

# Le Journal 800

Service Employee Union  
Local 800

ues800.qc.ca

du

December 2009



Québec

**NEGOS 2010 FRONT COMMUN**

*Together  
for Public Services*

SISP CSN FTQ

pages 5 and 6

**A COLLECTIVE  
AGREEMENT  
BY 2010**

**A HAPPY NEW YEAR  
AND A COLLECTIVE  
AGREEMENT**

**The SEU 800  
and UTIS join forces**

page 17



**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; Chantal Claude;  
Nathalie Racette; Réjean  
Laplante;

*Services, Commerce &*

*Financial Institutions:*  
Gérard R Séguin, Vice-  
President; Réjeanne Laberge;  
Michel Sabourin; Richard  
Leblanc; Valérie Goupil;

*Building Maintenance:*

Anthony Camara, Vice-  
President; Hadji N'Garmorio;  
Lucie Thériault; Mario Pino;  
Marc Simon;

*School Boards & Universities:*

Wayne Kendall, Vice-  
President; Pierre Champagne;  
Virginia Dalley; Daniel Wood;  
Mark Quenneville.

Auditor: Sally Coleman

**Editor**

Pierre Laflamme

Web Site: [www.ues800.qc.ca](http://www.ues800.qc.ca)

Dépôt légal : Bibliothèque  
nationale 4<sup>e</sup> semestre 1986

**Head Office**

920, rue Port-Royal Est,  
Montréal (Qc) H2C 2B3  
Tel.: 514-385-1717  
Toll free: 1 800 361-2486

**Regional offices**

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

2679, boul. du Royaume,  
bureau 220

Saguenay (Québec) G7S 5T1  
Tel.: 418-699-0180  
Toll free: 1 800 465-0180

259, boul. St-Joseph,  
bureau 309

Gatineau (Québec) J1X 5L6  
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

# contents

**3** Cow farts  
and **jobs.....!**

**4** Building maintenance  
It's **begun!**

**5** School Boards  
Our negotiation **objectives**

**6** **Common Front:**  
The Olympiad of negotiation

**7** **Earth Day**  
at the Oratory

**8** First collective agreement for  
**Bras de fer Gingras**

**9** The **650 employees** of Empro  
joined the SEU 800

**10** Between the FFAQ and the SEU 800  
**Historical** agreement

**11** The **200 employees**  
of Bee Clean join our ranks

News from the Mauricie  
**Negotiation and education**

**12** **50<sup>th</sup> anniversary**  
of Habitations Jeanne-Mance

**13** A new **Union**  
education program

**13** Upgrade your **French**  
and **Mathematics**

The SEU 800 Scholarships  
How to **register**

**14** **5th anniversary**  
of the French courses

Inscription for the **French**  
**courses** of the SEU 800

**15** For the women of local 800  
Two **important** events

Wait staff of Empire  
Agreement **renewed**

**16** Implication of the SEU 800  
**Security of revenues**

**17** The **SEU 800** and **UTIS**  
join forces

**18** The SEU 800 and  
**union succession**

**20** **What to do**  
in the case of work accident?

**22** New collective agreements  
for **Solim** and for **Solideq**

**23** **New employees**  
and a **retirement**

**24** Melchiorre Zarelli  
The path of an **unionist**

Convention de la Poste-Publication n° 40069185 Retourner toute correspondance ne pouvant être livrée au Canada à :

Union des employés et employées de service, section locale 800  
920, rue de Port-Royal Est, Montréal (Québec) H2C 2B3

# Cow farts and jobs.....!

The United Nations Organization (UN) appears to be skeptic with the dawn of the Copenhagen conference on climate change and the possible accord to reduce greenhouse gas emissions (GHG) that would replace the Kyoto Protocol. On the other hand, the environmentalists believe that there will be other “Copenhagen’s” that will bring about an obligatory change.

**B**ut what are green house gas emissions? They are gaseous composites that contribute to the green house effect. In a green house, the glass allows a large part of the sun's rays to enter, but prevents the infrared rays to escape, which helps heat the green house.

It is the same thing for the earth, the sun's rays enter the earth and the energy created is transformed into heat which rises towards the earth's atmosphere. However the clouds and the GHG are heavy and trap the heat and this causes the lower atmosphere to heat up.

Human activities with their use of fossil fuels such as coal, natural gas and petroleum products also contribute to the increase of GHG. Furthermore, deforestation, the use of CFC's in refrigeration and air conditioning and methane emissions increase the GHG.

## Main cause: intensive cattle breeding

With regards to the methane emissions, the main cause is: the intensive cattle breeding. The more an animal chews its cud, the more he farts and emits a methane gas that is 21 times stronger than carbon gas. As such, the production of one lamb is equivalent to 180 km in a car, compared to 100 km for a steer, 30 km for a pig and 10 km for a chicken. So, according to the annual Canadian beef consumption, the 50 kg of meat we eat per year equals 131 billions of car kilometers. As such, all vegetarians equal 2 cars out of 3 at least. All on tofu!

On a more serious note, we have to go from an economy of intensive consumption

that favours GHG emissions to a more durable economy. This is what we call sustainable development: a development that meets the needs of the present generation without compromising the future generations.

Sustainable development rests on three components: the economy, social and environment. For many, the environment has taken over the other components. Polarized between the economic and environmental factors, the social component is the face of poverty.

