

THE CNTU'S NEW EXECUTIVE

DAY AFTER DAY
THESE MEN
MUST ENSURE
THAT THE MOVEMENT
MOVES

Marcel PEPIN

re-elected national president
by acclamation.



Paul-Émile DALPÉ

elected to the new position
of vice-president. Until now
he has been president of the
National Federation of Ser-
vices. He provided our repor-
ter with the information in
the article on the opposite
page.



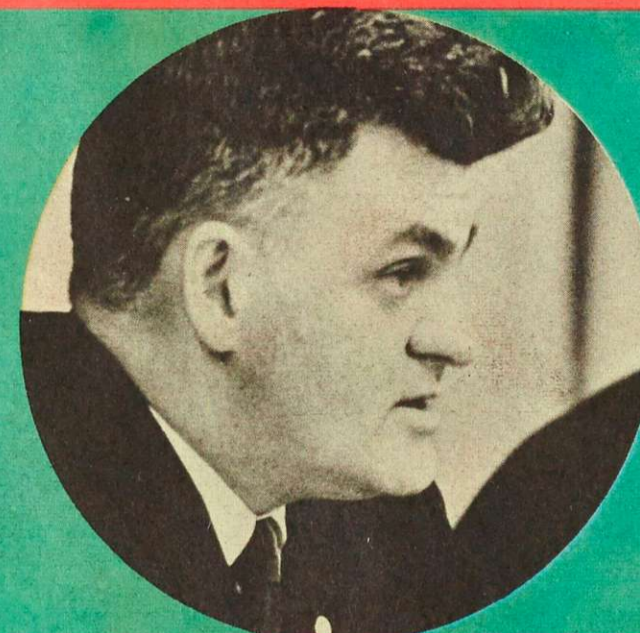
Raymond PARENT

re-elected secretary-general
by acclamation.



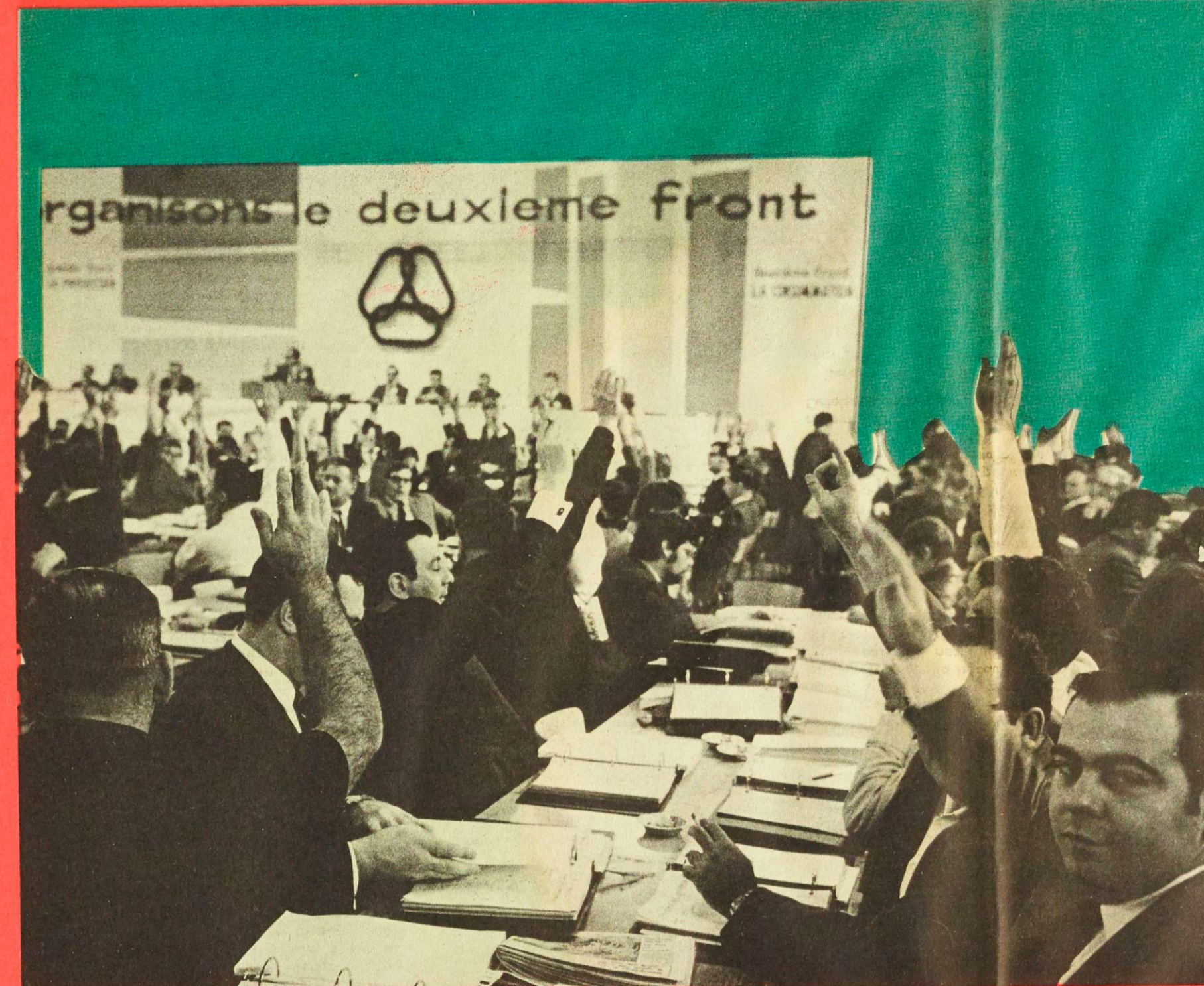
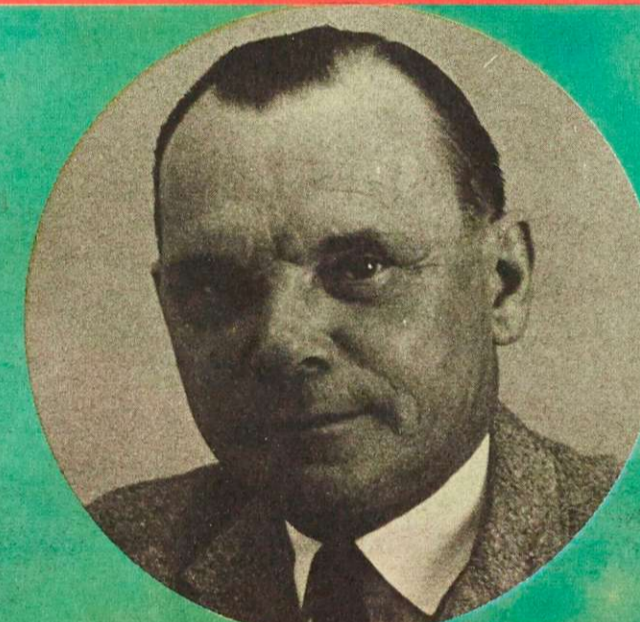
Jacques DION

re-elected general treasurer
by acclamation.



