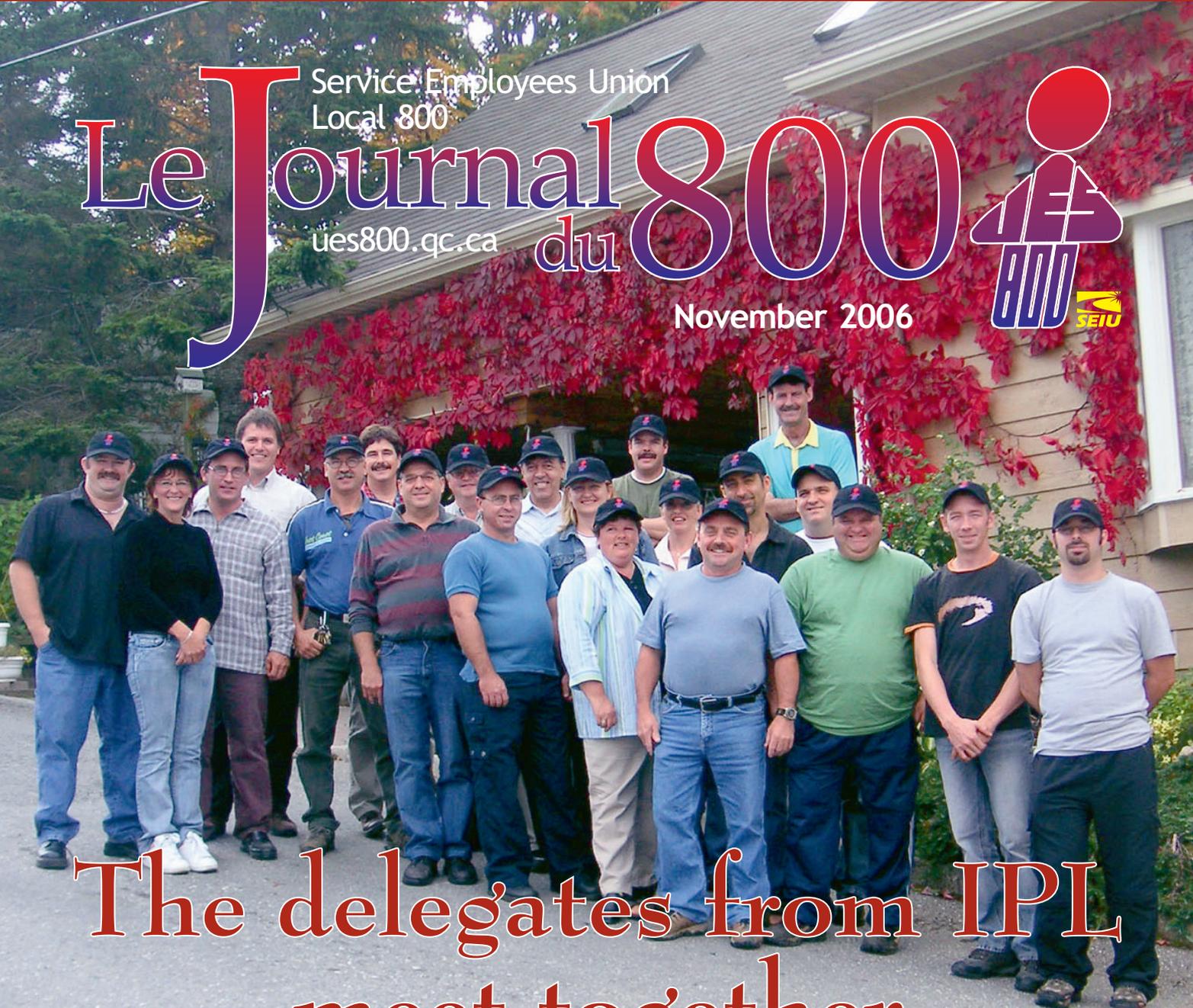


June 3<sup>rd</sup>, 4<sup>th</sup>, 5<sup>th</sup>, 2007: 7<sup>th</sup> Convention of the SEU 800

Service Employees Union  
Local 800  
Le Journal **du** 800  
ues800.qc.ca



November 2006



The delegates from IPL  
meet together

Annually, the members of the executive committee as well as the department delegates from IPL meet together along with their union representative to analyze the labour relations with their employer. This photograph was taken during the last meeting that was recently held.

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## On the road to the 7<sup>th</sup> Convention of the SEU 800

# For a responsible implication

So it's begun, the date is fixed (June 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup>, 2007), the theme has been chosen and the Committees have been formed. Soon, during general assemblies, the delegates will be elected and the propositions to amend the constitution or the orientations will be adopted.



**Raymond Larcher**  
President  
of the SEU 800

Hence, we are on the road towards the Convention and the preparations have begun. It is a major event in the life of the Service Employees Union, Local 800. As such, the Convention is the deciding body of our union.

It is the Convention that sets the union dues, modifies the rules of functioning, decides the actions to be taken over the next four years and also elects the officers who will manage the Union.

About 230 delegates coming from all the corners of Quebec will gather in Montreal. This only happens every four years, and it must be taken seriously and ensure a responsible implication.

