

A new hope for American unionization

The SEIU leaves the AFL-CIO

Some 50 years ago, when the large American union central was created, the AFL-CIO, 1 American worker out of 5 was a member of a union. Today, only 1 worker out of 12 is unionized. Such a situation allows us to realize that “Made in the USA” unionism is an endangered species.



Raymond Larcher
President of the
SEIU Local 800

Andy Stern, our Service Employees International Union (SEIU) president, declared during the 2004 Convention, that he and his colleagues constituted the first generation of unionist who would leave the least to the next generation.

An organization based mainly on recruitment

So as to overturn this situation and increase the “membership” our union, the SEIU, insisted that the AFL-CIO invest more money into recruitment and to establish interunion coalitions in order to establish standards of negotiation.

Faced with their refusal, the SEIU and 6

other unions (Teamsters, Labourers International Union, United Farm Workers, UFCW, Carpenter, Unite-Here) decided to quit the AFL-CIO and create a new federation called Change to Win (CTW), whose constitution is based mainly on recruitment. All monies previously turned over in affiliation fees to the AFL-CIO will be used to finance recruiting campaigns in order to recruit new workers. Jurisdictions have been established, and each of the 7 unions having units within their jurisdiction, shall participate in a committee to determine which union will take on this or that recruitment campaign, and all this with the support of the other unions who are members of this Committee.

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.

Editor

Pierre Laflamme

Head Office

920, rue Port-Royal Est, Montréal (Qc) H2C 2B3
Tel. : 385-1717 Sans frais: 1 800 361-2486

Regional offices

5000, boul. des Gradins, #210
Québec (Québec) G2J 1N3
Tel. : 418-627-8800
1 800 565-2800

2679, boul. du Royaume, #220
Saguenay (Québec) G7S 5T1
Tel. : 418-699-0180
1 800 465-0180

www.ues.qc.ca

Dépôt légal : Bibliothèque nationale 4^e semestre 1986

259, boul. St-Joseph, # 309
Gatineau (Québec) J8Y 6T1
Tel.: 819-771-2800

480, rue Lacasse
Magog (Québec) J1X 5L6
Tel.: 819-847-2424

7080, boul. Marion, suite 103
Trois-Rivières (Québec) G9A 6G4
Tel. : 819-376-2800

Should there be a difference, the Executive Committee of the Federation could intervene. To be noted for the first time, a woman (Anna Burger - SEIU) occupies the position as President of the Union Federation Of the United States. Another particularity is the mandate is for 2 years and the next President must come from another of the 7 unions and it shall always be on a rotation basis.

Disaffiliation does not signify isolation

Of course, there cannot be any raiding amongst the 7 unions members of the CTW. As well, despite their disaffiliation with the AFL-CIO, the union intend on pursuing the implica-

tion with the regional structures of various states. It is important to understand that the disaffiliation does not signify isolation and that the CTW intends on collaborating with the AFL-CIO, for example, with regards to political action.

The American unionism is going through a moment of crisis, but what we hope, is that the “leaders” are aware and are ready to propose solutions.

To learn more, visit the following web site: www.changetowin.org

The mandate of the Committee is for 2 years and the next President must come from another of the 7 unions and it shall always be on a rotation basis.

The subject of blame votes within a general assembly

Occasionally it happens during general assemblies that some members propose a motion of blame that once voted, constitutes a vote of blame.

This vote is aimed at condemning an act or a position take (or the absence of an act or a position taken) of a person or a group of people from the Executive Committee.

Moral sanction

The vote of blame is a **moral sanction**, a warning that does not necessarily lead to the dismissal of the person or people intended at.

That's it for the Morin Code. Most often we realize that it is a lack of communication resulting from the poor functioning within a base unit.

If the information is not sufficient, it is no wonder that the members react in this fashion because they do not have all the elements required to appreciate the justice of a decision by the executive com-

mittee or one of its' members. Furthermore, if the employee does not receive assistance from the union when he requires it, he may signify his in satisfaction via a vote of blame.

