

THEY HAVE SWORN TO DESTROY US

Why has our movement come to the point where it is attacked by working people, by the bourgeois, by the prominent, by politicians and editorial writers and what have you?

Marcel Pepin,
CNTU president

Our adversaries know that they have been unmasked. That is why the war being waged against the CNTU is not an ordinary one. There are people who vowed to destroy us. The weapon they rely on to undermine the CNTU is the CNTU itself. The worst enemies of the workers are often found among those same workers.

Robert Marceau,
legal adviser

In addition to the 3Ds and the permanent staff members who followed them, in addition to the news media who gave big play to that development, it has been made clear that the whole Liberal machine is operating constantly against us.

Raymond Parent,
Metallurgy Fed.

There are at this time people using every means to sow confusion. Monstrosities have been spread so far and wide that you can't even talk to people.

Michel Bourdon,
C.C., Montreal

MUST WE SLOW DOWN OR EVEN RETREAT?

When political stands are adopted by a central such as ours, they necessarily mean a choice by the members, and therefore division. It need be a surprise to no one that we have lost 60,000 members. We will have to put the brakes on certain activities and try to make people understand what has been done so far.

Jean Destroismaisons,
Public Service Fed.

I don't go along with the idea of a stoppage or slow-down in the movement's orientation. I believe, however, that not everyone understands us. The notables understand us. They see us as a threat, and react accordingly. That's understandable. But when the workers and the people at large see us as a threat, they don't understand us. Someone remarked a while ago that the CNTU is Quebec. What's needed now is for Quebec

to understand us. We don't have to stop in order to make our own brothers cease perceiving us as big bad guys. We need ways to make ourselves understood, to make our objectives concrete.

Leopold Beaulieu,
C.C., Québec

Should we abandon the objectives we believe in, or continue the fight? As for me, I have no intention of backing off a single inch. If you were to do otherwise, it seems to me you would be making the gravest of mistakes. We would then be reverting to pure trade unionism of salary increases and the safeguarding of certain individual rights, while other rights of other people would be overlooked... I am not prepared to fall flat on my face and let opportunists tear down the history of our movement.

Marcel Pepin,
President

RESTORE COMMUNICATION WITH THE GRASS ROOTS

We cannot afford to set aside the opinion of the rank-and-file, and these people either do not understand or do not go along with the central's political opinion.

André Paul,
Metallurgy Fed.

Let us not forget that if we involve trade unionism in an ideological context our monopolistic structure for representation (the Rand Formula) is going to make matters difficult. We'll have to be more representative and to render our members a strict accounting of the stands that we adopt.

Réjean Parent,
Ind. Eng. Service

There are those who vote resolutions but fail to get out among people to learn what they think and to explain the reasons for such votes. The central councils will have to be given the means to go see people and explain to them.

Jacques Doré,
C.C., Québec

We'll have to quit being our own representatives, and go to the guys; change what has to be changed in order to reach people and provide them with services. We want to do the changing in our medium, and the guys of that medium look at us and wonder what we're up to.

Guy Beaudoin,
Public Serv. Fed.

The CNTU, like all Quebec, suffers from a lack of communication. We battle frustration, we swear, we blow our stacks, but we don't try to communicate with people.

Robert Marceau,
legal adviser

Our members know nothing about the CNTU and this is due to an ineffective communication system. We have to get down to the grass roots. We've become lost in political ideology. Let's go see our rank-and-file members and maybe after that we will know exactly what to do.

Jean-Paul Beaulieu

The CNTU Confederal Council concludes:

ALL ROADS LEAD TO THE PEOPLE

- Examination of democratic conscience
- Stepped-up presence and service to members
- Consultation round on budget cuts
- Plan of action and special coordinating committee

Four months after the Convention, and faced by the problems of having lost 60,000 members in the interim, the Confederal Council met to appraise the situation of the movement. During those sessions held from October 3rd to 7th, the council disposed of the report submitted by the Committee of 12, which had been left in abeyance by the convention due to lack of time. The council also halted the payment of benefits to the Lapalme men, as suggested by the reclassification committee set up by the convention. However, most

of the deliberation was centred on figuring just where the CNTU stood, on budget cuts that had become necessary, and on laying down an action program designed to solidify the movement and give it fresh impetus.

The main conclusions emerging from the analysis of the CNTU's situation are reported on this page of 'labour' and the plan of action is explained on page 4. Pages 2 and 3 tell about the life of the movement, which continues to manifest itself despite one jolt after another.



FOR CLEARLY DEFINED POLITICAL ACTION

The collective agreement and the second front, these are things our people understood. But getting into politics, that is something they don't want. They do some politicking, but ours must be presented to them in a different way. Let's have reforms, but less ideology. Let's have fewer big public statements, for heaven's sake, because in the factory the next day we're the people who get the crap.

Léopold Lévesque,
Paper Fed.