## To meet the human needs

This approach is therefore at opposite ends of the humanist tradition that has always characterized organizations and the workers movements. We must also find a way to provide work for people; sustainable development must therefore first meet the human needs. The Kyoto, Copenhagen and other Protocols bring about radical changes to our jobs and our way of life. Even the employer organizations recognize the urgency to stand up against climatic changes and the necessity to adjust in order to conserve a prosperous and competitive economy.

The Canadian union movement demands the respect of the international agreements aimed at combating the GHG and proposes:

- a transition program that is fair and will protect the workers whose jobs are threatened;



Raymond Larcher

President of the SEU  
Local 800

*To be continued on next page*

## Cow farts and jobs.....!

*continue from last page*

- financial support for the infrastructure programs and the creation of green jobs;
- a renovation program for buildings;
- public financing of public transport
- the financing of energy efficient measures for individuals and companies.

Quebec workers are also entitled to know the ins and outs and the results of an environmental turn and its effects on the present and

future jobs. Presently, the reports show that, for example, the jobs in recycling are under paid and performed amongst the worst working conditions. The transition towards “green” jobs also requires worker training.

This is why the QFL, with the participation of the SEU 800, held a symposium on sustainable development and will pursue the discussions via a permanent committee on sustainable development.

If we are well prepared, we will all come out as winners. Protect our planet and our jobs!

## Negotiations within building maintenance, Montreal decree

# It's begun!

During a general assembly held November 28, the members employed by the building maintenance companies, Montreal Decree, united within general assembly, ratified the mandate given to the negotiation committee.

The proposal that was presented by the committee was the result of numerous steps and consultations that began last spring: the election of the committee members, consultation of the members, the executive committees and the representatives, work of the negotiation committee assisted by the working committee.

The union demands will be deposited to the employer's party towards the middle of December and a calendar of meetings will be established at the same time.

No matter what the employers say: an agreement must be concluded no later than June 2010. The negotiation committee and

the SEU 800 will place all their energy on making this happen, taking into account the stakes, the support of the members will most likely be necessary with regards to pressure tactics.

The negotiation committee is composed of Anthony Camara (President of the Division), Mario Pino (Distinction), Michel Gascon (Empire), Marc Simon (S.M.R.), Lucie Theriault (ForNet), Hadji N'Garmorio (Sextant), Francine Laporte (Allied), Monique Blondeau (GSF), Daniel Shesha Kasongo (Outaouais), Claude St-Marseille (Representative), Francois Rollet (Representative) and Alain Brisson (spokes-person).

# School Boards

## Our negotiation objectives

In the School Boards, as with in all the public and parapublic sectors, a great part of our demands are aimed at bringing about corrective measures to what was left behind and to repair the mess caused by the last round of negotiations by the government in December 2005. We know that they brutally ended the negotiations that were well under way and imposed by decree the collective agreements.

**A**mongst those demands, there is most notably the objective of allowing seniority to protect employees better during the attribution of hours and the movement of personnel that follows during the return to school, taking into account the number of students and children in the schools. The daycare workers are particularly concerned by this problem.

### The need of numerous adjustments

During the last negotiation that ended by a decree, the daycare employees were integrated to be covered by all of the collective agreement. But, with the use, and directly because of the decree which replaced the negotiated clauses, we have become aware of the need to negotiation numerous adjustments.

For the blue collar workers, we aim to return to the lay off and bumping procedure that existed prior to the decree in 2005 in which a laid off employee could bump according to his choice and if his seniority allowed him to do so. Since the decree, he can only bump a person of less seniority and the latter no matter what his seniority is, must bump the person of least seniority or take a vacant position. As

mentioned above, you must understand, that in School Boards, with each Spring and Fall, there are movement of personnel between schools, with lay offs and bumping, according to the number of registered students.

### Reduction of sub contracting

The reduction of sub contracting is also an important demand that concerns the blue collar workers.

In our book of demands, is also mentioned the harmonization of the clauses regarding parental leaves with the legislative articles, mainly the Law regarding Labour Standards and the Quebec Parental Insurance Plan; to obtain the benefits for temporary employees which the regular employees are entitled to regarding collective insurance, holidays, sick days, training; and furthermore there is a need to make improvements to the collective insurance plan.

We are demanding to return to the old plan concerning the arbitration fees which, prior to the decree, were entirely assumed by the employers' party. Since the decree, the losing party must pay all the arbitrators fees, contrary to what we find in almost all collective agreements.



Rita Plamondon

Spokes-person for the SEU 800 at the negotiation table for School Boards

# Common Front: The Olympiad of negotiation

## Vancouver 2010

The next Olympic Games will be held in Vancouver in 2010! Were you aware of that? Have you been anxious with the idea that this **decision** might never arrive? I am convinced that you were not, but between now and then, we will all be made aware of this event because the media coverage will significantly increase. Even our very own Premier recently announced with great pompous, that our province will offer their best support to our Quebec athletes.

---

Raymond Larcher  
President of the SEU,  
Local 800

**A**t the same time, in Quebec, a historic event will be unfolding with the announcement of the creation, for the first time in a long time, the first interunion common front (475,000 workers) to save the public services. The last true common front dates back to 1972, when the union leaders had been imprisoned. I was still in high school at that time. I am therefore proud to participate with the members of the SEU 800, school board sector, to contribute to the success of the Common Front.

We will have to perform like athletes if we want to get the gold. As always, Charest does not appear to be enthusiastic in supporting his employees who ensure the public services of the State, on behalf of the willingness of the citizens must be maintained. Strange, considering that the logic is the same. A well paid

worker with decent working conditions will perform as much as an Olympic athlete who does not have to worry about his financing.

