

Labour



Man Matters Most!

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ten cents

Man Comes First

Man is not made to serve a system, to serve an institution.

The system or the institution is made to serve man.

When the system or the institution no longer suit man, they must change, they must adapt themselves to new circumstances.

There is one mysterious thing about any institution, supported by the laws of society.

It is that they are organizations which quite easily become more important than man, at least in the eyes of those who direct them.

So, in the name of a system or of an institution, the worst of abuses can be committed against the most fundamental of man's rights, completely legally, as at Dominion Ayers.

You shall see this in the pages that follow.

But you shall also see man the unionist organizing his defence against the system, the institution, which have lost their sense of direction, which have forgotten that man must always be the first consideration of any human organization.

Hydro-Quebec, Dominion Textile, Dominion Ayers, the hospitals are some of the institutions which now must realize that man comes first in human organizations.

Richard DAIGNAULT

Labour

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Important

"Le Travail" — the French-language edition of "Labour" — is available. Members of unions affiliated to the CNTU and who prefer the French-language edition may obtain it on request, free of charge, by writing to:

"Le Travail", 1001 St-Denis,
Montreal, Qué.

To the Parliament of Canada

In an emergency session you have just voted a law to force 118,000 railway workers to return to their jobs, under threat of penalties going as far as imprisonment.

When will there be an emergency session to vote a law which will force the profiteers to explain each price increase, under threat of severe sanctions going as far as imprisonment?

Labour



The BIG FIGHTS

The workers are fighting **unceasingly** to take their rightful place in society. Those who are against you talk about the importance of **productivity**. But under the present system, productivity profits the few.

Here is what Marcel Pepin, president of the CNTU, has to say in reply to those who want to prevent the workers from demanding their fair share:

"There are two types of productivity. The first is in line with the interests of a small number of people and by which each worker becomes a robot. There is the other type of productivity which tries to make responsible citizens, responsible men, that is men who will have tools which let them decide their destiny themselves and it is this type we support."



Marcel Pepin

Three Giant Steps

Manic-Outardes

A second victory in six months by the men building the dams which are the pride of Quebec. (See page 4)

textile

After five months on strike, 5,000 men and women finally get more from Dominion Textile. (See page 10)

The Hospitals

The 32,500 CNTU members win a contract that will benefit 65,000 employees. (See page 6)

The Steps to Come

Ayers

Man has been made a slave in the little town of Lachute in the name of the institution called free enterprise. (See page 14)

Electricity

The thousands of employees at Hydro-Quebec will have to choose between a union controlled outside and the formula of an autonomous union affiliated with the CNTU. (See page 17)

**MAN
Matters
MOST**

**DAMS ARE MADE FOR MAN
NOT THE CONTRARY!**

Man Finally Takes His Place on the Hydro-Quebec Scene

He still hasn't got everything that's rightfully his. But at least people know now that the Manic-Outardes dams aren't going up all by themselves, that 4,500 men have been working hard on them for more than seven years. People know that man is there and Hydro knows it too.

The whole province knows it because 4,500 men said "no." No to dismissals, no to police terror.

They said NO to the institution called Hydro-Quebec. They said NO to those who, in the name of the greatness of Hydro, in the name of the huge role Hydro plays in Quebec's economy, in the name of the growing need for electricity, imposed an unfair regime, an inhuman regime on the thousands of men who build the "glorious" dams of Manic-Outardes.

For too long, the institution called Hydro had become so important in the minds of the administrators that they sang the glories of the Manic-Outardes dams, their voices trembling, but never talked about the men building them.

We're quite sure now, that after the two spectacular strikes by the Haute-Rive National Syndicate of Construction Workers that no one can think about the dams without thinking about the men who made them.

Can they even have another solemn inauguration of some kind without inviting the representatives of the workers?

However, their intention wasn't to gain recognition of their role, important as it is. In the same way, the Hydro engineers didn't strike to gain recognition of their participation in engineering, the members of the inter-professional union didn't demonstrate with this aim in view.

No, the construction workers at Manic-Outardes struck in the spring for the first time to protest unjust dismissals and the courts agreed with them publicly. But what would have happened if they had been crushed by the threats of Hydro?

So, they struck Aug. 2 to make an end to their 60-hour week, to get drinking water on the construc-

tion sites, to get passable mattresses in their camps, to get a system that takes more account of human dignity.

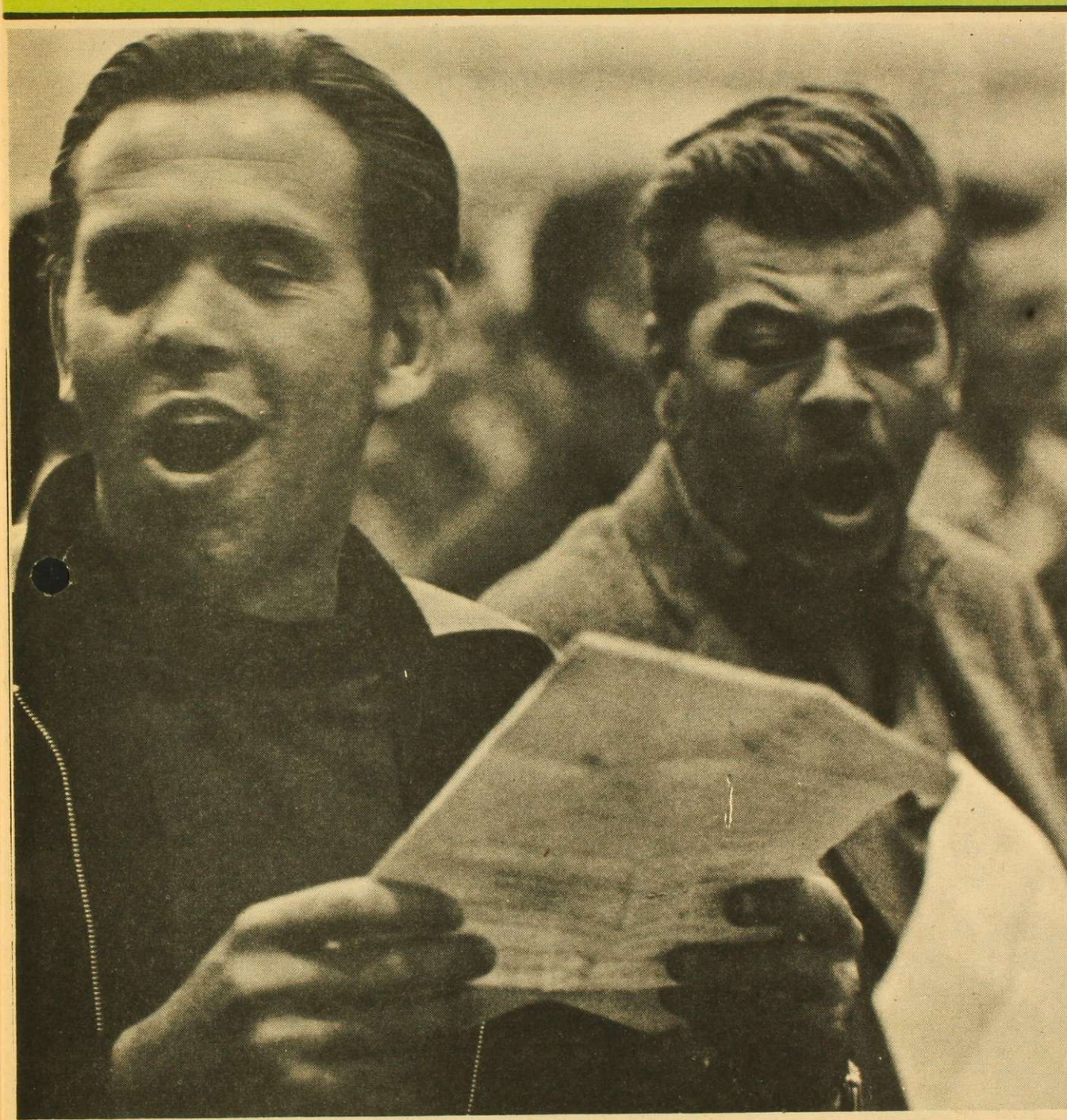
Hydro, still proud — in the worst meaning of the word — fired all its bolts at once, police, injunctions, massive dismissals of the members of the inter-professional union.

