

Le Journal 800 du

Service Employee Union
Local 800

ues800.qc.ca

December 2011



8th SEU 800 Convention

A success

Happy Holidays and best wishes for the upcoming New Year

Service Employees Union, Local 800

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Executive Vice-President.

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The SEU 800 supports the QFL Construction in their battle against Law 33

Don't be afraid to say it, the Charest government is trying to drown a fish. To divert the glares of citizens on the corruption within the construction industry from the builders and the engineering firms, Charest is attacking unions. Furthermore, Charest has succeeded in dividing unions by exciting (TAUNTING) the QFL and the International offices at the CCQ much to the pleasure of the smaller unions such as the CSN, the CSD and the SQC. The State is putting into question the union's placement even if they this represents only 15% of the impact on the employment of the work force.

The government believes that unions have too much power within the industry. Yet, a lawyer in Quebec cannot work as a lawyer without being a member of the Bar. But that is acceptable. Clearly, everything is a matter of perception, except when we govern! Therefore, Charest's point of view may be imposed to satisfy those who share it and contribute to his party's coffers. It is well known, that the state's positioning overshadows that of union solidarity.

The SEU 800 stands incredulous, regardless of the message stated in the media, we remain convinced that the QFL Construction is the doorway for the rights and interests of workers in this industry.

The Union' place

First, it is important to know that less than 15% of the work force is covered by the present system of union placement. It is not obligatory and the employers are free to recruit via other means (OR CHANNELS).

In the report by the working committee on the running of the construction industry that inspired Minister Thériault, one can read "the union placement in the work force and the abuse that arises from it must be prohibited" (page 9). Yet we make reference to disloyal

practices such as intimidation. However, the table below presented in the QFL memoirs to the Minister speaks for itself.

The complaints in 2010

The CCQ received thirty complaints regarding intimidation, retaliation, threats... for a workforce of 152,000 workers.

- The commissioner for police ethics received almost 2,000 complaints within a workforce of 17,000 police officers.
- The Quebec Bar received 1,407 requests for investigation. There are 23,709 lawyers.
- The Quebec Press Council rendered 110 decisions relative to complaints.
- The Collège des médecins received 2,982 investigation requests for 16,000 doctors.
- The National Assembly cannot be left out: many can be complaints for insults, outrages or acrimonious exchanges.



Raymond Larcher
President of the SEU,
Local 800

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Our colleagues from QFL Construction believe that making the CCQ responsible for union placement under false arguments, risks creating a bureaucratic mess and will open the doors to discrimination on the part of employers. QFL Construction suggests a framework of unions by means of a reference permit, a monthly report to the CCQ and governing rules and ethics for reference from the work force.

Union representation on the Administrative Council of the CCQ and the petition process

Therefore, the two biggest unions represent 70%, which means that they hold more seats at the CCQ. The rule of proportionality is respected and it is the elementary principle in all democratic instances.

- QFL Construction: 44% of members
- International: 25% of members
- CSD: 14% of members
- CSN: 10% of members
- SQC: 7% of members

Therefore, the two biggest unions represent 70%, which means that they hold more seats at the CCQ. The rule of proportionality is respected and it is the elementary principle in all democratic instances.

The SEU 800 supports the QFL Construction in their battle against Law 33

Not democratic!

Giving an equal voice to each union (1 seat each) is contrary to this principle. The bill gives preference to the minority so in the case of a disagreement; the unions with three (3) seats (CSD, CSN, SQC who represent a minority) would go against the 2 unions (QFL, CPQ-MC who represent the majority). This is not democratic.

Once again, Bill 33 scorns democracy, as it requires the APPROVAL of a minimum of three unions to ratify a collective agreement. For all intents and purposes, the current representation would give the right to veto to the 3 unions that represent the minority.

We must support the QFL Construction

Other measures outlined in Bill 33 have been denounced in the QFL Construction memoir (see www.ftq.qc.ca). We believe that the Liberals are looking to destroy an industry that, according to the 2010 report of the CCQ, has good employer-union relations.

The SEU 800 has always been supported in the battles by the QFL Construction workers. These unions have never let us down and, therefore, we should return that solidarity that has always been offered to us.

They must be supported!

Closing of our offices for the Holiday Season

Please take note that our offices will be closed during the Holidays, from December 21, 2011 to January 3, 2012 inclusively.

Happy Holidays

Supporting students



To support students in their struggle against the tuition fees increase, a QFL delegation was present at the demonstration on November 10. In this photo taken during the event, we can see, from left to right, Louise Mercier, coordinator of SEU 800 activities, Sylvie Lépine and Carole Gingras, advisors in the QFL status of women department, and Denise Gagnon, QFL representative in international affairs.

New 800 Health and Safety Committee



The members of the health and safety committee SEU 800, (CSS800) who are in this photo held recently a first meeting since its renewal. From left to right, we can see Raymond Larcher, President of SEU 800, Diane Dandurant, from Autocars Orléans-Express, Janice Clapson, from School Board English-Montreal, Michel Duranleau, from Beaulieu Canada, Annie Gagnon, health and safety union representative, Michel Labrie, from Groupe Environnemental Labrie, Jacques Généreux, from Soucy Plastique, Sophie Bourgeois and Jean-Pierre Devost, CSST union representatives.