Our region (Thetford) isn't interested in consultations on independence, which to divide the workers. We are just as politically-minded as the rest, but we want to apply our energies to learning what our workers want and need, and to doing something for them.

Rémi Vachon,
C.C., Thetford

Education and political action must be adapted to the regions. The people here (Rimouski) don't always think provincially; often it's regionally. For people in Escourt or Cabano, for example, the CNTU is a local thing that occupies itself with their affairs. Otherwise they conclude that it isn't doing its job.

Christiane Jobin,
C.C., Rimouski

There are certain achievements by the consumer service that have drawn the attention of international congresses. Yet these are ignored even within the CNTU. We no longer know how to draw appreciation for ourselves and the things we do.

André Laurin,
Consumer Service

FOR RENEWED MILITANCY

As I see it, this is especially a problem of men. There are permanent staff members who are out of tune with one another as well as the CNTU orientation. At the same time we have officers who bear great responsibility in all areas of the movement.

Norbert Rodrigue,
vice-president

The problems of the CNTU are here too. It used to be easy to be in the CNTU. The efforts that we didn't make before will have to be made now. The haemorrhage can be stopped quickly if we get back into the regions and do what we have to do.

Guy Lévesque,
C.C., Sherbrooke

The faith and belief in the basic orientations of the movement must be total, even if what we have to do in society is unpopular. We have to demonstrate not only by our image but by facts that we are still able to provide even better services to each and all of our members. We must all be able to educate, inform, organize, give services. All the groups, all the political parties, just about everyone is ready to condemn us because we defend the workers. Let us continue that work.

Marcel Pepin,
President

DOWN WITH COMPARTMENTS

The permanent staff members are prepared to contribute financially to the operation, provided that essential problems are tackled. One of these problems is the compartment set-up; the partition between the services of the central councils and those of the federations, the segregation of CNTU services and administration, the cloistering of permanent staff from the elected office-holders. Are the federations going to contribute to the budget cut-backs, or are the central councils to endure alone the repercussions of membership losses?

Claude-André Morin,
Perm. staff union

There are some strange cloisters within the CNTU. In certain federations and major unions, permanent staff members or officers cast the CNTU aside. They become big wheels, ignore the tasks they have to perform, and the CNTU can't do anything about it. Then when trouble breaks out, the call goes out to the CNTU and it has to bear the whole burden. Affiliated bodies or individuals exploit their autonomy to say anything they want, any way they want to say it, and in the name of anyone they choose. Everybody on the outside con-

cludes, however, that this is the CNTU speaking. It gets the backlash. There will have to be fresh unity between permanent staffers and officers in the same region, and throughout the movement.

Clément Dufour,
C.C., Saguenay

The CNTU no longer controls its structures. The affiliated organizations are autonomous, but the CNTU has to take care of everybody's bruises without having been able, in many instances, to intervene. Unity must be achieved, starting with the permanent staffers.

Yves Bournival,
C.C., Trois-Rivières

There are too many compartments in the CNTU, too many structures that don't talk to one another, too many problems between the various bodies. We cannot change all the structures of the movement tomorrow morning, but we can prepare to de-compartmentalize the entire movement. We can organize so that there will not be a single permanent staff member able to refuse to work for a body other than the one that pays him directly.

Marcel Pepin,
President

FRESH TAKE-OFF FOR EDUCATION, INFORMATION

Where are the unionists? I'm not talking about dues-payers, but about union members. We went on recruiting drives for members. They paid their dues, but when it came time to stand up and be counted, they departed instead. We picked up civil servants by the package and we lost them by the package, at great cost. It seems to me that the essential thing for the moment is for us to return to our home territory and try to produce real unionists; structures can be discussed later.

André Pelletier,
C.C., Montreal

We establish unions, and we go looking for dues-payers but not members. The uneasiness is at the top as well as the bottom. At the top because things are moving too fast; at the bottom because we have dues-

payers but few militants.

Jean-Marie Girard,
C.C., Saguenay

I think that a number of our confederal council members vote political action resolutions, like socialism, and are sincerely for them, but are insufficiently knowledgeable about what is involved to provide their members with explanations. Political action does not emerge sufficiently from here except by way of the new media. As far as people's perception goes, however, we are not doing our job because we do not understand the new political orientations of the movement sufficiently to be able to explain them. Union and political education must begin here at the confederal council level, at the level of the executives and the federation offices, then descend towards the grass roots.

Laval Leborgne,
Communications Fed.

Common Front negotiations: Mission accomplished



The Common Front negotiations have ended. There wasn't a lot of hoopla about it, but that doesn't mean that the results weren't worth mentioning. On the contrary.

All but the teachers

After the agreement at the central table Oct. 10, the negotiators began working at settling outstanding issues at the sectorial tables.

On the morning of Oct. 15, last day of negotiations, only social affairs, the professionals and school guidance officers were certain of reaching a negotiated agreement.

