

Service Employee Union  
Local 800

# Le Journal du 800

ues800.org

December 2015



## New course for women

A new course is offered to women of the SEU 800: *Women and Health and Safety: Myths and labor challenges.*

On November 2<sup>nd</sup> and 3<sup>rd</sup>, the first participants were able to benefit from this new course. It was designed FOR women and given BY women and is an important asset in the health and safety training, as it prioritizes health and women's needs.

Congratulations to our participants who really appreciated the course!

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Alain Brisson, Executive Vice  
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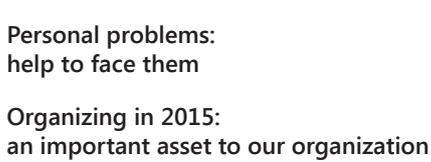
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2015

# An eventful year for workers in our union

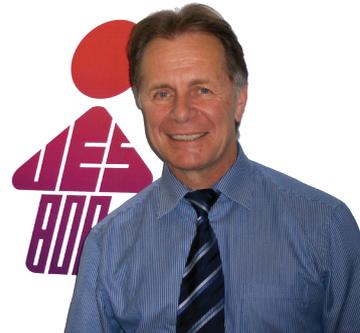
2015 has been eventful for workers in our union. We can no longer keep count of the protests against austerity, whose first victims are undoubtedly Quebec citizens.

Of course the public sector is coming out of this bruised and beaten, health and education services – with cuts imposed in the name of supposed budget balancing – will result in unfair treatment of workers and reduced quality of service.

Our government may as well have said that the solution is in privatization, to the delight of corporations who are already licking their lips at the profit possibilities: They say that if you want to hang your dog, you first have to give him a bad name. And that is exactly what the Liberals

want: to make the public services so inefficient that everyone gives up and turns increasingly to private.

A shameless cover up for the deficit, it's nothing but a smokescreen. A 3% tax rate increase on big business (excluding SMEs) and banks is all it would take to maintain quality of service (see [www.nonauxhausses.org](http://www.nonauxhausses.org)). So it is only a matter of choice, but for that, we need a government at the service of people and not at the service of corporations that contribute to election coffers.



Raymond Larcher  
President of the SEU,  
Local 800

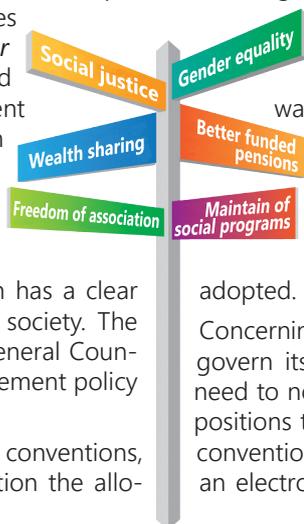
## 9<sup>TH</sup> CONVENTION OF THE SEU 800

Held in Montreal in September with the participation of nearly 300 delegates under the theme 'Towards a fairer world,' the convention facilitated discussions on social justice, decent retirement, gender equality, wealth redistribution, maintaining social programs and freedom of association. About 25 policy resolutions were covered in a respectful debate of opinions. Our union has a clear mandate: to fight to build a just society. The Convention also mandated the General Council to review the expense reimbursement policy (mileage, lodging and strike pay).

In this respect, as with previous conventions, resolutions have called into question the allo-

wances given to officers of the union's General Council and Executive Committee. After hearing the arguments, the convention maintained the allowances. A resolution was adopted creating a welcome kit for new members; which will be available in 2016. Finally, the integration of social delegates into the union structure was the subject of a resolution; which was adopted.

Concerning the constitution of the union that govern its operation, the main change is the need to nominate candidates for various union positions thirty days before the opening of the convention, as well as the possibility of holding an electronic vote during the convention. The



To be continued on next page

*continue from last page*

function of the controller was also revised, allowing the holder to make recommendations in his report to the General Council and Executive Committee. In this regard, we note the election of Jorge Camones to the post. Three new offi-

cers were elected: Guy Lecours, Francis Leclair and Johanne Bréard. We thank Sally Coleman, Marie-Claude Rouleau and Lucie Savage for their implication in the last mandate. As for myself, I would like to thank you all for the renewed trust by reelecting me as president.

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## FEDERAL ELECTION

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Oh what immense joy at the defeat of Stephen Harper! We are finally rid of an anti-union government. Never has a federal elections mobilized with such fervour unions from across the country.

For ten years, the Conservative government has sought to destroy the union movement by using special laws to impose working conditions for workers under federal jurisdiction (Canada Post, Air Canada, etc.) and depriving them of their

right to free collective bargaining. What can we say about Bills C-525 and C -377 if not that they were the deathblow to weaken us? Certainly an NDP government would have been more desirable for the labour movement but the election of a Liberal majority government is still better than the Conservatives. I congratulate all those who worked hard during the campaign to defeat Harper.

