

Desjardins sells out 100,000 construction workers

For 10 years now, the construction workers have been struggling to escape from the anarchy that has kept victimising them in an industry filled with adventurers and high-handed bosses. For 10 years the big contractors and the government, with the complicity of the American construction unions, have been relentlessly undermining what the workers have obtained in the domains of job security, physical safety, wages and union shops.

But this year 1973 takes the cake.

With complete disre-

gard of the negotiation apparatus laid down by Bill 290, Desjardins signed a clandestine and illegal agreement with the big employers in Montreal. This agreement is not only illegal, but amounts to treason. It contains no clauses providing job security, or physical safety, or union security, or regional job priority, or wage parity, or contractor solvency. What it does is sell out the workers unconditionally for a wage increase of \$1.61 an hour for three years. Even so, only \$1.15 of the \$1.61 will

reach the pockets of the workers; the balance being siphoned off into funds that will give the workers nothing, but serve instead to finance management indirectly.

An hourly wage rate doesn't mean a thing when the men don't work half the time. So here was the pretext envisioned by Cournoyer to propose, for the umpteenth time, an amendment to Bill 290 and hand over carte blanche to his pals the big contractors. Clearly, this was a scheme to legalize the Desjardins agreement, to

decree that it would replace negotiation as far as all the workers and all the employers were concerned; and it would wipe out CNTU action in that sector. The result of the law would, among other things, deprive the 40,000 CNTU members — plus thousands of others who disapprove Desjardins — of bargaining rights. It would hand over 100,000 construction workers to a union whose representative merit is under question and whose relationships with organized crime are becoming increasingly evident. And it would

strengthen the domination of the industry by a handful of major contractors who in turn are controlled by foreign interests as they share bed space with the government. Worst of all, it would slam the construction sector door of the CNTU, the only force that aims to resolve the real problems in the industry.

The CNTU is fully determined to mount energetic opposition, to repulse this fresh attack on unionism, and to obtain a new labour relations format in construction.

MOUNT WRIGHT

COURNOYER SENDS THE WORKERS TO THE GALLOWS

Regardless of what Bourassa, Choquette, Cournoyer and the other mouthpieces of the Liberal régime may say, there are two very distinct kinds of justice in Quebec. One of them beats and bludgeons, imprisons and represses the people, the trade unions and their leaders; in a word all those who express and organize the aspirations and the frustrations of the ordinary people. The other kind forgives, forgets and even legalizes the crimes, the murders done by friends of the régime.

Inquiry reopened after droll display by Alban Flamand

There was yet tragedy last November 17th when seven workers died in the collapse of a platform on which they were working 85 feet above ground at Mount Wright. It even appears that other fatalities have occurred at the same work site. Union members re-

port that at least 13 workers have been killed there. At the first inquest, which Coroner Alban Flamand managed to polish off in a single day, it was his conclusion that the work died violently, but that there was "no criminal responsibility" involved (sic).

But the CNTU, which had two members among the victims, wasn't even called to the inquest, nor were 15 important witnesses. In response to pressure from the union centrals, Choquette was forced to reopen the file, and was subjected to the height of ridicule by the Mannix lawyer, who accused him of "political mismanagement" in the judicial domain.

Foreign companies scornful

The first lesson to be learned by this new inquest is the total lack of concern that foreign

companies, aided and abetted by Quebec laws, have for the lives of Quebec workers. These are the kind of companies that Bourassa is trying to entice into Quebec, at a cost of millions. The project where the seven workers lost their lives is for Quebec Cartier Mining, which will be enabled to extract 45 million tons of ore per year. Quebec Cartier Mining is none other than a subsidiary of giant US Steel. And the company handling the project management is US Steel Consultants, another subsidiary of the giant.

