

# Labour

special edition

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ST. JEAN



It's not easy to face, but it's true. A government and a hospital administration give the impression of being powerful administrative machines.

But their power seems mostly made of inertia, delays, incomprehension and even incompetence.

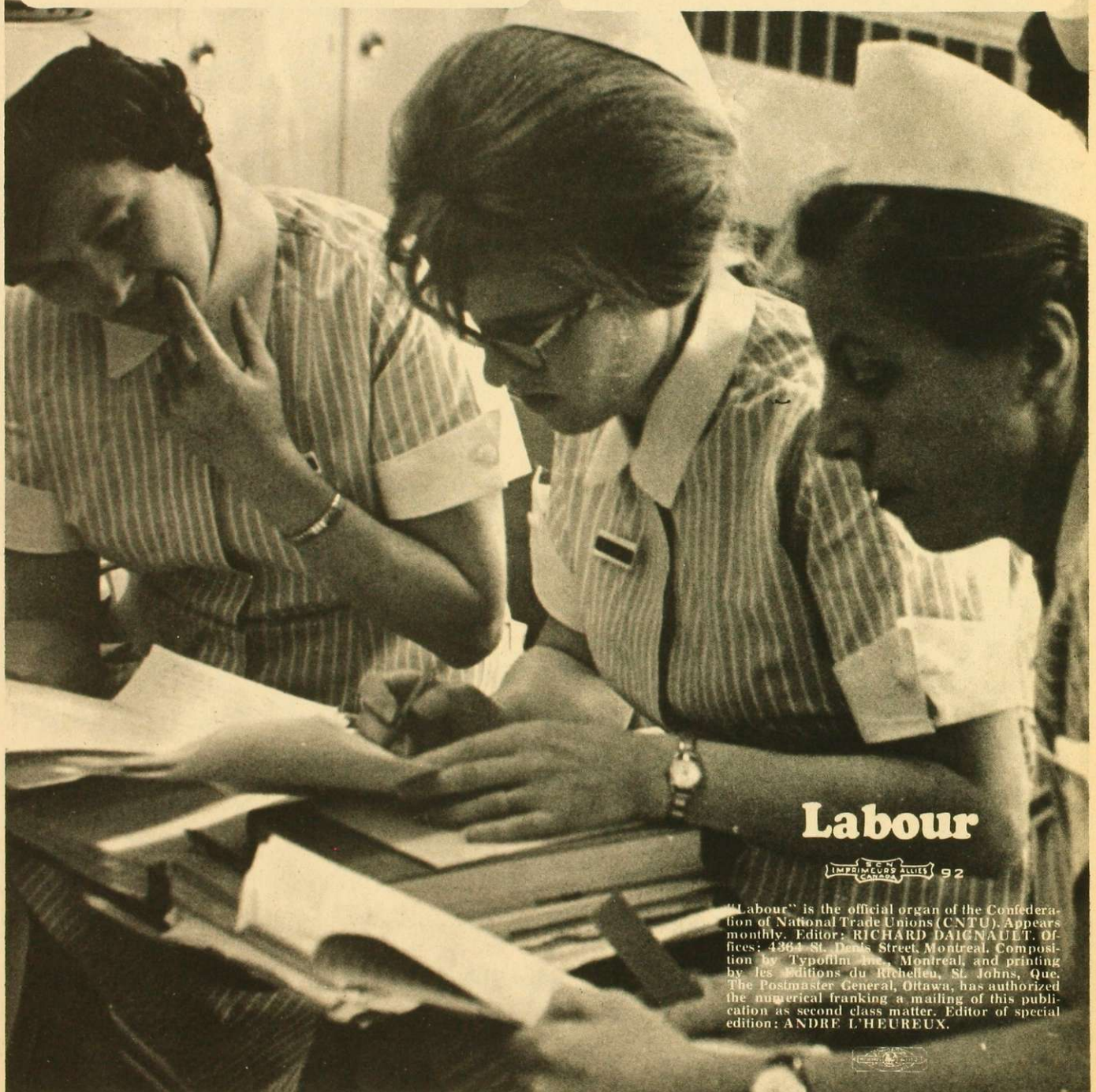
Hospital employes know that in reality they are the ones who make sure a hospital runs properly. If the file on the weakness of hospital organization was ever brought out, the public would be flabbergasted. There's no doubt about that.