The construction workers, standing together, well prepared, magnificently disciplined, laughed in the face of the unchained lion. And the entire province couldn't do anything except laugh with them, Hydro had become so ridiculous.

Negotiations were solidly conducted by Sylvio Séguin, technical advisor, and the bargaining committed under Lucien Poulin.

At the critical moment, Robert Sauvé, secretary-general of the CNTU, went to Quebec to squeeze out the final clauses.

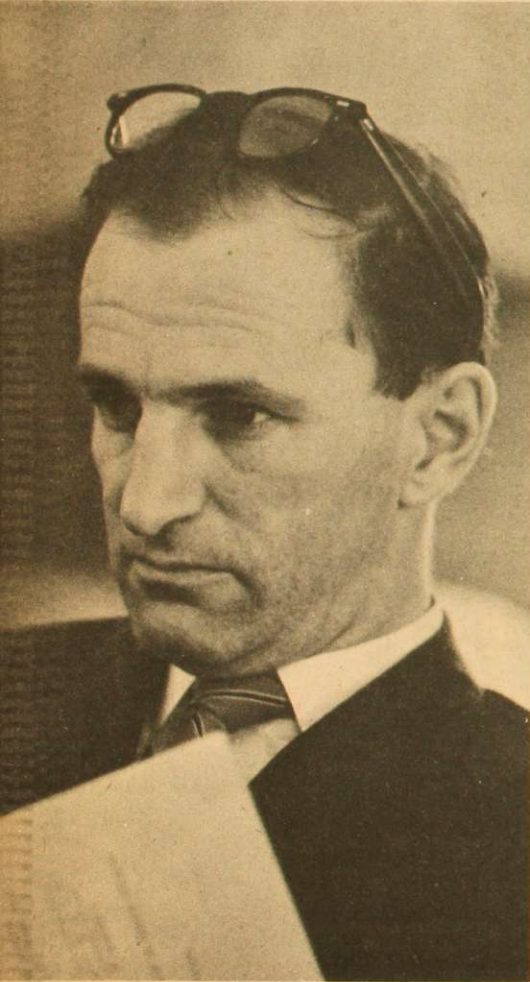
The result: an excellent labor contract and 80 per cent of demands obtained. In the matter of working hours and salary, the Manic-Outardes workers have an agreement that compares well with Montreal.



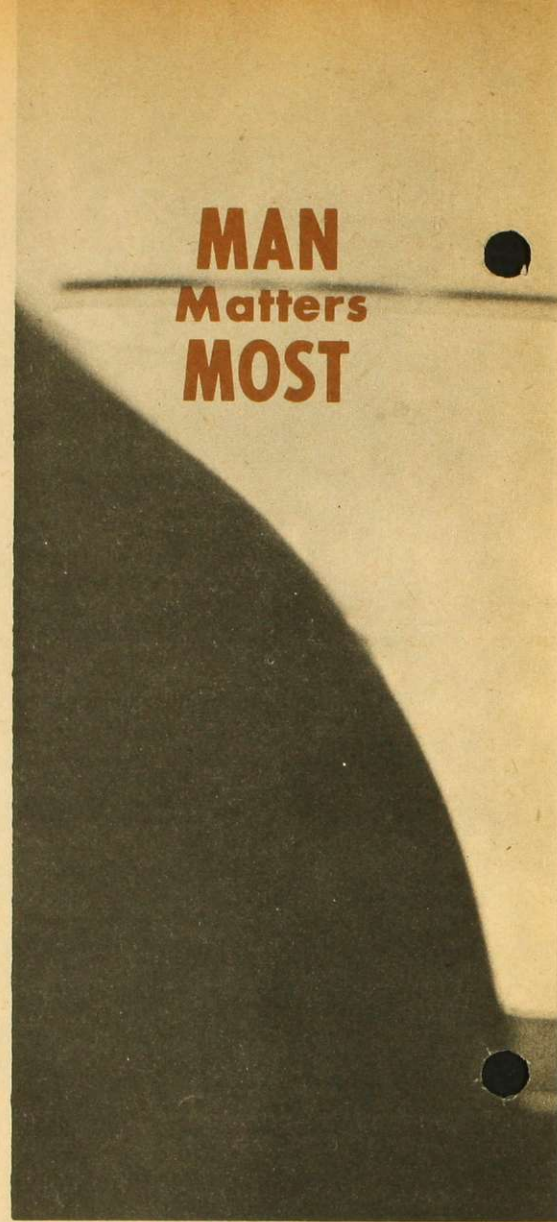
The guys at Manic sang during their second strike in four months. You can't keep good men down.

The Hospitals Wouldn't Move

The Government Forced Them To



Jacques-André Dumais, one of the principal spokesmen for the hospitals during the last nights of negotiations.



**MAN
Matters
MOST**

Yves Pratte, the lawyer whom the government appointed administrator to negotiate and sign the agreements in place of the hospital



Is.

After three days on strike, Marcel Pepin, president of the CNTU, asked the Johnson government to put the hospitals under trusteeship. It was the only logical thing to do. It was the only way to put a rapid end to the resistance of the hospitals, which, according to their own spokesmen, were ready for "a long strike". Johnson might have acted quickly if he hadn't been afraid of the hospitals and the business world. Did these people believe that this time the CNTU had gone too far, that the time had come to weaken the growing strength of the labor movement? It's highly possible.

The notables in our society were fuming: injunctions! a special session of the legislature! legislative measures! They talked about a confrontation. One might have said that they wanted one, unconsciously.

The Premier scented the danger of the situation. He took a few injunctions. He announced that he would call an emergency session.

Faced with this escalation, the president of the CNTU used all his energies to bring the debate back to the negotiating table.

But at all costs the government had to be made to realize that the striking workers would not give in to threats.

The CNTU called the Confederal Bureau to Montreal to bring an affiliated bodies up to date on the situation. The president reported on the

urgency of the situation. The strikers received entire and enthusiastic support.

A few hours later the Premier himself reached the president by telephone. He seemed stunned that the meetings of the Confederal Bureau were open to the press, radio and television.

"I am not premier. I don't have to hide myself", the president told him.

While the question of wages was settled in the few hours that followed, the hospitals held to the defence of their privileges in the matter of promotions, even after two weeks of strike.

Yves Pratte, the government mediator, reported the situation to Paul-Emile Dalpé, president of the National

Federation Services. Brother Dalpé didn't mince his words. While there had been a compromise on salaries, there would not be one on promotions, nor on the number of grievance agents demanded by the union.

Mr. Pratte had already obtained acceptance of one compromise from the negotiating committee. He asked the Premier to support the union position.

The premier, faced with the stubbornness of the hospitals, requested Mr. Pratte to ask the hospitals to meet the union position.

Mr. Pratte called the two parties before him.

Neither side knew what would happen. Everyone was at the meeting.