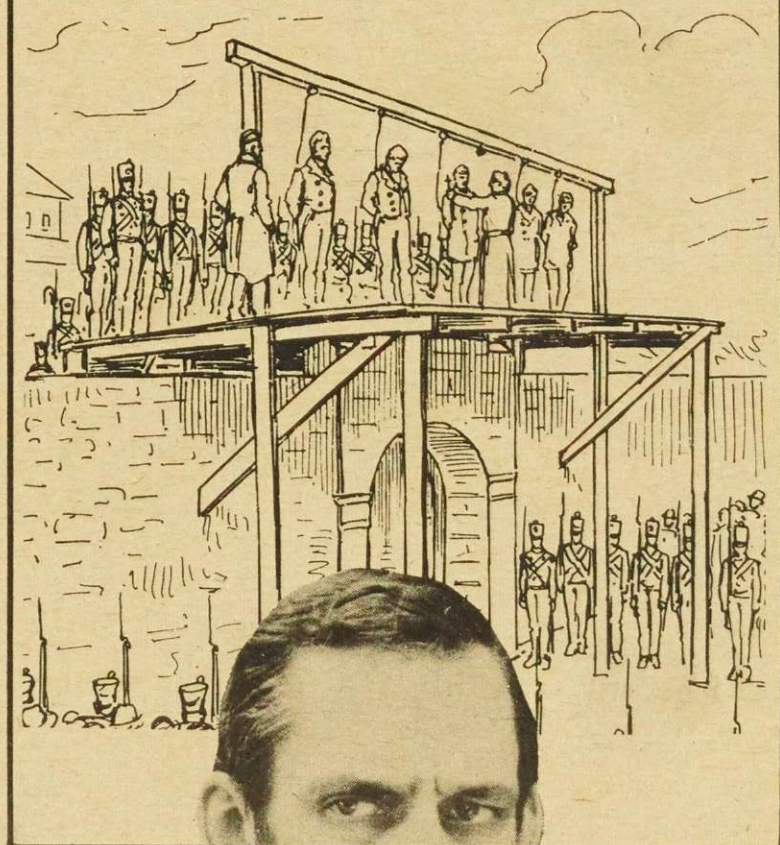
And lastly, the contractor is Mannix Quebec Ltée, this one a subsidiary of Mannix Calgary.

Strange operation

Profit is the only things that concerns these companies. The inquest disclosed that on job site

GALLOWS (n) a wooden structure used for hanging condemned criminals.

Guillotine (n) An apparatus for beheading condemned persons... vt. to execute by guillotine.



where 1,000 persons worked there was no safety officer, despite two requests made in October by two inspectors from the Construction Industry Commission. The Mannix company preferred to hire, at \$1,255 per year, the site chaplain, Abbé Poitras, who had no experience in that field and who, according to his own testimony, was primarily concerned with saving souls.

Moreover, several persons at the Mannix management level, who had been imported from Calgary, admitted that after 18 months they were unaware of the existence of safety regulations in Quebec.

At least four Mannix engineers had no right to practice in Quebec because they were not members of the Quebec Corporation of Engineers, as the law requires.

In addition, the fact that the chief officers of the Mannix organization were unilingual English hampered considerably the communication between company and workers. Question about the fact that the same procedure had not been used for dismantling the platform of silo No. 3, engineer Victor Lemecha replied: "I was confident that there would be no problems. My instructions for the dismantling had been communicated to my foreman." But his instructions obviously were badly interpreted.

As for the circumstances of the accident itself, let it be noted that neither the project manager, Gerald Scraba, nor the project engineer, Victor Lemecha, nor the structural superintendent, Roger Guay, nor the foreman of welders, Roger Gélinas, checked the delicate dismantling operation of this platform, as they had done in other cases. Furthermore, the workers never saw the dismantling plans for this platform. These had disappeared at the time of the accident, and at the time of the inquest they had yet to be found. La-

val University experts went so far as to say there had been an error in the concept for the construction of the platform.

It is not surprising that, under such conditions, the welders used six-inch beams instead of eight-inch beams which had been used for the other silos.

It is not surprising either that superintendent Roger Guay sent the crane, which was to unload material as the dismantling proceeded, elsewhere on a cement-pouring job. Ordinarily, the dismantling job should have been suspended to prevent the accumulation of material. The beams were figured to support 15,000 pounds each. The fatal accident occurred when one of the beams, supporting a 75,000 - pound load, collapsed.

Did seven die at Mount Wright for nothing?

It is evident that the seven workers would not have died if safety standards had been observed by the Mannix company, if the government and the Construction Industry Commission had enforced the respect of these standards, and if certain measures recommended by Abbé Poitras had been applied. At the time of the accident, the Mannix company had not yet made change ordered by government inspectors during a visit made on October 5th concerning handrails, bottles of acetylene, bare electric cables and cranes working over the men at night without light. The company did not see fit, either, to provide the workers with safety belts or to instal nets, as suggested by Abbé Poitras.