**Our theme:**  
*For a responsible implication*

In 1986, during the 1<sup>st</sup> Convention of the SEU 800, the reports from the workshops emphasized the worries of members with re-

gards to the governmental political projects favouring privatization and sub-contracting. Today, these policies have been practically realized.

Over these past twenty years, what have we done? Of course, we have fought, we took to the streets many times; we presented memoirs, denounced certain projects of laws and demanded others. At times we were successful; such as the battle brought about by our union at the end of the 1980's, to save the Law regarding decrees that was being threatened by the government.

But, twenty years later, the threats and the politics favorable to privatization are being realized.

Perhaps we were too often in "reaction" mode, leaving our adversary to lead the way even if the union movement was strongly opposing it.

### Service Employees Union, Local 800

Raymond Larcher, President; Alain Brisson, Administrative Vice-President; Sylvie Maheu, Executive Vice-President.

General Council: *Industries & handling*: Pierre Forgues, Vice-President; Raynald Mercier; Chantal Claude; Nathalie Racette; Michel Fournier; *Services, Commerce & Financial Institutions*: Gérard R Séguin, Vice-President; Réjeanne Laberge; Michel Sabourin; Richard Leblanc; France Ducharme-Boyd; *Building Maintenance*: Anthony Camara, Vice-President; Hadji N'Garmorio; Monique Blondeau; Lucie Thériault; Javier Ruiz-Teodoro; *School Boards & Universities*: Wayne Kendall, Vice-President; Pierre Champagne; Paul Saletnig; Sally Coleman; Daniel Wood; *Auditor*: Virginia Dalley.

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Pierre Laflamme

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## Forcing the governments to listen to us

Faced with this dilemma, is it not time to go into "attack" mode with the aim of eliminating the problem at the source, by forcing the governments, whomever the party in power, to listen to us.

How? By getting involved in a responsible way.

Of course, heading our negotiation dosiers, promoting our actions, demanding fair conditions, defending our members in arbitration are the union actions that are best known.

Being implicated in a union represents a lot of responsibility; one that goes beyond the acquisition of information, knowledge, strategy or experiences.

We must use this knowledge and pass it on to the workers in order to better equip them as well. Whether it is in political, eco-

nomical or environmental matters, should they not receive the necessary information from their union, their officers, and the militants in order to enlighten their opinions, their choices and their actions? Once this has been accomplished, we will without a doubt be able to assume responsibility that stems from our implication.

This can only be realized by beginning to politically educate our members. Each member is a vote; each vote must be exercised judiciously in regards to common values of unionists. A government who respects the commitments demanded by the workers does not risk being oppressed. Whether it concerns globalization, ecology, the labour laws, should the Union not express an opinion? Inform their members?

Therefore, at our 7<sup>th</sup> Convention, we should develop the necessary orientations to be able to attain a responsible implication.

## YOU'RE MOVING? DON'T FORGET TO GIVE US YOUR NEW ADDRESS

We would like to remind all of our members who are moving or who have recently moved, to not forget to let us know your new address and your new telephone number if it has also changed. The simplest way to do this is to call us: you'll find the telephone numbers for our offices in the box situated on the bottom of page 2.

It's a simple question of communication.

## DATES OUR UNION OFFICES ARE CLOSED DURING THE HOLIDAYS

Please note that our offices will be closed during the Holiday period from Monday, December 25<sup>th</sup> 2006 to Friday, January 5<sup>th</sup> 2007.

## MARCEL MARTEL

It was with great sadness we learned that our brother; Marcel Martel had died on September 15<sup>th</sup>. Marcel succumbed to cancer after having battled against it over many months.

Marcel, a devoted unionist, worked as a union representative for the Service Employees Union for more than 25 years at our Québec office.

Proof of his devotion, even knowing he was sick and battling a terrible illness, he regularly went to the office. He never stopped getting news about the workers from the groups he serviced.

The SEU will render homage to him in 2007 by naming a room in our Québec office after him.

We would like to offer Linda, his wife; his children; as well as all of his family, our sincerest condolences.

Raymond Larcher  
President of the SEU 800



# The 7<sup>th</sup> Convention

## For a *responsible*

### To present a resolution at the Convention

Those base units who wish to propose resolutions amending the Constitution of the SEU or resolutions of orientation must observe the following process:

- these resolutions must first be adopted within a general assembly;
- they must be transmitted to the Executive Vice-President of the Union, Sylvie Maheu, at the head office of the SEU 800, no later than sixty days before the opening of the Convention.

Besides the general assemblies of the base units; the Executive Committee of the Union, the General Council and the Executive Committee of a division may submit resolutions amending the Constitution or resolutions of orientation to the Convention. To be adopted, a resolution amending the Constitution must receive support of two thirds of the votes expressed by the delegates at the Convention

What  
one  
must  
know

# of the SEU 800

## implication

### For election of delegates to the Convention

The number of delegates in which a base unit is entitled to is set by the Constitution in article 21.3, according to the number of members of the base unit. The base units counting less than twenty-five members are grouped together for an election of their delegates, based on the geographic plan and within their respective divisions, by a way that is determined by the Executive Committee of the Union.