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## NEW OFFICE

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Throughout all this, we have also managed to consolidate our entire Montreal workforce into our building at 920 Port-Royal E. For this, we have expanded and modernized the building through extensive work costing 1.7 million dol-

lars. It is only by selling our downtown building that we were able to do it. Modern facilities including new training rooms will also thrill our members. I want to thank union staff for their cooperation during the renovations.



# News in the Clothing, hospitality and Textile division

In the world of clothing shops, things have gotten better. Indeed, several mens' clothing companies are overflowing with orders. Our members have full time work and there is even overtime, and this, on a weekly basis.

It's been a long time since we've seen so much work in Montreal's clothing industry. Many companies are looking for workers to compensate for the extra work.

Unfortunately, there is not only good news. We learned that Dorel Juvenile closed its doors at the end of October, which will result in the loss of 40 full-time jobs.

Coiffure-Coiffure, a south shore hair salon also closed its doors, causing the loss of 8 full-time jobs. We will do everything we can to help our members find jobs in their fields as quickly as possible.

In ladies' clothing manufacturing, lawsuits against employers who owe money to the Welfare Funds continue. We hope to have good news before long. More to follow!



Claude St-Marseille  
Administrative  
Vice-President

## Investments at Westrock

Last August, management at the WestRock factory in Sainte-Marie (formerly RockTenn) announced to employees significant investments for the plant located in Beauce.

In fact, an investment of several million dollars was confirmed for the factory specializing in the manufacture of cardboard products. Among the investments, a new 55-inch press will be purchased for the printing department. This will allow an increase in production and the chance to develop new markets.

### Securing existing jobs

Remember that at the last negotiation, the employer had implemented new working hours a prerequisite for these significant investments in Sainte-Marie.

After a long negotiation, the employees finally accepted the employer's offer, which provided for the establishment of new work schedules in various departments, including printing. This new press is a major addition to the Sainte-Marie plant and should secure existing jobs and create new ones.

The president of the plant's employee union executive, Steve Vachon; as well as the undersigned; welcomed this announcement and are optimistic for the future. The Sainte-Marie plant has more than 125 employees who are unionized with SEU 800 since 1978. At the time, the company was called Cartem.

Michel Tremblay  
Union representative

## Public Sector negotiations

# Four school board groups represented by the SEU 800 voted for the strike



Cyntia Gagnier  
Union representative

For nearly ten months, negotiations have been ongoing between public sector unions of the Common Front and the government. Despite dozens of meetings, no significant progress was made at the bargaining table; not at the central table nor at the sectorial tables, to which the SEU 800 belongs.

**A**t the central table, current discussions focus on wage increases but also on major issues such as pay equity, salary relativity and that of skilled workers. According to the latest information obtained from the table's QFL spokesperson, discussions are progressing positively.

### Hope of reaching a negotiated agreement

As for our sectorial table, we had over 35 meetings since the submissions from either side. Several important issues remain in discussion, such as employment status, personnel movement,



Local 800 school board strikers (November 2015).



**Local 800 school board strikers (November 2015).**

arbitration, collective insurance, March spring break and more. It is clear to the negotiating committee that the government spokesman has no mandate. We nonetheless continue our discussions and questioning in order to reach a *negotiated* agreement and not a law that would impose working conditions like in 2005.

### Members are angry

Given the slow pace of the negotiations, the Common Front has decided to implement its action plan; that is to say, economic disruptions throughout the province and rotating strikes.

Following meetings held in September and early October, four school board groups represented by the SEU 800 have strongly voted for the strike. We noted at the meetings that the members are angry in the face of employer demands that would strip them of several advantages and benefits. This is in fact a major setback and impoverishment of our members. We were proud to see their support during the negotiation process.

Since these strike votes, which were majorities across all the groups in the Common Front, we've seen movement at the bargaining table. Indeed, this seems to have put pressure on the government, and that was the desired effect.

### Respect!

At the time of writing, a first day of strikes was held, and everything went very smoothly. We are proud to see this solidarity. The economic disruption activities in which we participated, including the visit to the HSBC in downtown Montreal on October 20<sup>th</sup>, had an impact. Also, for several weeks, for two days a week, members wear a sweater and a bandana with the word «RESPECT» written on it.

More strike days took place in November all over Quebec. The three strike days initially scheduled for December were postponed in order to help both parties to move forward in the negotiations following the counter-proposal of the Common Front.

Until then, stay united!