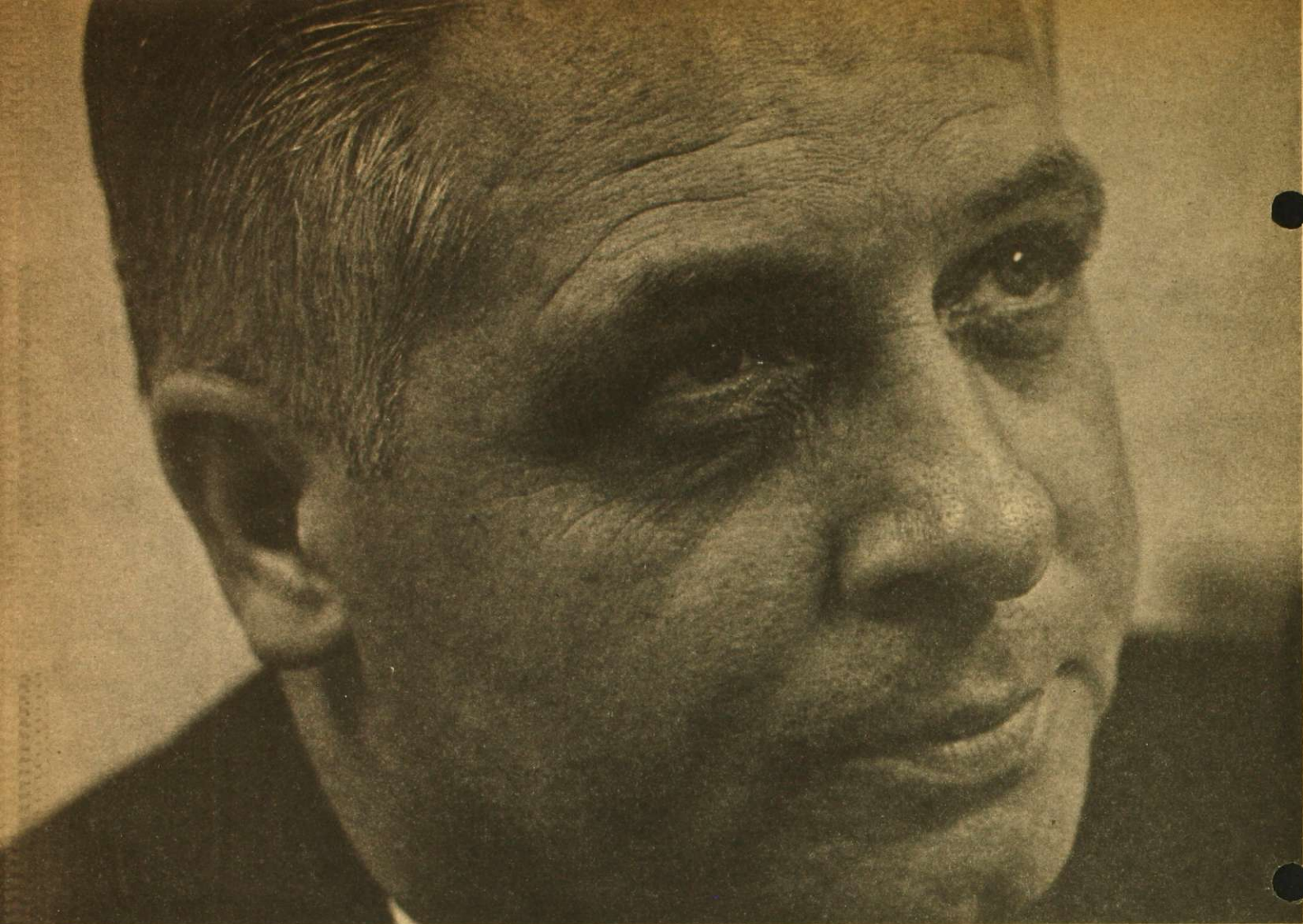
Mr. Pratte quickly entered the hall, his heels clacking in the heavy silence, and read the ultimatum of the government to the hospitals.

The institutions had to settle or go into trusteeship. They refused.

Mr. Pratte informed the premier about the situation by radio. (The premier was en route to Toronto in his plane).

Returning in haste, Mr. Johnson presided over a meeting of his cabinet which named Mr. Pratte administrator of the hospitals.

Then came about the settlement which was approved by the 32,500 strikers. This is how, what can be called a new era in relations between hospitals and their employees was begun.



Paul-Emile Dalpé, president of the National Federation of Services

The False **Sentimentalism** of the Hospitals Fools No One

The 32,500 hospital workers affiliated with the CNTU have demonstrated that public health can no longer be a matter of sentimentalism, even less of false sentimentalism.

In Quebec, hospitalization was reserved for a long time almost exclusively to those with the means. Under the old public assistance system neither politicians nor hospital administrators were ashamed to be involved in petty patronage at the expense of the sick person without means.

While this was going on, without any sentimentalism and despite the wishes

of the general public, Maurice Duplessis cried aloud his opposition to hospital insurance because it was started by Ottawa and endangered our "religious traditions".

It must be said that above all it endangered a system of privileges and of salaries of \$25 a month (food and lodging) for hundreds of workers.

The first great public crisis of sentimentalism in the institutions was sparked in 1961 after Quebec started hospital insurance.

The institutions talked about the patients who wouldn't get all the care

they needed because of insufficient contributions by the state.

Obviously hospitals had become accessible to all, without regard for their means, for the first time. The number of occupied beds skyrocketed.

Because the state had assumed the costs of hospitalization, the axe had to be put to the old financial arrangements between the government and institutions. A few inquiries shattered many illusions.

Starting from this great transformation of the hospital sector, the workers were able to demand treatment as full



Gilles Corbeil, St. Maurice regional director and principal negotiator in the strike, and Lucie Dagenais, technical advisor who particularly worked on negotiations for the nurses.



Bruno Meloche, technical advisor to the National Federation of Services.

Administrator Yves Pratte
An Unprecedented task!

Photos by Jean-Louis Frund



citizens with a right to a suitable salary and reasonable working conditions.

But they hadn't reached it yet. There was a long, long road ahead of these workers. After the short strike of 1964, thousands of employees received a salary of more than \$50 a week for the first time.

This year the employees launched an almost total strike. It brought on a new crisis of sentimentalism.

But the masses realized that in an organized society where all citizens have a right to hospitalization, those who supply this public service are entitled to the same consideration as

workers who supply other public services.

The hospital is not a favor or a privilege. It is a real right. The patient doesn't want sentimentalism. He wants competent treatment in a clean, efficient and well organized hospital.

This doesn't exclude the sentiment of human brotherhood in the hospital. The patient gets this sentiment. But as anyone who has been in hospital knows, these sentiments come from employees in contact with the patient.

Try and draw sentiment from a hospital administrator!

Fighting the Crushing Textile Machine

What were the workers of Dominion Textile fighting against?

Whichever way we look at their problems, whether we examine one or another of their demands, we will see they all came down to the same thing these people fought against the pitiless pressure put on them by a company determined to make every possible penny out of them.

If they asked for a higher salary, it was to loosen the vise of the price squeeze which had kept their salaries at unacceptable levels. If they demanded increased means of supervising and correcting the bonus plan, it was to eliminate as much as possible the means employed by the company to use loopholes in the plan to increase its profits even more.

If they wanted disciplinary notes taken out of their files after a certain period, it was to reduce the additional constraint exercised by foremen under pressure to get every ounce out of the workers. If they asked for task evaluation technicians, paid by the company, it was to follow more closely, and thus tighten up, the application of the bonus plan.

If they wanted a clause to prevent the company from laying off people by having its work done outside, it was to resist once more, the supreme law of the company, which is to compress costs by any means, including by having work done elsewhere even if it means lay-offs.