A signal

Although the vote of blame does not oblige the dismissal, it must be treated by the Executive Committee as a signal of a problem that they are neglecting and that may be the difference during the next elections.

Even the critic deserves to be heard. If the proposals are at times not credible, you cannot give the impression of not being accessible. Furthermore, information that is gathered once filtered, may allow you to evaluate the level of satisfaction towards the decisions. Be careful not to become demoralized, as the true levels of opinion from the members, is at the only learned at the moment of an election.

Significant regulation of grievances at the English Montreal School Board

A series of grievances deposited in the sector of adult education that dates back to 1998 contests the fact that the School Board was no longer offering day caretakers the possibility of doing cleaning as overtime when there were evening courses, as foreseen in the collective agreement. After several meetings between the parties in front of a mediator, there has been an out of court ruling concerning the monetary aspect and the creation of positions.

Monetary compensation

In accordance with this ruling, the employer must pay out considerable monetary compensation to those concerned caretakers. This amount of money, which varies between several hundreds of dollars to several thousands of dollars per employee, shall be distributed

according to an apportionment decided by the union.

Creation of positions

The parties on the other hand agreed that it was in their mutual interest and that of the school services to have that work accomplished by specialized workers **done by employees working for the School Board**. Consequently, the employer has included a total of nine positions of specialized workers in the staffing plan being applied to the 2006-2007 school year.

The President of the School Support and University Division, Wayne Kendall, pointed out the excellent work done on this dossier by the President of the base unit, Paul Saletnig.

Negotiations in the public sector

The application of the action plan from the Common Front QFL-CSN began on November 10th with rotating strikes. The strike mandates foresaw two one-day strikes as well as a strike of two days. These strike days are aimed at advancing the negotiations at the sector tables as well as support the demands at the central table.



Major concession

Remember that the salary demands in the beginning were 13.5% over 3 years. Following a meeting to which more than 2000 members of the QFL and the CSN participated in September, the Common Front deposited a modified demand of 13.5% over 5 years. Even after this major concession on the part of the Unions, Mrs. Jérôme-Forget, President of the Treasury Board, maintained the government offer of 12.6% over 6 years including salary equity. This offer contains a salary freeze for the first two years and an increase of 8% for the following four years that is 2% per year. Such an increase doesn't even cover the increase in the cost of living. The members of the SEU, Local 800, affected by these negotiations work for the Central Quebec, Riverside, New Frontiers, Lester B. Pearson and English Montreal School Boards.

For the workers of PH Tech

Set up of a basic training project

It was at the beginning of October that the final process in front of *the Fédération de base pour le développement de la main-d'oeuvre* (F.B.D.M.) (Federation for the development of human resources) was put into motion in order to set up a training program at P.H. Tech. The program was presented to the labour relations committee, made up of the employer and the union executive, by Alain Royer, union representative from the region of Québec. Both parties accepted the project.

French and Math

In accordance to this program, eight workers can benefit from courses in French and in math in relation to their work. They will be separated into two groups. In the first group, formed of workers who have finished their secondary level or who have been out of school

for some time, a basic training will be given. In the second group, are found the workers interested in obtaining an equivalence of a secondary level or who just want to be updated. The training will be given outside of working hours but on the work premises and this over a period of twelve weeks.

In accordance to this program, eight workers can benefit from courses in French and in math.

Early 2006

The Union representative, Alain Royer, underlined the excellent work of Denys Dubé, president of the union executive committee and of Josée Dorval the Director of Human Resources. Thanks to them, the project will see the light of day towards the end of January or the beginning of February 2006.

P.H. Tech Inc. is a company situated in Lévis within the region of Québec.



Seen here, from left to right, in the front row, Josée Dorval, Fernand Couture, Corinne Fradet, Pierre Couture and Denys Dubé, and in the back row is, Jocelyn Plante, Normand Pelchat, Michel Bourbeau and Guillaume Carrier.