Amédée DAIGLE

elected by acclamation to
the new post of director-
general of services. Until now
he had been regional direc-
tor at Quebec.



THE CONVENTION ADOPTS
THE REFORM OF STRUCTURES
AND SERVICES

THE CNTU GETS NEW IMPETUS

OUR JOB HAS NOT ENDED

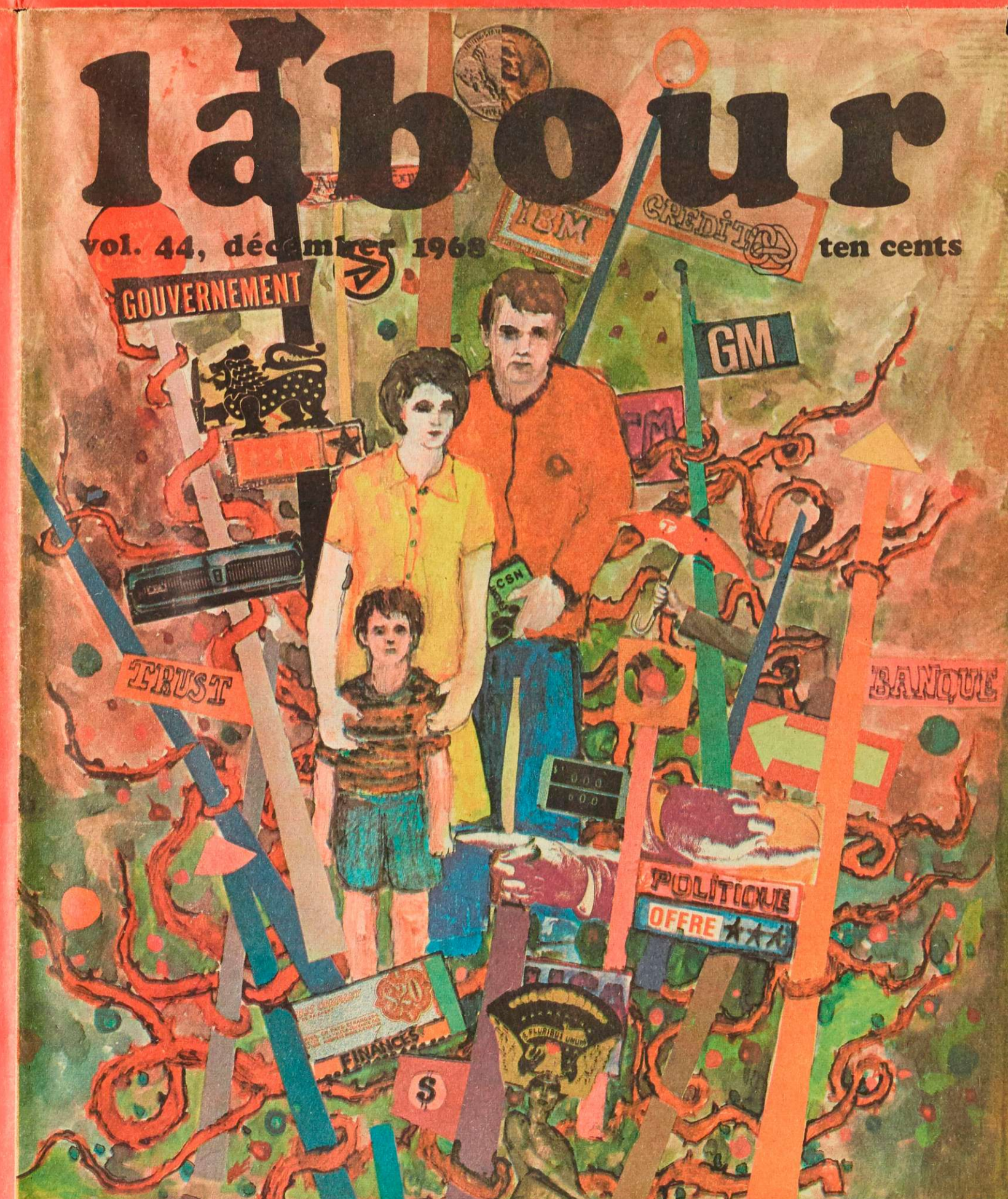
"Social justice does not have exactly the same requirements as it once did. It has others which have been added to it. The demands of our times must be met. The evidence is that despite the bright successes of unionism in the places of work, social injustice of another sort has proliferated underneath like a weed, freely, odiously testing the workers, ruining families, perpetuating poverty in a so-called rich society, breaking into working lives through unemployment and the sudden disappearance of jobs and trades, submitting families to terrible economic difficulties, leaving thousands and thousands of disabled persons to their fate, blocking the progress of social security and leaving the whole society floating in the state of economic disorganization which continues to suit the profiteers to the detriment and in defiance of the great mass of the people. We have not finished our task. We are only at the beginning."

Marcel Pepin — "The Second Front," Report to the 43rd convention of the CNTU, October, 1968.

CHRISTMAS ORGANIZED BY THE DEVIL!

