



11^e Congrès UES 800

15 • 16 • 17 SEPTEMBRE 2023

LE PASSÉ EN TÊTE,

L'AVENIR ENTRE NOS MAINS

ADOPTED ORIENTATION PROPOSAL



Union des employés et employées de service
SECTION LOCALE 800

ORIENTATION PROPOSAL No RO1
(Financial aid for victims of addictions)

Submitted by the Base unit: L'ORATOIRE ST-JOSEPH DU MONT-ROYAL (C6047)

WHEREAS therapies are more and more expensive and our members and their Union have a hard time paying for them;

WHEREAS crown corporations, such as Société des alcools du Québec (SAQ), Société québécoise du cannabis (SCDC) and Loto-Québec, must have a social responsibility regarding the negative consequences of the products they sell;

WHEREAS these corporations must not be only funding sources for the government, by transferring the cost of the consequences to the Ministère de la santé et services sociaux;

BE IT RESOLVED that the SEU 800, in partnership with the FTQ, make the necessary representations before the government and the concerned ministries to force these crown corporations to offer financial aid to treat the addictions they create.

ORIENTATION PROPOSAL No RO2 - AMENDED
(18\$ minimum wage campaign)

Submitted by SEU 800 Executive Committee

- WHEREAS even by working full time, a salaried person paid at the actual minimum wage "of \$15.25/hr" is unable to provide adequately and decently for themselves or their family ;
- WHEREAS unionized workers with SEU 800 have a great opportunity to join forces to get better working conditions ;
- BE IT RESOLVED that SEU 800 supports the FTQ campaign for an increase in the minimum wage to \$18 or more if necessary;
- BE IT RESOLVED that SEU 800 strongly urges their members to demand in negotiation wages higher than \$18 per hour for all workers categories that did not reach this minimum.
- BE IT FURTHER RESOLVED that SEU 800 also urges their members to demand in negotiation when applicable, clauses or salary scales that will maintain a wage gap with the current minimum wage, in case of increase

ORIENTATION PROPOSAL No RO3
(Protection of abortion rights)

Submitted by SEU 800 Executive Committee

WHEREAS SEU 800 ensures human rights protection, including women's rights;

WHEREAS the rise of the right like in the United States where women's rights recently set them back 50 years backward with the annulment of Roe v. Wade decision, which had established the abortion right;

WHEREAS in Canada, the abortion right and the freedom of choice are threatened and called into question, particularly by a right ideology and the Conservative Party;

BE IT RESOLVED that SEU 800 rallies and fights to oppose any kind of proposal that would limit these hard-won rights for women.

ORIENTATION PROPOSAL No RO4
(Foreign workers)

Submitted by SEU 800 Executive Committee

WHEREAS the massive arrival of foreign workers to compensate the manpower shortage in Quebec and in many of our unionized workplaces;

WHEREAS many of these workers come with a vulnerable position, in particular because of language barrier, temporary and restrictive work permits and most of the time, a lack of knowledge of their rights and their new operating environment;

WHEREAS when these persons work in our workplace unionized with SEU 800, they become full members of the Union under article 8 of the By-laws;

WHEREAS learning French helps the foreign or immigrant workers to avoid isolation and to work in better conditions;

WHEREAS SEU 800 works to preserve and improve the quality of French in our workplaces while facilitating the integration of foreign or immigrant workers through the francization program;

BE IT RESOLVED that SEU 800 and their base units ensure the welcome, respect and protection of the rights of foreign workers against any kind of abuse or discrimination, as for the entire membership;

BE IT FURTHER RESOLVED that SEU 800 promotes their welcome, integration and implication, in particular through the francization program in our unionized workplaces.

ORIENTATION PROPOSAL No RO5
(Environment committee)

Submitted by SEU 800 Executive Committee

WHEREAS there is a climate crisis caused by human activity which produces greenhouse gases and pollution and those must be reduced by all, including in our workplaces;

WHEREAS there is reason that a new committee be formed at SEU 800 in order to develop an environmental network, determine different measures to set up in our workplaces to reach a just transition;

BE IT RESOLVED that SEU 800 establishes an Environment Committee that will study environmental issues and means of action to be implemented.

ORIENTATION PROPOSAL No RO6
(Weekly union dues maximum)

Submitted by the SEU 800 Executive Committee

- WHEREAS under article 9.1 of the By-laws, any change of the union due shall obtain the approval of the majority of the delegates at the Union Convention through a vote, upon a proposal of the Union Executive Committee, which was submitted beforehand to the General Council of the Union;
- WHEREAS the due of the Union is currently at 1.75% of the weekly salary, up to a maximum of \$13.75 per week;
- WHEREAS in the actual economic context of the cost-of-living increase, the Union does not wish to impact furthermore their low-wage members with an increase of the 1.75% basic union due, even though this due remained the same for more than 30 years;
- WHEREAS since this time, there was a constant increase of prices, salaries, and costs of the Union operations, such as: electricity, municipal taxes, rent, insurances, union liberations reimbursement, furniture, training fees, computer material, service fees, etc.;
- WHEREAS the salary increases negotiated for our members who are already paying the weekly union due maximum of \$13.75 do not generate any additional income for the Union;
- WHEREAS SEU 800 needs additional resources to, among other things, renew, develop and improve their website, communication platforms with members, computer-related services, add training courses and be able to enhance members' services;
- WHEREAS our members earning less than \$786 weekly salary will not be affected by this increase of the weekly union due maximum
- BE IT RESOLVED that SEU 800 increases the maximum amount of the weekly union due as following: "1.75% of the weekly gross salary up to a maximum of \$14.75 per week, starting October 15, 2023".

ORIENTATION PROPOSAL N° RS3
(Congress dates)

Submitted by the base unit : *ENGLISH MONTREAL SCHOOL BOARD (P6363)*

WHEREAS members of the union generally work Monday to Friday;

WHEREAS Saturday and Sunday are generally days off;

WHEREAS members are not paid these days;

WHEREAS members can incur expenses on these off days;

WHEREAS members have the right to their days off

BE IT RESOLVED That the Local 800 Union congress only occurs during one day during the weekend.

ORIENTATION PROPOSAL NO RS12 – AMENDED
(Regional meetings)

Submitted by the base unit : VOODOO OBJETS PROMOTIONNELS INC. (C5100)

WHEREAS strengthening relations between members is essential to creating a strong sense of belonging within SEU800 ;

WHEREAS fostering cohesion between units will strengthen their mutual trust and commitment to the union organization ;

WHEREAS facilitating direct and transparent communication between union leaders and units will encourage their active involvement in SEU800 actions ;

WHEREAS holding these regular meetings will create a network of support and friendship within the union organization and regional units ;

WHEREAS the regional meetings will provide a platform for sharing ideas, concerns and experiences specific to each region ;

IT IS PROPOSED THAT the SEU-800 continues to make and improves its tours in the regions where its members are located.