# Lorette Golf Club Service employees Reconciliation sought

Considering negotiations for the renewal of the service employees' collective agreement at Lorette Golf Club in Quebec have been stalled for several weeks, the union requested the appointment of a mediator in order to move the case forward.

The employer calls for deep cuts in salaries and advantages already agreed upon for employees in administration, maintenance, departures, the bar and the restaurant, citing the club's financial difficulties and the new realities in the golf world. 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. Whereas negotiations for

the renewal of the field staff's collective agreement went well, things are very different this time.

## We need to be patient

The union hoped to conclude a new contract before the end of the golf season; but for now, we will have to await the outcome of mediation. Mediation sessions should begin in January 2016. The bargaining committee is made up of Mario Boutet, Doris Lamoureux and the undersigned.



Michel Tremblay  
Union representative

# Golf Royal Québec: Signature

The union party proceeded to sign the new collective agreement for field staff at the Club de Golf Royal Quebec in Boischatel on July 14<sup>th</sup>. The employer did the same afterwards.

Recall that the field staff of the Club de Golf Royal Québec were surprised when they were put in lockout by their employer in April. Notwithstanding, the employees were back at work in early May, after an overwhelming acceptance of the new proposal for a collective agreement. The conflict lasted nearly a month.

This signature is thus the culmination of a long process that began several months ago, the last collective agreement having expired in December 2013.

I thank the members of the negotiating committee, Cédric Claude Hébert and Mr. Garneau, for their cooperation in this matter, which was difficult in many ways for all those involved.

## BEGINNING OF THE NEGOTIATIONS FOR THE SERVICE EMPLOYEES

As for the service employees of the golf club, negotiations to renew the collective agreement began on November 30<sup>th</sup>. The parties agreed to begin the negotiations at the end of golf season end and following the expiration of the contract in December 2014. This unit includes the employees assigned to the restaurant, the bar, the building maintenance and the administration. More meetings are scheduled between the parties in December and January. The negotiating committee is composed of Pierre Michel, Lise Dubé, Robert Blouin and the undersigned.

# Metal Rodrigue

## Agreement in principle ratified

Meeting at an assembly in Lévis in July, the employees of Division 4 of Rodrigue Metal accepted the tentative agreement reached between the parties a few days earlier with 80% in favour. The parties should have signed the new collective agreement upon returning from the summer vacation.

**A**mong the major gains that will benefit employees, besides the wage increases and rate adjustments for certain classifications, the considerable increase in employer contribution to group insurance is notable.

### Major gains

The employer contribution to the QFL Solidarity Fund will also be increased. In addition, em-

ployees with over 30 years of service will now be entitled to a 6<sup>th</sup> week of vacation. The collective agreement expired in October 2014. The negotiating committee was composed of Mario Beaulieu, base unit President; François Bourque, Vice President; and myself.

I take this opportunity to thank brothers Beaulieu and Bourque for their cooperation and participation in the negotiation of this new contract.

**Michel Tremblay**  
Union representative



From left to right : Daniel Beaupré (general director of Rodrigue Metal), Mario Beaulieu (president of the union executive), François Bourque (vice president of the union executive) and Michel Tremblay (union representative).

## Public Sector

# Grievance blitzes with several school boards

Several complaints cases are at the arbitration stage in the English Montreal School Board (EMSB), Lester B. Pearson, Central Québec, Riverside and New Frontier school boards.

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Cyntia Gagnier  
Union representative

**W**e are still waiting for hearing dates, to be fixed by the courts of the Registry of education. Waiting for dates for several years, we started grievance blitzes with several school boards.

Despite a slowdown in the number of meetings since the negotiations, we continue discussing issues with human resources representatives of the school boards in question. Don't worry, we will not accept any settlement without talking to

the workers concerned and we are working in your interest.

### Pressure

In addition, for several months, we have been applying pressure, as much in the negotiations as on the Registry of education, in order to have more hearing dates. EIGHT new mediators have been added to those already mentioned in the collective agreement.

## Olympic Linen Supplies

# Vote on the offers

In recent months, we have been working to renew the collective agreement that expired last September.

**T**he meetings began with Cyntia Gagnier, and continued with Raynald Mercier, both union representatives. The discussions focus on holidays, sick days, production standards, wage increases and more.

### Vote on the agreement of principle

Following the general meeting on November 11<sup>th</sup>, the members voted in favour of the agreement of principle at 58%. The next collective agreement will be of three years and includes, amongst other things, 40 cents increase per

year, the implementation of a joint committee on productivity and a better structured absenteeism policy.

### Members francization

For two years now, several members working at Olympic Linen Supplies Ltd. have been attending French classes given by FBDM (Basic training for workforce development) after work.