Without those who clean, who work in the kitchens, who provide the thousand and one attentions

to patients, nothing would work. And very often, it is the employes who must bolster bad organization.

The public has a right to know what is going on. We have started opening the file with three press conferences and a study day for newspaper men and radio and television producers. Public opinion has a right to know what is going on. This is why we will step up the information campaign started a few weeks ago.

André L'HEUREUX

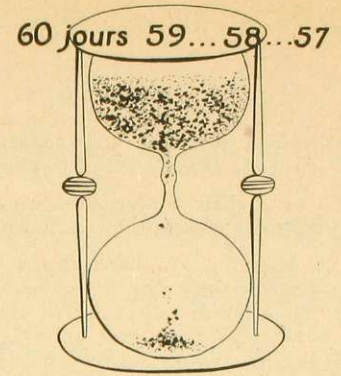


## Labour

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IMPRIMERIES ALLIÉS  
CANADA 92

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# It's urgent



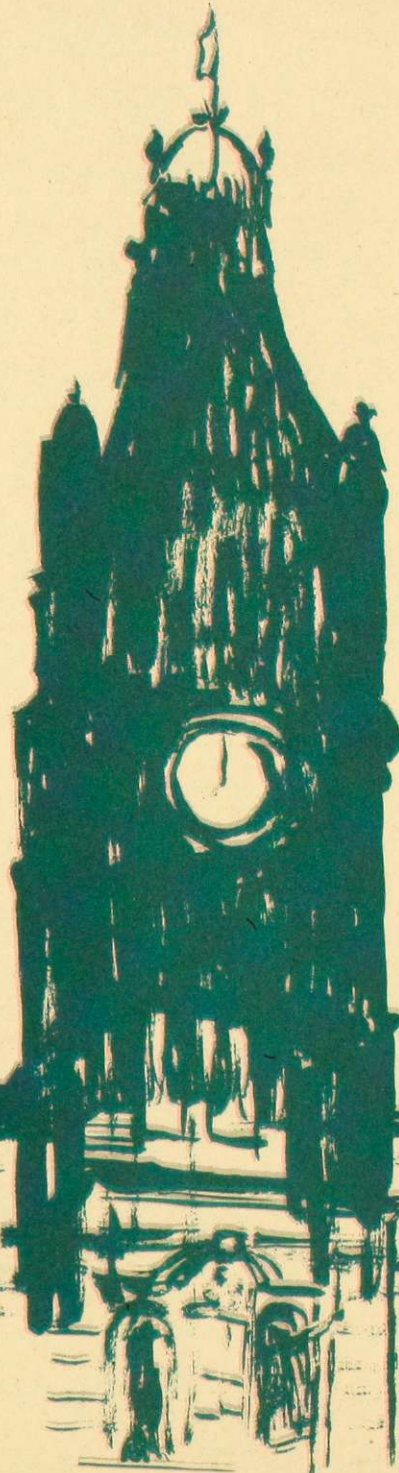
60 days, 59...58...57...56...

The hourglass has been running out every day since February 10. The law provides that starting from the day the department of labor receives a request for conciliation, employees have 60 days before obtaining the power to strike.

On February 21, there were 50 days left. Implacably, time marches on. We hope that by the time you read these lines conciliator will have been named so that at last the government and the hospital authorities will start negotiating.

Otherwise, what we there be left for us to do if the government makes a joke of the laws it imposes on citizens? If it thinks it can make hospital employees lose months of their precious time? If it is unaware of their serious problems?

Only the hospital workers will decide, democratically and in order,



what must be done. They have carefully prepared their collective agreement demonstration to the whole province that wage earners are truly competent. This is not surprising. After all, the hospital employes are the people who make a hospital run!

The days and weeks to come will show us the government's true face.

Will it respect the country's laws?  
Will it respect freedom of association?

Will it respect the right to negotiate?