The day was spent in meetings and the big night of bargaining began. The result was that all sectors except the CEQ and the CNTU teachers reached a negotiated settlement. For a few, however, agreement was reached after the deadline — next day for the CNTU CEGEP maintenance workers and Oct. 27 for the liquor board workers.

As for the teachers, those in the CEQ received their decree in the week following Oct. 15 while those in the CNTU still had not seen theirs by the beginning of November.

The meaning of the secret army document on the CNTU

An interpretation of the army's secret document on the CNTU has been published in *Le Digeste Québécois*. It is by Richard Daigault, secretary to Marcel Pepin. Here are some extracts from it:

"For several years there had been serious indications that an indoctrination program had been started in the Canadian army, the purpose of which was obviously to indoctrinate military personnel against Quebec, or, if you will, to prepare them for the possibility of fighting on Quebec soil. Any soldier who has to fight an enemy is systematically indoctrinated for the precise purpose of making it possible for him to kill that enemy in good conscience in order to carry out the higher purposes of the State employing him....

"To my knowledge, the secret document on the CNTU published by the PQ constitutes the first evidence that such indoctrination of soldiers is going on and it can be

Solid gains

The Common Front didn't fight for nothing. The agreement reached on the four points at the central table is most advantageous, particularly for employees at the bottom of the scales. As evidence, there is the \$100 a week, effective at July 1, 1974, a minimum increase of \$1,000 over the four years of the contract, a cost of living bonus (a supplementary increase set according to the rise in the cost of living) a universal pension plan in which the lowest-paid workers pay less, insurance plans by which the members are protected for both short and long term periods and finally, priority of employment for workers laid off because of surplus staff.

The battle was useful

However, the CNTU did not make these advances easily. We had to fight and fight hard. Those who think that the strikes gained nothing, that the actions in May were useless will have to change their minds. The government only took us seriously when we showed it we were ready to resist to the end if it continued to show bad faith.

The government only moved at that price.

Our fight was profitable.

The 3 Ds' coup d'Etat fails almost everywhere

In the space of a couple of months, the 3 D's were supposed to drain away 75,000 members of the CNTU, at the very least. To ensure this, they could count on the fact that they had support from an impressive number of experienced officers and leaders of the movement, they had the support of the Liberal Party, of the establishment and the news media and they were convinced that the rank and file of the CNTU was completely detached from the leadership. In addition, they had decided to use methods rarely seen in the union movement, which quickly looked like a holdup, with breakins. After 5 months, it is not exaggerated to say that their enterprise is showing itself a failure, even though considerable harm has been done to the workers' movement. First of all, they have taken less than 30,000 members from the CNTU, and among them are many who didn't even know they were moving into the CNTU and who continue to seek services from CNTU central councils.

Attempts by the 3 D's to undermine certain regions have also failed. Whether in the Saguenay, Quebec City, Sherbrooke, Victoriaville, the members have been able to stave off the tricks of the traitors attempting to paralyze the central councils and profiting from the confusion thus created. For example, in Sherbrooke, the three dissident members of the executive of the central council resigned after months of blocking the holding of general assemblies and causing innumerable legal costs. On Oct. 23 a general assembly was held and things started to get back to normal.

Everywhere, member unions of the paper and forest workers' federation resisted the 3 D's propaganda — whether at Price in Kenogami, Price at Falardeau, Doherty in Beauharnois, etc. In other sectors, textile and clothing workers aside (it is these sectors that we find full of unionists who don't know what's happened to them) the attacks of the 3 D's have not resulted in much. Many unions which went over to the 3 D's have already returned to the CNTU. This is the case, for example, at Vibrek, in Quebec City, quarry workers at Lac Saguenay, Granby garbage workers, the hosiery workers union and the Valleyfield textile union.

The hold-up of the metal workers' federation failed. The federation is almost completely back to normal and has its offices back. The aluminum branch is carrying on and the loss of the Alcan workers from the Saguenay may only be temporary because of the workers have so reduced the margin for manoeuvre of Jean Halley that he was unable to lead them into the CSD.

All the attempts by the 3 D's on the building and woodworking federation failed lamentably. Its executive and services have been reorganized through massive support given to the CNTU by members everywhere and by the 100 delegates who attended the special convention in May. The Montreal construction workers, who had broken away from the federation a few years ago, decided to renew their affiliation because the convention decided to reconsider all the structures of the federation. The legal actions taken in many areas to counteract the bandit-

ry of the 3 D's organizers were nearly all resolved in favor of the CNTU and the democratic rights of the members, as was the case in the North-west, for one.

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Given a chance to operate democratically, the rank and file have not broken with real unionism. However, the 3 D's are causing considerable harm by systematically interrupting communications between the members and the leaders of the real union movement and by opening wide the door to a new wave of anti-unionism which is taking place in management ranks, among the political parties and the various species of big shots who fear for their privileges.