New collective agreement at Équipement Labrie

Important improvements

The employees from the company *Équipement Labrie Ltée*, located in the region of Québec, have signed a new collective agreement that brought about important improvements to their working conditions. The 144 workers present at the general assembly ratified the labour contract in a proportion of 76%.

The improvements are based on several subjects. In the chapter of *union liberations*, reimbursement of the plaintiffs and witnesses salaries by the employer during a grievance hearing if it is held in the establishment, and always reimbursed when the hearing is in front of the *Commission des lésions professionnelles*; regular liberation with remuneration, 2 days a week, of the president of the base unit or his replacement for union activities; and a payment in the amount of \$1,800.00 per year to the union for liberations related to union education.

Seniority better protected

Seniority will be protected better, with the elongation of the duration of employment in the case of a layoff: 24 months for an employee having one to five years of seniority; and 30 months if he has 5 years or more of seniority. The *layoff notice* is now 9 weeks for an employee with 15 years of seniority; and 10 weeks if he has 19.

All *disciplinary notices* will be destroyed after 15 months of the commission, regardless if it is given back or not. It will be the employer who shall pay all the inherent fees related to the postponement of a grievance hearing done on **their behalf** and which is accepted.

New paid holidays, and more flexibility

At the chapter for *social holidays*, there has been an interesting improvement: the death benefits may be taken during the 30 days following the death. Added to that is one week of holidays, as well as one day paid on the occasion of an employees marriage, a maternity allocation equivalent to 5 days and two weeks for paternity leave, of which 5 days are paid.

There were also gains in the chapter regarding *legal holidays* as well as that of *vacations* and *sick leave* that will now be personal leaves. There is also a *bank of time* that goes from 40 to 80 hours.

Group insurance chosen by the union and financed to 50% by the employer

At the chapter related to *group insurance*, the plan, the broker and the insurance company will now be chosen by the union, where as the participation of the employer goes from 33 to 50% with annual increases in accordance to the increases in the cost of living.

The participation of the employer in the *pension plan* will gradually increase from 1.5% of the remuneration to 5% as of the 6th year of the collective agreement. **The annual participation of the employer shall then reach more than \$2000 per employee, according to the union representative, Marcel Martel.**

Also to be noted is the right of an employee having obtained age 60 to reduce their workweek, by way of *pre-retirement*.

12.5% over 6 years plus indexation

As for the salaries, they will be increased by **12.5%** over 6 years, as well as an cost of living indexation if the cost of living surpasses 2.5% and shall represent a salary increase that could go as far as 3.5%.

Group insurance will be chosen by the union, and he participation of the employer goes to 50%



Seen here on this photo are the members of the two negotiation committees. From left to right are, Marc Sélesse, Secretary of the base unit; Jacques Fréchette, Director of Human Resources; Claude Boivin, President of the company; Sylvie Chamard, Plant Director; Marcel Martel, Representative of the SEU 800; Réjean Laplante, counsellor of the base unit; Jean Bourgeois; Director General of the company; François Pinel, employer's attorney; and Bruno Guillemette, Vice-President of the base unit.

Renewal

of the collective agreements at McGill University

After numerous negotiation meetings with McGill University, four distinct union units have renewed their collective agreement over the summer and into the beginning of autumn. Each respective collective agreement had expired since November 30, 2002.

This solidarity increased their show of strength in front of the employer and substantial gains were obtained.

These four units represent the following groups of employees from McGill University: *trades, lands and athletics*, downtown campus; *trades and services*, MacDonald campus; *buildings and thermal central operators*, downtown campus, and *thermal central*, MacDonald campus.

In the beginning the four groups negotiated separately with the University, because the University refused a common table. Finally the employer had to succumb via the conciliation services of the Labour Minister.

At the same negotiation table

Congratulations to the members of the negotiation committees for their work, their patience and their determination.