The negotiation of the working conditions of the workers of the State is a sport that will require a great if not greater solidarity of the union team that had been needed in the past. What greater sentiment than to finally see in Quebec a united unionism. Without raiding and sharing the same objective: **TOGETHER TO SAVE THE PUBLIC SERVICES.**

And guess what? The sentiment to join forces is not only the sentiment of a bunch of union administrators but also one of all the militants. When we meet with them, we can sense in the air, the undeniable determination to succeed in the negotiation and thereby save the public services.

## Tour of the Montérégie 2009

During a provincial tour, the common front has visited all the regions within Quebec, and I was mandated to represent the QFL in the Montérégie during that tour. I was on that occasion accompanied by a leader of the CSN and another from the SISSP. Michel Tremblay and Rejean Parent were my companions.

**W**e met with the local media in Granby in the morning, lunched with employees in a high school, revisited the media in Brossard in the afternoon, and ended

in the evening with a general assembly in St-Hyacinthe with 350 workers from the public sector from the different union organizations.

The testimonies were animated. The workers were not shy in demanding the improvements of their working conditions, if we want to fix the problems in the public services: lack of manpower, motivation and mobilization, and job cuts. We want to attract the youth, maintain the quality of services and save the services.

We therefore must as of today, explain to those citizens who use the health services, education and other services, that the em-

ployees of the public sector, who suffered a two year salary freeze in the last negotiation, earn 5.2% less than that of the private sector.

Its all very nice to say that people in health care work hard for the patients, that the teachers are dedicated to the education of our children, that the schools must be clean to avoid disease, that the permit offices of the SAAQ and other offices must meet the demands, but we must at least recognize this on their paystub.

## Quebec 2010

Certainly the economic crisis of 2008 will be the main argument of the State as is in the private sector. But, are we not in an economic comeback? The different countries throughout the world decided to invest in the infrastructures to better the economy.

**F**or each dollar spent by the government in salary, 62.5% goes to the consumption of goods and services, 7.4% is saved by employees and 30.1% returns to the coffers of the government in the form of taxes. For every 100 million dollars spent by the government in salary leads to the equivalence of 760 jobs/year, therefore some 40 million dollars is in added value.

It is not tax reductions that will only benefit the rich compared to the ordinary citizen that the Liberal government must offer, but a fair salary. The government must set the example and the citizens are entitled to the services of the State without going into debt as in the USA.

It is the choice of society that Charest must respect!

# Earth Day at the Oratory

**O**n the occasion of *Earth Day*, last spring, the members of the SEU 800 base unit from Saint Joseph's Oratory proceeded with the planting of a red maple, one of the rare breeds allowed on Mont-Royal in order to respect the natural patrimony of the mountain. The base unit intends on making it an annual event. The tree was paid for by the base unit.

On the photo, from left to right, are seen, standing, Louise Racicot, Gabrielle Lefebvre, employees, Richard Morin, Administrative Director, Line Desaulniers, secretary-treasurer of the base unit, Father Claude Grou, Rector, and Gérard Séguin, President of the base unit; in front, the Vice-president of the base unit, Michael Dikeakos.



## Quebec Region

# First collective agreement for Bras de fer Gingras

The forty some employees from the company Bras de fer Gingras have signed this year their first collective agreement. This company, situated in Saint-Ubalde, offers products and services to companies in sanitary services.

**Dominique Couture**  
Union Representative

The collective agreement foresees salary increase of 2% in 2009, retroactive to last January 1<sup>st</sup>, and 2.25% as of January 1<sup>st</sup> 2010 as well as January 1<sup>st</sup> 2011. The employees also obtained the improvement of their sick day bank, which is presently 24 hours, as well as gains with regards to their vacations, their legal holidays and their social leaves. Furthermore, the employer will now contribute 1.5% of the annual salary to the *Fonds de solidarité* for those participating employees.

The negotiations, which lasted several months, were difficult because of the economic crisis. It is this context that caused that

employer to proceed with the temporary lay off of about twenty employees, which happened during the negotiations. A work sharing program was also applied. But since then, the situation has improved to such a point that, not only those laid off employees were recalled to work, but the employer is searching for manpower and while waiting for all needs to be filled, the employees are working a lot of overtime.

The union negotiation committee was comprised of Manon Trudel, President of the base unit, Denis Labonne and I.



Seen here on the photo taken during the signature of the first collective agreement at *Bras de fer Gingras*, are, from left to right, Guy Pelchat, Director General; Manon Trudel, President of the Base Unit, Dominique Couture, Union Representative from the SEU 800; Denis Labonne, member of the Executive Committee of the Base Unit; Mike Cauchon and Esther Savard, respectfully Plant Director and Director of Human Resources of the company.



# The portrait of the building maintenance radically modified in Quebec

## The 650 employees of Empro joined the SEU 800

Following a recruitment campaign crowned a success, the SEU 800 now represents some 650 building maintenance attendants from *Empro*, who are part of the *Distinction Maintenance Services*, a leader in the building maintenance industry in Quebec.

The SEU 800 now becomes the main union organization within the building maintenance in the regions covered by the decree of Quebec within this industry.

“We have already negotiated and signed the first collective agreement for these employees, in which they will now benefit from the clauses that are not part of the decree, such as the right to seniority, particularly important within an industry marked by frequent lay offs due to the loss of contract”, stated the SEU 800 representative, Alain Royer.