If they wanted a common front of the workers, it was for greater strength in the future.

In good measure, the union members at Dominion Textile accomplished what they set out to do.

The wage increase is substantial (40 per cent more than the company offered before the strike); they obtained a strongly modified job clause and several technicians to see to its proper application; they built their common front, at least for the future; they obtained indemnities for the victims of outside contracts; their new seniority clause on disciplinary measures; finally on a number of less important items they have made appreciable gains: uncompulsory overtime work in certain cases, the right to three and four weeks of holidays, and not simply to their remuneration, etc.

This is a victory. The future will tell us whether it is inevitable that Dominion Textile provoke strikes the way it has over the past 30 years. The workers will not stop wanting to end exploitation, to end the shameless pumping of profits, to end the squeezing of the lemon.

If the company could realize that there are men, women, families — in other words that there are people — at the bottom of its columns of figures, then it is possible there will be no strikes, nor anger nor revolt among those who built this industrial empire with their hands.

Pierre Vadboncoeur



MAN Matters MOST



Jean Champagne, left, CNTU engineer, chats with Paul Marin of the Drummondville syndicate. We must have engineers who think about the man before the machine.

How to Defend Against the Machines

A textile mill is really a gigantic machine.

When it's working, it makes you think of the works of a gigantic clock.

Inside the mechanism, hundreds of men and women repeat the same actions, thousands of times, hour after hour.

The company's technicians calculate everything to a fraction of a second.

Wages are paid in line with a bonus plan based on a 125 per-cent effort, that is the equivalent of 10 hours of normal work (according to international standards) within eight hours.

In such factories it's easy for men to be submerged by machines. And the only thing that interests the company is production.

Jean Champagne, a CNTU engineer, is trying to find ways for the individual to protect himself against the invasion of the machine.

And, in this problem, the new contract just signed by the CNTU affiliated

textile workers offers substantial gains.

In each of its plants, the company must now pay a full-time technician chosen by the union and whose single task will be to study the problems put to him by the workers.

Each time the workers feels he has been treated unfairly by any kind of change, he may go to arbitration and demand a readjustment.

Brother Champagne has also drafted a new job evaluation clause which gives increased protection to the employee.

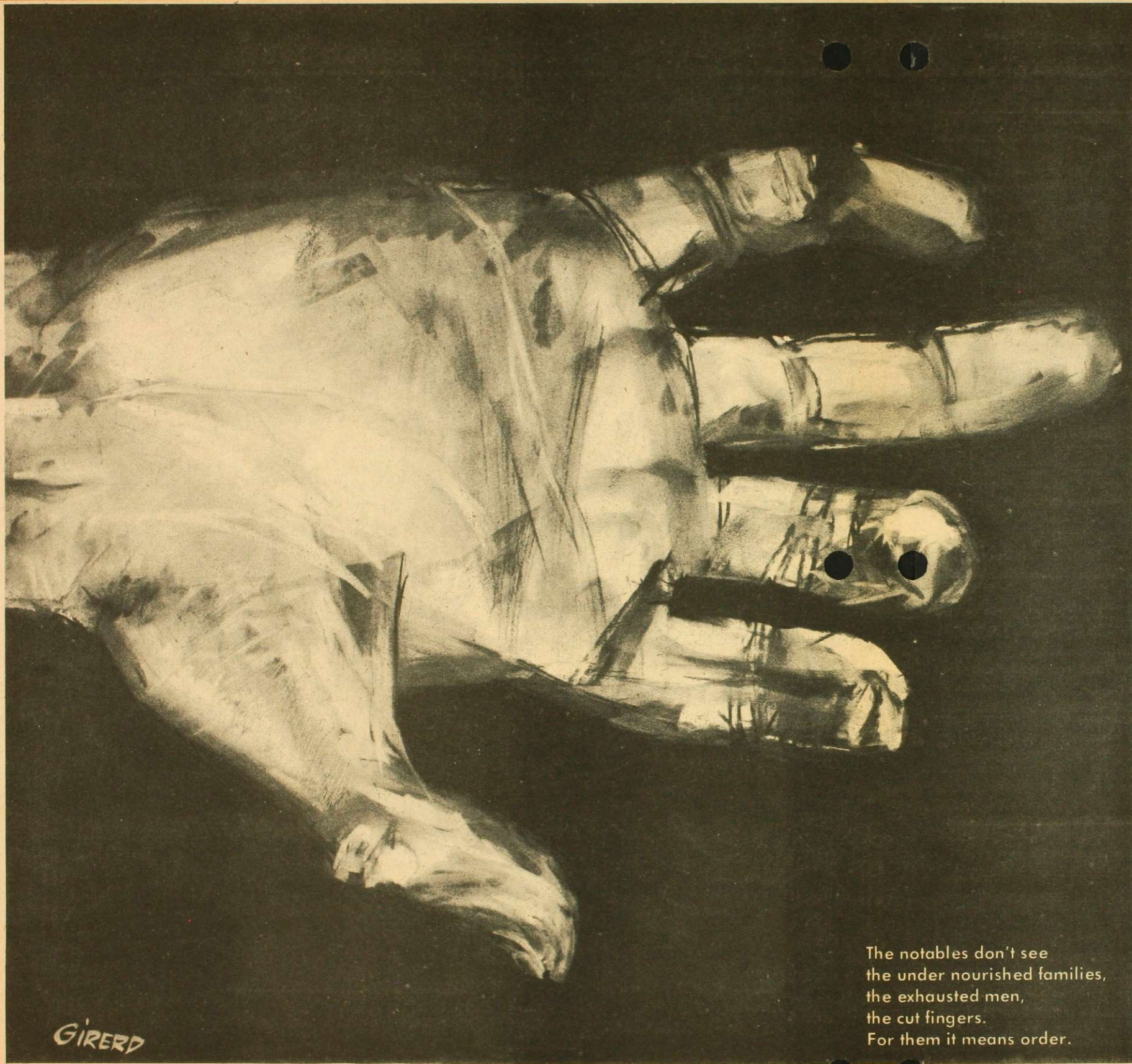
The union was also against night work for women, even in the eventuality that new provincial legislation would allow it.

But there will be no night work for women during the application of the agreement, except on the eve of its expiry.

For all practical purposes this means that the point has been won, but that it will have to be taken up again in the next negotiations.



Gérard Taylor, left, director of the strike at Magog.



The notables don't see
the under nourished families,
the exhausted men,
the cut fingers.
For them it means order.

And they call this ORDER!

On the following pages you will see what's happening in the Ayers plant at Lachute.

These things happen. And as long as no one complains, it's called order. When some one does complain, even within the framework of the law, the people on top scream about disorder.

But in the case of Ayers, the abuse is so great that the population instinctively supports the complainants.

People start to wonder how a society can tolerate such things.

In the society in which we live, the laws are made in such a way that a business may set up in a small community, abuse the need of men to earn a living by paying them wages well under a vital minimum and, if they try to get a better share of their productivity, keep them in place by threatening to give them the gate.

When a new enterprise is set up to benefit from the labour population it doesn't take any human responsibility towards those who spend part of their lives producing for it.

If the same enterprise decides to close its doors because its situation is no longer as profitable, or because it can make better profits by moving, it leaves without ceremony, without any obligation to those who contributed most to it and its owners.

Nor does anything in the law protect workers against badly administered enterprises. The owners can always wriggle out in various ways, but hardly ever the workers. They are always the one who suffer the consequences.

The workers even bear the brunt of progress. If an enterprise decides to modernize its equipment or to concentrate its production in one plant, there is nothing to cover the families affected.