It was then in a concerted fashion and as a common front at the same negotiation table that the four union committees, accompanied by their SEU 800 representative, Cristina Cabral, demanded the same improvements to the general clauses of their respective collective agreements. This solidarity

increased their show of strength in front of the employer and substantial gains were obtained. Notably with regards to the posting delays of positions, the protection of seniority in case of a position being abolished, gradual increase of vacations up to 5 weeks after 7 years of service, the payment of trade licences by the employer as well as salary increases of 13.8% spread out over 5 years.

Final revision

The parties are presently conducting the final revision of the texts before proceeding with the printing of the new collective agreements that will be shipped out to all employees.

The Union representative, Cristina Cabral, would like to congratulate the members of the negotiation committees for their work, their patience and their determination, that is, Robert Huot, John Murphy, Steve Larin, Victor Black, Garry Norman, Mario Beauchamp, Richard Couture, Ron St-Martin, Marcel Trudeau and Richard Walker.

At GMI in La Baie

A union/employer meeting for a revival plan

The employees of GMI (*Industries de gestion et de machinage industriel Inc.*), a company from the metallurgy sector in La Baie, were worried about their future and feared they would see their employer close its doors in the near future.

The employees of GMI (*Industries de gestion et de machinage industriel Inc.*), a company from the metallurgy sector in La Baie, were worried about their future and feared they would see their employer close its doors in the near future.

Between doubtful and hopeful

An important union/employer meeting was held November 11, which brought about positive results because the parties agreed on a revival plan that wouldn't see layoffs or monetary concessions.

The atmosphere was tense at the beginning of the meeting. The members of the Union executive committee, Joël Coulombe, Carl Brousseau, Tony Côté, Jean-Marc Brassard and Steeve Dufour, as well as the union representative from the Saguenay, François Rollet, were somewhere between doubtful and hopeful to save the jobs without monetary concessions, but the meeting finally proved to be productive. Also present at the meeting, was the President of the SEU 800, Raymond Larcher, who pointed out the excellent preparation of the members of the executive committee and the union representative, who had met over five days in preparation of the meeting, all aimed at preserving the future of their members. We should also point out the contribution of the person in charge of the revival plan from the employers' side, Mr. Côté.

First question at play asked by the union representatives was: is the closing of the company foreseen? No, was the response from the own as well as from the *Fonds de solidarité des travailleurs du Québec*, partner of the company. After several precisions regarding the

future contracts of the company and the future investments, the work organisation was at the centre of the discussions.

In order to prepare the future in the long term, an important assault must be given first.

The union delegates outlined the portrait of the situation from the employee's point of view, confronted by several problems. For example, the employers' representative is more on the production line than on the work relations, didn't have the necessary authority to take decisions, or another employers' representative modified his decisions. The foremen also equally had the rhythm of the production line at heart more than health and safety, an intolerable situation for the militants and the members of the SEU, Local 800.

Within the framework of the revival plan, the company foresees drastic but necessary measures, such as, the abolition of the foremen positions and their replacement by team leaders and the instauration of a teamwork method of functioning; the hiring of specialized personnel in human resources and in the preparation of tenders; the replacement of company vehicles by a mileage reimbursement policy. On the other hand, the small machining equipment will be sold to make space, and sub contracting will fabricate those pieces.

On this front, things were very clear. The revival plan requires nothing more than cooperation. The executive committee and the SEU, Local 800 have given their assurance that they are ready to establish a partnership. "We are ready to start a new...but the executive committee doesn't want a false start", stated the members of the executive committee.

Hearing, negotiations and elections

Here's a bit of news from our base units in the Mauricie region that Claude Berthiaume, our SEU 800 representative from the region has sent us.

Probelle

The building maintenance company Probelle had to deal with the parity committee because they had not remunerated the employees, as they should have in accordance to the decree. The hearing on the dossier will be November 24th and 25th in Montreal. To be continued...

Autocar La Québécoise

Negotiations are ongoing at Autocar La Québécoise at the time of writing this article. The normative clauses are almost regulated and the employer has presented their monetary offers. The parties must meet in November and in December.