To be noted, always in accordance to the Constitution of the SEU 800, in order to fix the number of delegates of each unit or to see which units will be grouped together, the number of members of a base unit is determined “by the average number of members appearing on the list of union dues of that base unit the year preceding the Convention. The number of members from the base unit for which the Union is accredited during the year preceding the Convention is determined by the average number of members for the months during which the dues were deducted at least thirty (30) days before the opening of the Convention” (article 21.3c).

These assemblies must be held within a delay that allows the Executive Committee of the Union to forward to each delegate their letter of credential attesting their status as delegate.

JUNE

3 4 5

2007

### The role of the Convention

The Convention of the SEU Local 800, that is held every four years, is held to elect the members of the Executive Committee as well as the members of the Unions General Council, to study for adoption or rejection the resolutions to amend the Constitution, as well as the resolutions of orientation that are submitted, and to bring about or not the changes to the union dues. The delegates at the Convention, about 230 people, are the delegates elected by the base unit, the members of the Executive Committee of the Union as well as the members of the General Council of the Union.

# The SEU 800 and the SEIU

We congratulate the recipients of the six scholarships awarded by the SEU 800 for the 2006-2007 school year as well as the joint SEU 800 and SQEES 298 scholarship given by the SEIU Quebec.

## The 2006-2007 recipients

The recipients are:

Marie-Ève Crochetière; whose father works for *Entretien Nettoyage M.P. Inc.* and has been a member of the SEU 800 since 1991.

- Jamie Dallaire, whose mother works for the Central Québec School Board and has been a member since 1999.
- Marie-Renée Chauveau-Lavoie, whose mother works for *P.H. Tech Inc.* and has been a member since 2000.
- Emmanuelle Paquet, whose mother works for the O.M.H. of Laval and has been a member since 1993.
- Catherine Poulin, whose mother works for *IPL Inc.* and has been a member since 2002.

- Zoé Cossette-Tremblay, whose mother works for the *Alliance de la fonction publique* (Public Service Alliance) and has been a member since 1997.
- Zoé Cossette-Tremblay was also awarded the Scholarship from the SEIU-Quebec (Service Employees Union Québec, which groups the SEU 800 and the SQEES 298 together). This scholarship is given annually to a member or the child of a member from one of our two unions.

Once again congratulations and do not hesitate to register for the 2006-2007 scholarships via our web site ([ues800.qc.ca](http://ues800.qc.ca)) or by using the coupon that appears on the opposite page.

## Scholarships: Apply now

Those eligible for the 2007-2008 scholarship of the SEU 800 and the scholarship from the SEIU Québec for 2007, who wish to apply, may do so as of now by completing the form below and returning it no later than **February 28, 2007**. One form allows you to be registered on both scholarships should you be admissible.

The candidates for the scholarships from the SEU 800 and the SEIU Québec must:

- Be members of the SEU 800 (or of the SQEES 298 in the case of the SEIU scholarship) for a least **two** years prior to January 1, 2007 (therefore before January 1, 2005);

- Or be the son or daughter of a member during the same time period.

### The SEU 800 scholarship

- Each year the SEU 800 remits six scholarships worth \$1000 each.
- A scholarship is attributed on merit to each one of the four divisions of the Union, and two scholarships are attributed on merit without consideration to the divisions.
- Admissibility: pursue studies at the college or university level over the 2007-2008 school year.

# Quebec Scholarships

- A person who has already presented their candidacy, who was not retained, remains eligible.
- A person, who has already received a scholarship, is not eligible.
- A person, who has already received a scholarship, is not eligible.

## The SEIU Québec Scholarship

- Each year, the SEU 800 and the SQEES 298 jointly award a scholarship worth \$3000 which is paid out in installments of \$750 over four years.
- Admissibility: be registered within the first year of a College and have the intention of pursuing studies at University. Also eligible is a person who has abandoned their

studies after having completed their first year of College and who wishes to return and to pursue studies at University.

- A person, who has already received a scholarship, is not eligible.

## Awarding of the scholarships

The academic dossier as well as extra-curricular activities, social and community achievements are notably taken into consideration during the evaluation of the candidacies received.

The dossiers are evaluated by an independent jury composed of University professors.

## Inscription Form

Return the form no later than February 28, 2007 to:

Scholarships  
920, Port-Royal est  
Montréal, Qc  
H2C 2B3

Telephone: (514) 385-1717 ou 1-800-361-2486 • Fax: (514) 385-9888

You may also obtain this form via our website [www.ues800.qc.ca](http://www.ues800.qc.ca); the article regarding the scholarships can be found on our front page.

By way of the following, I hereby request the regular application form for the scholarships offered by the SEU 800 and the SEIU Québec.

or

### SEU 800 scholarship

I am presently pursuing my studies:

At College

At University

### SEIU Québec scholarship

I am presently registered in my first year of College and I intend on pursuing my studies in College and at University.

or

I abandoned my studies after completing my first year of studies in College and I intend on pursuing, or returning, to my studies in College then in University.