Building Maintenance, Montreal' Decree

The new decree was issued on November 9

Good news for all Building Maintenance employees covered by the Montreal' decree. The new decree was officially issued by the Government on November 9, 2011.

Under this decree, and as negotiated by SEU 800 with the employer's association, since this date, all building maintenance employees have seen their salary increased and it will be increased on November 9 of each year, except for 2017 when the increase will be on October 30 the last day of the new collective agreement.

Monetary clauses come into force

Although the collective agreement was signed on December 2010, it was necessary to wait for the Government to issue the decree which contained the monetary clauses of the collective agreement, for them to come into force, this according to a long process intended by the Law.



Congratulations to the building and maintenance negotiating committee members, Montreal decree, that we can see herewith at the beginning of the negotiations.

TABLE OF THE SALARIES REGULATED UNDER MONTREAL DECREE, BUILDING MAINTENANCE SECTOR

Decree	Class A	Class B	Class C
Entry into force	\$15.70	\$15.29	\$16.21
1 st anniversary	\$16.05	\$15.63	\$16.57
2 nd anniversary	\$16.41	\$15.98	\$16.94
3 rd anniversary	\$16.78	\$16.34	\$17.32
4 th anniversary	\$17.18	\$16.73	\$17.74
5 th anniversary	\$17.61	\$17.15	\$18.18
6 th anniversary (or October 30, 2017 at the latest)	\$18.07	\$17.60	\$18.65

Building Maintenance, Québec Decree Negotiations Info

The process of the renewal of the collective agreement, and thereby, of the Decree between SEU 800 and the corporation of building maintenance contractors began on June 7 and is well underway.

In order to try to finalize this on schedule, the parties planned many negotiation sessions as of September. Besides, the discussions regarding the normative clauses will be finalized at the beginning of November.

Subsequently a great challenge awaits us, which is to achieve our objective to end the important disparity between the Decree of Quebec and the Decree of Montréal, especially regarding salaries, considering the important issues of the salaries, solidarity from each one of us will be of prime importance. For this purpose, many other negotiation sessions have already been scheduled with the Corporation of building maintenance contractors during the month of November.

Report during general meetings

Negotiation committee members hope to be able to provide a negotiation report during general meetings by the last week-end of November or early December.

The Decree of Québec ends on December 31, 2011.

The negotiation committee is composed of : Louise Paré of Maintenance Euréka, Michel Lamothe, Empire Maintenance, Jean-Philippe Duclos and Marc Kébreau, of Service d'entretien Empro, Denis Pélouquin of Derko/Servi-Pro, Paul Bernard, PR Maintenance, Roger Bernard, Ml Multiservices and Jean-Pierre Devost of SEU 800.

Women in Action

New President

I am proud to introduce the new President of the Women in Action committee, Stella Nadeau, who was elected by acclamation at the committee meeting, held last November 8.



I am proud to introduce the new President of the Women in Action committee, Stella Nadeau, who was elected by acclamation at the committee meeting, held last November 8. Stella has been a member of the committee for several years and has always lobbied for the cause of women, particularly as a delegate to the Status of Women in IPL Industries, in St. Damien, the company where she works as a quality controller.

I'm convinced that Stella will be an asset to our union and will be able to take up the challenge together with the great team that makes up our Women in Action committee, seen in the photo below.

The committee has committed to several challenges for the 2011-2012 year! Among others, further to

the adoption of a resolution to that effect at our convention in June 2011, we will be working with the Association of Caregivers of Quebec in order to support said organization whose goal is that of supporting caregivers to work and live decently. Furthermore, the committee will plan an activity specific to the SEU 800 to mark International Women's Day, on March 8.

Thank you Sally

Finally, I would like to emphasize all of the contributions of our outgoing president, Sally Coleman. Sally has chaired the Women in Action committee for over 10 years and her contribution has been greatly appreciated. Thank you Sally!

Lina Aristeo

Executive Vice President of SEU, Local 800, and political leader of Women in Action



Stella Nadeau, the new President and political leader of Women in Action committee.



New Women in Action Committee

On November 8, 2011, the Women in Action Committee held its first meeting since the last Convention. In this photo, taken on this occasion, we can see from left to right, Lise Carrière from Services Ménagers Roy, Réjeanne Laberge from Holiday Inn Jonquière, Annie Gagnon, SEU 800 Health and Safety Union Representative, Stella Nadeau from IPL, Augustine Côté, retired from Groupe Compass (Québec), Chantal Bélanger from Empire Clothing, Lina Aristeo, SEU 800 Executive Vice-President and Responsible for Committee politics, and Louise Mercier, Coordinator and Responsible for Committee politics; in the front row, Lucie Thériault, from For Net. Missing in the picture: Janice Clapson, from English Montreal School Board.

Service d'entretien Distinction

Hotel sector negotiating

The negotiations for the renewal of the collective agreement for the approximately four hundred employees of Service d'Entretien Distinction working in the hotel sector, began in September.