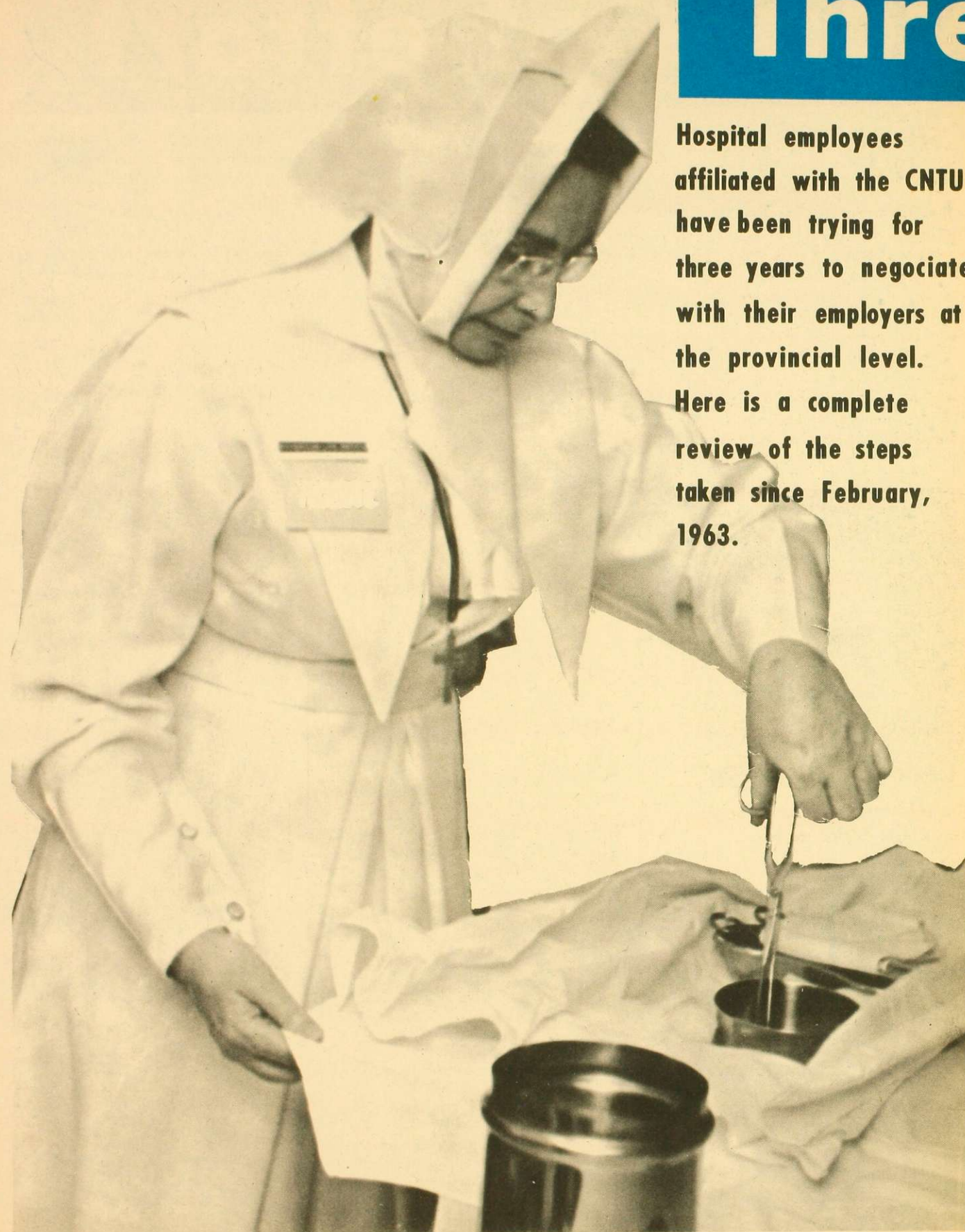
Will it take seriously the working conditions of more than 30,000 hospital employees?

It won't make any gifts to us. The past has shown us that. Only toughness, firmness, unity, solidarity has allowed hospital employees out from under the thumb that they wanted to impose on us for so long.

55...54...53...52...51...50...