According to Michel Chartrand, CIC inspectors have, since the date of the accident, found 168 irregularities in safety provisions. The Mannix engineers are not

always in good standing with the Quebec Corporation of Engineers. There is still no officer in charge of safety at the job site. In a word, the death of seven Quebec workers had not produced much change at the time of this writing. This scandal is tangible evidence of the disdain in which all Quebec laws are held by foreign companies, and the impunity they enjoy in the courts.

The same old story

After the inquest, Cournoyer had the gall to declare that "it isn't rules that are important; individuals have to show greater awareness about their own safety." (sic).

Cournoyer and the bosses obviously are trying to shift the blame for the accident onto the workers. However it is a well known fact that in the construction industry a worker who points out too many safety problems is inviting dismissal on the spot and can have difficulty obtaining a job elsewhere. The worker doesn't have any choice. Either he insists that safety rules be observed, and takes a chance on losing his job; or he works with his mouth shut and takes a chance on getting killed.

Montreal district coroner Jacques Fournier, for his part, stated clearly how judges assume the role of defenders of companies after such accidents. "A contractor is not committed to a jury trial for failure to observe a safety standard. There is only criminal negligence within the meaning of the Criminal Code if it can be shown that there was RECKLESS DISREGARD FOR THE LIVE OF OTHERS." (sic). As long as justice protects contractors at the expense of workers, the slaughter on Quebec construction sites will continue. Since the Mount Wright tragedy, accidents have included the death of three workers in the collapse of an arena roof at St-Ephrem.

labour

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Here is an example of how difficult it still is in 1973 to get a union founded.

On March 26th the employees of Placage Industriel of Longueuil presented a petition for accreditation. That same night, the company fired 42 of the 86 employees. There are three police cars outside the door. One of the bosses declared that if the union was accredited the plant would close down. The next day, the management held a meeting of employees still on the payroll and required that they sign as members of the shop association. Some refused. Another employee was fired. The new union filed a complaint of dismissal for union activity, and by May 3rd had succeeded in securing the reinstatement of all the fired employees but six. On the inside, however, management was still trying to get the shop association set up.



SOREL

The CNTU tournament, which has been held for the past four years by the Sorel Central Council, brings into competition hockey teams from various factories whose members belong to the CNTU. Photo shows the ceremonial dropping of the puck for the final between the Marine Industries team and the Iron and Titanium team, which won. Left to right: Richard Gagné, director of the shipyard union; Maurice Jean, president of the Central Council; Jean Vandal, president of the metallurgical industry union; Gérald Côté, vice-president of the Central Council; P.H. Dandonneault, in charge of the recreation committee, and players in the final.

Quebec must get into line

Our reporter, W.T. St. Peter, travelled to Quebec where he met several representatives of the Bourassa government and of the business world, as well a certain number of intellectuals. Here he appraises the Quebec climate in the light of the imprisonment of the three union leaders and the appearance of the Fantus Report.

A strange quiet

Less than three years after the October 1970 invoking of the War Measures Act which put an end to FLQ activity and a certain current of agitation, and less than a year prior to the coming elections, a strange atmosphere reigns anew in Quebec. The PQ, without being the rallying point of the discontented, seems to be making steady progress; there is every indication that the Conseil du patronat (management council) and the business world are getting everything in order to compete with the PQ. The organized labour movement, and the CNTU in particular, system is becoming increasingly involved in a struggle against a system which, it claims, "imposes ever more brutally its will on the workers through use of government, laws, the judicial system and public money." This attitude is provoking within the party in power and among the notables a growing desire to subdue the unions; the key factors being without doubt the imprisonment of the three labour leaders and the presentation of Bill 89. And just recently, a convention of militant Liberals and

a convention of Jeunes Chambres de Commerce (junior boards of trade) came out in favour of maintaining the imprisonment of the union chiefs and the presentation of a bill imposing greater restrictions than Bill 89 does on the right to strike. Even though public demonstrations of discontent are strangely quiet, even when they concern the imprisonment of the union presidents, one need only question people to find a feeling of profound resentment, if not revolt. They talk about the continuing high unemployment rate, the rising cost of living, closed factories, the language problem, many young and not-so-young people forced to rely on public assistance, excessive subsidies and favours showered on multimillion-dollar corporations, the Fantus Report, patronage as revealed by the inquiry into organized crime, the future of James Bay, Ottawa's unfavourable attitude towards Quebec in such matters as Ste-Scholastique, the Port of Montreal, communications, etc. In spite of everything, Quebec is more tranquil than during the years that triggered the 1970 crisis, but it is a peculiar and wor-

risome tranquility, perhaps the kind of tranquility that precedes major confrontations and major decisions.