At the time of writing, three meetings had already taken place between the parties, and two others were scheduled for the month of November. A General Meeting was also called for the end of November.

The main issues of this negotiation are the monetary clauses, the pace of work and the workload. The negotiation committee is composed of sisters and brothers Marie-Bernadette Boncoeur, Juana Cea, Réjeanne Hachey, Rachel Jalbert, Mario Lage, Justina Raposo, and of the Union representative.



Claude St-Marseille
Union Representative,
Montréal area

Industries de maintenance Empire

Skilled Workers negotiating

The negotiations have also begun for the base unit of the skilled workers of Industries de maintenance Empire assigned to the malls: Cadillac-Fairview, Anjou, Laval, St-Bruno and Pointe-Claire.

Two meetings had already taken place at the time of writing. The employer submitted his offers on October 26, but they were unanimously rejected by the employees, and negotiations continue.

The main issues relate to the monetary clauses and the group RRSP. The base unit has approximately 30 employees. Their negotiation committee is composed of the President of the base unit, Patrick Lussier and of the Union representative.

Club de golf Royal Québec

New collective agreement

On September 29, the parties signed the new collective agreement for the Club de golf Royal Québec's employees in Boischatel, near Québec city. This unit includes restaurant, administration and maintenance employees.

Members had previously accepted at a General Meeting of July 5, 2011, the proposal of agreement submitted to a vote by a margin of 67%. Just as the collective agreement for the course employees, the new contract offered is for a term of four years.

Salary increases and a new sick day

Among the main changes made to the various monetary clauses, note that in addition to salary increases of 3% per year, office employees will benefit from one additional sick day, some employees will have their percentage of

vacation increased, and the amount of certain premiums, including night premium, was increased.

The negotiations were carried out in an atmosphere of collaboration, despite the fact that some subjects were discussed more fiercely. WE like to point out that this was the last negotiation attended by Director General Marc Grenier, who is retiring after more than fifteen year at this position.

I wish to thank Brothers Pierre Michel, Roberto Blouin and Michel Voyer for their involvement in the negotiation committee. I take this opportunity to commend all members in the various base units which will complete their season's work in the coming weeks, if this is not the case yet. Take the winter to rest and come back in good shape for the next work season which will happen soon enough...

Rôtisserie St-Hubert de Rimouski

Negotiations have started

The negotiations for the renewal of the collective agreement of La Rôtisserie St-Hubert's employees have started on September 13 in Rimouski. Despite the fact that the collective agreement does not expire until December 2011, the parties agreed to quickly get down to work.

To this effect, the Union previously had a meeting with the employees at the end of May in order for them to submit their demands. The Union executive, along with the representative of SEU 800, then worked to prepare the proposal of renewal of the new collective agreement. After summer vacations the parties began the negotiations meetings.

An atmosphere of mutual respect

At the present time, the parties have agreed on the changes to the normative clauses and have discussed most of the monetary clauses. Discussions will continue at the next meeting scheduled for November. If the Union and the Employer will come to an agreement, the result of the negotiation will be presented to the members at a general meeting. For the moment, the negotiations are conducted in an atmosphere of mutual respect and cooperation and the objective is to achieve a new work contract to the satisfaction of both parties. Rôtisserie St-Hubert of Rimouski has nearly one hundred employees who are unionized with SEU 800 since 1981.

Strike avoided

The outbreak of the strike, which was imminent in early October, is now discarded. Indeed, the employees assembled in a special meeting in St-Pascal on October 12 accepted with a margin of 62% the settlement hypothesis proposed by the conciliator appointed by the Minister of Labour on this issue, thus avoiding the outbreak of the strike.

A meeting “of the last chance” took place in Rivière-du-Loup on October 7, 2011. The Union had then accepted to submit the settlement hypothesis proposed by the conciliator and to recommend its acceptance. A few days earlier, in another general meeting held on September 25, the employees had rejected at more than 80% the proposition of a tentative agreement. The conciliator then met with the parties separately, to finally convene them on last October 7. At the time of this writing, union and employer spokespersons are still working on the last details pending in order to finalize the texts which will be used to write the new collective agreement that will end on February 2017. The Union hopes that the signing of the new collective agreement will be at the latest in early December.

Rate increase and a lump sum

The main issue in dispute was the salaries, and especially the year 2011. The position of the union was to claim an increase of the rates, while the Employer was offering a lump sum. The settlement hypothesis proposed by the conciliator was to the effect that the employees will receive, in 2011, a rate increase, including a retro-activity and a lump sum. In total, the Employer agreed to grant a rate increase of 13% over a six year period. For 2010 the employees will receive a lump sum of 3% of their gross earnings. Taking in consideration the huge gap that divided the parties, the Union considered that this proposal could be recommended. The employees were ready to

go on strike if the Employer had not accepted the rate increase for 2011.