The man who has lost his job, the man who goes from place to place seeking work, that man knows something. Doors everywhere are closed, his wife is discouraged. His children lack necessities and demand, without understanding, food, shoes, winter clothing, heat. The man understands. His buddies, in the same fix, also understand. "Work is scarce." After weeks' after months of fruitless searching, unemployment becomes an unbearable burden. Misery reigns in the home. Discord cuts between the couple. Everyone is nervous, irritable. The nature of the child increases and becomes hell. Debts pile up. The landlord threatens eviction. The grocer claims his due, refuses further credit. The employers' doors still do not open. Unemployment insurance, that pitance, is ending. Finally it dwindles away. The poor guy makes the rounds of the social agencies. He gets a few dollars here and there. He breathes easier for a few hours. In the middle of this bog, along come the holidays, a season without gifts and a party without food, a sad Christmas, a revolting Christmas. Nothing for the little ones. A Christmas organized by the devil.

(Extract from Marcel Pepin's book, "Revolutions" — pages 85 and 86)



"The second front" hope in the consumer jungle

Sunday, Oct. 13, more than 1,200 persons from every part of the province entered the hall of the Patro Roc-Amondour in Quebec City. In their hands they carried the future of the CNTU and, to a large degree, the future of the labour movement in Quebec.

For a week they studied the movement's new orientation, created the "second front" proposed by national president Marcel Pepin, reviewed two conflicts, the SPEG and the QLB. And they adopted a reform of structures which should make it possible for the CNTU to fulfill more effectively the two roles now before it, one in the factories and offices of the country and one in society in general.

Marcel Pepin set the tone in his report Oct. 13. The two principal ideas:

- Because of unionism, workers have been able to make important gains in their places of work. So unions must continue what they have started but with even more effective weapons than those now used.

- Too often the workers lose what they have gained as soon as they leave their place of work. They are exploited as consumers. Housing, prices, credit, taxes all sap the gains they make through their collective agreements. Unions, therefore, must truly represent the "organized people" and enter this second front created by consumption.

A reform of structures was imperative. But it would not be worthwhile except to the degree that it met two requirements set in the president's report. And this is exactly what the delegates did through the resolutions they adopted. The resolutions reinforced the federations, which, constitutionally, obtain sole responsibility for all that comes under the collective labour agreement. And they strengthened the central councils which deal with other important aspects of union life and which are, in their own regions, mini-CNTUs.

In fact, all this was the outcome of a long process which the considerable development of the parent organization and the changes in society, especially since 1960, had made necessary. The CNTU had to provide itself with effective tools to meet challenging new jobs.

Paul-Émile Dalpé, who fills the new post of vice-president, rightly recalls that there is in all this "respect for a certain line of thought". There was also respect for reality since the CNTU was still operating with structures which were efficient when it had less than 75,000 members but which were becoming less and less so.

At the crossroads

In recent years, the CNTU has been faced with two problems. As Marcel Pepin said, it is at a crossroads.

The first, internal operations, is well known. This is a problem of adaptation and consolidation.

The CNTU's dynamism has meant that membership has doubled between 1960 and 1968 and it has grown faster than its structures. This has led to overwork for the leaders who had to do everything, all the time because of their obligation to the organization, that of assuming at any moment responsibilities which, according to the constitution belonged to the federations, but were unable to assume them.

There were many reasons for this: poor distribution of resources; lack of time, of coherence, of organization. There was also the relative weakness of certain federations just getting organized and the size of Quebec's territory. Paul-Émile Dalpé could say: "The geographic map of Quebec does not lend itself to truly equitable distribution. It was this fact which forced the CNTU to take care of distant regions which did not receive any services".

The federations resume their places

So the parent body progressively filled up holes left by the trades federations. Always it was only to fill a gap and it was not an ideal solution as many union members frequently pointed out. They would have preferred being served by their federations. This is how Marcel Pepin explained it in April, 1968, during the meeting of the States General of the CNTU:

"Over the years, union life has adapted to concrete realities. The more grey zones there are in the determination of powers and jurisdictions, the greater the tendency to decide empirically according to situations. The rules were often made after the fact because all situations cannot be foreseen. One must act and act quickly. This is the only explanation that can be given and despite the value of this explanation, we cannot continue this way unless we want to threaten the movement itself."

That was the first problem: to redefine roles, taking into account the desire of members (who, says the new vice-president, preferred being served by the trades federations where their daily problems, and thus their collective agreements, were concerned) and the possibilities of each member. Everyone had to be made more effective while keeping constant contact with the base.

Beyond the collective agreement

The second problem, that of general policy, was also well known. This was a question of adaptation to new conditions governing the life of workers in society.

Consumer power is beyond union imperium. It is held by speculators who impose what they want upon them. Too often union members lose in this way what they have fought for and won in their collective

agreements. The changes of the past few years have considerably changed prospects. The CNTU can no longer be satisfied with negotiating collective agreements. It must represent "the organized people" and see to the establishment of what Marcel Pepin called in 1966, "a society built for man".

A long road

It was not by chance that the 1966 convention, which in many respects was a turning point for the CNTU, relaunched the problem of structures. It was a problem that had dragged on for years, which had been discussed in 1962 (although we weren't able to discuss it thoroughly because studies had to be made and everyone had to understand the problem before making important changes) but which the new orientation of 1966 made imperative.

It was a question, in fact, of consolidating positions, those which had been won in the battle for recognition of unions as bargaining agents for collective agreements. And we had to go further and look into the future.

From the start, two extreme conceptions were involved:

1. to give all power to the parent organization which would then share it on a regional basis;
2. to give all power to the federations.

A first committee, Robert Sauvé, Victor Dahl and Paul-Émile Dalpé, was formed shortly after the 1966 convention. Its draft had to be rejected because it was too centralist and did not take the spirit of the movement sufficiently into account. The principle of 1968 was already clear — there could be no progress without continuity. The CNTU had to remain true to itself and respect the desires of its members. So a second committee was formed. It had five members, Marcel Pepin, Raymond Parent, Adrien Plourde, Paul-Émile Dalpé and Jacques Dion. Its report was presented by national president Marcel Pepin to the States General of the CNTU held April 17 and 18, 1968. It was from this report that the resolutions submitted to this October's convention were drawn.

Beyond the States General, Marcel Pepin summed up its spirit this way:

"A type of unionism based only on a trade is a serious illusion, it is one-legged unionism. This type of unionism should be fought as fiercely as the type of unionism which is limited to making money..."

"It is at the meeting of these two elements that we will find a real answer, an answer for the present and the future..."

"We should not base everything on the trade, on the federation; and we cannot make reforms by having nothing on our

minds but questions dealing with social contestation."