At the time of writing, courses were to resume shortly. If other people are interested, do not hesitate to speak to your base unit president.

## Centre Vidéotron

# GDI Services gets the building maintenance contract

Since July, Quebec region GDI was awarded the building maintenance contract for the Videotron Centre, creating many new jobs and securing old ones.

The union executive members are Jean-Philippe Duclos, President; Marc Kébreau, Vice-President; Prince Willaire Kanga, Corresponding Secretary; Carl Langlais, Secretary-Treasurer; and Michel Lamothe, adviser; the union representative of the SEU 800 is the undersigned.

### Welcome to the other GDI employees from the Videotron Centre

It is with great pleasure that the Service Employees Union, Local 800 can represent the GDI

(Québec region) workers not covered by the regional building maintenance decree and working at the Videotron Centre.

In fact, since last October, SEU 800 has been certified to represent all GDI workers in the Quebec City region not working in the building maintenance sector. We will soon begin the process of electing a union executive in order to begin negotiations for a first collective agreement in spring 2016.



Alain Royer  
Union representative

## Fromagerie Boivin

# Collective agreement renewal

At a general meeting in June, members of Fromagerie Boivin ratified the agreement in principle that their negotiating committee reached with the employer. In addition to salary gains, many improvements have been made at the normative level.

Fromagerie Boivin is located in La Baie, a borough of the city of Saguenay. In addition to distributing several varieties of cheese, Fromagerie Boivin is the only manufacturer of aMOOza cheese sticks for Kraft Canada.

The union executive members are Pierre Tremblay, president; Sylvain Desgagné, vice president; William Girard, corresponding secretary; and Serge Proulx, secretary treasurer. The SEU 800 union representative for this unit is the undersigned.

# 9<sup>th</sup> Convention of the SEU 800

## Women's Breakfast: a success

The 9<sup>th</sup> Convention of the SEU 800 was held at the Sandman Hotel in Longueuil on September 18<sup>th</sup>, 19<sup>th</sup> and 20<sup>th</sup>, 2015.



Chantal Bélanger  
Member of the *Women in Action* committee



*Women in Action*

For this event, members of the Women in Action Committee were happy to share a meal with female delegates of the SEU 800. About one hundred women responded to the call.

### Gathering women

The event organizer, Louise Mercier, coordinator at SEU 800 and vice-president of the QFL; with the help of Suzy Beaudry, union representative and member of the Female Condition at the QFL, thought it was important to gather women so they know that there is a committee that represents them within the SEU 800 and that they can count on their support at all times.

They were able to receive the updated *Women in Action* kit and various other documents relating to women.

They were also informed that a new training will soon be given: *Women and health & safety: Myths and union challenges*. Isabelle Morneau and myself have received this training in order to benefit the female members of our union. It is a training FOR women, given BY women.

### Gifts and commemorative plaque

Gifts were awarded during draws, of which two silkscreen prints made by Lise Carrière, committee member.

At the request of Louise, I crafted bookmarks, given to each woman present as a keepsake of the meeting.

A commemorative plaque was also unveiled for Réjeanne Laberge from Saguenay to highlight her activism. Réjeanne was unable to attend so the plaque was presented to her colleague – and base unit replacement – who will give it to her. Thank you Réjeanne for your involvement and your work.

The breakfast was a great success. Thank you to Louise and Suzy for the great organization, you have worked hard to make everything perfect; you *could* say...Mission accomplished!

(Note that, for family reasons, Louise was unable to attend the Convention, but she was in our thoughts.)



Women's déléation at the SEU 800 Convention.

# World March of Women



On October 17, in Trois-Rivières, the 2015 edition of the International World March of Women came to an end.

About 10,000 people, mostly women, were present; it was a great show of solidarity. Yarn-bombing was exposed all along the march route.

These knits were made by women from different regions, and represented over a year of work.

SEU Local 800 was represented by Chantal Bélanger, Louise Mercier, Catherine Lavoie and Suzy Beaudry.



**Women in action from left to right: Chantal Bélanger (base unit president of Empire), Louise Mercier (activities coordinator), Catherine Lavoie (base unit president of Les Filles de Jésus – Kermaria) and Suzy Beaudry (union representative).**

# First school for the QFL women

From November 8<sup>th</sup> to 13<sup>th</sup>, the first school for the QFL women under the theme “Promising Future!” took place at the Manor at Mont Orford sands.

Three groups were formed, namely: Succession - Health and safety - Leadership. It was a busy and eventful week for the participants from different unions. Several speakers were invited, such as : Francine Descarries (Equality, a political project), Annick Desjardins (In Search of equity), Hélène Lee Gosselin (Being a woman leader) and Mélanie Lefrançois (Conciliation: challenges for leaders).