Name: \_\_\_\_\_  
Last name First name

Address: \_\_\_\_\_  
Civic number Street Apartment

City Postal Code

Telephone number: \_\_\_\_\_

Member of the SEU 800 since at least **January 1, 2005**:

Myself or

My father: \_\_\_\_\_ or

My mother: \_\_\_\_\_

Signature : \_\_\_\_\_

Date : \_\_\_\_\_

# The right to refuse a dangerous work

Published below is the continuation of the article that appeared in the June 2006 issue of the *Journal du 800*.

**Gérard Séguin**  
SEU 800, Services,  
commerce and  
financial institutions  
Division for the SEU  
800 Health and safety  
committee

## 2 - The type of danger that justifies the refusal to execute a work

Once a worker has exercised his right to refuse, it comes down to others to evaluate if there effectively exists a danger. This evaluation comes from in part, by the union (representative for prevention) and on the other hand, the employer. It must be mentioned that many cases are regulated at this level because the employer gives right to our demands. However, there are times when the situation is referred to an inspector, who must then decide in accordance to article 19 of the Act regarding occupational health and safety.

Two types of situations are possible for the inspector:

**1) If there exists or not a danger justifying the worker to refuse to execute a work (article 19 of the act).**

The inspector must determine if there exists a real and objective danger without making judgment on the personal motives of the worker. The decision rests solely on the nature of the danger at cause.

Here are a few elements that the inspector must consider:

- the risk of accident (frequency and probability)
- the possible severity of an accident
- the preventive maintenance of the equipment

- the infractions of the regulations
- the aggressive agents (gas, chemical products, noise, heat, cold, etc.)

The list of elements may vary and is specific to each workplace.

The danger does not have to be imminent. This means that if we can demonstrate that the exposition to certain elements deteriorates the health of the employee, in short or long term, we can deduce that a danger exists.

The inspector does not have to take into account the risk of material damages or other economical arguments invoked by the employer.

It is not necessary that the dangerous situation be caused or controlled by the employer. For example a worker who refuses to take his school bus out because the roads are dangerous due to a snowstorm, even if the employer does not control the snow removal of the roads.

**2) If...the refusal of the worker rests on motives that are acceptable in the case particular to the worker but does not justify another worker to refuse to execute the work (art 19 of the Act).**

In such a case, the danger and the particular situation of the employee who is exercising the right to refuse must be taken into account. The criteria might be:

- the lack of experience or training to accomplish the assigned task;

- the risk of aggravating an existing health problem;
- the previous accidents of the employee that limits his capacity to effect the work;
- all other personal causes.

**What are the exceptions to the right to refuse?**

There are two exceptions to the right to refuse:

**1) If the refusal to execute the work puts the immediate life, health, security or physical integrity of a person in peril (article 13 of the act).**

The considered cases are very rare and imply an immediate danger and not a simple indirect or distant threat. Consider a fireman who must face flames to rescue a victim. However you should know that even the fireman is not obligated to act in all circumstances. For example, if his oxygen mask is defective, he may exercise his right to refuse. Therefore, it would not be his refusal that would put the life of a victim in danger but rather the fire that threatens them.

**2) The refusal would not be justified "if the condition in which the work is executed is normal" (article 13 of the act).**

We see here the manner in which the work is accomplished or the work method and not the work as such. **For example:** the work of a miner as such has dangers for the security of those persons exercising this profession. However he is entitled to normal conditions for the execution of this work, safety helmets, sufficient lighting, ventilation, etc. Therefore article 13 indicates that the refusal would not be justified if all of these conditions are respected. It is all of the conditions that tend to render the work as safe as possible taking into account its nature.

"Normal" does not mean that a situation that has always existed without being con-

tested, meaning habitual. It is not because we put up with hazardous conditions over the years that they are acceptable in the future. We must not confuse "normal" with the norms established by the laws and the regulations.

"Normal" must be understood like the norms of occupational health and safety with regards to the objective of the act that favours the elimination of the danger at the source. Therefore these normal conditions must include a work method aimed at eliminating the risk of accidents or injuries.

## TEST OF NORMAL CONDITIONS

To allow an inspector to establish if the conditions are normal for the type of work that the worker exercises in accordance to article 13 of the act, this person must ask themselves the following three questions. He must obtain a "YES" to each of these questions so that the work conditions meet the criteria of "NORMAL" in accordance to article 13.

If he obtains a "NO" to just one of these questions, the conditions must not be considered as normal for this type of work:

- 1) Is the work done in accordance to the regulatory norms or non regulatory norms such as the techniques recognized by the occupational health and safety or the rules of art?
- 2) Is it considered a habitual task of the person, for which they received education, information and appropriate training and does the employer ensure appropriate supervision?
- 3) Is the danger inherent to the task in the sense that it could not be eliminated at the source?

*This article is taken from the French version of the practical Guide "Le droit de refuser un travail dangereux"*  
 Published by the QFL, Educational Services

# Denying a disciplinary dossier may render unenforceable the amnesty clause of ones collective agreement

A great majority, if not all of our collective agreements, contain amnesty clauses related to disciplinary matters. These clauses prevent an employer from depositing in front of an arbitrator who is hearing the disciplinary grievance; a measure that had been taken within a certain number of months prior to this contested measure.