The future must not be built to the detriment of the past. And this is especially true since the collective agreement remains central, it is the "daily life" of the union members. Therefore, we must continue to fight for better working conditions and better wages.

The facts were clear — the federations had to be strengthened so they could continue to defend the daily life of the workers. The central councils, the "mini-CNTUs" which defended the lives of the workers in society had to be strengthened. And the CNTU, which co-ordinated all this and fought for the establishment of a just society, had to be strengthened. The vice-president says that "it is less a question of giving more power than of imposing more obligations." The structures adopted in October do just that.

Services... and structures

The reforms take into account all the requirements listed up to this point:

1. they give responsibility for collective agreements (negotiation and application) to the trades federations;
2. they bring the executive to five members from three so as to help it meet the increase in work;
3. they give the central councils a strong voice through the enlargement of structures and the new composition of the confederal council.

The general theme, explains Paul-Émile Dalpé, is to "oblige the trades federations constitutionally to guarantee a minimum of services, and according to very precise standards."

According to these "standards" the trades federations would be obliged to support one permanent staff member for each 1,750 members starting Jan. 1, 1969. They would take charge of the negotiation and the application of collective agreements and would be responsible for the training of their members. (The parent body will continue, if necessary, to provide these services in certain distant regions — the North Shore, the Gaspé, the lower St. Lawrence).

To handle this, about 30 permanent staff members now employed by the CNTU will be transferred to the federations. As for the parent organization, it will continue various services — public relations, secretary, treasury, special advisers, education, political action, research and documentation, family budget, industrial engineering.

The reform of the structures of the parent body (see other side) are aimed at ensuring more efficiency in an executive which was overloaded with work and to open up consultation and participation. Paul-Émile Dalpé says the "control over the

parent body will be more in the hands of the members because of the new composition of the Confederal Bureau and the Confederal Council." The figures are interesting. The executive committee has 11 more members than the former governing committee; the Confederal Bureau has 14 more than the former executive committee and the Confederal Council has 92 more than the former Confederal Bureau.

The former executive, explains Paul-Émile Dalpé, could only be called to hear reports and to approve decisions made by the operating committee. The new executive may take faster decisions and more efficiently because it is more homogeneous and its members are always in contact with one another.

The new formula also makes possible a better division of powers. The president remains the main person responsible for the parent body and he handles public relations and representation; the vice-president handles internal relations; the secretary-general all the work of the secretariat; the co-ordination of committees; the preparation of briefs and staff relations; the treasurer handles finances; the director-general of services is responsible for education, political action, research and organization.

Towards the future

There is another important aspect of this reform of structures. This is the balance it establishes between the federations and central councils, that is, between the world of the collective agreement and the world of social contestation.

The trades federations are responsible for the daily lives of the workers. They will negotiate and apply collective agreements. Thus they have a particularly important role to play in the Confederal Bureau. The central councils will deal with the social aspects of the lives of the workers. So they will have a particularly important role to play in the Confederal Council.

Because of its new composition, the Confederal Council (where the central councils have a two-thirds majority) will really be the continuation of the convention. It respects the representation of the movement and it should respect the spirit of it. As with the convention we will especially insist upon the "citizenship" aspect of the worker.

It is this balance which will allow the parent body to fulfill its roles without sacrificing either. It will also make it possible to end the tension which often marked relations between the central councils and the federations. "The last convention", says Paul-Émile Dalpé, "contributed to a rapprochement and to mutual acceptance by the two. The new formula will contribute to filling that ditch."

This balance is essential for both, and as Marcel Pepin says in his report, "our job is not over. We are only at the beginning."

THE REFORM OF SERVICES

The convention of October, 1968, clarified the relations which should exist between the federations and the parent body.

Starting Jan. 1, 1969, the federations will assume complete responsibility for the negotiation of contracts and for their application and for professional training. The parent organization will end all service agreements (except those with the peace agents, non-federated unions and, if necessary, in certain distant regions such as the North Shore, the Gaspé and the lower St. Lawrence) and will transfer the staff which had been assigned to these tasks by the federations.

The federations will be expected to respect the following regulations:

a) each federation will maintain a staff equivalent to one permanent staff member for each 1,750 members or major fraction of 1,750 members.

b) This personnel should be divided on a minimum base of one permanent staff member for every 1,750 members in territory under the jurisdiction of the nine existing regional offices.

There are two possible exceptions: 1) within the territory of a regional office the minimum rule may be suspended if a federation has more than 3,000 members and if it shows that its services can be provided differently; 2) the unions having province-wide jurisdiction will be dispensed from this rule if the federation shows that services can be supplied differently.

c) Hiring of personnel for the federations should be done by taking permanent staff members from the parent organization. These persons will retain their seniority and their privileges.

If the federations do not respect these regulations their services may be taken over by the CNTU. They may even be placed under trusteeship. The Confederal Council shall be responsible for the application of the regulations.

As for the parent body itself, it will continue to handle the following general services: public relations, secretariat, treasury, special advisers, education, political action, research, documentation centre, provincial and regional organization, family budget, industrial engineering.

Delegates to the convention also decided to create six posts of assistant directors of services. They will work in the six territories accepted at the moment: 1. Montreal, 2. Quebec, 3. Eastern Townships, 4. St. Maurice, 5. Hull, Northwestern Quebec, St. Johns, Beauharnois, Sorel, Joliette; 6. Saguenay, North Shore, Rimouski, Gaspé. An ad hoc committee of three members has, however, been formed to study a new distribution. It will report to the Confederal Council. At the same time, each central council will create at least one position of permanent staff member who will be under the direction of the director-general of services.