Furthermore, the discussions with the employer resulted in having the employees of *Empro* benefit from the collective insurance

plan of the SEU 800, which is more beneficial than their previous collective plan.

Furthermore, as a majority union, the SEU 800 now becomes the negotiating agent for the renewal of the decree of Quebec, which expires December 31<sup>st</sup>, 2011. “It is clear that during the negotiations with the employer association, our objective will be to put an end to the huge disparities that exist between the decrees of Quebec and of Montreal, notably on the salary plan”, added Mr. Larcher. The salaries of the building maintenance attendants covered by the decree of Montreal, negotiated contrary to that of Quebec, by the SEU 800, are as such superior by \$1.35 an hour.



From left to right, are seen Jean-Philippe Duclos, President of the new base unit from Empro ; Richard Lemelin, counselor ; Alain Royer, union representative from the SEU 800 ; Lise Pettigrew and Napoleon Carvajal, both are members of the health and safety committee ; and, in the fore front, Martine Imbeault, Vice-President of the base unit.

Between the *Fédération des familles d'accueil du Québec* (FFAQ) and the SEU 800

# Historical agreement

We are proud to be associated with the Federation that will allow them to preserve their own identity.

- Michel Arsenault, President of the QFL

The service contracts concluded with the *Fédération des familles d'accueil du Québec* (FFAQ) and the SEU 800, already recognized within a dozen regions such as; Laval, Lanaudière, the lower St-Lawrence, Estrie and the Laurentians and in the process of being recognized within the Outaouais, Quebec, Gaspé and the North Shore, will now allow a hundred foster families to have a stronger voice to represent them with regards to their working conditions. The foster families of the Montérégie will soon pronounce whether they will join the movement. In total, some 2,000 people are affected.

## To speak with one voice

*“With these agreements, which recognizes the invaluable contribution of the FFAQ in existence for more than 35 years of service to foster families, the SEU 800 will act complementarily to allow the foster families to speak with one voice in front of the government authorities in matters of working conditions and to benefit fully from the dis-*

*positions of Law 49 which gave them the right to join together”* stated the President of the QFL, Michel Arsenault.

## Win-win agreements

*“Whereas some other organizations are trying to extract the families from the FFAQ by creating pockets of isolation, we prefer to work from the incredible rights that the FFAQ represents for the past decade by providing them with our expertise in negotiation, research and representation. These are win-win agreements”*, added M. Arsenault.

For his part, the President of the SEU 800, Raymond Larcher, is proud of the work that was accomplished with the FFAQ to arrive at these agreements. *“We are also proud to be able to contribute to the improvement as such of these dedicated people who are foster families and who are not being recognized for the true value.”*

# Recruitment in Outaouais

## The **200 employees** of Bee Clean join our ranks

The workers in the building maintenance service of Bee Clean joined the SEU 800 last August, following a recruitment campaign brought about in collaboration with Local 2 of the SEIU, situated in Toronto. Our two locals concentrated their efforts to unionize the employees from this employer who work as much in Ottawa as they do in Gatineau, in the Federal buildings.

Considering, that the laws were different in Ontario and in Quebec, the recruiting methods of the two locals were also different, which explains that the signatures of the cards in Gatineau were spread out over 4 months, which is somewhat rare in our normal campaigns whereas we act quickly within the space of a few weeks.

on the main collective agreement and the collective insurance of the Union. With 200 in number, the new members will also elect an executive committee to represent them in front of the employer with the support of the representative from SEU 800.

Welcome to these members, and bravo to the recruitment team!

### Democratic decisions

Already, the union representative of the SEU 800 in the Outaouais, Michel Renaud, has met the workers in a general assembly to vote

## News from the Mauricie

### In negotiation

Half way through November, the negotiations to renew the collective agreement for the employees of the Ste-Madeleine Cemetery had begun.

Elsewhere, the negotiations of the *Villa St-Joseph* will begin in November. It is my pleasure to welcome these employees, who have been accredited since July 27<sup>th</sup>, 2009.

Their executive committee is composed of Chantal Bourbeau and Audrey Chicoine.

### In education

At the beginning of the year 2010, the course "Union Delegate" will be given in Trois-Rivieres for new delegates.

Claude Berthiaume  
Union representative

# 50<sup>th</sup> anniversary of the housing project *Habitations Jeanne-Mance*

The Corporation for the housing project *Habitations Jeanne-Mance* celebrated their fiftieth anniversary this September, and did so in original fashion by inaugurating a public art project that brought color and life to the whole site.

The Corporation is a paramunicipal organization, who is commissioned by the City of Montreal and the Canada Mortgage and Housing Corporation to manage the social housing project known as *Habitations Jeanne Mance*.

The employees of the Corporation, who are office employees and building maintenance employees are members of the SEU 800.

## Contribution from our union

Our union therefore contributed financially to the public art project, murals, sculptures and the garbage containers that were painted with artistic graffiti that were done by the young residences of the Complex.



Seen here in this photo, are some of the employees and the management staff of the housing project *Habitations Jeanne-Mance* Corporation, taken in front of a sculpture which was part of the public art project launched on the occasion of the 50<sup>th</sup> anniversary of the organization.

To meet  
the needs of the  
SEU 800 members

## A new **Union education program**

**T**here is still time to register for the union courses offered throughout the different regions of Quebec. We invite you to consult the SEU 800 website to learn about the calendar of course activities and to register.