# Three years of effort

**Hospital employees affiliated with the CNTU have been trying for three years to negotiate with their employers at the provincial level. Here is a complete review of the steps taken since February, 1963.**



**Feb. 23, 1963**

Presentation by the Federation to the Catholic Hospitals Association of the Province of Quebec of a proposed agreement under which negotiations would be conducted on a province-wide level. The Federation wanted to assure uniform working conditions for hospital employees and save the hospitals, the Federation and its affiliates the considerable sums of energy and money invested in individual negotiations, all more or less the same and all leading more or less to the same results. Hospital leaders reject the idea.

**Aug. 23, 1965**

Wanting to be sure that hospital authorities and the government knew what is going on, the employees invite the hospitals to a meeting Sept. 15, 16 and 17. In its letter of invitation, the Federation proposes that the parties use the meeting to attempt to establish a permanent mechanism which would allow settlement of grievances that might crop up during the next collective agreement. The Federation also wanted to settle the problem of arbitration which menaced freedom of association because of excessive expenses imposed on wage earners.

**Aug. 23 - Sept. 3, 1965**

A preliminary provincial collective agreement is worked on by a team of technical advisers of the Federation, as suggested by the annual meeting.

**Sept. 3-13, 1965**

Some 30,000 copies of the suggested draft agreement are distributed to each of the union members.

**Sept. 16, 1965**

During the meeting, at which agreement in principle on the question of province-wide negotiations

**June 4, 1965**

The 19th annual meeting of the Federation adopts a resolution reiterating its agreement with the principle of province-wide negotiations.

**June 5, 1965**

The meeting adopts an 18-point resolution which establishes the procedure to be followed by the unions, the regional councils and the Federation Office to assure a democratic and effective application of the principle of province-wide negotiations.

Priority to negotiations of arbitration mechanisms which would take account of the special situation of hospital workers.

Adoption of a procedure for rapidly settling the numerous grievances which remained untouched because of the practical impossibility for union members to obtain recourse to arbitration boards.

Negotiation of the sharing of costs arising during negotiations because of traveling during negotiations by the 50-member union negotiating team.

**Sept. 10 - Nov. 10, 1965**

Study and amendments to the Federation's preliminary draft agreement made by general meetings of each of the affiliated unions. A mandate to negotiate given to the Federation by unions which feel it a propos. There were two meetings on the average by each of the 115 unions, making a total of 230 meetings across the province.

**Nov. 10 Dec. 10, 1965**

Through their delegates to Regional Councils, the unions affiliated to a regional body plan the province-wide draft agreement using the points of view expressed by the general meeting. There were an average of 10 regional meetings.

#### Elections:

Each regional council elects its representatives to the provincial negotiating committee. The 49 representatives are divided up as follows:

Hull-Abitibi, 6 representatives; Montreal and region, 18 representatives; Eastern Townships, eight representatives; Quebec and district, nine representatives; Saguenay, Lake St. John, North Shore and the Lower St. Lawrence, eight representatives.



Miss Marthe Fréchette, secretary of the Federation.



15 obtained, the Federation submits the following questions:



# We are ready

**Dec. 10-29, 1965**

Delegates to the federation office study the five drafts submitted by the different regional councils and use them to prepare the definitive draft of a province-wide contract.

**Jan. 10, 1966**

The Federation asks the management negotiations team, as well as each hospital involved, to start negotiations. The Federation proposes Feb. 1, 2 and 3 as negotiating dates. This letter is preceded by a polite and cordial telephone call which gives no hint of things to come.

**Jan. 20, 1966**

The management committee ignores the invitation to negotiate issued by the Federation, without ferowarning or prior notice, and summons it to an information meeting Feb. 1 apparently judging that the four months which had passed since the preliminary meeting Sept. 16 were not enough time.

The management committee decides its summons of the 20th was not sufficiently explicit, insists in a second letter Jan. 27 that it is only an information meeting that's wanted.

**Jan. 27-28, 1966**

Faced with the despicable and irresponsible attitude of the management side, the Federation declines the invitation to the information meeting and calls a press conference. Paul E. Dalpé and Bruno Meloche explain the situation to the reporters as well as the Federation's stand. On the same day the Federation officially summons the management committee, as well as each hospital involved; to negotiating sessions Feb. 6, 7 and 8. This summons is made by virtue of procedures provided by the Labor Code.