## Motivated, enriched and determined

The participants worked in workshops on several occasions and were able to discuss their work environment.

The week ended with a graduation ceremony and the women left motivated, enriched, determined and ready to continue their work.



**SEU 800 participants of the first school for the QFL women from left to right: Catherine Lavoie, Isabelle Morneau and Chantal Bélanger.**

# Start of negotiations for the new collective agreement

With the hotel sector collective agreement (GDI) expiring at the end of November 2015, preparations for renewal started at the beginning of the year.



Renaud Gauthier  
Union representative

The unit has more than 400 members spread over nearly fifteen different hotel establishments. Bringing together the different requests from each represents a challenge.

### A representative committee

In spite of this, thanks to the great participation of employees during the various preparatory assemblies, a committee with a mandate to negotiate on behalf of the group was created and a list of demands was endorsed. Incidentally, the Committee is very proud to count among its members, representatives of all the different sectors involved in the collective agreement; that is to say, housekeeping, maintenance and reception.

The main union demands concern recognized employment status - which directly affects allocated working hours - and a salary adjustment to catch-up with the rest of Greater Montreal's hotel sector. Everyone agrees that an in-depth effort is needed in order to improve the working conditions prescribed in the agreement.

### Hopes for a quick settlement

At the time of writing, the Committee observes that after several meetings with employer representatives, negotiations are progressing smoothly. In fact, some union demands were met favourably. Some matters, however, have not yet been discussed. Nonetheless, the committee hopes for a quick settlement that will satisfy the employees' expectations.



Negotiating committee from left to right: Renaud Gauthier (union representative), Mario Lage (St-Sulpice), Juana Cea (Westin), Catherine Dicaire (Embassy Suites), Chantal Aubry (Westin) and Daniel Shesha Kasongo (Hilton Lac Leamy).



From left to right: Céline Couture (member), Louise Beaudoin (corresponding secretary), Rosalie Beaudoin-Maguire (member), Karine Couture (member), Carole Noël (vice president), Julianne Roy (daughter of Stella Nadeau), Stella Nadeau (president) and Stéphanie Roy (member).

## Shaved Head Challenge at IPL

Employees of IPL Inc. participated in Leucan's Shaved Head Challenge on August 29 at Club de Golf Bellechasse during the annual employee golf tournament.

**S**tella Nadeau (base unit president and chair of the Women in Action Committee of SEU 800); her daughter, Julianne; Carole Christmas (vice president); Louise Beaudoin (corresponding secretary) and Stéphanie Roy (member) participated.

They raised \$ 2,845.50 and their hair was sent to the CanDonate Hair Program who makes wigs for women with cancer.

Congratulations girls!



**Pierre Forgues**  
President of the  
Industries division

## Agreement in principle ratified at St-Hubert restaurant in Rimouski

Gathered at a general meeting on November 25<sup>th</sup>, the members of Rotisserie St-Hubert Rimouski accepted the agreement in principle reached yesterday between the Employer and the Union with respect to the renewal of the collective agreement expiring on December 13<sup>th</sup>.

**T**he new collective agreement will be for a period of 4 years. The parties shall sign the new agreement in Rimouski on December 14<sup>th</sup>. The parties have met three times before coming to an agreement.

The negotiations took place in a climate of trust and respect. The negotiation committee was composed of Guylaine Cyr, Annie Couture, Steeve Meunier and the undersigned.

**Michel Tremblay**  
Union representative

# Employer obligations regarding first aid in the workplace

Under the laws of public policy, such as the *Act Respecting Occupational Health and Safety* (section 51), the *Quebec Civil Code* (Article 2087) and the *Charter of Rights and Freedoms* (Article 46) an employer must take the necessary measures to protect the health and ensure the safety and physical well-being of his worker.

The *Act Respecting Industrial Accidents and Occupational Diseases* (Article 190) states that an employer shall immediately give first aid to a worker who suffers an employment injury in his establishment. More specifically, the employer shall, in the cases determined by regulation, maintain at his own expense a first aid service and an emergency medical service including the staff and equipment determined by regulation (Articles 191 and 454 (4)).

It is the *First-aid Minimum Standards Regulation*, which determines several of the obligation obligations of employers for first aid in the workplace. This often overlooked regulation, is applicable to any establishment, except those of the Social Affairs Network; who have medical or qualified nursing staff to give first aid.