The burdens of the economic life must be shared more equitably. This sharing must be carried out by governments. What are they waiting for?

MAN
Matters
MOST

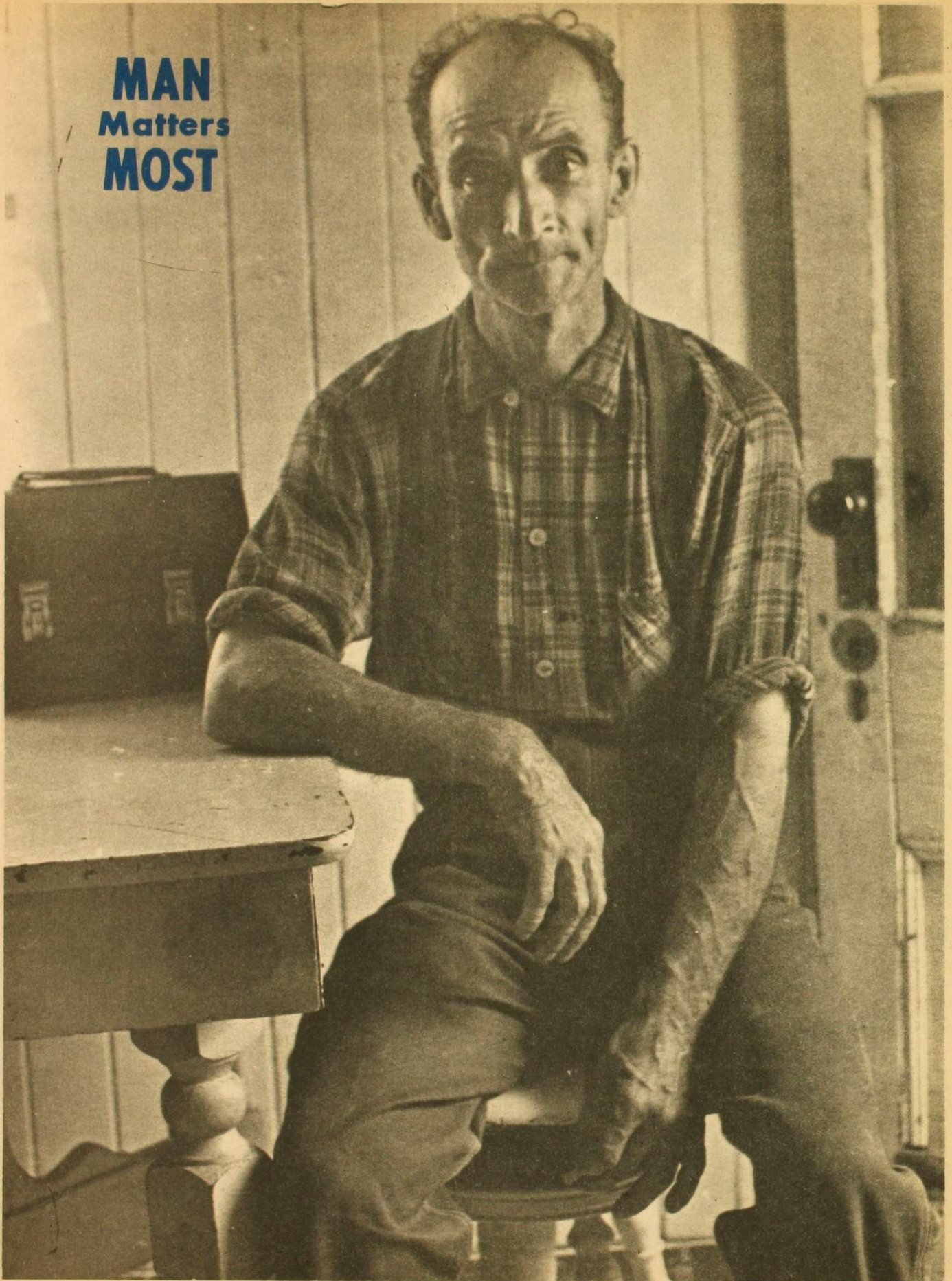


Photo: Jacques Granier

Enterprise

is free,

Man is Slave

In 1961, when they were members of an international union, they went on strike. But they were forced to crawl back because the union made an agreement with the boss and threatened to drop them if they didn't return to work. They returned, but with a reduction in wages, instead of an increase.


Moving over to the CNTU last April, they discovered there were people there who would take an interest in them, who would fight at their sides. And they have realized that in 1966 slavery will end at Lachute and in the Dominion Ayers factory. On Aug. 3, 1966, 250

employees went on strike at midnight. Since then, thanks to them, a whole town has been able to hold up its head and is shaking off the hand of the oppressor.

All the newspapers of Quebec are talking about it. Many people who until then lived in downy comfort suddenly realized that in 1966 (and, as one newspaper pointed out, not in 1866) there are still bosses who treat their employees like common merchandise without regard for their status as men and women.

People everywhere have heard over radio and television and through the newspapers about the working conditions and low

wages at the plant. All have spoken of the financial situation of the employees (an average of \$1.06 an hour in wages) their deplorable state of health (lung and skin illnesses) their infirmities due to work (the "finger cemetery" which means three out of every 10 workers have lost one or more fingers) and of their living conditions (slums, garrets, insecurity, chronic poverty, etc).

But what must be understood is the background, the reasons why a whole town, starting from the mayor-MLA and all the priests have suddenly awakened after a long sleep. 



The white house

For him, the palace For them, the slums



It is quite certain that Gilbert Ayers, the big boss, still has and will always have, support in the town. There must be no illusions about that. But what is obvious is that an entire population has suddenly realized that it had forgotten over the years that it existed, despite the man who owns everything.



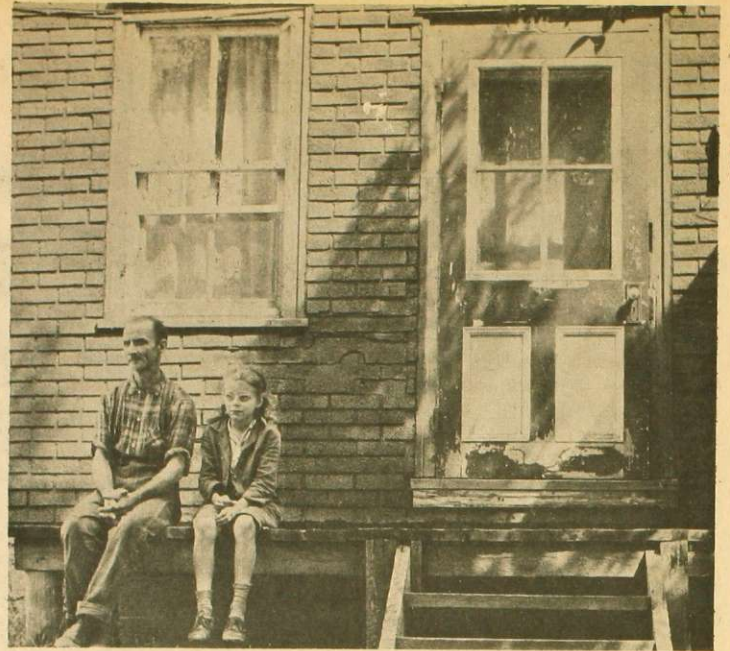
She only wants to eat three times a day, like everyone else.

Before the strike it didn't dare raise its voice because Ayers owned all Lachute. But now the population is the strikers' greatest source of support. Through the parish priests and its mayor the population has made Quebec realize that this time they have had enough and something will be done.