Quebec must abandon illusions and behave

Premier Bourassa, on the other hand, regards this peacefulness as an indication that Quebecers understand their province must once and for all adapt to the Canadian and American economic community.

"The situation seems to me to be very good in Quebec at the present time. Contrary to the predictions of our adversaries, the unemployment rate has never surpassed about 10 per cent since we came to power, and this in spite of terrorism and a very unfavourable outlook internationally. Investments along the North Shore and at James Bay, and other signs, indicate clearly that the Canadian and American economic community has re-

gained confidence in Quebec and that we are witnessing an economic resurgence. Recent unemployment statistics indicate that more than 100,000 jobs will be create



Anything to please american businessmen

this year, and the president of the Montreal Stock Exchange, Mr. Michel Bélanger, predicts a shortage of labour within the next few years. We have experienced an extremely energetic politization of the trade unions which sought to bring down the Bourassa régime. Today we see what this has led to. They have learned a good lesson. The union leaders have received what they went after; the population would not put up with our displaying weakness or giving them special treatment. The public has had enough strikes. The inquiry into organized crime will inspire greater citizen confidence in the administration of justice. The language situation is also under control. There are improvements to be made, but the Gendron Commission has shown that the French language is not in danger, and reassured the population."

One must no doubt assess Mr. Bourassa's words as less a description of the climate



A strange feeling of tranquility

Our Energy is your Success

Four good tips for investors

1— Québec soil contains unlimited amounts of iron, copper, asbestos, zinc, lead, gold etc... Etc. means: 35 other minerals.

2— The petrochemical field in Québec is in the midst of great expansion. Harbor facilities, pipelines and new refineries, built primarily to meet the needs

of this expansion, are promises of security for investors.

3— The electrical power required for operating costs less in Québec than anywhere else in the world.

4— The James Bay development program, set up by the Québec Government, opens up whole new hori-

zons in all prospecting spheres.

Bearing these facts in mind, when you stop to really think about it, you have to admit that Québec is the ideal place to invest.

"Québec, a cue to success"

DEPARTMENT OF NATURAL RESOURCES



reigning in Quebec than a determination by the Liberal team and its supporters to dispel in Quebec the still rather widespread illusions of those who want to make Quebec an autonomous society different from the rest of America.

Francophone Quebecers have never agreed to fully integrate with anglophone and capitalistic America. Suffice it to recall the rebellion of 1837, the francophone resistance to confederation in the mid-1860s, the resistance to conscription in 1914 and 1941, the Asbestos strike in 1949, and, lastly, the various forms that these struggles have assumed in recent years: the growth of popular groups, the founding of independence-minded

parties (RIN and PQ), the persistence of cooperative movements ranging from the Caisses Desjardins (credit and savings unions) to Cabano, the Opérations-Dignité, the FLQ terrorist movement, student uprising for participation in school management, the politization of union conflicts, agitation in support of French and against Bill 63, the fight against private clubs, the nationalistic commitment of many artists, opposition at Ottawa and the importance given to the intervention of the provincial State, and so on.

Barely two years after the October crisis that sharply divided and chilled the population, resistance is taking form again; this time rising

around the labour movement and, with the approach of elections, no doubt around the PQ as well. For the Liberal party in power, the business men and the notables who support it, the feeling undoubtedly is that this illusion must be shattered. Mr. Bourassa clearly stated the choice of his party during inaugural speeches in March 1972 and March 1973:

"During the 1960s, Quebec opted to open itself up to the industrial and scientific world; concretely, to integrate with economic progress in accordance with the rules that prevail in Canada and in America."