Cristina Cabral  
Legal Advisor

## REQUIRED NUMBER OF FIRST AIDERS

To comply with these regulations, an employer must ensure the presence at all times during working hours, the required number of first aiders per shift (day, evening, night), to provide quick aid to workers victim of accidents or a sudden illness.

The minimum number of workplace first aiders depends on the number of workers employed in an establishment per shift, as follows:

NUMBER OF EMPLOYEES BY WORK SHIFT	REQUIRED NUMBER OF FIRST AIDERS
50 and less	1 First Aider
Between 51 and 150	2 First Aiders
Between 151 and 250	3 First Aiders
Between 251 and 350	4 First Aiders
Between 351 and 450	5 First Aiders
For every hundred additional workers assigned to a shift:	An additional first aider is required. (Rule 3)

### Display

The employer must post - in a conspicuous place, accessible to all workers - the work location, job, and full name of the first-aider(s) working in the establishment (Article 14 of the Regulation).

### First aid certificate

First Aiders designated by the employer, employees or other, must hold a valid first aid certificate issued by a body recognized by the CSST that provides first aid training with a duration of

16 hours. Such first aid certificates are valid for a period of 3 years and at its renewal, the rescuer must retake the training.

The persons designated by the employer in the workplace as first aiders may be absent from work without loss of pay to attend training in order to obtain or renew their certificate.

The CSST subsidizes the "first aid in the workplace" training so that the employer does not have to bear the cost for this training, nor the registration fees. These costs are paid directly to the recognized training organization by the CSST.

### Adequate number of first aid kits

The employer must provide his establishment of an adequate number of first aid kits that must be located in a convenient place, located as close as possible to the workplace and available at all times (Article 4 of the Regulation). It must also ensure that all kits are kept clean, complete and in good order (Rule 6).

### First aid room

The employer in an establishment having more than 100 workers must provide a room where the first-aider can administer first aid (Article 11 of the Regulation).

### Communication with emergency services

The employer must provide his establishment with a communications system available for immediate communication with emergency services (Article 12 of the Regulation).

### Appeals against the employer

The CSST is the agency responsible for the administration and enforcement of laws and regulations governing health and safety at work in Quebec. It is responsible for the first aiders training program since 1984.

A request for intervention with a CSST regional office could be considered to force a stubborn employer to comply with its obligations regarding first aid in the workplace.

Indeed, an employer who refuses to conform to the obligations imposed by the *First-aid Minimum Standards Regulation* could be constrained to do so by the CSST.

In case of offense, an employer could even be subject to fines as criminal provisions of the *Act Respecting Industrial Accidents and Occupational Diseases* (Article 458).

## INDIVIDUAL INSURANCE PROGRAM FOR RETIREES OR FUTURE RETIREES

### Health insurance that includes various medical services

The Federation of Union Retirees of Quebec (FSRQ) managed to negotiate an individual retirement insurance benefit program for future retirees and for retirees whose coverage is ending.



**FSRQ**

To respond to the needs of the growing number of retirees as well as future retirees, this is the program that will be offered. Once met or informed, retirees have 60 days to join.

As of June 1, 2016, retirees will have 60 days from their official retirement date to join.

Please note: you must be enrolled in the state plan (RAMQ) for your medications.

	Individual	Family
Under 60 years	\$27.58	\$55.14
60 to 64 years old	\$33.63	\$67.26
65 to 69 years old	\$46.16	\$92.32
75 and over	\$59.15	\$118.37
75 ans et plus	\$67.38	\$134.75

The monthly premiums on this report are valid from 01-09-2015 to 01-11-2017. However, costs may vary depending on age. Tax is not included.

To know the different medical services reimbursed, any other information or to join the plan, visit <http://fsrq.ca/>

# Sisters of Saint-Anne in Quebec

## Difficult collective agreement renewal with the motherhouse

The Sisters of Ste-Anne is home to more than 280 nuns. The members we represent work mostly in housekeeping and food service. Over 700 meals are prepared and served every day. In March 2015, the employer decided to restructure the food service. This restructuring has had a major impact on our members in that service.



Sophie Bourgeois  
Union representative

Indeed, schedules were modified, positions were eliminated, others created; many part-time employees lost their jobs, etc.

The bargaining committee had to deal with this new reality and the general discontentment of its members, when negotiating to renew the collective labour agreement.

After several meetings, the parties' positions were deemed irreconcilable so they appealed to a Ministry of Labour mediator. After many bargaining sessions with the mediator and many headaches, the parties finally reached a tentative agreement that the members accepted.

### Numerous gains

Employees achieved gains in job replacements, statutory holidays, holiday splitting, and pension plans.

At the salary level, laundry and food service workers got a salary adjustment on top of their increase. Other workers got lump sums and salary increases as well.