To give an idea of the spirit that prevailed in Lachute before the union fight, abbé Hubert Beaudry, vicar of Ste. Anastasie parish said: "This is the first time that these guys have realized that they are men like others.

They had never been treated like that before."

Gilbert Ayers, the big boss, and his father before him, owns all of Lachute — he has a flying field, a motel, two golf courses, one of which operates day and night, the public swimming pool, a ski tow and two industries, the one involved and a textile plant. He even built a church with a marble interior. So no one, or almost no one, in Lachute can work or play, or even pray without finding himself on Ayers property.



Black misery

The mayor of Lachute, Zoel Saindon, even said that he had all the trouble in the world attracting other industries to his town because Ayers had a monopoly on available land. It is even said that when Ayers learns a new industry wants to set up in "his" town, he hastens to buy the land it wants.

And then, in negotiations he pleads through his representatives that the company is "incapable of paying" decent salaries.

But this time, the people have had enough of being taken for imbeciles and everyone is taking part so that the strikers from now on can live better. ●



In their attitude, patience. They'll go to the end.

As September 30th Balloting Nears at Hydro . . .

Hundreds Already Have Shown Preference For Democracy That Reigns Within CNTU

Quebec Hydro's 7,500 office and trades workers will be given the opportunity shortly to choose a union that is made to order for them and which will constitute a well-nigh incredible force with which to confront one of the harshest employers in the province.

On September 30th, by way of a ballot ordered by the Quebec Labour Relations Board, the workers will choose between the Canadian Union of Public Employees (QFL) and the CNTU. Up to now there have been 24 unions at Quebec Hydro to represent these employees. After September there will be only two: one for office workers and one for trades people, who will belong to one central or the other.

The CNTU, through its affiliates, has always been to the fore at Quebec Hydro. It has negotiated in their behalf collective agreements containing incomparable benefits — benefits superior in every way to those obtained by the CUPE.

The CNTU offers these workers other advantages that are already well known to its affiliates: local autonomy and democracy. Democracy which lets affiliates make their decisions at the local level is the basis of the movement. In addition, the Confederation provides top-flight technical services covering many areas.

These are reasons why hundreds of workers already have pledged the CNTU their complete support. They are determined to see the CNTU enter Quebec Hydro by the front door on September 30th.

They have given their reply to the call sounded by CNTU General President Marcel Pepin during a speech at Quebec on August 27th:

"IF IS YOU WHO WILL MAKE THE UNION YOU BELONG TO.

"If you want a union that isn't going to function, if you want easy or uncommitted trade unionism, then don't vote for us, don't vote for a CNTU affiliate. What I ask you for is total commitment.

"You don't practise trade unionism by paying an initiation fee and monthly dues and putting your X on a ballot slip.

"It is much more difficult than that. I don't want to make you feel uneasy; I just want you to know that you are the cornerstone of your union; it doesn't rest on the trade union structure nor on the CNTU central.

"We are all going to be there to work together, but first and foremost it will be up to you to strive, to work, to consult together, to determine how your lot can be improved.

"It will also be up to you, at the central, the CNTU, level, to find



Guy Beaudain, deputy director of the Canadian Federation of Public Service Employees (CNTU) during a study session at Quebec that preceded the campaign leading to the September 30th vote.

ways and means and to adopt resolutions that will make the corporation budge.

"THIS IS WHAT TRADE UNIONISM MEANS, AND WHAT IT CALLS FOR."



Marc Boucher and Denis Harvey of Local 300, Canadian Union of Public Employees (QFL) came to find out what the CNTU had to offer.



Denis Bernatchez and René Giroux of Hull, members of the International Brotherhood of Electrical Workers were satisfied by what they learned during the weekend.

Labour in Quebec

Peace Officers Win Pact

The Union of Public Service Peace Officers has signed its first collective agreement with the Quebec Government. The parties came to terms three months after the start of negotiations.

The contract provides the peace officers with a long list of benefits:

- There are wage increases for all, dating from March 24th 1966. There is a \$300 increase for 1,066 employees, \$350 for 874 and \$400 for 530. The vacation clause applies as of this year: 1,000 employees thus obtain three weeks' holidays;

- A supplementary \$200 annual bonus dating from April 1st 1966 is provided for jail employees (1,064 employees);

- As of May 1st 1966 jail guards who had received no statutory increase for a year or more received a statutory increase of \$200 a year (300 employees);

- The complete text of the agreement became effective on July 28th 1966: reduction of the work from 42 to 40 hours for Montreal and Quebec guards; from 48 to 45 hours for fishery officers and 45 to 40 hours for autoroute inspectors;

- On March 23rd 1967 there will be a minimum increase of three per cent for those receiving statutory increases and five per cent for the others; and there will be a new reduction of working hours: 48 to 40 hours for district guards and gate supervisors.

There will also be, on the same date, an adjustment of wage scales which will give the Quebec and district jail guards and Montreal matrons a \$100 increase (800 employees). Quebec and district matrons will receive a \$200 increase (75 employees), and Class 1, 2 and 3 instructors, Quebec, will receive a \$200 increase (20 employees).

- Overtime accumulated in the jails is to be remitted in time off within six months of the signature of the contract, or the government agrees to pay for the time.

Says Brother Noel Lacas, the CNTU agent assigned to the union: "Now that the collective agreement is signed, the next steps are to see to the application of its terms and to provide the union with a new structure and constitution. The collective agreement is a good start, because it means for example that no sheriff nor jail governor can suspend or fire an employee without the authority of the jail administrator. From now on the employee will be able to turn to his union to make his grievances heard if need be."

The contract is for two years, from July 28th 1966 to July 28th 1968.

Canadian Gypsum Strike

The 80 employees of Canadian Gypsum Co. Ltd. walked off their jobs at midnight August 12th. They are members of the National Union of Canadian Gypsum Employees, which received its accreditation last March 25th.

The workers found strike action was the only recourse after four sessions of direct negotiation and eight conciliation meetings. The union found management's attitude "totally anti-union." The company is a subsidiary of a big U.S. corporation, United States Gypsum Co., which itself is notoriously anti-labour.

For all practical purposes, the entire collective pact was still to be negotiated when the employees struck. The negotiators have had an extremely difficult time with the company, which flatly refuses to recognize the union as a valid agent.

Since it won't recognize the union, management obviously is even less interested in discussing union demands. The union seeks reduction of the work week to 40 hours from 48 (at the present time the employees even have to work on Sunday) without loss of pay. It is demanding a 36-cent hourly increase spread over two years, rest periods, sick leave and more hygienic conditions.

The wages paid by the firm range from \$1.76 to \$2.15 an hour. Canadian Gypsum's competitor, Domtar, pays \$2.10 to \$2.55 an hour for the same work and has a 40 hour week instead of Canada Gypsum's 48 hours.

Canadian Gypsum's offer is five cents more an hour immediately, and another five cents in six months. This company still pays straight time for work done on statutory holidays.

The Engineers: First Plateau

After being on strike for 13 weeks, the Quebec Hydro engineers returned to their jobs on July 13th. They had succeeded in obtaining their first collective agreement, which will run to December 31st 1967. The contract provides wage increases: there is a \$500 lump increase this year, and on December 22nd 1966 there will be a six and a half per cent hike plus a statutory raise ranging from \$450 to \$550 depending on classification.

The engineers also get a better vacation system, overtime and grievance

procedure; and they have finally settled the matter of union jurisdiction which was the source of two conflicts.

Union President Jean-Guy Rodrigue had this to say following signature of the pact: "This is a first collective agreement and a first stage for us. We have had our baptism of fire and no effort was spared to make it as difficult as possible for us. The engineers proved, however, that they were able to endure such a struggle.