Quebec, in Mr. Bourassa's view, has a well-defined vocation within North Ameri-

ca. Quebec is too limited a market to sustain an industrial structure centred on secondary industry, or to unilaterally assure its own development. Quebec's vocation is to become a reserve of natural resources readily accessible to the big North American corporations. The development of Quebec must be proceeded with first in primary industry and its economic side effects of all kinds; and it can only do this by drawing foreign investment. This is the only way for Quebecers to create jobs and achieve a reasonable standard of living. Mr. Bourassa is aware that on this point Quebec enters into competition with other countries that are rich in natural resour-

ces, particularly the countries of the Third World. Quebec therefore will be unable to maintain its standard of living unless it continues to offer beneficial terms to North American investors: generous subsidies, tax relief, excellent highway networks, a wholesome, devoted and educated labour pool, wages that are not too high, a good social climate, no costly constraints as regards language and pollution control, etc. This so-called realistic position enable Mr. Bourassa to rally to his side the near-total of the business world, the notables and even the news media; but it produced rising opposition among the trade unions. Strengthened by the backing given him, Mr. Bourassa is against any re-examination of his policy of creating jobs by soliciting North American investments. He openly employs any available means to throttle contestation, whether it be with regard to the celebrated Brinks coup, the imprisoning of the trade union leaders, the laws, the courts, the police, was measures, censorship, patronage, the use of public funds, or what have you. The minister of industry and commerce himself, Mr. Guy St-Pierre, who had recently expressed doubts concerning this policy of generosity and understanding towards the big corporations, was promptly forced to abandon his illusions and step into line.

"Québec, a cue to success"

Several ways to reach it.

Québec is ideally located . . . at about equal distances from the main European capitals in the east, and Vancouver at the west end of Canada;

Québec, reaches a 78,000,000 consumer market within a radius of 600 miles;

Québec provides well-educated executives able to deal with world markets in two international languages;

Québec has 10 trades offices in various countries of the world to support your expansion projects;

Québec, the hydro-electric power-house of Canada, produces a considerable volume of low-priced electric power;

Québec has a well-trained, competent labour force;

Québec has fully-serviced, low-cost industrial park sites;

Québec has an abundance of untapped natural resources;

Québec counts several well-equipped, year-round ocean ports;

Québec has modern airports all over its territory;

Québec is served by an up-to-date highway system. It is now connected by expressway with the United States, Ontario and the Maritime provinces;

Québec offers investors outstanding financial incentives and tax advantages;

Québec has a comprehensive education system;

Québec has high quality, modern medical facilities;

Québec has a culture that is unique and fascinating, with a touch of international charm;

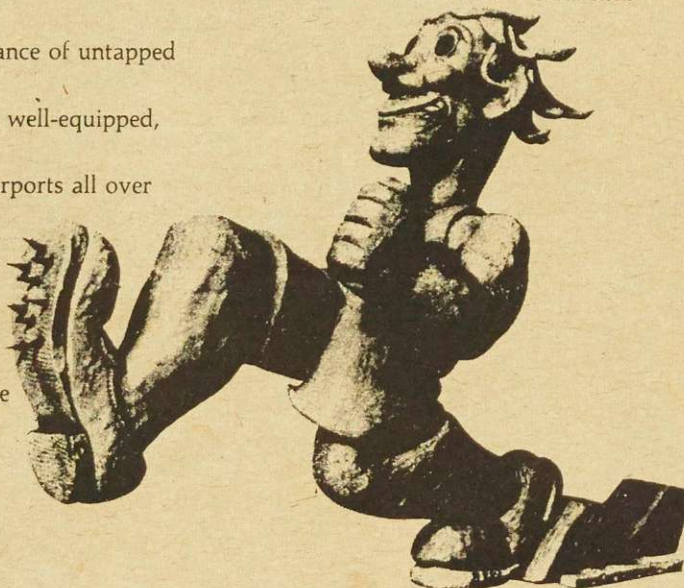
Québec is a sportman's paradise. Fishing, hunting, skiing, snowmobiling can be practised almost in one's back yard.

and it goes on . . . and on . . . and on . . .

"Québec, a cue to success"



GOVERNMENT OF QUEBEC
DEPARTMENT OF INDUSTRY AND COMMERCE



The Fantus Report: a confirmation

Thanks to a leak, the public learned of a report ordered by the Quebec government from Chicago firm to appraise the opinions of Quebec, Ontario and American industrialists on Quebec as an investment prospect. The government has already been using the report for a year. The Fantus Report is a total confirmation of Mr. Bourassa's assertions. Quebec is an interesting reservoir of primary products and labour for investors, but the government must yield even more to the interests of the investors. The principal advantages that Quebec offers to investors, according to the Fantus Report, includes labour that is abundant, efficient and more cheaper than in Ontario or the U.S.