You can also download the registration form from the website: [ues800.qc.ca](http://ues800.qc.ca). You must complete it and send it by mail, email or by fax to the attention of Louise Mercier, coordinator of activities.

## Courses to upgrade your **French** or **Mathematics**

You attended public high school within the French system and wish to register for courses to upgrade your French or Mathematics?

Consult page 13 within the French version of the newspaper.

The policy of the Journal du 800 for some time now has always been to present the same content in French and in English. For our part is a question of transparency and honesty towards the members of the SEU 800. However to avoid any and all confusion concerning this particular education program, we wish to outline the following:

These courses are addressed to members who attended public high school within the French sector who wish to obtain their high school diploma (DES) from the French sector.

It is for this reason alone that we have not reproduced the registration form in English. You may find the form on page 13 of the French version of the newspaper.

## The SEU 800 Scholarships

## How to **register**

**I**f you wish to register yourself or your children for our scholarships, you must do so via our website: [ues800.qc.ca](http://ues800.qc.ca)

You will find on the website all the necessary information regarding the eligibility requirements, deadlines and amounts of the scholarships.

Good luck to all the participants.

In partnership with the FDBM

# We celebrated the 5<sup>th</sup> anniversary of the French courses

The participants celebrated with ease and in song as illustrated in the photo above, the 5<sup>th</sup> anniversary of the French courses offered to immigrants by the SEU 800 in its present form. It has already been 5 years since these courses began in partnership with the *Formation de base de la main-d'oeuvre* (Basic Training for the development of Manpower). They are a company which is accredited by *Emploi Québec* as a training organization whose mission is to develop the basic skills of people who are employed. On the photo above, in usual order, can be seen Nelson Varela, Mirta Alvarez, Carlos Davila, Roberto Gonzalez and Laura Gonzales.



## 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:  
\_\_\_\_\_

## INSCRIPTION A LOS CURSOS DE FRANCES DEL UES 800

Los empleados miembros del UES 800, sector de la limpieza, que seseen inscribirse en los cursos de frances ofrecidos por nuestro sindicato, pueden harcelo ille- nando este cupon y enviandolo a :

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

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

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

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

## Two important events for the women of local 800 in November 2009

# QFL Biannual and conference

Every two years, the QFL holds their statutory two day meeting on women's conditions.

The militants and workers from the affiliated unions interested by the women's conditions dossier exchange and reflect on the important issues of women. It is organized by the QFL's Committee for Women's Conditions and animated by the Vice-Presidents representing women. The results of the discussions will become part of a synthesis report that will be circulated at large.

The theme this year was "The economic crisis and women".

### The orientations soon on the website

The women of the SEU 800 were proudly represented by the members of the *Women in Action Committee*. The women of the committee also participated in the QFL's Conference regarding conciliation of work-family that immediately followed on November 11<sup>th</sup> and 12<sup>th</sup>, 2009. The theme for the conference was *exhausted workplaces, time to negotiate*.

The orientations decided by the women during those two meetings will be available shortly on the website of the SEU 800.



Sally Coleman  
President of the committee  
*Women in Action*

## Wait staff of Empire

# Collective agreement renewed

Last September 29<sup>th</sup>, the wait staff from the *Empire Maintenance Industries* massively ratified the renewal of their labour collective agreement. These employees work in four commercial centers belonging to Cad-

illac-Fairview throughout Quebec. Since September 2008, the salary rates and the other monetary clauses of the wait staff are subject to the building maintenance decree.



Claude St-Marseille  
Union Representative

# Implication of the SEU 800 in the **security of retirement revenues** of its' members

What will my revenue and quality of life be like when I retire? That is the question that many workers do not ask themselves, most often because they believe that the public plans (Federal Pension and the RRQ) will assure a comfortable retirement. The reality is that, in many cases, having only the revenues from the public plans signifies a dramatic decrease in the quality of life we have prior to retirement.



**Alain Brisson**  
Vice-president  
to the Administration  
SEU, Local 800

**T**he SEU 800 has always been implicated in the retirement plans foreseen in the collective agreements, but our union believes that we must go further, mainly by educating members on the retirement plans and by negotiating complimentary plans.

## **An education course for the members**

A new course on the financial security at retirement was created by the SEU 800 in collaboration with the education services of the QFL. This one day course is now part of the education program and is offered to all of our members. The participants will first learn how the public plans work and will have an approximate idea of the amounts that these plans pay retirees; they will also learn why these plans may not be sufficient enough to ensure an adequate retirement revenue. The participants will also learn the characteristics of some complimentary plans that will allow them have supplementary retirement revenues.

## **Get involved in our retirement plan**

The SEU 800 hopes that the members understand the necessity to establish with their employer a complimentary retirement plan that works for them. For those who already benefit from such a plan, they may better understand and evaluate if this type of plan corresponds to their needs. Whether it be establishing a new plan or discussing the existing plan, your union executive can take the initiative to submit proposals to their members just like the members can give the union a mandate within an assembly. In any case, the SEU 800 thinks that everyone should be preoccupied by their retirement.

## **Training for the union representatives**

The union representatives from the SEU 800 have the knowledge required to discuss the retirement plans. They too, within the present context, have recently benefited from a more specialized training and have access to the working tools and the resources that will



permit them to guide and help their members establish a retirement plan or to evaluate and improve, if necessary, an existing plan. Do not hesitate to call upon their competencies to discuss the retirement plans.