Paper and forest workers: aggressive brief on forest policy

The CNTU and the paper and forestry federation presented a brief to the legislature committee on lands and forests seeking a forestry policy aimed at reviving the pulp and paper industry in Quebec which has been under heavy attack from outside competitors. This competition stems from the fact that the big companies chopped down their forest concessions around the mills they allowed to grow outdated. The result is they find it more profitable to invest in new mills elsewhere — Doherty in Italy, Donahue in France, Consol in Germany, Abitibi Paper and Price in the southern U.S., where CIP is already installed.

Metal workers: Crisis beaten



It would take too long to tell the tale of the attempted hold-up in the metal workers' federation. Suffice it to say that Jacques Dion's plan, which was simply to take over the whole federation, failed because the members knew how to fight back. There were many ins and outs, both in legal and union terms.

The federal bureau met Aug. 28 at St. Hyacinthe following the special convention at Sorel in July and made its position clear. "There is no question of letting go and we carry on," said the delegates.

One of the heaviest hit sections of the federation was the aluminum branch where Jean Halley, president of the union in Arvida and a stooge of the 3 D's, tried a coup Sept. 12 by attempting to dissolve the branch. But the guys fought back. They restructured the branch and have already started work on preparing proposals for the collective agreement that comes up for negotiation

with Alcan in the spring. During a meeting of the branch Sept. 15, the guys decided to continue publishing the newspaper "Tirons ensemble." One edition was published in October with the heading "The aluminum branch of the CNTU federation carries on."

The shipyards branch, whose president Clément Fleury of Lauzon has been re-elected by a majority of over 500 votes against an opponent identified with the 3 D's, used the federal election campaign to launch a campaign for a Canadian merchant marine. At a press conference in Quebec Oct. 18, an appeal was made to different parties and candidates to state their position on the question. Marchand, Stanfield, Wagner and many others indicated towards the end of the campaign that they do not reject the idea of a Canadian merchant marine. But it is understandable that the Lauzon guys don't trust election promises. Especially when they touch shipping.

In this way, the huge public forests which governments have only leased to companies in return for minimum royalties, would be managed for the benefit of the whole province.

In presenting the CNTU brief, national president Marcel Pepin criticised the government for once

THE MOVEMENT

New Unions join CNTU

Between Aug. 15 and Oct. 2, 40 new unions totalling just over 2,000 members, joined the CNTU. At the beginning of October, the total CNTU membership was 167,651 with about 900 unions. Membership in federations was as follows: Building, 21,035; Commerce, 13,958; Teachers, 3,205; Engineers and middle management, 4,273; metal workers, 18,765; paper and forestry, 11,973; FNS, 56,415; public services, 25,615; textile, 1,028; clothing, 2,847; information, 1,754; isolated, 1,888.

Gilles Frenette to education

The CNTU executive has announced the appointment of Gilles Frenette as director of the education service, replacing Jean-Paul Hérou who followed the 3 D's in their adventure. Gilles Frenette is 28, the son of an Abitibi miner. After four years of classical studies he worked in construction and commerce. He was active in the JOC, of which he was regional director for the Ottawa region and later national treasurer. He was responsible for young workers' funds and was editor of the magazine "Jeunesse ouvrière."

He later joined JOC international and participated in a pilot project in San Salvador, Central America, where he organized a union in the printing field. Continually harassed by the military regime, he was expelled from the country in 1968. On his return, he was hired as an animator with the welfare council at Ste. Anne - de - la - Pocatière. Returning to unionism, he was in charge of education at the national federation of services when he was named to the CNTU post.

Le Foyer des Hauteurs and the Pavillon Saint-Dominique are in the classic tradition of anti-

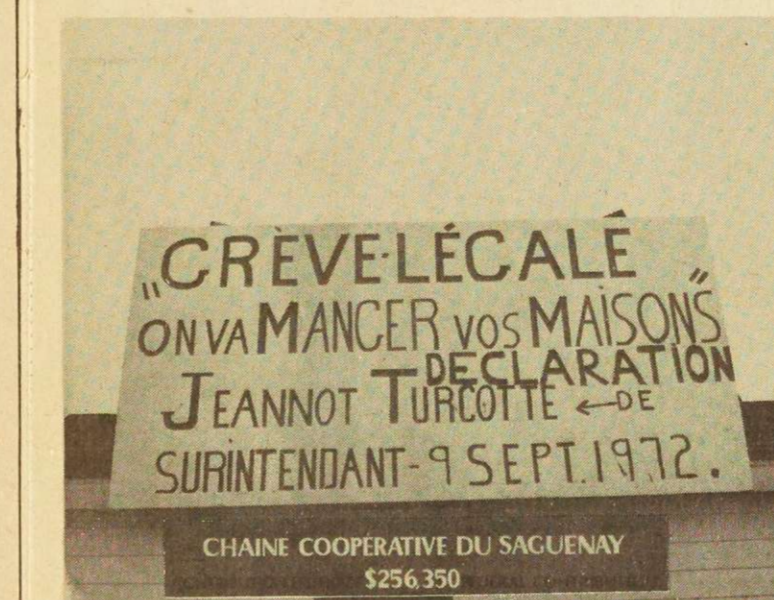
Jean-Louis Duchaine to organization

The CNTU executive has announced the appointment of Jean-Louis Duchaine as director of organization. He took over the post Sept. 11.