They survived two strikes within a single year."

Newspapermen

"Le Devoir"

The Newspapermen's Union (Syndicat des Journalistes) of Montreal, Le Devoir section, has signed a two and a half year agreement with the employer, l'Imprimerie Populaire Ltée.

The agreement provides a number of improvements in working conditions and is classed as a pilot pact in the newspaper field. Key clauses include union jurisdictional rights, freedom of the journalists to act and express their opinions, and material gains. There is also provision for a "newsroom parity committee," an advisory and cooperative body made up of three representatives from management and three from the union. The committee's job is to work out editorial department problems.

"Le Droit"

A relief fund has been established since August 12th by the Newspapermen's Union (Syndicat des Journalistes) of Ottawa in aid of brother Jean-Jacques Fleury, unjustly fired by Le Droit.

Mr. Fleury, a student at the University of Ottawa, had been hired by the daily for the summer months. He worked nights. One morning at 9.30, barely five hours after he had completed his tour of duty, the management called him back on the job. He refused, and invoked a recent arbitration board decision which gives newspapermen the right to decline overtime work.

Another newspapermen, a union member, had turned down overtime and been suspended for it. The latter was reinstated by management following a union protest.

But in a move that the union president called "sheer vengeance," the management dismissed Mr. Fleury by telephone. He is not covered by labour contract.

The relief fund will make up for the weeks of wages that Mr. Fleury lost because of his premature union sympathies.

Best Contract in Radio For 85 CKVL Staffers

The 85 employees of Radio Station CKVL, who are members of the Radio General Union (CNTU) have signed their first collective agreement with the president of Radio Futura Ltd., Jack Teitolman. This new union was accredited last April 25th.



Left to right: Marcel Provost, program director; Ronald Carabine, comptroller; Jack Teitolman, CKVL president; Union President Claude Duparc, Roland Nadeau, secretary; Jacques Turcol, treasurer.

The contract includes the five-day work week (36 hours), which undoubtedly sets a precedent in the private sector of radio broadcasting. For two-thirds of the employees, it means a five-day instead of a six-day week; the technicians already had the five-day week.

Announcers now are paid for the exact number of hours they are on the air, regardless of whether their voices are taped in advance. Previously they were not paid for such broadcast time.

The announcers also are paid now for special preparatory work for broadcasts. All employees receive a \$10 salary increase this year, plus \$5 next year.

"The agreement is certainly the best in the entire radio industry and in certain respects it surpasses Radio Canada," commented Union President Claude Duparc.

Our
new
brothers

The National Union of Employees of the General Hospital at Pointe Claire received its accreditation on July 4th. This union represents the 200 non-professional employees at the Lakeshore General Hospital.

Outardes 3: Workers Rehired

Judge Evender Veilleux of Sherbrooke, who was appointed an inquiring commission to decide the case of the four Outardes 3 workers dismissed by Quebec Hydro following the conflict of last March and April, handed down his decision early in August.

Gilles Beauchamp, P. E. Jean, M. Lévesque and E. Savard are suspended for a period of six months from their layoff by Hydro. They must be rehired as truck drivers under the same terms and conditions they had at the time of the layoff. This rehiring date was fixed as September 11th, under the conditions mentioned, but not necessarily at the Outardes 3 site if in the opinion of Hydro it is preferable that the four truck drivers be assigned elsewhere. The four retain the seniority acquired at the time of their dismissal.

It will be recalled that the four firings by Quebec Hydro touched off a five-week strike at the Manic-Outardes site. The strike stripped the veil from the miserable conditions under which the employees were forced to work.

Hauterive: Arbitration Decision

An arbitration board judgment on the collective agreement covering the police-and-firemen of the town of Hauterive provides for a reduction of the work week from 56 to 42 hours with full compensation, effective August 7th past, and the 40-hour week beginning August 4th 1967.

In addition to a reduced work week, the board found in favour of a \$10 weekly wage increase retroactive to November 1st 1965, and another general increase of \$5 weekly beginning November 1st of this year.

Other awards made by the board include: Three additional paid legal holidays; three weeks' vacation after four years of service and four weeks after eight years; an improved clause on absence for union affairs; an improved sickness-accident clause; requirement that the town pay 50 per cent of the health insurance and sickness insurance premium; higher rates of pay for overtime.

The monetary gains made by the policeman as a result of the board judgment work out to about 50 percent, in comparison with the benefits that previously existed.

Gaspé: Annual Convention

Education and trade union life. This was the theme of the General Council of National Unions of Gaspé, which held its annual convention at Percé on June 25th and 26th.

With regard to education, the president stressed that the Central Council must do everything possible to bring about the formation of an education committee to function during the year to come. The committee aim, through its courses for officers, department delegates, union officials and rank-and-file members throughout the region, is to make all aware of the role they have to play as people.

They should have a better knowledge of what organized labour is, what the movement's structures are, and the active part that workers should play in their union sector. There may, however, be certain dif-

iculties to contend with: the geographic size of the region and the cost of moving about in it. Also, some of the unions are young, and a number of members are not yet taking part in their activities.

After the convention had voted for the establishment of the Central Council's education committee, the structures of the committee were determined. There is to be an education committee within each union, an education committee in each of the three regions, and the overall Central Council committee with someone in charge of it. The treasurer's report, calling for nearly 25 per cent of the budget to go towards education, was adopted.

The following were elected to the board of directors: Suzanne Allain, president; Jean-Yves Cabot, secretary, and Armand Réhel, treasurer.

Chicoutimi

The National Union of Wholesale Employees of Chicoutimi and the Firme Côté Boivin Alimentation (foods) have wound up cordial negotiations by signing a collective agreement.

The contract, first to be concluded by the parties, was signed on July 4th after only five negotiation sessions. The principal benefits include a union shop, general seniority on an establishmentwide basis, adequate grievance procedure, reduction of the work week from 42 to 40 hours, a three-hour minimum for work recall, guaranteed weekly wage and 13 paid legal holidays.

A general wage increase of \$6 a week became effected upon the signature of contract. Salaries will go up another \$5 a week on July 4th 1967 and \$5 more on July 4th 1968. Annual vacations become one week after one year, two weeks after three years, three weeks after eight years and four weeks 15 years.

Both sides are agreed that the bargaining went smoothly. According to Jean-Marie Ouellet, CNTU technical adviser, and Charles Dufour and Pierre Savard, Côté Boivin employees, "the negotiations proceeded in an atmosphere of cooperation and in line with the desires of both sides to reach a satisfactory agreement."

First Contract at Vilas

Following negotiation meetings that lasted three months, the 325 employees of Vilas Industries, Cowansville, have obtained their first collective agreement. It comprises several benefits, including two 15-minute rest periods daily; eight paid legal holidays; a seniority clause (previously, non-existent); two weeks' vacation after three years; a 12-cent hourly night differential; rate increases of 24 to 53 cents an hour spread over two years.

The agreement is retroactive to January 1st of this year, and features a major reclassification. Its date of expiry is March 30th 1969.

Old "Loyalties": Short-cut to Exploitation

Old "Loyalties": Short-cut to Exploitation.

Loyalty is a grand old word. People instinctively admire it and hope that they can be endowed with their share of it. But one of loyalty's great weaknesses is that sometimes it can be blind.

While negotiations were underway for a collective agreement at Vilas Industries recently, company President John W. Sharp came out with some kind words for the "Old Timers" on his staff. He said that a six-month period climaxed by a majority decision of the employees on union allegiance had been a period filled with "uncertainty, worry and disagreement." When the decision came, he said, it was carried by a "very slender majority of our total number of employees."