### An important issue

A collective agreement determines our working conditions for several years. A retirement plan determines our level of life for the rest of our retirement, whether it be for fifteen to twenty years, or at times for more. That is a long time, especially if our revenue is insufficient. The establishment and the maintenance of a retirement plan is therefore an important issue, maybe even the most im-

portant issue for some of us. Over the last few years, within some of those companies in difficulty, the workers have chosen to make concessions on any other working condition but not on their retirement plan; they understood the importance to protect their retirement revenues.

Many of our members are now undertaking important negotiations regarding this subject. It is the case, most notably, in the sector of building maintenance. After having created their plan during the last negotiations, they must now bring about major improvements in order to obtain long term their objective to have more interesting retirement revenue. It is certainly a dossier to follow.

## To represent workers better

# The **SEU 800** and **UTIS** join forces

**D**uring a general assembly of the *Union des Travailleurs et Travailleuses Industriels et de Service (UTIS, Workers United)*, previously the Quebec Council (UNITE HERE), the delegates voted unanimously for a service agreement in view of an integration and merger with the Service Employees Union, Local 800 (SEU-800), which will be completed in March 2011. For their part, the General Council of the SEU-800 also adopted a resolution to this effect during their meeting held last September.

### A beneficial merge

For the Quebec Federation of Labourers (QFL), this merge can only benefit all members. "One must salute the wisdom of the leaders and of the delegates who have chosen to join forces in order to better defend the interests of the workers", declared the President of the QFL, Michel Arsenault.

Lina Aristeo, Director of UTIS, is said to be satisfied with the results. "We are confident that our members will benefit from this agreement. The manufacturing industry, from which are members come from, has been mismanaged for some time now and they have suffered a lot." The UTIS and the SEU-800 are both affiliated to the Ser-

*vice Employees International Union (SEIU)*. "It was only normal that we both take similar steps at the provincial level", added Mrs. Aristeo.

### The importance of uniting forces

For his part, Raymond Larcher, President of the SEU-800 declared: "We are more than happy to welcome the members of the UTIS to the SEU-800 family. It is good news for both parties. In the present economic situation, it is even more important that we unite forces to represent the interests of our members."

The two unions affiliated to the QFL have 20,000 members amongst their ranks. The SEU-800 has 16,000 members within building maintenance, school support, industrial sector and the sectors of commerce and financial institutions whereas the UTIS represent 4,000 members within the clothing industries, manufacturing sectors, distribution centres, hotels, etc.

The UTIS is part of the division of WORKERS UNITED from SEIU; this division represents more than 150,000 members in Canada and the United States. The SEIU has more than 100,000 members across Canada. It is the largest Union in North America with more than 2,000,000 members.

# The SEU 800 and union succession

Looking towards the future, the SEU-800 is a union that is involved in many dossiers at the center of workers' preoccupations. Health and safety, education, negotiation, French language and many others are at the center of our union action. It is with this in mind, that the question of militant succession is now taking an important place in our organization. As such, it is important to note the accomplishments of our work in order to construct a renewed union movement that allows a place that young people will choose.

---

Isabelle Renaud  
SEU-800 representative  
on the QFL Youth  
Committee

Via the *QFL Youth Committee*, the SEU-800 actively participated in the development of union succession this year. As such, we concentrated our efforts mainly on three levels: the QFL youth camp, the course "Get the youth involved" and the Quebec social Forum.

## QFL Youth Camp

The QFL youth training camp is a unique assembly that is growing in popularity year after year. At a meeting held in Lac Beauport in the region of Quebec last September, 90 participants younger than 35 years in age participated in workshops on unionization, globalization, the "orphan" clauses, etc. Furthermore, the militants from all the unions present were able to ask their questions regarding the work force to representatives from *Québec-Solidaire*, the Liberal Party and the *Parti Québécois*. As a member of the organizing committee, the SEU-800 worked hard to ensure this incredible rendez-vous was a success. The event allowed participants to reflect, to debate and find new ways to encourage the youth of today to become infatuated with the union movement.

## Course "Get the youth involved"

The course "*Get the youth involved*" was the war horse of our union over the past year. Via the *QFL's Youth committee*, we contributed to the success of this wonderful initiative. As such, this course, allowed unionists of all ages to go into high schools to talk with young people about the union movement.

Too often, we heard that employers shamelessly exploit young people in their first jobs. We therefore tried to inform the students about their rights while stating that the union option is the best way to have a collective protection against the abuse. Since January of 2009, we have met over 1,000 students within the greater Montreal region. We hope to meet the same results our comrades in the region of Saguenay-Lac-Saint-Jean-Chibougamau-Chapais had, who visited no less than 2,700 young people in the *polyvalentes* and high schools.

## Quebec social Forum

Within the frame of the Quebec social Forum, which was held in Montreal over the Thanksgiving weekend, the QFL Youth Com-

mittee joined other youth committee's from the CSN and the CSQ to present a workshop entitled: "Youth and unionism: What are the obstacles for the youth to be implicated in unions?". The panelists from the three unions had to answer the following questions: Are there obstacles for young people to being implicated in the work place? How do we encourage our youth to get involved in the union? Mathieu Dumont, union representative from the PSAC and member of the SEU-800, was designated to represent the QFL at this event which was deemed a huge success. No

less than 60 people gathered together to discuss the issues at stake and to find possible solutions to get young people involved in the union movement.