Aged 49, Jean-Louis Duchaine had been a union adviser since 1967 with the federation of paper and forestry workers.

The new director of the organizing service was born at Port-Alfred, in the Saguenay. He completed his studies at Laval University in 1958 where he obtained a degree in political science and public administration. After a spell in the federal civil service, he worked for eight years with the Catholic Farmers' Union (the UCC) before joining the CNTU in 1967.

5 strikes in progress



At the moment there are 554 CNTU workers on strike.

- Foyer des Hauteurs at St. Jerome, for 10 months, 18 employees.
- Pavillon Saint-Dominique at Quebec, eight months, 30 workers.
- Ceglec, at Laprairie, six months, 145 workers.
- Chaîne coopérative du Saguenay, at St. Bruno, 3 months, 227 workers.
- Bois Ouvré de Matane, since Sept. 19, 94 workers.
- COFI, courses for immigrants, at Laprairie, since Oct. 17, 94 workers.

At the Foyer des Hauteurs, Bois Ouvré de Matane and at COFI, there have been lock-outs. It's becoming more fashionable. Management is contesting. Injunctions are popular too. The strikers at Ceglec and at the Chaîne coopérative du Saguenay know something about that, particularly the latter who have had 4 or 5 in the past few months.

The conflict at Ceglec is now well known. Ceglec is a joint venture by the General Investment Corporation and a French enterprise, one of the few profitable undertakings by the GIC. Management is stubbornly against the union and has tried to get rid of the 3 leaders by using senseless rules about rates of production.

Le Foyer des Hauteurs and the Pavillon Saint-Dominique are in the classic tradition of anti-

Desbiens, September 13

"A closed mill is like a guy who can't work any more; you'd say he stiffens up," Charles Neron told us Sept. 13. He is president of the union at the St. Raymond Paper mill in Desbiens, Lake St. John. The mill has been closed since June 2.

The guys are on unemployment insurance, until December for the most part. After that, it'll be welfare.

"Desbiens is becoming a town of bachelors," adds Charles Neron. "During the week we work outside and when we come back, we're lost, like people on a visit."

At mid-August, during a visit by labor minister Cournoyer, the union president asked him what he thought of a company which set up shop at Desbiens 50 years ago be-

developments in this initiative will have to be watched.

Vacations for the ordinary people

"I've been working for 22 years and before to day, I'd never had a real vacation," said a maintenance worker in a Quebec dairy. A Baie St. Paul construction workers, there with his three children, said that in "5 years of marriage I never took a vacation because it cost too much."

The speakers are CNTU members and members of CETRQ, la Caisse d'économie des travailleurs réunis de Québec. This summer, it tried a unique experiment for Quebec, creation of the first Family Vacation Village (FVV) in the province. Inspired by similar experiments in Yugoslavia and France, the FVV is attempting to promote the idea of social tourism for low and middle-income families.

Situated at Sault-à-la-Puce, in the Saint-Achille region, 23 miles from Quebec City, the FVV welcomed more than 500 persons for the incredible sum of \$5 per week per family or \$2 for a weekend. In addition to cottages and tents put at the disposition of vacationers, the FVV offered these services — a food

counter, nursery for the children, camping trips, natural sciences workshops, creative workshops, a swimming pool, games, etc. In all these activities, the organizers of the FVV tried to promote the idea of solidarity among campers instead of the individual, expensive vacations peddled by advertising and the establishment press. The experiment was so well accepted by workers in the Quebec region, that people had to be turned away.

André Laurin, director of the CETRQ and director of the CNTU's consumer service, explains the creation of the first FVV this way: "For small and middle income people, interest on capital is nonsense. Calculated on an individual basis, it amounts to nothing but reinvested collectively, it makes it possible to start numerous community and cooperative projects which are at the root of a new monetary philosophy."

But in order to apply the philosophy, the workers' savings have to be chan-



nelled into institutions they control and constitute sufficient funds to accomplish their plans.

This is why each member, in joining the fund, has to buy a share for \$5 and pay a membership fee of \$5. In addition, in order to accumulate capital, a minimum \$1 is deducted each week from the pay of the members. In only 16 months of operations, the fund has assets of \$215,000 and has 2,400 members, of whom 2,300 are members of the CNTU.

This year, the members of the fund decided to invest all the collective interest, \$3,000, in creating the first FVV in Quebec. Without this common action and the solidarity of Quebec workers, the creation of

a vacation village would just be a dream.