Negotiated for nearly two years

The collective agreement had expired since February 23, 2010 and considering the fact that the negotiations were expected to be difficult, they began in November 2009. The parties have therefore negotiated for nearly two years. I take this opportunity to thank Brothers Denis St-Pierre and Mario Lévesque, as well as the former Union executive President, Alain Mercier, who despite having left the company to redirect his career, has been involved in the negotiations until his departure. I wish to thank in a special way Brother Denis St-Pierre who fulfilled his union officer’s tasks with professionalism and dedication. The members of this unit can be proud to rely on someone of this value. Thank you Denis for your patience your understanding and your availability. As for Brother Mario Lévesque, I thank him for having accepted to replace at a very short notice Brother Alain Mercier after his departure.

Even if the signing of the new collective agreement is imminent, there will be plenty to do to try to rebuild the bridges and renew working relationships in this unit. Difficult negotiations can often leave marks, but the Union will put in the necessary efforts to achieve this goal. However, the Employer will have to cooperate and be open. Besides, there are signs of better days in the future for this company founded in 1857 and specialized in farm wagons and snow blowers.



Michel Tremblay
Union representative
Region of Quebec

School Board Sector

Many **improvements** in the working conditions

After many months of negotiations, Mr. Wayne Kendall (Central Québec), Paul Saletnig (English-Montréal) and Ms. Rita Plamondon (Union representative) signed the collective agreement of the School Boards sector on May 31.

Many improvements of their working conditions have been negotiated and accepted.

The French version of the collective agreement is presently available on the internet site of CPNCA at the following address:

<http://www.cpn.gouv.qc.ca>

The English translation is now being done. The Human Resource Department of each School Board was supposed to ask all workers if they wanted a French-English hard copy, or an electronic version of the collective agreement, which, to our knowledge, has been done. You should therefore receive in the

Fromagerie Boivin

25 to 30 new **jobs**



Alain Royer
Union Representative

Fromagerie Boivin at La Baie, a district of the City of Saguenay, won a major contract by becoming the unique maker of cheese sticks Amooza from the industry giant.

During a work relation committee, the employer informed the members of the Union that the agreement with Kraft Canada will increase by 50% the current production, over and above the immediate creation of 25 to 35 new jobs. In fact, the cheese factory has expanded its premises as a direct result of the award of this contract.

The tests for the activation of the new production line began in October to be ready to begin production operations at the end of the year or early January.

Members of union executive are Pierre Tremblay, President, Sylvain Desgagné, Vice-President, and William Girard, Secretary.

following months the requested version. In the same spirit, the School Board shall make available for the members a computer on which they can consult the electronic version of the collective agreement and of the classification plan.

Presently, the negotiations for the local arrangements are in process in some School

Boards. We will keep you informed of their progress as soon as possible.

In addition, there have been changes in terms of pay equity. In fact, the government proceeded to the calculation in order to maintain pay equity and some job titles have obtained an adjustment. The School Boards have already made the required payment.

School Board Sector

Union Victory in Arbitration Regarding the Insurance Plan

A decision of the arbitrator Fernand Morin ruled in favour of SEU 800 in a grievance case relating to the public sector insurance. The worker had been registered on an individual basis by the Employer. The worker had never completed the form.

Later, the Employer did. During an update of the files by the Employer, the worker completed the form and registered individually as before. Her job status having changed during the renewal of the collective agreement, she was no more eligible to insurance coverage, therefore, she registered with the Quebec Publicly funded Drug Insurance Plan (under RAMQ).

The Insurance Company makes the reimbursement

The registration of the worker to the public plan allowed the government to realize that the spouse of the latter had been submitting claims to the public system while she was covered by a private plan, which is forbidden by Law. The RAMQ then asked the worker to reimburse the total amount of her spouse's insurance claims for a period of two years.

The worker with the assistance of the Union has obtained that the Insurance Company makes the reimbursement conditionally to filing a grievance asking the School Board the reimbursement of the amount claimed by the RAMQ.

Two flaws in the process

The arbitrator retained two flaws in the process: the registration and the administrative process. For this reason, he holds the Employer responsible for half of the amount claimed by the RAMQ.

Finally, we will soon hold general meetings in each School Board to inform you about the renewal of the insurance plan, which will come into force on January 1st, 2012.



Cyntia Gagnier
Union representative



Rita Plamondon
Union representative

Association des aides familiales du Québec

Solidarity agreement with SEU Local 800

EU Local 800 has concluded a solidarity agreement with the « Association des aides familiales du Québec » (AAFQ).

It is with great satisfaction that our president Raymond Larcher greeted this new agreement. “During our Convention, we adopted the resolution number R6 stating that SEU 800 supports the Association des aides familiales du Québec » (AAFQ) in the recognition of their right to unionization and to social laws” stated Mr. Larcher. Recognized as caregivers in the Act respecting labour standards and mainly composed by women, l’AFFQ will benefit from the support of our “Femmes en action” committee.

We therefore present a picture of the AAFQ:

Association des aides familiales du Québec

The Association des aides familiales du Québec (AAFQ) is a non-profit community organization, founded in 1975. Its mission is to ensure that the value of the work done in private homes is recognized, respected and valued.

The AAFQ actively supports proper working conditions for caregivers, as well as fighting for their rights. The organization also provides caregivers with the opportunity to break out of their isolation and create ties of solidarity with fellow workers. Outreach and prevention initiatives are priority.