Following the example of the dossiers that we have been involved in during the year, the integration of young people in the union movement is a real preoccupation of our union. If you want to have more information regarding our implication in the youth file, please do not hesitate to contact your representative, Isabelle Renaud, at the following email address: [isabelrenaud@hotmail.com](mailto:isabelrenaud@hotmail.com)



Seen in the middle is Isabelle Renaud, from base unit of the Public Service Alliance of Canada, who represents the SEU 800 at the QFL Youth Committee. As illustrated in the photo, Isabelle is very much involved.

# What to do in the case of work accident?

## Steps to follow should you happen to have a work accident

G rard R S guin

On behalf of the SEU  
800 Health and Safety  
Committee

**1** Immediately inform your employer, your health and safety (SST) delegate, even if in the immediate, you do not need medical care.

If you are unable to do so, another person may do so on your behalf.

**2** Consult a Doctor as soon as possible to receive medical attention, even if the injury appears to be mild. It is the first thing you should do if the injury is serious.

Request a medical certificate from the Doctor. This will be used if you make a claim with CSST.

**3** Give a copy of the medical certificate to your employer, if you are unable to return to work after the first day following the accident.

Your employer must complete the form *Employers' notice and demand for reimbursement* for the first 14 days of absence. The employer must write your version of the accident and give you a copy prior to sending it to CSST.

**4** Keep all your receipts in order to be reimbursed by CSST the fees caused by the fact of having a work accident:

- Medication and pharmaceutical products prescribed by the Doctor.
- Various treatments.
- Orthotics and prosthetics.
- Travel expenses and

**5** Make a claim with CSST, if necessary. You must claim the reimbursement of costs mentioned above, whether you were absent from work or not. You must claim the benefits of replacement revenue if you were absent from work for more than 14 days. To do so, you must complete the *Workers' Claim Form* and enclose the medical certificate, the originals of your receipts and all your supporting documents. You then must send all of it to CSST and give a copy to your employer.

You have up to 6 months to make a claim from CSST as of the date of the accident.

# What happens if I must be absent from my work following a work accident?

## My revenue

You will receive a replacement revenue benefit as long as and for as long as you are unable to return to work. Your gross revenue cannot surpass \$62,000.00 in 2009.

It is your employer who pays the first 14 days of absence, and then it is CSST.

## My salary

The day of your accident, your employer pays me 100% of your normal salary. For the first 14 days of absence (including Saturdays and Sundays), it is generally your employer who pays 90% of your net salary for the days or part of the day in which you would normally had worked.

As of the 15<sup>th</sup> day of absence, it is CSST who takes over and pays an indemnity equal to 90% of your net revenue based on the gross revenue foreseen in my collective agreement. It must be noted that all of these amounts are now taxable.

## Delay preceding the payment of my indemnities

There may be a delay between the end of the first 14 days and the start of the payment of the indemnities by CSST. As such, CSST will study your dossier before accepting or refusing your request. This study may cause a delay of a few days to a few weeks. If CSST accepts your accident, the payment of the indemnities is retroactive to the 15<sup>th</sup> day following the accident. If they refuse, you may contest the decision within the 30 days and make a claim from “employment insurance sick benefits” or to your salary insurance if a collective insurance plan exists in your workplace.

## With regards to my health

You may choose your Doctor and the health facility where you will be treated. You may also change Doctors if you deem it necessary.

Your Doctor makes the diagnosis, recommends the appropriate treatment and determines when your injury is consolidated (stable).

Your Doctor informs you of the state of your health and the capacity to return to work. He determines if your capacities are the same as before (functional limitations) or if you suffered permanent damage to your physical or psychological state (permanent affects). He may also request the opinion of another health professional.

**It may happen that your employer or CSST demands that you see another Doctor. In such a case, they are obliged to pay the examination fees and the transportation costs. As for your part, you are obliged to present yourself at the fixed appointment but you have the right to continue to be cared for by the Doctor of your choice.**

## My return to work

Your employer may reassign you to another work other than your own even if the medical treatments are ongoing. This temporary assignment must be done with the agreement of your treating physician. You maintain your salary and your benefits during the length of this temporary assignment.

If the temporary assignment offered by the employer is notably inappropriate and that it is not beneficial to your physical and professional rehabilitation, your Doctor may refuse the demand for temporary assignment requested by your employer and return you home.

## Right to return to work

You have the right to retake your job or an equivalent job as soon as you are recognized as being able to work. You benefit from a delay of 1 year if your employer has 20 workers or less in their employ. You benefit from a delay of 2 years if your employer has 21 workers or more in their employ.

## Rehabilitation

You are entitled to rehabilitation services if you permanent damages to your physical or psychological state. These services are aimed at facilitating your return to work and your social reinsertion.

*Text taken from the pamphlet: In the case of an industrial accident or occupation disease...this is what you need to know! Published by CSST.*

# Renewal of the collective agreements

## of **Solim** and of **Solideq**

The employees of *Solim*, the “realty arm” of the *Fonds de solidarité des travailleurs* (QFL) renewed their collective agreement in September.



**Alain Comtois**  
Union Representative

Their new labour contract of three years, grants them salary increases of 2.25% per year as well as a monetary bonus equivalent to any increase of the CPI (consumer price index) superior to 2.25%; a recognized right for those who have obtained this quantum of holidays or more to take three consecutive weeks of holidays; two extra sick days as of 2010; the increase of the employers participation in the *Fonds de solidarité*, on behalf of each employee, which will progressively increase from 10% to 11%, 12% then to 14%; the harmonization of the parental leaves foreseen in the collective agreement with those of the Quebec Parental Insurance Plan.