Two other negotiators of the Federation: Brion of Chicoutimi and Dessureault of Trois-Rivières.

**Jan. 28, 1966**

The government makes it clear to hospital personnel that they cannot expect any real increases in salary. The only increases acceptable to the government are those which match the rise in the cost of living and in step with "the rate of our economy." The Premier affirms that the catching-up operation is ended in the hospital sector.



Mr. Borromée Grandmaison, a brother negotiator from Sherbrooke

**Feb. 2, 1966**

The hospitals' negotiating committee sends a letter to the federation telling it how it expects negotiations will be conducted. This was the information it wanted to give at the information meeting Feb. 1, which the Federation refused to attend. The letter is accompanied by an official statement of the government. Two facts stand out from all this.

The government will take an active part in the negotiations, something it has never done before.

The hospitals, supported in this by the government, intend to force union organizations which represent hospital workers but belong to different centrals to regroup into a cartel to negotiate the province-wide contract.

Federation spokesmen expressed their surprise at the attitudes of the hospitals and the government which, by putting on pressure to force different union bodies into a cartel, runs squarely against the principle of freedom of association and the Labor Code.

**Feb. 3, 1966**

Health minister Eric Kierans, in a government statement in the Legislative Assembly, expresses surprise at the notice of negotiation sent by the CNTU Federation and calls this notice, which was strictly in accordance with the Labor Code, an ultimatum.

The minister reproaches the Federation for having sent only an incomplete draft agreement to the management negotiating committee and announces that the hospitals and the government have decided to wait until they have received a complete draft from each union before undertaking province-wide negotiations.

The Federation, for its part, feels that the voluminous draft submitted (mechanical clauses and social benefits) as well as the two questions of sharing expenses occasioned by arbitration of grievances and traveling costs of the union negotiating committee, are enough to feed the negotiations for weeks.

The Federation president replies to the minister's statement the same day, alleging that there is no longer time to establish new negotiation regulations outside the laws which we have spent much money and effort to follow.

**Feb. 6, 1966**

Not deigning to reply to the formal notice of negotiation for the 6, 7 and 8 of Feb. which was sent

them Jan. 28 by the Federation, the hospitals' negotiating team forces a whole day of fruitless waiting on the union side, which was there in full. These union members, about 60 of them, came from Val d'Or, La Sarre, Hauterive, Gaspé, Roberval, etc. at the cost large sums of money paid by the Federation. Since the management representatives hadn't declined the summons to negotiate, it had been hoped they would be present.

**Feb. 9, 1966 THE HOURGLASS**

A request for conciliation is sent to the Labor department. The hospital authorities will be obliged to follow the law and present themselves when the government conciliator decides to call them to a meeting with the representatives of the hospital employees.

The law provides that the government and the hospitals have 60 days to negotiate a contract. After this period, the employees are free to strike if they feel it necessary.



Our president, Paul-Emile Dalpé



On Feb. 9, 1966, during a press conference, president Paul-Emile Dalpé and brother Bruno Meloche, shown below, announced that they had asked for the services of a conciliator, as the law provides.



## No to the cartel

The federation leaders say "no" to the cartel.

The government has tried to impose it upon us. It has not hesitated in this way to attack freedom of association and the freedom of choice of wage earners.

A union cartel cannot be imposed. It negotiates only if the employees feel it would be useful.

After eight months of intense preparations during which there was never any question of a cartel, one month after the expiration of most of the collective agreements, it is too late to talk about a union cartel.

The CNTU covers about 90 per cent of the unionized hospital employees.

In the past the leaders of American unions and others waited for the results of the Federation's battles before going begging for the same advantages.

They want to do the same thing this year. They have told us: "The CNTU's salary plan will be ours; the CNTU's negotiators will be our negotiators."

We respect the choice of those who prefer organizations which seem like parasites to us.

But no longer can negotiate beside leaders of a company union or of a union directed from Chicago which have been rejected by thousands of hospital employees who have chosen the CNTU.

Their presence would bring us nothing. On the contrary, it would risk making us weaker during the difficult moments.