**Me Sylvie Maheu**  
Executive  
Vice-President and  
Legal Councilor of  
the SEU 800

In most cases, this delay is of twelve months. Many collective agreements stipulate however that a disciplinary measure remains in the dossier of employee if there has been a relapse during the delay to which at the end would have normally been prescribed.

The formulas most frequently used within the text of collective agreements is to the effect that an employer cannot oppose in arbitration a disciplinary measure after the delay has been prescribed, or that all disciplinary measures are removed from the employees' dossier after this delay. It must be understood however that there are as many formulations as there are collective agreements. The principle of these amnesty clauses remains that, with the passing of time, a disciplinary measure is no longer part of the employees' dossier.

Therefore, these amnesty clauses provide a certain protection to an employee who decides to contest a disciplinary measure using the grievance and arbitration procedure. A protection that is as important is that an arbitrator will take into consideration, according to the gravity of the contested measure, only the previous dossier of an employee that is admissible.

## An error not to be committed

However, an employee who contests a disciplinary measure and who **swears before an arbitrator of having a clean disciplinary dossier**, considering that the amnesty clause of this collective agreement prevents the employer from putting forward his past dossier, is committing an error. By doing this, as such he allows the employer to put forward one or more measures for which would have normally been prescribed. In such a case, the arbitrator authorizes such a deposit and this could harm the credibility of the employee.

Such was the decision that was recently rendered by the arbitrator Denis Provençal in the dossier of an employee who was contesting his firing. In his testimony, the employee swore that he had never received a disciplinary notice and he invoked his excellent disciplinary dossier and this as of the beginning of his job. The employer then deposited eight disciplinary notices which had been imposed on the employee since the beginning of his employment. Despite the amnesty clause present in the collective agreement, the arbitrator authorized the deposit of these no-

tices. With regards to this matter, he wrote the following:

“The presence of an amnesty clause in a collective agreement has a main consequence of limiting the employer, when he evaluates the disciplinary measure to impose on an employee, to not take into account those that were not purged from his dossier within the period covered by the amnesty clause. It is evident that the presence of these clauses has a direct effect on the severity of the measure because they define as such the period in which this severity may be appreciated in regards to the extenuating or aggravating factors...

However, when an employee submits to an arbitrator that he had an irreproachable

conduct during the length of his employment in the mitigating circumstances and that this affirmation is based solely on the effect of the cleansing effect on his disciplinary dossier by the amnesty clause, the employee renounces this fact to the benefit of the protection offered by the amnesty clause because he falsifies the rules of the game...

An amnesty clause is a given right to the advantage of an employee and in no way can he be punished nor can his credibility be tainted if he is looking for the strict application of this right, but once he ventures out of the limits of the boundaries set by the protection of this clause, he exposes himself to lose all immunity: it is up to the employee to chose.”

## Hélène Dumont

### New coordinator from the *Fonds de solidarité* for the SEU 800

Please note that Hélène Dumont is the new coordinator of the *Fonds de solidarité des travailleurs du Québec (Solidarity Fund) (QFL)* who will act on behalf of the local people in charge within the base units of the SEU 800. Originally from the health sector of the SQEES 298, Hélène is very excited by the idea of working for our union. She possesses an infectious energy and plans on increasing the membership of our members within the solidarity fund. Besides offering a more interesting path to retirement, the mission of the *Fonds de solidarité* is to also save and create jobs in Québec.

You can contact Hélène Dumont at 514-383-8383, extension 5419; or toll free at 1-800-361-5017; or by email her at the following email address: [hdumont@fondftq.com](mailto:hdumont@fondftq.com)



#### A Thank you to André Gagnon

Hélène replaces André Gagnon, who was the coordinator of the *Fonds de solidarité* for our union over many years and for whom we would like to thank for his implication.

# Montreal

**Claude St-Marseille**  
Union representative

### SERVICE D'ENTRETIEN DISTINCTION REOPENING REGARDING THE SALARIES

Negotiations are going on for the chambermaid employees, working for *Service d'entretien Distinction* in the following hotels: Le Germain, Le Gault, Holiday Inn Express, Versailles Meridien, Le St-Sulpice, Le St-Paul and the Hilton Lac Leamy. For the last hotel, the negotiations are going on in Gatineau where the spokesperson is Michel Renaud, union representative in the Outaouais.

It is a reopening of the negotiations regarding the salaries for the years, 2006 and 2007, in accordance to article 29.4 of their collective agreement. These employees total approximately one hundred and twenty people.

### RIO SAME SALARY INCREASES RETROACTIVE

The negotiations that are done every four years for the fixed machinery mechanics of the *Régie des installations Olympics* are finally over. These employees obtained the same salary increases as those workers from the Quebec public sector, retroactive to the year 2003.

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### EMPIRE 2.9% PER YEAR

The thirty some manual support employees from *Industries de Maintenance Empire* for their part signed a five year collective agreement that gave them a 2.9% salary increase per year.

## Tool Box

This article has two objectives: to inform you and keep you amused while verifying your French knowledge.