They also obtained an increase of mileage reimbursed by the employer and of the per diem, as well as a cell phone provided by the employer. The negotiation committee was comprised myself and of Eric Element and Brigitte Thirioet.

The employees of *Solideq* also have a renewed collective agreement. The new labour contract of two and one half years, introduces as of September 1<sup>st</sup> 2009 salary adjustments.

A new salary structure is created and the integration of employees into this new structure; and, thereafter, salary increase of 2% on September 1<sup>st</sup> 2010 and on September 1<sup>st</sup>, 2011. In September 2010, the employers' participation to the RRSP of each employee will go from 13.5% to 14%. Furthermore, a beneficial letter of agreement regarding the parental leaves was integrated into the collective agreement. Marc Girard and I constituted the negotiation committee. Solideq is a society in which 50% is financed by the *Fonds de solidarité* and whose mission is to favour the taking in hand of the local economic development by local companies.

### Employees of the *Fonds de solidarité*

For their part, the employees of the *Fonds de solidarité du Québec* (QFL) will be undergoing negotiations to renew their collective agreement.

Louis Boudreau

## New Union Representative

The SEU 800 has amongst its ranks, since October 2009, a new union representative working out of the Montreal office, Louis Boudreau. Louis had been a member of the SEU 800 during the 80's, as an employee of the *Residence St-Malo*, where he had been on of the founders of the local union and the President of the base unit for approximately 6 years. In parallel to his job, he studied at the University of Quebec in Montreal in political science and in law. After having completing his stage with the CSN, he practiced law within a private practice, mainly in social law, housing law, civil law, CSST, right to work, always on the side of employees. We wish to extend our welcome.



Pierre Forgues

## Replacement

Since September, it is brother Pierre Forgues who has replaced as union representative, at the Quebec office, Maire Deschenes, who is off on her maternity leave until August 2010. Pierre possesses a lot union experience which was acquired during his many years of activism in his base unit of *IPL*, and at the SEU 800. He was department delegate, then member of various executive committees, this as President during 12 years, a title he holds once again. He is also a member of the SEU 800 General Council, notably since 2003, and member of the Union's Executive Committee since 2004. As a local person in charge of the *Fonds de solidarité* for *IPL* since 1992, he participated in the constitution of the employees' retirement plan of the base unit. We would like to welcome him.



France Deschênes and Sylvie Lafleur

## New office employees

Two new people have recently been hired to join the team of office employees in Montreal.

**F**rance Deschenes has a vast experience as an office employee within various companies, and for the last ten years, within the automobile sector. A few months ago, prior to her hiring, she joined the recruitment campaign that allowed the employees of *Empro* to join the ranks of the SEU 800. A tell tale sign of her interest in unionism. We would like to welcome her.



**S**ylvie Lafleur also has a rich experience as an office employee. She has worked in different domains, notably within the offices of registered evaluator, landscaping architects, as well as at the *Fédération de l'âge d'or du Québec*, a non profit organization. We would also like to extend a warm welcome to her.



Marcelle Brown

## Happy retirement!

For her part, Marcelle Brown has taken a well deserved retirement after twenty-two years of service with the SEU 800. We would like to wish her a happy retirement.

# Melchiorre Zarelli

## The path of an **unionist**

History began, the very first day when he started working for the company *Empire Maintenance Industries*, contract of Concordia University in 1976. Brother Melchiorre Zarelli saw that the employees were not respected and that it would be difficult to change this unless otherwise unionized.



**Anthony Camara**  
President of the Building Maintenance Division and  
President of the Base Unit Executive Committee

A few months later, he had convinced almost all the workers to organize a march in front of the head offices of the Empire Company in order to demand the improvements of their working conditions. What he got, along with 13 other employees, was... fired. Far from being discouraged, this event to the contrary motivated him to work towards the unionization of his brothers and sisters from work. Six months later, the building maintenance attendants of the Empire Company were unionized with the SEU, and he and all the others that had been fired, were rehired.

### To continue fighting

Brother Zarelli thought that peace and justice had been acquired. But he realized he had to continue fighting. Without hesitation, Melchiorre became a union delegate and President of his base unit, and worked continually to build its structure. The result of his hard work was an executive committee in which everyone was implicated and was supported by a strong structure of delegates.

Melchiorre was then elected to the General Council of the Union, and with the founding of the SEU Local 800 in 1986; he was elected President of the Building Maintenance Division.

Our brother participated three times as a member of the building maintenance negotiation committee, Montreal decree, of the renewal of the collective agreement that is in 1985, in 1989 and in 1993.

Melchiorre was involved and fought endlessly for his members. He was part of the insurance committee. He obtained the right for employees of the building maintenance to sit with the Parity Committee. As President of his base unit, he organized Christmas Parties and other events that were always crowned a success, which created a sentiment of pride and belonging, which least of not resulted in the greater participation in the general assemblies of Empire.

He was also the first base unit President who succeeded in negotiating his full time liberation in order to better serve his members, this from the head office of Local 800.

In 1994, Melchiorre continued to serve his members, but this time with the title of union representative, until his recent retirement.

### A huge generosity

How can we not note his huge generosity, which pushed him to create an annual drive which collected donations and food that would bring a bit of comfort to the members of our union who were in need during the holiday period. This campaign, which is in its ninth year, will see more than forty families' benefit from the generosity of the members, employees, employers and suppliers.

On behalf of the militants of Empire, the Executive Committee and the General Council, I would like to wish a happy and well deserved retirement to someone who will always keep the union in his heart.