The CNTU parent body will continue to provide the following general services: public relations, secretariat, treasury, special advisers, education, political action, research, documentation centre, provincial and regional organization, family budget, industrial engineering.



the parent body



PUBLIC RELATIONS



SECRETARIATE



TREASURY



SPECIAL ADVISERS



EDUCATION



POLITICAL ACTION



RESEARCH



DOCUMENTATION CENTRE



PROVINCIAL AND REGIONAL ORGANIZATION



FAMILY BUDGET



INDUSTRIAL ENGINEERING



the assistant directors of services

The convention decided to create six positions of assistant directors of services. This step will make it possible to provide better service

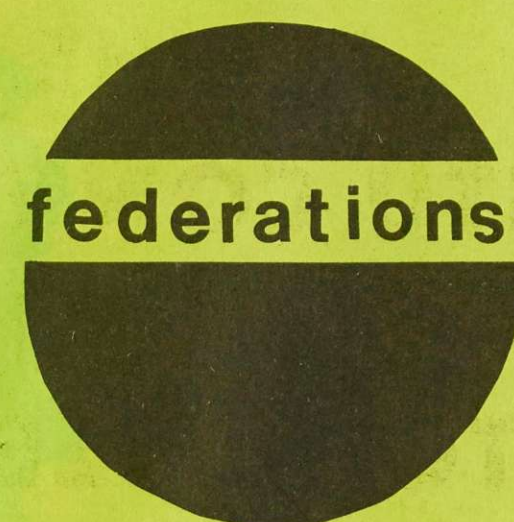
to CNTU members. These assistant directors will work in the six territories accepted for the moment: 1. Montreal; 2. Quebec; 3. Eastern Town-

ships; 4. St. Maurice; 5. Hull, Northwestern Quebec, St. Johns, Beauharnois, Sorel, Joliette; 6. Saguenay, North Shore, Rimouski, and Gaspé.



the central councils

Each central council must have at least one permanent staff member. Here is the list of central councils: Montreal, Quebec, Sherbrooke, Granby, Thetford-Mines, North Shore, Rimouski, Gaspé, Saguenay-Lake St. John, Hull-Ottawa, Northwestern Quebec, Joliette, Beauharnois-Valleyfield, St. Johns, Sorel, Trois-Rivières, Shawinigan, Drummondville, Victoriaville, St. Hyacinthe.



federations

Each federation must maintain in its service a minimum staff of one (1) permanent staff member for each 1,750 members. Here is a list of the federations: building and wood; office and business; printing and information; engineers and middle-management; metal workers, mines and chemical products; pulp and paper; public services; textile and clothing; services; provincial civil servants; teachers. From now on the federations will have complete responsibility for negotiations and for application of collective agreement.

THE REFORM OF STRUCTURES

The CNTU's October convention established new structures. Planned with two criteria, efficiency and democracy, in mind, they make it possible for members to participate more actively in the life of the movement. What characterizes the reform is the widening of the framework of the leading organizations rather than a shift of powers. And it is the establishment of a new balance between the essential pillars of the movement, the federations and the central councils. The federations will have a more important voice in the federal Bureau, the central councils will have a more important voice in the Confederal Council which will make it the permanent convention of the CNTU. Here is a summary look at the organisms involved:

BEFORE

OPERATIONS COMMITTEE

3 PERSONS: the national president, secretary-general, general treasurer.

EXECUTIVE COMMITTEE

11 PERSONS: the three members of the operations committee and 8 vice-presidents.

CONFEDERAL BUREAU

86 PERSONS, including the 11 members of the executive. The method of representation, according to the membership, gave a 2/3 majority to the federations.

NOW

EXECUTIVE COMMITTEE

5 PERSONS: the national president, national vice-president, secretary-general, general treasurer, director-general of services.

● The executive committee assumes the powers of the former operations committee. It will be responsible for the daily administration of the movement.

CONFEDERAL BUREAU

22 PERSONS: the 5 members of the executive committee, 1 representative from each of the 11 trades federations and 6 representatives of the central councils, 1 for Montreal, 1 for Quebec, 1 for Sherbrooke, Granby and Thetford Mines; 1 for those of the North Shore, Rimouski, Gaspé and Saguenay-Lake St. John; 1 for those of Hull-Ottawa, Northwestern Quebec, Joliette, Beauharnois-Valleyfield, St. Johns and Sorel; 1 for those of Trois-Rivières, Shawinigan, Drummondville, Victoriaville and St. Hyacinthe.

● The Confederal Bureau will assume the powers of the former executive committee. It becomes responsible for the strike fund through the abolition of the strike fund committee.

CONFEDERAL COUNCIL

ABOUT 178 PERSONS, including the 22 members of the Confederal Bureau. The method of representation (1 delegate for every 2,500 persons paying dues to the central councils; 1 delegate for every 5,000 paying dues to federations) gives the central councils a 2/3 majority.

The Confederal Council's main duty will be to carry out the decisions of the convention, of representing the Confederation, of encouraging or combatting legislative measures affecting the workers. In fact it is the permanent convention of the CNTU.

CONVENTION

Nothing has changed here. The Confederal Bureau, however, has received a mandate to study the method of representation at the convention which will be submitted to the Confederal Council. The council will determine the mode of representation to be applied at the next convention.

There are about 1,500 delegates to the convention.

COMPOSITION OF THE CONFEDERAL COUNCIL

● The 22 members of the Confederal Bureau.

● CENTRAL COUNCILS: Montreal 26; Quebec 19; Saguenay-Lake St. John 8; Sherbrooke 4; North Shore 4; Hull-Ottawa 4; Victoriaville 4; Granby 3; Thetford Mines 3; Rimouski 2; Sorel 3; Shawinigan 3; St. Hyacinthe 3; Gaspé 2; Northwestern Quebec 2; Joliette 2; Beauharnois-Valleyfield 2; St. Johns 2; Trois-Rivières 2; Drummondville 2.

● FEDERATIONS: Services 10; Metal workers, mines and chemical products 7; provincial civil servants 7; building and wood 4; textile and clothing 4; public services 5; office and business 3; pulp and paper 3; printing and information 2; engineers and middle management 2; teachers 2.



NATIONAL PRESIDENT
He is responsible for public relations and the newspaper.

NATIONAL VICE-PRESIDENT
Responsible for internal relations, the central councils and the federations.

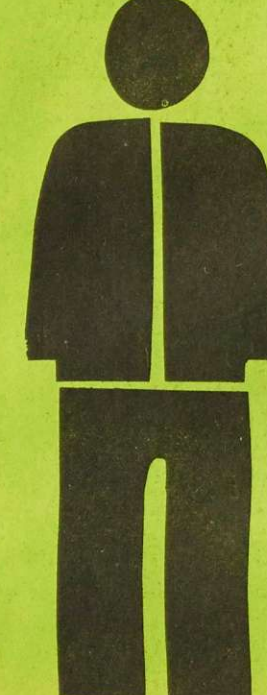
SECRETARY-GENERAL
He is responsible for the secretariat, records and minutes, committees, members, briefs, negotiations, and the application of collective agreements covering the staff.