The CETRQ is the logical development of the ACEF (association coopérative d'économie familiale) established by the CNTU and which has been developing independently since 1965. The fund, by channelling the savings of workers, aims at providing financial means to carry out the co-operative objectives of the members. The activities of the CETRQ extends to the following fields: Housing, with the abolition of interest on mortgages costing \$42 a month; development of food counters; consumer services, by which the fund already offers life, fire, theft, automobile and liability insurance at rates of 50 to 70 per cent less than those of

Bus drivers tackle Power Corp. and Murray Hill

Following-up a suggestion by the union of employees at Provincial Transport, mediator Jean-Réal Cardin has recommended a public inquiry into public transportation in Quebec. The union made the suggestion in a brief presented Aug. 4 to the mediator, named by the department of labour in

connection with the labour dispute which blew up at Métropolitain Provincial, where 30 employees were laid off.

In the brief, the employees denounced the control exercised over public transport by the Power Corporation and Murray Hill monopolies. Métro-

News briefs

GRANBY: After a one-week lock-out, 175 workers of Saint-Paul Construction signed a new agreement at the end of August. The guys received many threats from the company during negotiations. They replaced Gilles Boucher, who went over to the 3 D's, with Marcel Genovese, increased of 87 cents to \$1.17 an hour over three years with work week reduced from 60 hours to 50.

JAMES BAY: "Management of the work at James Bay must be given to middle management of Hydro-Quebec rather than Bechtel, the American enterprise. We can do it," said the Hydro engineers and middle management people Sept. 21.

WALL-CRETE: Montreal construction union deposits request for certification for the employees of one of the biggest of Montreal's construction companies Sept. 21.

SIMPSON: On Aug. 21, 22 employees of the Simpson auto-centre at Galleries d'Anjou formed a union and on Sept. 8 the company closed its doors. It glories in the fact it hasn't a single unionized employee in all of America.

LA DURANTAYE: Lock-out since Sept. 2 at O. Couture, involving 70 employees. They are on minimum wages and employers boast that the employees eat out of their hand. The guys decided that was enough.

BELOEL: Contract accepted Sept. 30 at CIL. 15% per cent increase over two years with an average wage of \$4.13 an hour. A breakthrough into the rights of management.

PORT OF MONTREAL: 650 accepted an agreement Sept.

Solidarity at Sorel Miracle-Mart

The 64 employees of Miracle-Mart brilliantly won a lock-out by the company which started May 29. They obtained equality of wages with Montreal, which constitutes the biggest increase ever obtained by commerce employees in Quebec and in Canada for the past five years. They also ob-

tained seniority rights for part-time employees and other protections difficult to negotiate in the commerce sector.

Now, the Miracle Mart guys want to help their brothers and sisters in other stores to form a union.

ST. HYACINTHE: After a nine-week lock-out at Machinerie Omega, work resumed Oct. 2. A hard fight but the workers are satisfied. They held an intense information campaign in the region.

STE. SCHOLASTIQUE: Three CNTU militants were savagely beaten July 20 on the construction site of the new international airport. The American national sport is baseball and the weapon of American unions is the baseball bat.

MONTREAL: Before the Confederal Council Oct. 6 Roger Beaucage president of the construction workers' union and Michel Chartrand denounced the banditry and intimidation of certain American unions on construction sites. "The minister of labour is responsible," added Paul Yergeau of the building federation.

TEACHERS: "The planned new pedagogic system is a provocation. It provides a general increase in the workload, was considered and prepared without consultation," said Francine Lalonde, president of the CNTU teachers' federation Oct. 18.

SOMA: The Soma workers' union, supported by the Montreal Central Council and the political action service, is continuing its campaign to save the Soma plant and the 500 workers involved.

Le travail

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Consultation on CNTU budget

This consultation extends to all of the regions, as requested by the confederal council. It is carried out by the CNTU treasurer, Guy Thibodeau. Starting with this consultation as a base, a balanced budget is to be presented to the next confederal council, scheduled for December 15th at the latest.

As of November 1st, six of the regions had been consulted:

Beauharnois - Valleyfield, Trois-Rivières, the North-West, the Laurentians, St-Jean and the North Shore. Where possible, the consultation coincides with the central council congress. Otherwise, it is the meeting of the central council that is consulted. It is also likely that the federal bureaus or councils of the federations will be consulted.

Guideline

This is the spirit in which these consultations take place: Let us suppose that we are a movement starting out new, but that we have \$6 million budget for two years. How are we to organize so that the best possible service will be provided for the members? No matter how you view it, \$6 million is a lot of money.

The confederal council put it this way: It is not merely a question of cutbacks; there will have to be reorganization to increase the presence of the movement among the members, and to give them better service. To that end, the confederal council adopted the following plan of action:

Undertake reorganization by bringing into play every resource that exists within the movement. Take into account at the same time all the preoccupations of the workers, with a view to providing a better union life, even if it means a reduction in resources.

The means:

Form a resources coordinating committee which shall be responsible to the CNTU executive.