Reboisement Mauricie

During a general assembly held in October, the members of the company Reboisement Mauricie elected another executive committee in order to undertake the renewal of the collective agreement. The committee is comprised of Manon Jolin, President, Carole Doucet, Vice-President, and of Martine Gauthier, Secretary. Congratulations of the newly elected and Good Nego! The union representative wishes to thank Claire Gagné for

her excellent work as President, as well as Yvon Bournival. Due to personal reasons, they did not request the mandate be renewed.

Advance Entretien ménager

We have a new group within the building maintenance in Gentilly, the company Advance Entretien ménager. During a general assembly that was held at the end of October, Yves Mailhot was elected delegate.

Welcome to this new group who has joined the ranks of the SEU 800, Region of Trois-Rivières.

Maintenance Eureka, Service Sanitaire Frontenance and Entretien Chevalier

In lieu of the next round of negotiations to renew the collective agreement, demands have been made so that the following employers: Maintenance Eureka, Service Sanitaire Frontenance and Entretien Chevalier join the Association des *entrepreneurs de services d'édifices Québec* who negotiate, for the employers side the collective agreement that applies to the region regulated by the Montreal decree. Failing this, the SEU 800 shall negotiate upwards the collective agreements, which would cause the cost of negotiations to increase for these employers.

In the Mauricie, negotiations are taking place or underway, a committee has been elected to renew a collective agreement, and actions are taken in order to get workers' rights respected!

Effective January 1, 2006

New parental insurance plan!

Quebec parents can, for their child born or adopted only as of January 1, 2006, take advantage of the maternity, paternity, parental or adoption benefits under the new Quebec Parental Insurance Plan (QPIP) and no longer via the employment insurance plan. One can say that at long last our battles and determination have born fruit!

A precision must be made: if the birth or adoption of the child was before the 1st of January 2006 and the parents had begun their benefits under the employment insurance plan, they must continue to do so in accordance to that regime.

The new plan is somewhat superior to the old plan. It is suffice to say that the coverage is widened to cover self-employed workers, a greater accessibility for those “part-time”, inclusion of the paternity leave, etc. For further details, please consult the opposite table.

The contributions

The employment insurance contributions shall be lowered to take into account the fact that the residents of Québec will no longer be using the maternity benefits, nor the parental

benefits in accordance to the employment insurance program.

On the other hand, the contributions to the QPIP will be deducted directly by Québec, which means, that as of January 1, 2006, a new deduction line will appear on your pay stubs.

According to the government evaluations, the increase in contribution for workers should vary between \$8 and \$107 per year. Furthermore, an employee whose annual salary is \$30,000 must pay an annual supplement of \$23 (or \$0.44 per week).

For more details

A general information pamphlet will be available shortly within the health sector. As well, as of November 1, 2005, you can obtain information regarding the plan by calling 1-888-610-7727 (RQAP).

Text published
in the *Monde
ouvrier*
September October
2005

PARENTAL LEAVE AND BENEFITS

ACTUAL EMPLOYMENT INSURANCE PLAN

QUEBEC PARENTAL INSURANCE PLAN*

			Option A	Option B
Maternity benefits	15 weeks	55 %	18 weeks at 70 %	3 weeks at 75 %
Paternity benefits	None	-----	5 weeks at 70 %	3 weeks at 75 %
Parental benefits	35 weeks	55 %	32 weeks, the first 7 at 70 % and the following 25 weeks at 55 %	25 weeks at 75 %
Adoption benefits	35 weeks	55 %	37 weeks, the first 12 weeks at 70 % and the following 25 weeks at 55 %	28 weeks at 75 %
Maximum insurable revenue	\$ 39 000		\$ 57 500	
Minimum revenue to be admissible	\$ 4 560		\$ 2 000	
Number of minimum working hours to be admissible	600 hours		none	
Waiting delay	2 weeks		none	
Low income families	A supplement that could attain 80 % of the family revenue		A supplement that could attain 80 % of the family revenue	

* In effect on January 1, 2006

SEU 800 and SEIU Québec Scholarships

Congratulations to the recipients of the six education scholarships and the supplementary educational scholarship that are granted by the SEU Local 800 for 2005-2006. They are all sons or daughters of members from our union.