GENERAL TREASURER
He is responsible for the treasury and financial management.

DIRECTOR-GENERAL OF SERVICES
He is responsible for organization, negotiation, research and documentation, education, industrial engineering, family budget and political action.



THE 5 MEMBERS OF THE EXECUTIVE COMMITTEE



11 REPRESENTATIVES OF FEDERATIONS



6 REPRESENTATIVES OF THE CENTRAL COUNCILS



THE 22 MEMBERS OF THE CONFEDERAL BUREAU



53 DELEGATES OF THE FEDERATIONS



103 DELEGATES OF THE CENTRAL COUNCILS



WINDSOR STRIKER
AIME LAMADELEINE

DOMTAR

The workers
combat management
and its ally,
the government

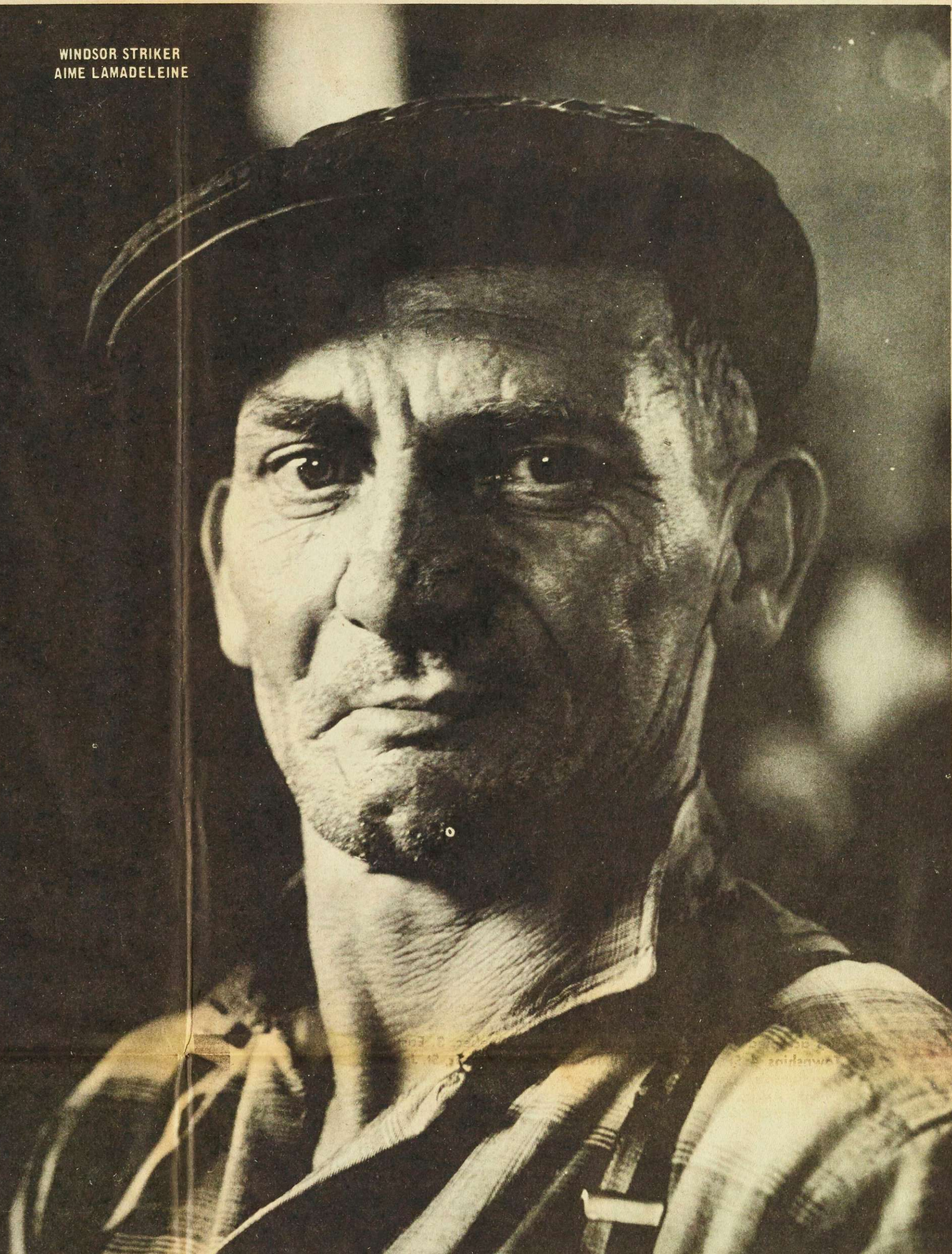
The strike has become a long, hard struggle at Windsor and East Angus, those two Eastern Township municipalities that are under the thumb of Domtar. The strike began on July 18 and involves 1,200 paper mill employees.

It is a hard strike because the Domtar management is unwilling to negotiate. Since the start of the strike there have been, at the most, a dozen sessions of real bargaining. And in order to secure that amount of negotiation, the strikers had to dance attendance on the premier's office for four days; they had to stage a series of demonstrations in front of the Parliament Buildings, and they had to occupy the Windsor mill for 24 hours.

It is a hard strike because the company constantly threatens to close down the mills. It calls on the employees to perform an act of faith; it refuses to divulge information on the real situation of the mills.

And it is a hard strike because the strikers have touched off certain doubts as to the integrity of the department of labour. For instance: the night of November 19th, Deputy Minister Réal Michreault made a proposal to the two parties. The next morning, the strikers received this proposal by second class mail. The envelope included a letter from Domtar, saying it was agreeable. Can the postal service be all that fast? Moreover, the deputy minister informed the union negotiators that this proposal was "final and non-negotiable". Since when does the department of labour use the same language as companies that refuse to negotiate? Since when has it been the department's job to impose on employees a proposal that suits management, instead of seeking a solution that is satisfactory to both sides?

The CNTU Convention gave vigorous support to the East Angus and Windsor workers who, on December 10th, came out unequivocally for continuation of the strike.