Committee of 12 report on socialism adopted

The council studied and adopted the report of the Committee of 12, which the convention in June had failed to dispose of due to lack of time. It will be recalled that the Committee of 12 was formed by the confederal council of October 1971. Its task was to assure that the document entitled "Ne comptons que sur nos propres moyens" (let us rely only on our own means) be studied in the movement, and to analyze the resultant study sessions.

Following is the text of the recommendations by the Committee of 12, as adopted and modified by the confederal council, taking into account the recommendations of the convention workshops:

1) That the CNTU pronounce itself in a sense rejecting capitalism, thereby confirming the tendencies of all documents adopted by the conventions of recent years, including the declaration of principles.

2) That the CNTU pronounce itself in favour of socialism as a system to achieve economic, political, in-

Situational

Revenue forecast by the June 1972 convention \$8,132,900. and based on an average of 211,000 members: (two years)

New revenue estimate based on an average of 160,000 members: \$6,184,100.

Gap to be closed by cutbacks \$1,948,800.

In round figures, this means that the budget must be reduced by one-quarter, and this by cutting \$2 million from the \$8 million.

How the cutbacks are decided

At each consultation session, the treasurer explains the various categories of cutbacks that have been studied by the executive, the confederal bureau and the confederal council. He submits the details as to what each category represents in figures. Then there is a discussion, enabling people to state what is most important to them; what they want to concentrate on the most.

Composition of committee

- One member of the CNTU executive: Claude Girard, 3rd vice-president.

- One member designated by the federations: Jean-Guy Morin, director of the Federation of Paper and Forestry Workers.

- One member designated by the central councils: Thérèse Montpas, president of the Quebec Central Council.

- The organization director, Jean-Louis Duchaine.

- One representatives of the permanent staff members' union: Bernard Fortin.

Operation:

- All CNTU services to come under the temporary jurisdiction of the coordinating committee, which shall, in the

dustrial, cultural and social democracy in the interests of the workers; and at the same time order a study to be made throughout the movement with a view to defining the content of a Quebec socialism and the steps to its realization.

3) That economic studies be made in each sector so that the unionists will be able to examine the implications of such orientation in their sector.

4) That discussion take place, notably with the help of required information on the types of applied socialism in various countries, and the results obtained.

5) That after all our members have been consulted, the question of independence be handled as one of the essential elements of the study of socialism; that it not be debated as a topic outside the general context; and

That the important question of Quebec independence be the object of a special debate, the time and rules for which shall be determined by the confederal council.

6) That the study be extended to all

First category

Let go unfilled most of the new permanent staff posts and secretariat jobs created by the convention, as well as certain other positions which at the present time are vacant. It is obviously preferable to avert layoffs, and refrain instead from hiring new people as the convention had proposed. These involve duties in administration, political action, the consumer service, education, industrial engineering, legal services, organization and research.

Savings: \$549,800

Second category

Reduce the operating budgets of the political action, consumer and education services.

Political action: out from \$177,000 to \$47,000.

Consumer: cut from \$90,400 to \$30,000.

Education: cut from \$63,800 to \$30,000.

Savings: \$224,200.

There was lengthy debate at the confederal council over the cutback proposed for the political action budget. Certain de-

legates contended that if the budget for that service has to be so sharply reduced, it would be better to eliminate it altogether and apply the difference to helping the central councils do their job. Others argued that the political action budget could be cut but that this need not mean bringing the service to a standstill.

As far as education is concerned, costs could be reduced by having the sessions in the regions instead of at Lévis, by relying more on permanent staff members and militants instead of retaining outside teachers, and by holding the sessions on weekends. As for the consumer service, the cutback proposed would be in the form of subsidies which up to now have been granted when credit unions are established.

Third category

Have one permanent staff member assume responsibility for two central councils instead of one, where such a move appears feasible.

This idea was rejected by the confederal council. Nevertheless, it is being submitted for consideration by the regions.

The aim is to find a way of conserving all our central councils, even if the membership in some cases is minimal. There are central councils whose territorial jurisdiction is very great, and others whose territory is quite small by comparison. There is a permanent staff member of each one, however. The proposal is to have two of the smaller territories served by one and the same permanent staff member. To this end, Beauharnois-Valleyfield would be paired off with St-Jean; Granby with St-Hyacinthe; Drummondville with Victoriaville, Shawinigan with Trois-Rivières, and the Laurentians with Joliette. But each of these central councils would retain its structure and its offices.

Savings: \$292,000.

Fourth category

Do not earmark any amount for the renewal of the collective agreement covering permanent staff members and office employees, which expires on May 31st 1973. The convention had estimated that \$125,000 would be needed for this, and the permanent staff and office employees' union had agreed that it would not

negotiate for salary increases next year. **Savings: \$125,000.**

Fifth category

Various savings of an administrative order, including such items as printing, telephones, meetings, donations and subscriptions, delegations and representations, and so on. In addition, cancellation of the 1973 contribution to the Confédération mondiale du travail (world labour confederation).

Savings: \$351,559.

