMENT OF REVENUE AND EXPENDITURES AS AT DECEMBER 31ST, 2015

	2015	2014
	\$	\$
Revenue		
Membership dues	9,632,067	9,932,531
Autres produits	1,446,681	1,545,859
Reimbursements of equalization	(507,870)	(511,329)
	10,570,878	10,967,061
Expenses		
Salaries and employee benefits	5,203,272	4,958,019
Operational expenses	2,241,082	2,060,315
Taxes per capita	2,099,175	2,064,480
Rent and rental expenses	674,018	680,677
Other administration expenses	644,302	542,865
	10,861,849	10,306,356
Excess (deficiency) of operating expenditure over revenue charges	(290,971)	660,705
Other operating income (expenses)		
Gain (loss) on disposal of capital assets	3,245,747	—
Excess of revenue over expenses	2,954,776	660,705

STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31ST, 2015

	2015	2014
	\$	\$
Assets		
Current		
Cash	3,919,921	717,788
Current portion of investments	250,000	650,000
Accounts receivable	1,737,419	2,057,927
Prepaid expenses	75,998	132,244
	5,983,338	3,557,959
Long term investments		
Long term investments	1,350,300	965,643
Property and equipment	2,828,414	1,300,636
Intangible assets subject to amortization	255,242	337,662
	10,417,294	6,161,900
Liabilities		
Current		
Accounts payable and accrued liabilities	2,674,885	1,546,191
Obligations under capital leases due within the next fiscal year	15,307	14,107
Insurance fund payable – household maintenance	146,493	91,180
	2,836,685	1,651,478
Obligation under capital leases		
Obligation under capital leases	246,245	261,836
Provision for severances	662,959	675,857
Accrued benefits	2,871,200	3,233,300
	6,617,089	5,822,471
Net Assets		
Unrestricted	(319,845)	(2,807,045)
Restricted		
Reserves – general	447,085	857,834
Reserves – property and equipment	36,798	104,865
Reserves – strikes	814,064	821,419
Invested in properties and equipments	2,822,103	1,362,356
	3,800,205	339,429
	10,417,294	6,161,900

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When you save in an RRSP with the Fonds de solidarité FTQ, **you get 30% more tax savings.**

In addition, the Fonds has a unique mission: helping the Québec economy. So an investment in your RRSP with the Fonds is a gesture of solidarity.

WHY NOT START SAVING NOW?

	TYPICAL RRSP	RRSP WITH THE FONDS
Your annual savings	\$1,000	\$1,000
RRSP tax savings	\$285	\$285
Additional tax savings with the Fonds	n/a	\$300
Your net cost	\$715	\$415 or \$7.98 per pay

Note: example for an individual with an annual income of \$30,000 and 52 pay periods per year. The amounts calculated are estimates that may change based on your tax position. For the 2016 tax year, the tax credits granted to Fonds shareholders are 15% from the federal government and 15% from the Québec government.

Please read the prospectus before buying shares of the Fonds de solidarité FTQ. Copies of the prospectus may be obtained on its Website, from a local representative or at the offices of the Fonds de solidarité FTQ. The shares of the Fonds de solidarité FTQ are not guaranteed, their value changes and past performance may not be repeated.

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