The bargaining committee was composed of Lyne Santerre, union president; and myself.

A big thank you to the union president who truly fought for her members' interests at the negotiating table. Bravo Lyne!

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**FAMILY PROBLEMS**

**ADDICTION**

**DEBT**

**DEPRESSION**

Do you know that the SEU 800 has social delegates?

Do you know what a social delegate is?

It's someone who will help, listen, and provide support with utmost discretion.

Do you want to know more? Send your questions to: [DS800@ues800.org](mailto:DS800@ues800.org)

The Social Delegate Committee of SEU 800

# Organizing in 2015: an important asset to our organization

Organizing was a rather active department in our section this year. In fact, around 425 new members joined our union despite a slow start.

**O**ur new members come from all over Quebec thanks to the perseverance of our organizing team and a few members who took advantage of our member organizer program to enrich themselves and our membership!

Our union can proudly boast about its diversity now that we've organized members in such a wide range of fields! We welcome the following new groups:

## Building maintenance

- BMI Building & Maintenance Ind. (Gatineau);
- GDI Dishwashers (Gatineau);
- ISS Housekeeping and Controlnet McGill College (Montreal);
- Lyna Housekeeping (South Shore).

## Food service industry

- Management BPC Otto Restaurant (Montreal);
- Pacini Restaurant (Alma);
- St-Hubert Express Boisbriand.

## Other fields

- MSM Golf Club (Lac Ste-Marie);
- Lucaré Inc. (sauna Oasis, Montreal);
- Novexco distribution center (Laval);
- Transbus Vegpro (Chateaugay).

We also signed a service contract with an independent union, namely DDM Deforestation Management (Forestville).

## Over 500 new members

Several cases are ongoing, but we believe we will end the year very strongly with over 500 new members, which is no small feat considering our resources! Thank you to all our helpers who gave us contacts and participated in our organizing campaigns. And a special thanks to our union representatives; who agreed to work after hours to participate in organizing campaigns.



Stéphane Murray  
Union representative

# Welcome!

# A strategic vision for the 21<sup>st</sup> century

Times change and work does too: there is more and more part-time employment, precarious jobs and self-employment; employers are not just factories anymore – they are now franchises, institutions, employment agencies or even clients; – new technologies are increasingly present and influence the way we work.



Hugo Desgagné  
Union Representative

Our colleagues are from Guatemala, El Salvador, the Philippines, Morocco, Vietnam... all over the world; and even climate change affects our daily lives. In this changing world, the labour movement has to change too. We must review our way of doing things; our organizational methods; and our recruitment, education and representation strategies.

## Discussing the labour movement's future

It is from these observations that the *Service Employees International Union (SEIU)*, the international organization of which we are members, has established the 21<sup>st</sup> Century Blueprint Committee; an initiative designed to reflect on the future of our organization. It was as part of this initiative that a first meeting of Canadian Locals of the SEIU was held in Toronto in October 2015 to discuss the strategic principles for the 21<sup>st</sup> century.

For two days, participants were able to discuss and exchange their respective visions of the labour movement's future. Three basic strategies were born of these discussions:

## Creating new forms of organization

To continue our work defending the interests of the workers we represent, we must create new forms of organization to adapt to a changing

workplace. It is important to reach out to the cultural communities from which more and more workers are coming.

We must think of new ways to reach employees with insecure jobs and those who work on behalf of employment agencies or for franchises. We need to create effective new forms of organization to ensure that all the workers we represent have real collective power.

## A broad and inclusive movement

We must build a broad and inclusive movement. While the labour movement has been under constant attack from the right for years, we must seek to create new alliances. We must try to rebuild strong ties with all the players of the society in which we operate. This broader movement will be born of better collaboration with community groups and groups from civil society.

## We must be bold and courageous

Finally, to take our place in this changing world, we must be bold and courageous. Innovative! We must revise our models of representation and collective bargaining. Our mode of operation is based on an archaic view of the employer-employee relation. The time where all workers were under one roof is gone. Just think of building maintenance workers; they are scattered throughout the territory, in several buildings

and on behalf of different clients who exercise an increasing amount of power on labour relations. We must learn to adapt, to not be afraid to change how we do things.

### Solidarity and collective thought are our best weapons

These three major strategic principles should guide our thinking in the coming years because

the strength of our movement rests on our cohesion. Solidarity and collective thought are our best weapons against the persistent attacks from the right and our collective power will only increase through our ability to evolve and reach a greater number of workers. Come; join us in this big beautiful introspection on the future of the labour movement!

## Société coopérative agricole of Rivière-du-Sud First collective agreement

The employees of SCA of Rivière-du-Sud joined the union during the summer of 2014.