Sixth category

Lay off permanent staff members and clerical help to make up for the balance of the deficit. Assuming that the first five categories of cutbacks were implemented in full, \$400,000 would still have to be found. However, budget trimming is not the only thing that must be sought. What is needed is a new spirit that will enable us to reorganize with whatever we have, that will enable us to achieve greater presence among our members and provide them with even better services than before. If we have the collective will to navigate through this existing situation, our movement will emerge stronger than it was before.

The plan of action

name of the executive, determine the priorities of each service.

- While going assiduously about their regular duties, the permanent staff members, including those from the federations, agree to place themselves at the disposal of the coordinating committee, which will attend to the creation of sub-committees in the regions. (This has already been done). The leaders of the federations and the central councils express agreement about the participation of their permanent staff members.

- The coordinating committee acts on two fronts:
1. Internal coordination
2. New organizations.

Requirements:

The implementation of this plan of action required at the outset a meeting of the CNTU executive with the permanent staff members and office employees in order to explain to them the necessity of applying a total joint effort as part of the plan of action. This was done on October 20th. Next, the coordinating committee will hold a meeting in

each region with the officers and permanent staff members of the federations and central councils to lay out the course of the action.

The permanent staff members shall report to the coordinating committee each week on the unions visited, what their problems are: as well as on the organizations in which they do or could participate. The secretaries of each central council shall receive the information needed so that they can deal personally with most workmen's compensation cases, unemployment insurance and other problems. This will free the permanent staff members for the work of consolidation and organization, under the authority of the coordinating committee. The CNTU shall maintain and improve its channels of information.

The spirit:

The aim is to improve services to members, even if per-

sonnel is reduced. The purpose is to assure each of the presence of the CNTU. There can be no further toleration of empires being set up within the CNTU, such as those established in the textile, garment and civil service sectors. In the building sector, where the CNTU worked very hard, the members remained faithful despite the defection of the majority of the executive members and nearly all the permanent staff members. This should serve as a lesson to us.

The militants

At its first meeting, the coordinating committee requested all central councils to prepare a list of militants who are ready to work, even if only a half-hour per week. The militants constitute a considerable resource in the movement, and the plan of action calls on all the resources of the movement.

means likely to assure the achievement of our objectives.

7) That a permanent committee of the confederal council be created and given a mandate to organize on a permanent basis the participation of the members in the debate on orientation and the debate on the question of Quebec independence, and this with the cooperation of CNTU services concerned, such as political action, information, education, research and consumer.

8) That this committee be permitted to enter into relations with comparable committees in the other interested movements; this enabling the elaboration of a joint program of action and the installation of the required mechanisms to that end. Any agreement reached shall, however, be submitted to the CNTU.

9) That the present report be adopted by the confederal council as a reference guide on the work to be done with regard to studying the orientation of the CNTU.

10) That there be published, as an instrument of study, an information brochure including the following texts:

- There is no future for Quebec under the present economic system ("Il n'y a plus d'avenir pour le Québec dans le système économique actuel").

- Extracts from the first two parts, plus the appendices, of the document "Ne comptons que sur nos propres moyens."

- The present report as amended by the confederal council.

- Certain documentary appendices.

11) That a condensed text including the ideological thinking of the CNTU as well as its short and long term objectives be prepared, starting with the orientation documents adopted in convention; the said text to be subject to amendment at each convention.

Referendum on independence

The confederal council adopted in principle the holding of a referendum among the members on Quebec independence.

The permanent committee of the council, comprising two representatives of the central council, two representatives of the federations, one

member of the executive and a representative of the permanent staff members would prepare a report on this question; said report to be submitted to a subsequent confederal council for disposition. As noted by several delegates, a referendum of this kind is not an overnight project; when the central pronounces itself it will be after consulting the greatest possible number of members.

Council winds up Lapalme conflict

The CNTU confederal council adopted on October 6th the unanimous recommendation of the organization's confederal bureau. This recommendation was aimed at ceasing the payment of individual benefits to the Lapalme men and entrusting to the director of the CNTU's industrial engineering service the responsibility of individually reclassifying those who request it.

This decision was taken following a report requested by the last convention (in June). The convention turned over to a committee of three persons the task of seeing what could be done in the case of the Lapalme men.

Said CNTU President Pein: "Every-

one should however bear in mind that this situation is the entire responsibility of the federal government, which three years ago decided to kill this union. After the financial and human effort expended by the CNTU, no one will be able to accuse us of being quitters."

The resolution adopted by the confederal council is as follows:

"Be it resolved that the confederal bureau recommend to the confederal council:

1- To put an end on Thursday 12th October 1972 to individual benefits from the professional defence fund, and all costs occasioned by this conflict, with the exception of judicial costs relative to actions already instituted;

2- That the CNTU entrust to Brother Réjean Parent the responsibility of receiving the former employees of Lapalme who report individually to him to request reclassification. This action of Brother Parent is a substitute for the reclassification committee which was unable to function effectively due to the attitude of the executive and the union of Lapalme ex-employees.