AT THE QLB CNTU CONVENTION PAVED THE WAY TO SETTLEMENT

The CNTU biennial congress provided the spark which enabled the liquor board strikers to successfully wind up their struggle — begun four months earlier — against the stubbornness of the government and their employer.

The conflict came up several times on the Convention agenda. Every time it did, the delegates proved themselves to be extraordinarily receptive. They greeted representatives of the 3,000 strikers with everything from warm encouragement to all-out ovations.

As in the case of the SP EQ professors, the Convention unanimously adopted,

on recommendation of the CNTU executive, a resolution which included an action program that would be implemented in all corners of the province. This campaign, waged for weeks, was a determining factor in the QLB strikers' final victory at the end of November.

One of the features of the action drive was the responsibility placed on the executive to see that all possible means were taken to assure that the workers got their viewpoint placed before the Quebec Parliament. This was achieved by the convocation of the parliamentary committee on go-

vernment boards at the end of October.

The program also included the establishment of political committees in the counties, publication of the paper *La... Libre*, publicity in the press and on radio and TV, the formation of a common front with other union centrals, a systematic method of collecting financial relief, an increase in strike benefits, and a denunciation of the illicit traffic in liquor.

All the aims of the CNTU campaign were completely and largely achieved in the subsequent weeks.

DESPITE OTTAWA AND QUEBEC APATHY... LAID-OFF SHIPYARD WORKERS CONTINUE THEIR STRUGGLE

The men who worked for the George T. Davie shipbuilding company in Lauzon just won't call it quits, even if they no longer have a shipyard.

Delegates to the CNTU Convention heard from Maurice Roy, president of the Davie employees' union. He told of the determined fight waged by the workers to prevent the closing of the shipyard, which cost more than 600 people their jobs.

The Convention passed a resolution in which the unionists were highly praised for their courageous efforts.

The delegates endorsed the requests contained in Brother Roy's message. The CNTU executive committee decided to provide, out of the strike fund, \$25 weekly for each of the four union members — President Roy included — who are pursuing the battle started several months ago to secure compensation for the 600 thrown out of work.

CNTU President Marcel Pepin took a personal hand in the matter. He checked carefully on developments, and sat in on meetings of the reclassification committee.

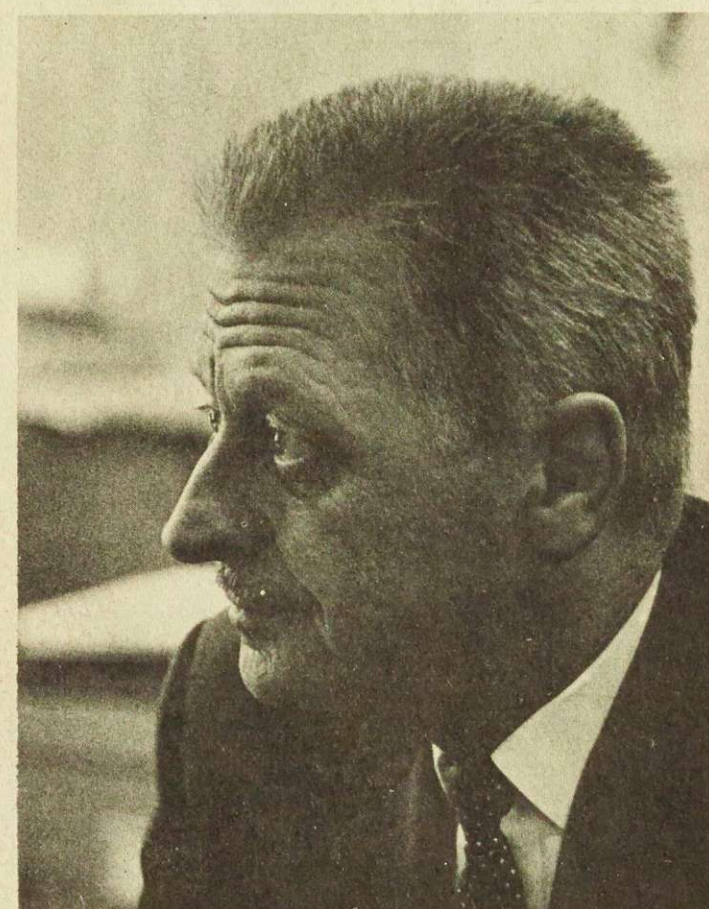
But the grim fact remains that the outlook isn't much brighter today than it was last summer.

In an inexplicable about-face, the company withdrew its agreement to the formation of a special committee, whose mandate it had itself drafted in the first place.

And the Ottawa and Quebec governments, meantime, are doing nothing.

The "Committee of Four", counselled by Gilles Trudel of the Metallurgy, Mines and Chemical Products Federation, are at the present time seeking some formula that would enable the laid-off Lauzon workers to benefit under terms of the Manpower Act.

There will be further word about the fight. It's far from over.



Maurice Roy, president of the George T. Davie Employees' Union.



SPEQ

**These thirteen professors
learned at first hand;
Now they know
which way
the law leans...**

These are the convicted members of the Syndicat des professeurs de l'Etat du Québec (SPEQ) shortly before they went to the cells on October 18th. Left to right, front row: CLAUDE POISSANT, director of the Amos trade school; CLAUDE SABOURIN, professor at the Normal School of Technical Instruction who was SPEQ president in 1966; CLAUDE DE LORIMIER, member of the Superior Council of Education, professor at Jacques-Carrier Normal School and current SPEQ president. Second row, same order: ANDRE LAMONTAGNE, professor at the Lauzon Institute of Technology; CLAUDE DESROCHES, professor at the Montreal School of Graphic Arts; CHARLES-AUGUSTE LANGLOIS, professor at the La Pocatière Institute of Agricultural Technology; RAYMOND VEZINA, employed by a publishing house. Third row: PAUL DOYON, technical adviser to the union and a member of the CNTU permanent staff; JEAN RIOUX, director of studies at Laval Normal School; JEAN-PAUL SIMARD, professor at the Alma Trade School; CLAUDE LEGENDRE, professor at the Rimouski CEGEP, and JEAN-GUY FARRIER, professor at the Shawinigan Institute of Technology. A thirteenth prisoner, LEONCE MARCOTTE, director of professional teaching at the Lignery Regional School, was absent when the photo was taken. The wages lost by the teachers during their 20 days of incarceration were reimbursed by the CNTU strike fund by decision of the Convention.