**Hadji N'Garmorio**  
President of the  
Francisation  
Committee

- 1) In French do we say "phenoménale" or "phénoménale"?
- 2) In French do we say "accès" or "axcès"?
- 3) Each of the following two phrases has an error. What is the right expression?
  - a) Dans dix minutes, l'eau bouera.
  - b) Son expatriement remonte à 1978.
- 4) Complete each of the following phrases with the correct accorded word.
  - a) L'acoustique de la nouvelle salle a été \_\_\_\_\_ par tous ceux qui ont assisté au spectacle.
  - b) Nous avons fait tous les calculs \_\_\_\_\_ et nous arrivons à la même conclusion.You will find the correct answers on page 15.

# Outaouais

## INAUGURATION OF THE BÉLANGER-THÉRIALTO MONUMENT

Last September 7<sup>th</sup> in Buckingham, saw the inauguration of the Bélanger-Thériault Monument. Bélanger and Thériault were two union activists that were killed while fighting to have the right of workers to unionize recognized. The year was 1906, a time when the union movement was suffering a severe repression on the part of industries. “Thomas Bélanger and François Thériault fought for justice and equity and paid for it with their lives. We must honor their memory”, declared the President of the QFL, Henri Massé.

The SEU 800 participated in the ceremony, with the presence of several members of executive committees and delegates from our base units. Many other personalities from the union movement were also present. The day was followed by a golf tournament that was organized by the Outaouais Regional Council to raise money for the Outaouais Centraide campaign. The tournament was very successful, very well organized and all of the participants very pleased.

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## GESTION DES DÉCHETS MALEX REQUEST FOR ACCREDITATION

Recently, Local 800 deposited a request for accreditation to represent the employees of the company *Gestion des déchets Malex* (Malex waste management group). This request is now being contested. The dossier required three days of hearings in front of the Labour Relations Commission, and we are presently waiting the decision of the commissioner confirming the accreditation.

## VILLÉGIATURE DU LAC CARLING REQUEST FOR ACCREDITATION

Following an agreement with the SQEES, Local 800 deposited a request for accreditation for the workers working for the Lac Carling hotel, called the Villegiature du Lac Carling. The negotiations are presently ongoing for this base unit.

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## COOPÉRATIVE AGRO-ALIMENTAIRE V-O, PILON AND SEIGNEURIE D’ARGENTEUIL NEGOTIATING TO RENEW COLLECTIVE AGREEMENTS

The following base units within the region of the Outaouais will soon be negotiating to renew their collective agreements:

- La Coopérative Agro-alimentaire V-O
- Pilon Ltée
- *La Seigneurie d’Argenteuil*

.....

## SERVICE D’ENTRETIEN DISTINCTION CONCILIATION

The six negotiation meetings with the company Service d’entretien Distinction inc for the housekeeping staff at the Hotel Lac Leamy have proved arduous and have yet to arrive at an agreement. These negotiations regard the reopening of the collective agreement concerning the salary scale. The dossier has had to be referred to a conciliator. At the time of writing this article, a meeting with the conciliator had been held and another is planned for the future. We hope an agreement will be concluded within this dossier shortly.

**Michel Renaud**  
Union representative

# Mauricie

**Claude Berthiaume**  
Union representative

## AUTOCAR LA QUÉBÉCOISE AGREEMENT IN PRINCIPLE CONCLUDED

After the first agreement in principle negotiated in June 2006 was refused by the members, after the exercise of pressure tactics and at the end of twenty-five negotiation sessions, four of which were during the pressure tactics, a new agreement in principle has been concluded at *Autocar La Quebeoise* following the approval by the members on October 21<sup>st</sup> by a 78% margin.

- All the non-monetary clauses were improved.
- A fourth week of holidays after 10 years.
- The salary and the premiums are twinned.
- Elimination of the \$100 bonus per month, transformed into training.

### Salaries:

- Signing bonus of \$985 for the employees having more than one year of service and \$400 for the employees with less than one year of service.
- January 1, 2007 - 5% increase
- January 1, 2007 - minimum increase of 2% according the I.P.C and the I.P.T. (the average of the two)
- 2% per year for the other years
- Addition of 2 sick days
- Regulation of all the grievances
- Duration of the collective agreement: 5 years and 2 months.

## REBOISEMENT MAURICIE INCREASES DESPITE FINANCIAL DIFFICULTIES

The employees have concluded an agreement in principal for the renewal of their labour contract. Despite the financial difficulties of the company, the employer has consented to the following salary increases:

- \$0.15 per echelon on March 1, 2006
- \$0.15 per echelon on July 1, 2007
- 1.5% for the salaries off scale.

The lead hands maintain their premiums at all times.

.....

## ST-HUBERT ROTISSERIE FIRST MEETING

The first negotiation meeting for the renewal of the collective agreement was set for October 31<sup>st</sup>, 2006.

.....

## IGA AND MAXI GROCERY STORES IN SHAWINIGAN SOUTH ELECTION OF NEW EXECUTIVE COMMITTEES

General assemblies to elect the new executive committees and the delegates for the SEU 800 Convention have been set for the month of November.