The AAFQ offers a number of services to caregivers including workshops, resources on employment standards and immigration, French conversation classes, job search support. The AAFQ also plays a role in advocating for caregivers’ rights in public policy.

What is a “caregiver”?

For the AAFQ, a caregiver is a professional who executes multiple functions in a private

home. She takes care of the household by accomplishing all work intended for the proper running of a family. She also assumes the entire responsibility of the care of the children, elderly or handicapped people in the absence of the parents or tutors.

Although most legislation speaks of domestic workers, the AAFQ prefers the use of the term “caregiver”, as it better encompasses the spirit of the contribution made by these women and men to the well-being of families in Quebec.

Caregivers in Quebec

In Quebec, the need for caregiver services has continued to increase over the last twenty years. This is mainly due to the influx of women into the workforce, the aging of society, the intensification of work and the attempt to reconcile work and family responsibilities.

Although it is difficult to ascertain accurate statistical data on caregivers in Québec, we know that:

- There are between 20,000 to 40,000 caregivers
- More than 95% of caregivers are women
- One out of ten lives with the employer,
- Nearly 20% are native Quebecers and less than 10% are registered with the Federal Live-in Caregiver Program (LCP).

Challenges facing Caregivers

Domestic workers in general face obscurity and isolation. Prone to vulnerabilities, they are often hesitant to claim their rights for fear of losing their employment. In Québec, they are the only workers who are specific excluded from automatic access to the CSST in-

insurance scheme. The situation of Live-in caregivers, who are migrant workers, is especially difficult. They are required to live with their employer and their work permit is employer-specific. These restrictions create an uneven balance of power in the working relationship.

The AAFQ strives to improve working conditions for all caregivers. If you are a care-

giver or know someone who is, please encourage them to register at the AAFQ.

The AAFQ, standing tall everyday for caregivers. (La tête haute...tous les jours).

For more information or to subscribe to our newsletter, please consult: www.aafq.ca

Société immobilière Courbec

Collective Agreements

Renewal

The collective agreement for the employees of the company *Société immobilière Courbec* renewed in May got them many gains, including an additional floating day, double rate for work done on Saturday, annual salary increases of 2.5% as well as an increase in the percentage of the Employer's RRSP contribution, from 5 to 8% per year.

Moreover, the Employer will pay for subscription fees to a gym or a massage therapy for \$ 360 per year. The collective agreement is for a period of 5 years. The negotiation committee was composed of the base unit president, Benjamin Gill, and me.

Fonds régionaux de solidarité FTQ (Regional Solidarity Fund QFL)

The gains achieved by the some 50 employees of *Fonds régionaux de solidarité FTQ* with the signing in September of their new collective agreement for a period of 5 years, are the following: obtaining a defined-benefit pension fund among the best in Québec, as of January 1st, 2012, annual salary increases, respectively of 2%, 2%, 2%, 2% and 2.2%; improvement to their medical insurance plan, as regards to health, vision care and life insurance; higher reimbursement of mileage costs. Increased employer's participation to the employees' contribution to the Solidarity Fund; 6 week vacation after 15 years of service; requirement and maintenance of the pay equity for the position of assistant to the

regional director, which means an increase of 4.4%; payment of a lump sum of 1% paid upon signing of the collective agreement.

Professional development and career promotion

As for professional development and career promotion, promotions have been made more accessible, with some particular characteristics for each region. To be noted also, the introduction of a policy on balancing work and personal life with a 4 day week for assistants, except for those having a network mandate, and there may be case by case agreements for the professionals.

In total, in monetary terms and excluding the pension fund, the employees obtained an increase of 6,75% besides the lump sum paid to them at the signing.

The union negotiation committee was composed of François Morier, base unit President, Danielle Potvin, Josée Racicot, Donald Lefebvre, Charles Lahaye, Pierre Tremblay, Lucie Rondeau, and me.



Alain Comtois
Union representative

Allocations to members of the General Council and the Executive Committee

The SEU 800 policy

The amounts paid to the members of the SEU's General Council and the Executive Committee is often the subject of members' debates and such was the case once again during our Convention held last June. Although these amounts are clearly mentioned in the policies, the Unions' administration decided, once again, to share the information pertaining to this subject.



Alain Brisson

Vice president to the administration of the SEU, Local 800

The Expense Policy was adopted by the General Council some twenty years ago following a report by a working committee comprised of one member of the administration and a representative of each one of the divisions from the General Council. It has always been this way with regard to any modifications thereafter, including a major overhaul in 2004.

The adopted policy

For each day that the General Council meets, members who reside locally receive \$175 as a representation fee and for those who do not reside locally; they receive \$200 to which is added \$25 per meeting for those who must travel the day before. Members of the administration receive \$157 which takes into account the value of the expense allocation they already receive in the exercise of their functions. The General Council meets four times a year and each meeting is generally for one day or exceptionally, for two days.