The 2004-2005 recipients



Bianca Bissonnette



Gabriel Bran Lopez



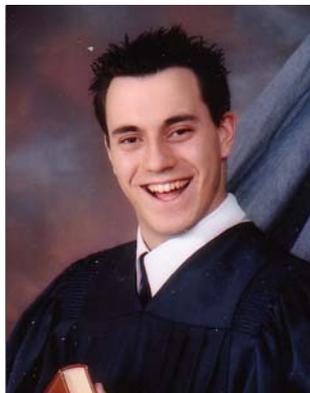
Kim Brault



Maya Caron



Nadège Denis



Mathieu Mainville



Christine Rousseau

Bianca Bissonnette is the daughter of an employee from IPL Inc., member of the SEU 800 since 1994. Gabriel Bran Lopez is the son of an employee from LDG Ltée, member since 2001. Kim Brault is the daughter of an employee from the Fonds de solidarité, member since 2001. Maya Caron is the daughter of an employee from PH Tech Inc., member since 1983. Nadège Denis is the daughter of an employee from Services d'entretien Distinction Inc., member since 1986. Mathieu Mainville is the son of an employee from the Fonds de

solidarité, member since 1993. Christine Rousseau is the daughter of an employee from Équipement Labrie Inc., member since 1997.

The SEIU Québec scholarship

As for the scholarship from the Service Employees International Union (SEIU) Québec, otherwise known as the joint scholarship of the SEU 800 and the SQEES 298, it was granted to Nancy Juteau, whose father is a member of SQEES 298 since 1993. Congratulations!

SCHOLARSHIPS

Apply now

Those eligible for the 2006-2007 scholarship of the SEU 800 and the scholarship from the SEIU Quebec for 2006, who wish to apply may do so as of now by completing the form below and returning it no later than **February 28, 2006**. 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 Quebec must:

- Be members of the SEU 800 (or of the SQEES 298 in the case of the SEIU scholarship) for at least **two** years prior to January 1, 2006 (therefore before January 1, 2004);
- 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 2006-2007 school year.
- 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.

The SEIU Quebec 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 candidates received.

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

**RETURN THE FORM
NO LATER THAN
FEBRUARY 28,
2006 TO:**

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

Telephone:
(514) 385-1717 or
1-800-361-2486

Fax:
(514) 385-9888.

You may also obtain this form via our website www.ues800.qc.ca, the article regarding the scholarships can be found on our welcome page.

Inscription Form

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

or

SEU 800 scholarship

I am presently pursuing my studies:

- At College
 At University

SEIU Quebec 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, 2004:

- Myself or
 My father: _____ or
 Mt mother: _____

Signature : _____

Date : _____

French courses for immigrants

The SEU, local 800, obtains a \$245,000 subsidy

Once again this year, the SEU 800 submitted a subsidy request to the head of the *Fonds National de la formation de la main d'oeuvre* (National Funds for labour training). The project presented was accepted and we were given \$245,000 to pursue our francisation project for immigrants in the building maintenance sector.

The project covers two aspects

The first aspect is a concept of French, second language courses (continuation of the training undertaken in 2004), beginner, intermediate and advanced levels.

For this part of the project the participants are remunerated as if they were at work.

The second aspect is a concept of workshops based on oral and written interaction based on situations related to work as well as to daily life.

The participants at the workshops do so on a voluntary basis, that is, they do so on their own personal time. It is the participants themselves that voiced their desire to pursue their work within a workshop in 2005-2006, because the courses that are covered by the project end at level 6 were as the workshops allow them to go further in the pursuit of francisation.

Still a few places available

Those people from the region of Montreal whom are part of the building maintenance sector and who are interested in this project may still register for the January 2006 session. There are still a few places available in each of the different levels. Those who are interested in perfecting their knowledge of French may also submit their name to participate in

the workshops. It is an excellent means of exchanging with other immigrants in French as well as an opportunity to learn. Do not hesitate to register by filling out the registration coupon or by communicating with Louise Mercier, person in charge of the project at the following number: 514-385-1717.