# Quebec

## PH TECH NEGOTIATIONS THAT RISK BEING ARDUOUS

The negotiations in lieu of renewing the collective agreement of the employees from the company PH Tech started on September 29<sup>th</sup>. Given the somewhat strained climate between the employees and the administration following the repetitive disciplinary measures imposed by the administration, the union expects that the negotiations will be arduous. The members of the negotiation committee, besides the union representative Alain Royer, are the president of the base unit, Guillaume Carrier, the vice-president, Mario Th  berge and the secretary-treasurer, Jacques Caron.

PH Tech Inc. is a plastics company, situated in L  vis in the region of Qu  bec. They

are one of the leading suppliers of extrusion profiles in Canada.

**Alain Royer**  
Union representative

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## FABRIQUE DE ST-CHARLES BORROM  E RENEWAL OF THE COLLECTIVE AGREEMENT

The negotiations in lieu of the renewing the collective agreement for the employees from the parish of the *Fabrique de St-Charles Borrom  e* in Charlesbourg, in the region of Qu  bec will begin shortly. The negotiation committee is composed of, other than the union representative Alain Royer, Lise Brunet, president of the base unit and Lise Boily, vice-president.

## Tool Box: The answers

*cont'd from page 12*

- 1) Ph  nom  nale.
- 2) Acc  s
- 3) a) Dans dix minutes, l'eau **bouillira**.  
b) Son **expatriation** remonte    1978.
- 4) a) L'acoustique de la nouvelle salle a   t   **critiqu  e** par tous ceux qui ont assist   au spectacle.  
b) Nous avons fait tous les calculs **possibles** et nous arrivons    la m  me conclusion.

## At the QFL Biannual conference

## At the SEU 800 Special project

Recently, a few new people have joined the *Women in Action* committee of the SEU, Local 800: Stella Nadeau from *IPL*, Francine Guillemette from *Industries de maintenance Empire inc.* and Véronique Plouffe from *Les entreprises KSE ltée*. The latter have accepted to take on the challenges related to the women's dossiers along side of the other members of the committee. These three women have been or still are very active within their base units and have brought a renewed energy to the table that is greatly appreciated. On behalf of the committee, I would like to welcome all of you.

**Sally Coleman**  
President of the  
committee

This year is the year that the QFL holds their biannual conference. At this conference, women discuss and exchange on topics that specifically concern women. The *Women in Action* committee from the SEU, Local 800 will be in attendance on November 29<sup>th</sup> and 30<sup>th</sup>. The theme of this year's conference is "Having come from far...where are we now? Where do we want to go?" Over two days, women representing the different affiliates of the QFL will reflect and exchange on various subjects such as our rights and the realities of work, the role women should play within their areas and the implication of women within unions.

### Women and employment

The hot topic will be one that is related to women and employment. This biannual conference is an event that is eagerly awaited by our committee, as it is an occasion in which we can meet other vibrant women who are ready and willing to advance the numerous causes related to women around Québec. In the next issue of the *Journal du 800*, you will find a summary of what went on during the biannual conference.

The *Women in Action* committee from the SEU 800 is also very busy creating and preparing a special project that will be launched

at the next convention of the Service Employees Union, Local 800, which will be held in June 2007. The work on this special project has been ongoing for almost a year and we believe that it will be a very useful tool for all members of the SEU. I don't want to give away too much information, because the committee wants the project to be revealed at the convention; however, I can assure you that no member of the SEU 800 will want to be without it.

### Improve of the lives of members

Although the year is slowly coming to an end and a new one will soon begin, the members of the *Women in Action* committee from the SEU 800 are as busy as ever and will continue to be as long as there are dossiers that need our attention and causes that will allow the advancement and the improvement of the lives of women and men who are members of our union.

On behalf of the members of the committee, Me Sylvie Maheu, Augustine Caouette, Chantal Claude, Francine Guillemette, Réjeanne Laberge, Stella Nadeau, Véronique Plouffe, Lucie Thériault, Dominique Couture and Louise Mercier, I would like to wish each and every one of you Happy Holidays and much health and happiness in the year 2007.

# Grievance in arbitration to force the employer to respect the December 15<sup>th</sup> agreement

The SEU Local 800 has not yet signed the labour contract because the Management Negotiating Committee for English-language School Boards, otherwise known as CPNCA; refuses to date to include a text beneficial to employees in the consolidated collective agreement. This text is an important clause that regards the movement of personnel. Grievances have since been deposited in each of the school boards in which we represent the employees in order to resolve this situation.

## Reminder of the facts

At the end of the negotiations, which brutally ended in December 2005 with the National Assembly imposing working conditions on the employees of the public sector, the SEU signed an agreement with the CPNCA on December 15<sup>th</sup> to the effect that all beneficial clauses given to employees from the French School Boards would be part of the SEU 800 collective agreement.

Against all expectations, when we met the employers' party last July 4<sup>th</sup> to sign the consolidated collective agreement, we noticed that the employers committee had not included in the document to be signed the text regarding the movement of personnel. This clause, because it had been agreed to by the French School Boards to a union, should have been found in the SEU 800 collective agreement in accordance to the December 15<sup>th</sup> agreement.

In spite of our insistence and our repeated demands, the CPNCA continues to turn a deaf ear.