**T**hey were certified in July 2014 and they had a long year of negotiation and conciliation before finally concluding a first collective agreement in September 2015.

Congratulations the union executive: Jean-Pierre Laflamme (president), Céline Corriveau

(vice president) and Gladys Gagnon (secretary) for their involvement, availability and dedication to the people they represent.

Thanks to them, the workers' quality of life of this company greatly improves day by day.

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Dominique Couture  
Union representative

## SEU 800 Scholarships

**T**o help the access to postsecondary education and to support the pursuit of excellence, the SEU 800 gives six scholarships of \$ 1000 annually, five of them is awarded in each of the five divisions of the Union and one is assigned to general merit, without regard to divisions.

To qualify for these scholarships, candidates must pursue a full-time DEP (1800 hours), college or university studies; moreover, him or herself, their father or mother must be a member of the SEU 800 at the deadline for

receipt of the application and have paid union dues for at least two years, before January 1<sup>st</sup> of the attributed year. The academic record and extracurricular, social and community achievements are being considered in the evaluation of applications received.

You can download the form from the SEU 800 website ([www.ues800.org](http://www.ues800.org)) under the "Forms" tab. The deadline for applications is February 29<sup>th</sup>, 2016.

For the year ended December 31<sup>st</sup>, 2014

# Financial Report of the SEU 800

## STATEMENT OF REVENUE AND EXPENDITURES AS AT DECEMBER 31<sup>ST</sup>

	2014	2013
	\$	\$
<b>Revenue</b>		
Membership dues	9,932,533	9,685,324
Other member activities	1,902,627	1,715,615
Reimbursements		
Equalization	(511,329)	(495,380)
	11,323,831	10,905,559
<b>Expenses</b>		
Salaries and employee benefits	5,314,788	5,201,791
Operational expenses	2,061,349	2,765,358
Taxes per capita	2,064,480	2,098,775
Rent and rental expenses	679,645	635,630
Other administration expenses	542,864	618,076
	10,663,126	11,319,630
<b>Deficiency of revenue over expenditures</b>	660,705	(414,071)

## STATEMENT OF FINANCIAL POSITION AS AT DECEMBER 31<sup>ST</sup>

	2014	2013
	\$	\$
<b>Assets</b>		
Current		
Cash	690,915	291,559
Short term investments	985,077	688,587
Accounts receivable	2,159,830	1 999,541
Prepaid expenses	132,244	62,706
	3,968,066	3,042,393
Long term investments		
Long term investments	550,000	800,000
Property and equipment	1 300,637	1,407,223
Intangible assets	337,662	236,638
	6,156,365	5,486,254
<b>Liabilities</b>		
Current		
Accounts payable and accrued liabilities	1,536,002	1,582,454
Current portion of the long term debt	14,107	13,509
Projects fund payable	—	289
Insurance fund payable – household maintenance	203,282	228,387
	1,753,391	1,824,639
Long term		
Long term debt	261,836	275,944
Provision for union representatives severances	675,857	711,795
Accrued benefits	3,233,300	2,860,900
	5,924,384	5,673,278
<b>Net Assets</b>		
Unrestricted	(2,914,493)	(3,171,116)
Restricted		
Reserves – general	857,834	734,459
Reserves – property and equipment	104,865	115,476
Reserves – strikes	821,419	779,749
Invested in properties and equipments	1,362,356	1 354,408
	231,981	(187,024)
	6,156,365	5,486,254

# Retirements

## *Louise Mercier*

Louise began her union involvement in 1974 as president of her local executive at the SEU 298, which begot the SEU 800. In 2001 she was hired as the SEU 800 activities coordinator, and in 2004, also became the vice-president of Women's representation at the QFL.

Louise established her priorities quickly while still caring for all workers. She fought for women's rights and working conditions by handling pay equity issues. She also got involved with union training by contributing to the creation and coordination of the SEU 800 training program.

She helped with the integration of immigrants by developing and coordinating the SEU 800's francization program. Her involvement was so great that it's been highlighted at an event organized by the QFL under the theme of Inspiring Women. This big-hearted woman takes her final bow to take a well-deserved retirement. Have a nice retirement, Louise.



## *Alain Comtois*

Alain was active for 15 years in his union with the City of Montreal as a member of the executive. He became a union representative at COPE then, in 1996, he was hired as a union representative for SEU 800.

Through the years, Alain managed to overcome the many challenges associated with the various issues that have been entrusted to him and he was always able to stay motivated while representing members of the SEU 800 and obtain the best possible working conditions for them. He is leaving the labour movement for a well-deserved retirement, we wish him all the best.