After five long years of negotiations interspersed with threats, denial of union recognition, boycott of the SPEQ, changes in union certification, refusal to bargain, endless delays, dilatory tactics that made teaching an "essential service" at the whim of the government, and refusal to go to conciliation, the members

of the SPEQ resolved to follow the only course left open to them: strike.

On April 12th 1966, consequently, the SPEQ members struck. An injunction was promptly

served on them, but they continued the stoppage. Despite the fact that the Lesage Government had given assurance at the bargaining table that there would be no court action, it instituted proceedings as soon as the strike was over. The National Union Government maintained the proceedings. The 13 leaders of the

union were condemned the following year to 20 days in jail by Chief Justice Frédéric Dorion. They appealed, but without success, and early in October 1968 were denied leave to appeal before the Supreme Court of Canada. On October 18th they were incarcerated at the Quebec Jail to serve their sentences.

INJUNCTION = INJUSTICE

by
Claude de Lorimier,
President,
**Syndicat des Professeurs
de l'Etat du Québec
(SPEQ)**

The shock heading above may seem abusive at first sight, but its truth can be readily proven. Having lived an experience that I need not describe here, I can

assert without hesitation that the injunction is a weapon that is being abused, and mostly by its use against the workers. How can it be otherwise when our courts are answerable to the political authority in the measure that judges are appointed by politicians, frequently because they belong to the party in power? The judges, who know no more about the workers' sector than they have to, because they do not belong to it, are prejudiced in the first place in favour of management. This seems to be quite the normal thing in the capitalistic North American world. Is the bench not called upon to defend legality, the established order, a society which must necessarily provide that the rich become richer while the poor become poorer?

FORCED LABOUR?

What happens in most instances where a judge issues an injunction

against workers, unionized or not? He gives a hearing to management, the owner of the enterprise "ex parte"; that is in the absence of the other party (the workers). The proprietor's version will be the more often accepted as given. It could contain inaccuracies, even falsehoods. But no matter, this version becomes in a sense the version of the judge himself, since on its strength he will prohibit picketing at the premises where management has replaced striking workers by scabs. More than that, the injunction becomes an effective means of depriving people of their right to speak. Human rights are flouted when workers are directed to "cease immediately the distribution of all oral or written communication with the aim or effect, directly or indirectly, of conveying the belief that a conflict exists..." between the workers and a business enterprise. Is this not stooping to forced labour? When workers are

required to halt a strike and return to their jobs without a collective agreement (especially when they have never had one) it amounts to an attack on personal freedom under the pretext of safeguarding the public welfare, i. e., the established order.

WE SHALL RESIST

Must we rely on the hope that our National Assembly will one day change the labour laws so as to ALSO protect the rights of the workers? Must it be hoped that the existing laws will ALSO be applied in all their rigour to management (including of course the government of Quebec)? Be that as it may, let us continue in the meantime to resist injunctions. It is our strict RIGHT to assert our RIGHTS. If all trade union centrals adopted the same policy, perhaps we could succeed in overturning the "established order" and giving power to the majority.

The imprisonment of the 13 SPEQ professors is an eloquent warning to all CNTU militants from those who hold the power in our Quebec society.

The masquerade is over. The established order and its retinue of acolytes aren't going to take any more chances with those who are out to truly assert the legitimate rights of the workers. This is what the 13 teachers did — and they paid the price.

The warning was clear and inescapable to the 1,200 delegates who participated in the Convention deliberations of our movement at Quebec City from October 13 to 19.

President Marcel Pepin kept the Convention informed of hour-by-hour developments as the deadline for the jailing of the teachers approached. His audience was tense and attentive each time. The delegates felt themselves physically involved, as if each of them would soon walk into a cell and hear the iron door clatter shut.

At noon on October 17, a column of 1,500 unionists marched through the streets of Quebec. In the forefront was the group of teachers preparing to surrender to Premier and Attorney General Bertrand. But Mr. Bertrand and his policemen weren't at the appointed place. The execution of the 20-day sentences was destined to start only the following evening.

The union militants who lived through those tension-filled hours emerged convinced that tomorrow, next

year, or the year after that, it could be their turn to go behind bars, in the name of "justice", for having defended the fundamental rights of workers.

By their words and actions, and the decision taken

Within a matter of hours, a strategy committee had been set up. It called a meeting at Quebec the following week for the leaders of the 20 CNTU central councils. The leaders thrashed out the final details of the action program, then ex-

The spectre of Quebec as a police state was carried on 350,000 posters which were plastered everywhere in the province — on posts, on factory walls, in courtrooms. The posters bore a message from the imprisoned teachers.

at the Convention, they made it known to the powers that be that threats won't make them yield a single inch.

GIANT ACTION PROGRAM

This was the spirit in which the delegates, by unanimous vote, adopted a resolution launching a vigorous action program that, in turn, would place the movement on a war footing in the weeks to come.

plained it to the more than 3,000 union militants who took charge of its implementation throughout the province.

One result was that during the last week of October and the first week of November, symbolic picket lines formed up daily in front of nearly all jails in Quebec. There were mass demonstrations everywhere. Meetings were organized with other groups, including students and members of other labour unions.

Another 350,000 circulars were distributed, explaining injunctions and denouncing the iniquitous way they are procured.

The CNTU has proven once again that it can and does react with speed and strength — thanks to its thousands of militants — when an extraordinary situation arises.

The entire movement has gained fresh vitality from these recent days of contestation.

OUR CNTU MILITANTS GET THE MESSAGE!

THEY'LL HAVE TO CHANGE THESE LAWS

Labour

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"Le Travail", 1001, rue St-Denis, Montréal, Qué.

This edition of "Labour" deals with decisions adopted at the CNTU's biennial Convention held in Quebec City; and mainly with the structural reform of union services, the jailing of 13 teachers from the SPEQ, the QLB and Domtar strikes and the closing of the George T. Davie shipyard in Lauzon.

The next edition, in January, will outline the course set by the Convention at the ideological action level. Specific topics will include the moral report delivered by President Marcel Pepin and entitled "The Second Front". A number of delegates will disclose their reaction to the Convention deliberations.