TO REGISTER

Employees, members of the SEU 800, who work within the building maintenance sector and who wish to register for the French courses offered by our union, may do so by completing the attached form and sending it to:

SEU, Local 800
Francisation
920, Port-Royal est
Montréal, Qc
H2C 2B3

Inscription Form

Registration for the French courses of the SEU 800

These courses are intended for employees of the Building Maintenance Division

Name: _____
Last name First name

Address: _____
Civic number Street Apartment

City Postal Code

Telephone number: _____

A little reminder

Please do not forget to send your registrations for the union education sessions that will begin in January. I would like to remind you that the registration forms must be sent to me 5 weeks prior to the course being held. The education sessions are aimed firstly towards members of the executive committees, the delegates, the members of the base units' health and safety committee.

Education is also available for militants who, by way of their implication or their interest in the union life within their base unit, want to acquire further union knowledge.

Offered to all workers

In the case of the course regarding the building maintenance decrees, the education course is offered to all workers within the building maintenance division. This course is aimed at better understanding the importance of the decrees, the way they work and their relationship with the collective agreements.

I invite you to consult our education program to learn which courses are given in your region during the 2005-2006 year.

Louise Mercier
Coordinator
of activities

Another victory in front of CSST

Professional disease recognized

Over a year ago, a worker from the building maintenance was inflicted with a lesion in the wrist while wringing out a wet cloth on the job. CSST had refused to recognize the lesion as being a work accident, invoking the fact that she had what is called a "personal condition", that is arthritis, even though she did not have any pain.

CLP reversed the CSST decision

The worker contested the CSST decision and the dossier ended up in front of the Commission des lésions professionnelles (CLP). In front of the Commission, the representative from

the SEU 800, Cyntia Gagnier, submitted into evidence several elements and got the CLP to reverse the CSST decision as well as to recognize the workers' lesion as an occupational disease.

The commissioner clearly explained, "To exclude from the definition of a work accident the activities posed during the normal work setting appears to be a definite illogicality". You would need to always prove that the event, qualified as unforeseen and sudden, took place at work so that the CSST would recognize the work related accident.

Did you know that...

The risk of breast cancer is linked to work at night

A woman who works on the night shift has is at a higher risk of developing breast cancer than a woman who carries out her professional activities during the day.

G rard S guin
SEU Local 800's Health
and Safety Committee

If a woman occupies a night job over several years, her chance of contracting the disease increases from 8 to 60%.

Disadvantages of lack of light

This nocturnal work hinders the natural cycle of melatonin, which the organism secretes during the night that is in the absence of light. This function stops during the day in the presence of light. Light, plays a role on the way the pineal gland, a gland that produces melatonin, limits the fabrication causing an increase in the production of oestrogen's in a woman. A high level of oestrogens increases the risk of breast cancer.

The risk of breast cancer is linked to the number of years worked at night and the number of nights done per week. This risk increases from 40% for women who have worked nights for less than a month to three years and 60% for those who have occupied a night shift for more than three years, according to a study

done by Doctor Scott Davis, from the Fred Hutchison Cancer Research Centre in Seattle. The results of this student were published in the October 17, 2001 issue of the National Institute for Cancer Journal. This study was done on 800 women.

Researches on 78,000 nurses

Other specialists from Brigham and women's Hospital of Harvard also noted that women who work on shifts have a greater chance of contracting the disease after a period of nocturnal work. These researches studied the cases of 78,000 nurses over a period of ten years, between 1988 and 1998. This work demonstrated that nurses, who worked on rotating night teams, at least three times per month, between one and 29 years, had an 8% higher risk of having breast cancer. When the activity period expanded to 30 years and more, the risk went to 36%.

References: Renewed initiative on breast cancer (Health Canada)
Questions-answers on breast cancer (Canadian Medical Association)
Towards a preventive treatment of breast cancer? (Cyersciences)