M. Sharp then congratulated the Old Timers for their loyalty and the moral support they had given management.

The words didn't sit too well with union representative Claude Girard, who promptly wrote to Mr.

Sharp and placed matters in their proper perspective.

"When you speak of periods of uncertainty, worry and disagreement," the union agent said, "you no doubt refer to that period when your employees decided to invoke a right that is conferred on them by the Quebec Labour Code. Did you ever stop to think that the attitude adopted by our company at that time did not contribute to a climate of confidence and cooperation?"

"The employees have but one means of defence (to confront your capital) and that is collective action. Your employees showed that they wished to follow that course. Even though, as you mention, the decision was carried by a narrow margin, it remains clear proof nevertheless that the workers aspire to working conditions and wages allowing them to live as free men and to be treated as human beings. They made it clear to you that they wanted an end to paternalism and that they wished to dialogue with

management rather than submit to unilateral decisions.

"When you say that your Old Timers, with a few exceptions, displayed their loyalty, you can congratulate yourself on your talents of persuasion. Companies excel in the art of making employees believe that they are receiving a service when they are given jobs and a salary. However, you must have become personally aware that this is no longer the situation; and I am certain that these same loyal employees will one day discover what the state of affairs is. You will then hear them saying that "loyalty" has always been an avenue to the exploitation that they have been victims of for a number of years..."

"It is useless for you to imagine you can convince your employees that they have been disloyal by joining a union. Their reply, on the contrary, is going to be that they have taken a step which makes them feel like human beings treated as such."

Serious Problem Among Miners

Dear Editor,

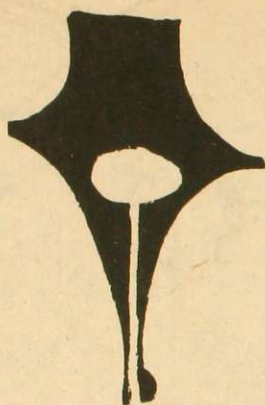
Please find enclosed a copy of a letter that I have sent to the Quebec Department of Labour concerning a situation that I regard as particularly scandalous. I would ask you to kindly print it in your newspaper. Thank you.

Parity Committee
Department of Labour
Parliament Buildings
Quebec, P.Q.

Gentlemen,

I would like to draw your attention to a problem that has become perpetual, either with or without the knowledge of everyone, over the past two decades concerning diamond-drill miners and their working conditions.

These men, employed by various contractors on drills and doing work that is of prime importance to the survival of the northern economy, have to be on the job 12 hours a day, 31 days a month, for periods that extend up to six months. There is no overtime pay for work beyond eight hours a day, or for weekend work, or for legal holidays or anything else. The rates range from \$2.10 for operators to \$1.60 for helpers, and usually, when a certain depth has been reached, a three cent bonus is added per foot drilled. To top it all, in isolated areas like ours in Ungava, bonuses for a trip to the outside world are paid only if the men remain on the job throughout the duration of the contract. If they



Opinion at WORK

don't, they lose this bonus as well as the food and lodging allowance that they normally should receive.

There is also recourse to methods of constraint that had best be unmentioned here. However, most contracts between workers and contractors are signed outside this province.

I would like to put some questions to you about this situation and how it relates to our labor legislation:

- 1 - What is the law on pay for overtime and holidays?
- 2 - What is the law governing contracts between companies and employees?
- 3 - What is the law about coercion?

4 - Because of the great distances that separate mines, it is impossible for the workers to unionize. Is the Government taking steps to correct this situation?

I thank you in advance for the attention you will give this problem in the interests of both management and the workers.

I am, Gentlemen, yours faithfully.

Mark D. Connell
Geologist
Falconbridge Nickel Mines Ltd.

Strike Disclosed Droll Situation

Dear Editor,

The strike against the hospital focussed attention — and among other things will have helped open the eyes of the general and "great" public — on a weird situation where millions provided by the State (and therefore by all of us) are administered, and no one was ever able to find out why, by small occult groups. The State of Quebec thus contributes some \$900,000,000 (almost a billion dollars) to various semi-public organizations and doesn't have a word to say about it except as regards some \$250,000,000. And once again, the State is everybody.

There is no doubt that the CNTU has emerged from the hospital strike stronger than ever. It succeeded in doing something that had never been done before: it put a stopper on private, occult interests which for decades had been stuffing themselves with public funds whilst refusing to give an accounting of how they were

being used (although we do have some idea...). The result will be accrued membership for the unions. And that isn't half bad. The overall solution is a simple one: nationalization pure and simple of the universities, hospitals, social services, school commissions (even though in the latter there exists a semblance of democracy) etc. In a word, there should be nationalization everywhere that things are in a mess. One can readily understand that \$900,000,000 is a splendid cake from which numerous bodies would like to take a bit — some of them experts at it, too.

Jean-Jacques Le François
273A Wolfe Street
Lévis, Quebec.

Dear Editor,

I am every happy to have been chosen among the participants in Labour's contest. I am just writing these few words to tell you how much I appreciate the nice gift. I prize it greatly, and thank you very much for it.

Miss Fabienne Comtois
101 Constable Boulevard
McMasterville

CNTU Structure Analyzed

Fernand Jolicoeur has written a booklet on the structures of the CNTU, its methods, instruments and programs. It is in French, and entitled "La formation syndicale à la CSN". Members who would like a copy may obtain it from the CNTU Education Department, 1001 St. Denis Street. Price: 60 cents.

UN NOUVEAU TÉLÉROMAN
RUE DES PIGNONS
MARDI 9 HEURES

CANAL
2

et réseau
français de
RADIO-CANADA

Farewell to those good old time politics



That traditional style with which politics used to operate is on its way out in a hurry.

What's happening today is that the long-established avenues of power are being increasingly invaded by technocrats.

The traditional politician was always able to come up with the promises.

He could, once upon a time, assure a group of friends that a school would be built on a certain piece of land and that a certain contractor would handle it.

Today this kind of promises is becoming more and more difficult to fill, for the simple reason that administrative common sense dictates the school must be built on the most practical site and by a contractor who can supply guarantees that he can do a good job.

Consequently, technocrats are going to do more and more of the choosing that used to be left up to the whimsy or the interests of politicians' friends.

The same things is going to be increasingly true with regard to construction of highways, bridges, hospitals and public buildings.

So what's the use of a politician who can't promise anything any more?

Tomorrow the power in this domain will belong to the knowledgeable who will see that fitting choices are made with regard for the general public interest.

In a situation like that, the traditional politician is at the mercy of the technocrats.

We can even conceive of the day coming when the MPP won't even be able to get a nail bought from his friendly hardware dealer! The purchase of goods for the government will be a mere cog in an administrative machine just as impersonal as an IBM electronic brain.

The traditional politician will be in an even worse plight when it comes to promising government jobs to his friends.

It is possible that the traditional politician could still make good if he were to ponder the great problems of the hour; if he were equipped to tackle the new avenues of power — the avenues of economic planning.

But those great problems of the hour escape him completely.

The State's great technocrats are now on the scene for all to behold, and the public at large knows that it is they who, with a mere wave of the hand, tell the politicians what to do.

It can be readily seen, therefore, that the traditional politician is right down to the bottom of his bag of tricks. For him, time is running out.

The growing absence of politicians, properly speaking, at the administrative decision level cannot last very long. There are going to be political choices to make.

Politically-speaking, it is going to be a matter of determining whether technocracy will build a new society for the benefit of the minority or for the benefit of all the people. It is going to be a question of whether technocracy serves man, or man serves technocracy.

This is the new high road where the political battle will be waged tomorrow.

Richard DAIGNAULT