As for members of the Executive Committee, they receive \$300 per month as an allocation for responsibility, with no regard to the number or the duration of meetings, as well as \$150 for each meeting as a representation fee. Members of the administration only receive the \$150 fee for representation. The Executive Committee meets each month (except in the summer, therefore, eleven meetings per year) for one full day.

Expense allocations (per diem) normally paid out for all union activities, are also included in the amounts paid to the General Council and the Executive Committee. There-

fore, no further amount is paid. Furthermore, the amounts are taxable revenue to which expenses can be apposed, as a result, tax receipts are issued.

These allocations and representation fees are paid to members of the General Council and the Executive Committee in recognition and compensation for the following responsibilities and tasks:

- General responsibility with regard to the SEU 800 and all of its members, that arise from the representing all of the Union's members and the decisions taken.
- Specific responsibilities with regard to the members of each of the Union's divisions that arise from representing the members of the respective divisions and the decisions taken.
- The time spent studying documentation, follow-up of dossiers, consultations and interventions within the divisions, as well as interventions and support provided during various circumstances (demonstrations, strikes, etc).

No increase in 12 years

Furthermore, it should be noted that these amounts have remained the same since the arrival of a majority of the current officers in place, which means that they have never been increased over the past twelve (12) years, if not longer. On the other hand, the amounts allocated to all members of the union for various union activities have been improved on several occasions: the expense allocations (per diem), mileage and car pool allocations,

parking, lodging conditions, day care costs, strike allocation, etc.

Finally, a working convention has been formed following the last convention in order to:

- Follow-up on the resolutions pertaining to the expense policies adopted at the convention;

- Examine the contents of certain proposals rejected at the convention, in accordance with promises of the Union President, Raymond Larcher;

- Update the policies that require updating.

Following the committee's work, decisions that are taken by the General Council will be publicized.

8th 800 SEU Convention

It was in June, that the 8th Convention of SEU Local 800 took place in the beautiful city of Quebec. On this occasion, the 25th anniversary of the SEU 800 was highlighted in different ways, including video clips, a notebook memory, a cocktail and the distribution of a gift to the delegates.

Furthermore, at the opening of the Convention, former presidents, Aimé Gohier and Rhéal Martin, were given the opportunity to address the 300 participants, delegates, observers and staff.

In terms of resolutions, participation by videoconference to a general meeting, sending the proposed changes to a collective agreement before the general meeting and creating a position of 3rd director in each Division, were the most significant statutory changes.

As for the guidance resolutions, demands to improve the Law on Employment Insurance, reviewing the expense policy of SEU 800, support of the QFL campaign to improve the public funded pension plan and finally, support for the Quebec caregivers struggle were adopted.

Important commitments

The Larcher team was elected and the team has committed to maintain a strict management of the SEU 800 finance, upgrade the website, to further develop training courses, to implement a Youth Committee and to hold a conference for SEU 800 women, likely in 2013. All



in all, it was a successful and much appreciated event. SEU 800 expresses its thanks to the delegates as well as all those who worked hard to ensure the success of this event.

The Convention

in pictures



International Union President, Mary May Henry, addressed the delegates.



Also invited to the convention, the president of SQEES 298, Jean-Pierre Ouellet.



The President of QFL, Michel Arsenault, also invited to the convention.



At the Convention, the reelected executive with two guests : from left to right, Alain Brisson, Vice. President, Administration, Mary Kay Henry, President of UIES, Raymond Larcher, President, Michel Arsenault, President of QFL and Lina Aristeo, Executive Vice. President.



Delegates speaking on a microphone.



Delegates discussing in a workshop.



Delegates speaking on a microphone.



A first General Council held at Lévis

On September 29 and 30, members of the General Council elected at the 8th Convention in June 2011, met for the first time. At that time, each Division appointed its third director, as provided by resolution S-15 passed at the Convention.

Thus, the following brothers are now part of the General Council:

- Pierre Michel, Services Division, Commerce and Financial Institutions
- Martin Ngoyi, UTIS Division
- Jean-Philippe Duclos, Building Maintenance Division
- Paul Saletnig, School Boards and Universities Division.

Furthermore, Sisters Lucie Savage and Isabelle Morneau replaced respectively Sisters Chantal Claude and Valérie Goupil, following their voluntary departure.

Complete copy of the documents

On the first day, while the General Council held its meeting, about fifteen Québec base unit presidents participated in a conference on the role of the General Council. They had received a complete copy of the documents reviewed by the General Council, including the minutes of the Executive committee, correspondence, auditor's report, financial statements, etc. They were thus able to observe the amplitude of the documentation needed to conduct a meeting of the General Council. After having received explanations given by Brothers Alain Royer and Jean Pierre Devost, union representatives of the Quebec City office, the base unit presidents were invited to have dinner with the officers of their respective divisions. Subsequently, they attended the debates of the General Council as observers.

Better understanding of the work

The exercise allowed the base unit presidents to better understand the work of the brothers and sisters who sit on the General Council of the SEU 800.

“The goal is for the base unit presidents to get a better understanding of the role of the General Council, but also to create a connection between the base units and the above decision-making structure, this activity was a real success”, said President Larcher. “The exercise will be repeated at least twice a year in all regions where our members are located”, added Executive Vice-President Sister Lina Aristeo. As for Brother Alain Brisson, Administrative Vice-President, he declared being pleased that members are closer to the administrative aspect of the Union.