Given these conditions, the SEU 800 refuses to sign the consolidated collective

agreement. For us, it is a question of principal to have respected a right that was won in good faith during the negotiations and for which we must fight for the good of our members.

Unless the CPNCA changes their position, the dispute will be decided by a grievance arbitrator.

The hearings for these grievances will be held in January 2007.

## The collective agreement is applicable

It should be noted that the text of the law, because it was imposed by the National Assembly, constitutes the applicable collective agreement in the school boards, even if the book has not been printed because of this dispute. The employer must therefore respect it and the grievance and arbitration procedure is in force. If the SEU had signed the text of the collective agreement as it had been presented by the employers' party, it would have renounced the text on the movement of personnel, and to this there was no deal!

## Participants bear

For several years, the SEU 800 has offered their immigrant members French courses in order to improve their integration within Quebec's society. Our union has been awarded the "Meritas" award several times for this initiative.

The francization committee of the SEU 800 asked some of the "students" this year to bear witness in writing their comments regarding these courses. Here are just a few extracts taken from the letters written by the participants of the French courses of the SEU 800.

*// I am a person who takes advantage of the courses given by the building maintenance union. I am very happy because I can get by a bit better within my workplace and in my activities. //*

Digna Miranda de Paz

*// I invite everyone to take part in these free French courses offered by the Union with the aim of improving our oral and written skills. //*

Javier Andile

### INSCRIPTION FOR THE FRENCH COURSES OF THE SEU 800

The employees, members of the SEU, building maintenance sector, who wish to register for the French courses offered by our Union may do so by completing the coupon herewith and sending it to the:

SEU, Local 800  
Francisation  
To the attention of Louise Mercier  
920, rue de Port-Royal Est  
Montréal, Qc  
H2C 2B3

Last Name: \_\_\_\_\_

First Name: \_\_\_\_\_

Telephone : \_\_\_\_\_

Employer : \_\_\_\_\_

Indicate the building where you work:

\_\_\_\_\_

\_\_\_\_\_

## witnesses

“ A lot of workers took the idea of learning French serious, for example, I, Mario Henao... and other comrades whose names I can't remember who come from the Latin American countries to earn their living, but for whom French causes a difficulty... I invite whomever to take part in these courses which are extremely useful. ”

Mario Antonio Henao

“ I have five years experience within this domain and I have experienced difficult moments at the beginning. Now, I can express myself in French with my work colleagues and can also have my rights respected. ”

Andrés Cano

### INSCRIPTION A LOS CURSOS DE FRANCES DEL UES 800

Los empleados miembros del UES 800, sector de la limpieza, que se seen inscribir en los cursos de frances ofrecidos por nuestro sindicato, pueden harcelo illenando este cupon y enviandolo a :

UES, seccion local 800  
Cursos de frances  
A la sra. Louise Mercier.  
920, rue de Port-Royal est  
Montréal, Qc  
H2C 2B3

Nom : \_\_\_\_\_

Nombre : \_\_\_\_\_

Apellido : \_\_\_\_\_

Telephono : \_\_\_\_\_

Compania : \_\_\_\_\_

Indicar su Edificio : \_\_\_\_\_

\_\_\_\_\_

## An experience appreciated *also* by the teacher

### WHAT A FEW OF THE PARTICIPANTS HAD TO SAY

My work consists of doing memos, reading plans and doing calculations. I got into these courses. Not easy. It's to be seen in a year.

**Pierre Couture**

For me, Mathematics and French helped me a lot especially at work as well as at home. I write more using my computer and I communicate a bit more with the others. I returned this fall to learn more.

**Normand Pelchat**

I truly appreciated the courses given by Mrs. Lise, and it will help me.

**Fernand Couture**

In the December 2005 issue of the *Journal du 800*, there appeared an article about a basic company training program at PH Tech, a company located in Lévis. The program which allowed eight employees to benefit from training in French and in Mathematics was realized in collaboration with the *Fédération de base pour le développement de la main-d'oeuvre (F.B.D.M.)* (Basic training for the development of manpower). The courses, given at the workplace but outside of work hours, were for a period of twelve weeks.

Lise Pelletier, the teacher from the F.B.D.M., appreciated her experience and let us know so by way of the following text.

*"I have given courses to adults for the past ten years by choice. I prefer working with adults because they have a past. It is always interesting and humane. It was my first experience teaching within a company at PH Tech.*

*The workers in my group never missed one course from April to October. It takes great motivation to follow courses when your day is done and when you don't particularly like studying. Within a company, there are many advantages: school is on sight and you don't have to join a group of strangers. You are with people with whom you have something in common...the same type of work.*

*When I see the work place, it gives me a better idea of the tasks of the workers than if the course was given in an outside learning centre. At PH Tech, I was spoiled, I had a small group and I could do more personalized exercises based on the student's interests and what they do for a job within the factory. The course climate was positive and even if there was a lot of effort needed, the support was there and so was the pleasure. If the workers from my group have learned much in French and in Math, I must also say, that I to have learned much about plastics, windows and doors thanks to Pierre, Fernand and Normand."*

*Lise Pelletier  
Teacher from the F.B.D.M.*