The General Council in brief

- Reading and approval of the minutes
- Verification of the minutes and correspondence of the Executive Committee
- Audit of financial statements
- Training on the “Financial analysis of a business”
- Discussion of the Youth Committee, Health and Safety Committee and Work Committee about the revision of policies following the Convention
- Workshop on the Convention of the International
- Back to the SEU 800 Convention
- Monitoring of UTIS merger
- Budget - request for additional funding

Note: the minutes of the General Council once adopted are available for members of the Service Employees Union, Local 800 upon request. (ues800@hotmail.com)

Change of presidency at the FFARIQ

Jacynthe Boucher replaces Véronique Dubé

After having served her term with dedication, Sister Véronique Dubé bows out as president of the Federation of Foster Families and Intermediate Resources of Québec (FFARIQ). Sister Dubé was very active throughout her term.

The FFARIQ first had to adjust to the 49 Act, which imposed a new legislative framework, which was to have the Labour Relation Board recognize the FFARIQ in each region of Québec. Sister Dubé also re-configured the operating mode, including the provision of change in management and the signing of a service agreement with the Service Employees Union, Local 800.

At the general meeting of the FFARIQ, held last October 22, her commitment was praised. The speeches, acknowledgments, flowers and small gifts for Sister Dubé were a clear sign of how much the members appreciated her work.

Amendments to the regulations

The new president, Sister Jacynthe Boucher, spoke about the importance of conducting the ship to port. She also began her term by proposing amendments to the regulations of the Federation changes that were adopted by the Assembly.

The president of the SEU 800, Raymond Larcher, who had been invited for the occasion, also congratulated the outgoing president and reiterated the support of the SEU 800 to the new president. He also discussed with members of the assembly various topics, including recruitment and raiding. Moreover, he pointed out the agreement of solidarity and service that ties the SEU 800 and the FFARIQ, and of which he is very proud.

Partnership FFARIQ/SEU 800

At the time of writing, the foster families and intermediate resources of the Youth Centre in the region of Montreal, who is currently recognized by the CSD, will hold a vote, as declared by the CRT, to determine which association will obtain the favour of the majority. The entire recruitment team of the SEU 800, along with members of the FFARIQ, is hard at work to win this vote. Currently, about 2,000 foster families and intermediate resources are part of the partnership FFARIQ/SEU 800.

As mentioned by the general manager of the FFARIQ, Luc Drapeau, with 30 years of experience as a foster family manager and then Head of Department of the de Lanaudière Youth Centre, "Foster families deserve our gratitude as they offer their users a multitude of support services and assistance such as maintenance of the living environment, protection against abuse, integration into society, support in all activities of the user, monitoring of all health and psychosocial services and participation in the services required by the condition of the user (food, travel, health, mobility, driving integration and others) and so on."

We can say with confidence: SEU 800 and FFARIQ are growing together!



Véronique Dubé served her term as President of FFARIQ with dedication.

The SEU 800 wins its case at the Court of appeal

On October 4, 2011, the Court of Appeal dismissed the appeal of the employer, Service d'entretien Distinction Inc., who challenged an arbitration award rendered on October 5, 2009, rescinding a dismissal for failure by the employer to respect the procedure of imposition of a disciplinary measure.*



Me Cristina Cabral

Legal counselor
of the SEU, Local 800

At the arbitration of the grievance, Mr. François Rollet, union representative, had raised as a preliminary argument that the dismissal was null, void and illegal, since it was issued after the delays stipulated in the collective agreement, that being “25 days from the knowledge by the employer of the incident giving rise to the grievance”.

Stipulated delays have been exceeded

In this case, the incident causing the dismissal was the fact of having taken food belonging to a customer. The employer claimed they had to investigate and that the delays would start from the time he would have been aware of all circumstances surrounding the incident. However, in this case the employer had viewed a videotape of the incident that showed, clearly, the employee taking food from the dish of a client.

Therefore the arbitrator concluded that the employer held, at that time, enough information to make a decision and that searching for extra facts was unnecessary. Con-

sequently, the stipulated delays having been exceeded and the dismissal having been imposed 52 days after the alleged incident had to be voided.

Superior and Appeal Courts confirmed

The Superior Court confirmed the arbitrator's decision on judicial review taking into account the wording of the clause of the collective agreement: “of the knowledge by the employer of the incident” which differs from : ‘knowledge by the employer of all relevant facts related to this incident’. The judge mentioned as well that “the right to investigate when necessary does not give permission to the employer to let the file drag on”. The Court of Appeal confirmed the finding, by ruling that “the time needed by the employer to complete the investigation cannot be explained, especially since, as of the day of the incident, representatives of the employer had viewed a decisive videotape”.

*Building maintenance master collective agreement, Montreal Decree

FACEBOOK AND SOCIAL NETWORKS: PUBLIC CONTENT AND ADMISSIBLE AS EVIDENCE

Whether on Facebook, Twitter, blogs or discussion forums, the information on the social networks of the internet, even if written and published from your own home, is not considered part of the protected area of private life.

Dissemination of information on social networks makes its content accessible to everyone including employers. Once the written trail is left on the Internet,

prejudicial information or a compromising photo can constitute evidence admissible in court.

There are already cases where such evidence has been used against employees: dismissal for time fraud, damage to employer's reputation, psychological harassment, fraud on an occupational injury, etc.

We must therefore use caution when publishing information on the Internet, because of the legal consequences this might entail.

Some changes in the **staff** of SEU 800

Jean-Pierre Devost

Health and safety representative, Québec City

It was in the 90s, when, victim of a work accident he had to struggle with the CSST to defend his rights, that Jean-Pierre became aware of the difficulties and the distress that employees may encounter when dealing with “the system”. He then went back to school at the Bachelor level and obtained two certificates, one in Labour and Social Law and the other in Paralegal. In 1995, he started plead-

ing for *Fondation d'aide aux travailleurs accidentés (FATA)*. Since 1998, he was working mainly with QFL affiliated unions, primarily in the construction sector, especially for health and safety files, but also in employment insurance files. He was in private practice until 2011 when he joined SEU 800 to defend our members' CSST and CLP files in the Québec region.



Chantal Claude

Insurance Office Agent

Since June 22, Chantal joined the SEU staff as an office agent for the building maintenance group insurance. Before, she was an employee of *Québec Loisirs* and member of our union since 1989, and involved with the union ever since 1994. She fulfilled all the duties, from delegate to member of the executive committee, Treasurer, and then, Presi-

dent of the base unit in 1996. Member of the General Council since 2000, she was part of the Women in Action Committee, the union education team, and, for two years, of the recruiting team. “What I appreciate in my new position is that I continue to be in contact with the members, to be at their service, and I keep on informing and defending them.”

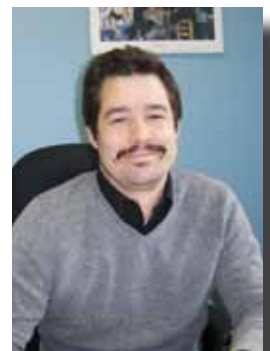


Hugo Desgagné

Montréal's office

Hugo is a graduate in political sciences and juridical sciences from *Université du Québec à Montréal* and he is a brand new member of the bar, where he was admitted in July 2011, shortly before joining the SEU 800 team as a union representative. Previously, he was a community worker, mainly with *Mouvement autonome et solidaire des sans emploi* and *Comité action chômage Montréal*, where he

still sits as a member of the Board of Directors. While still in school, he participated in student activism for about ten years. At the time of his hiring by SEU 800, he was working for a lawyers' firm that pleads union files. Assigned to Montréal's office, he is a union representative for our McGill University units, replacing Louis Boudreau.



And a departure, Louis Boudreau

Brother Louis Boudreau left us to settle in Quebec, where he presently works as a union representative for our sister Union, the Que-

bec service employees union, local 298. We bid him farewell and good luck.

Financial Report of the SEU 800

Accumulated statement of revenue and expenditures or the year ending December 31, 2010

	2010	2009
Revenues		
Union dues of the members	8,699,664	6,548,667
Dues - social activities for members	132,744	105,535
	8 832,408	6,654,202
Reimbursements		
Social activities fund for local base unit members	(124,387)	(128,563)
Equalization payments (péréquation)	(417,596)	(384,266)
	(541,983)	(512,829)
	8,290,425	6,141,373
Charges		
Salaries and benefit expenditures	3,821,092	3,076,726
Operating Costs	2,621,386	2,311,632
Per capita tax	1,884,554	1,497,877
LRent and rental expenditures	360,238	320,015
Administrative Costs	455,642	327,311
	9,142,912	7,533,561
	(852,487)	(1,392,188)
Autres produits	1,253,785	1,204,388
Excédent (des charges sur les produits) des produits sur les charges	401,298	(187,800)

Accumulated Balance Sheet as of December 31, 2010

Other assets		
Short term		
Cash and investments	1,430,402	1,183,085
Accounts receivables	1,397,884	1,135,825
Amount to receive from the Insurance Fund - Building maintenance and Projects Fund, without interest	46,662	20,089
Prepaid Expenditures	79,881	20,770
	2,954,829	2 359,769
Long term investments	550,000	600,000
Fixed Assets	1,301,889	1,217,858
	4,806,718	4,177,627
Liabilities		
Short term		
Creditors and expenses to pay	1,385,036	1,279,164
Portion of long term debt installment due in less than a year	10,423	9,790
	1,395,459	1,288,954
Long term debt	279,425	289,848
Provisions for retirement allowance for the union representatives	534,922	597,711
Liabilities entitled net assets	1,575,700	1,381,200
	3,785,506	3,557,713
Balance of funds		
Unrestricted	(1,561,436)	(1,845,192)
Internally restricted	1,570,607	1,546,886
Invested in fixed assets	1,012,041	918,220
	1,021,212	619,914
	4,806,718	4,177,627