There is also the factor of higher subsidies than elsewhere, which enable an increase in profits; and finally, excellent transport and electrical facilities. The main criticisms directed at Quebec are these: "The government is stressing the French language too much; the population has to become North American"... "the government has to eliminate radical nationalist groups and exercise better control over extremist movements"... "the attitude of labour leaders, especially the CN-TU, is too political and socialist for one thing, and go-



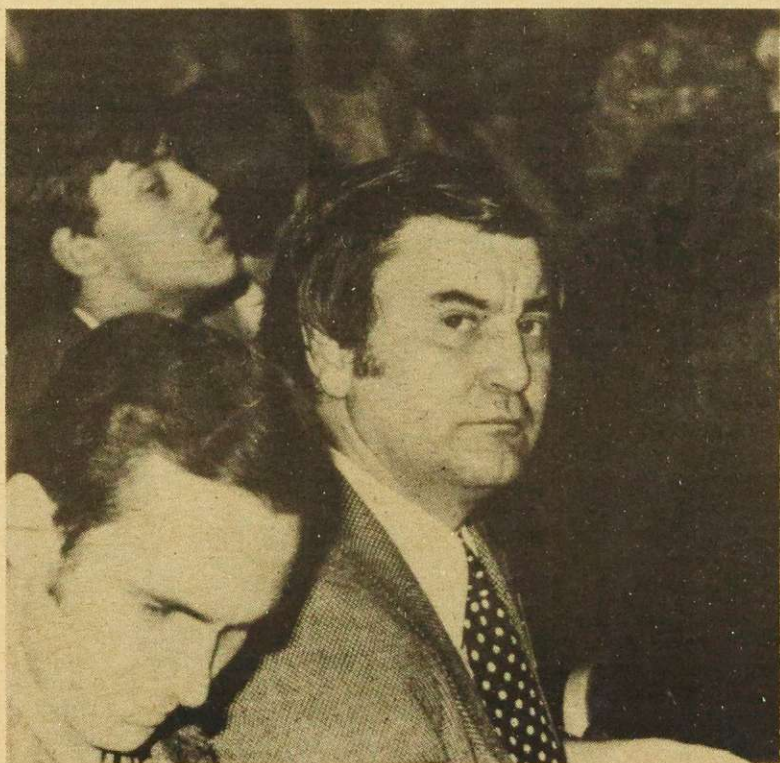
In the case of the union leaders, justice must be carried out in the same fashion as it is for the underworld and the ordinary citizen.

vernment attitude and legislation are too much in favour of the unions, to the detriment of industry." There is every indication that the Bourassa government is paying the greatest attention to this report. Suffice it to mention a few of the recent measures taken in various sectors, as noted by Fantus: the program of Minister Cloutier, imposing the learning of English on francophone children from the first school year; the obviously greater repressive measures towards unions, as disclosed in Bill 19, the creation of a development superior council, the imprisonment of the union chiefs, Bill 89, the use of court injunctions, the declassification of the teachers, plus the Cournoyer-sponsored bill desi-

gned to approve illegal agreements between certain employers and the QFL's American construction unions and at the same time drive the CNTU out of that sector. Then there are the favours done to ITT on the North Shore, CIP at Temiscaming, Tinto-Zinc and Bechtel at James Bay, and the abortive Guy St-Pierre crisis. And lastly, there is the shelving of a report on federal-provincial relations, which failed to adequately demonstrate the viability of federalism.

**Lord Durham:
Was he right?**

One Quebec intellectual noted that the Fantus Report was like a direct echo of the report presented by Lord



Too many privileges are being given to big corporations.

When it comes to your success, we're not wooden-hearted

A dynamic and positive attitude

"To use the forestry resources to their utmost, with an outlook on economic and social development, the State must adopt a dynamic and positive attitude which

will lead it to support, in an active way, the efforts of private enterprise."

(Report on forestry policy - Vol. II, page 69)

Characteristics of this policy

- stability and guaranteed wood supplies for the converting plants.

- logical cutting rights (nearness, quality, etc...).

"Québec, a cue to success"



DEPARTMENT OF LANDS AND FORESTS

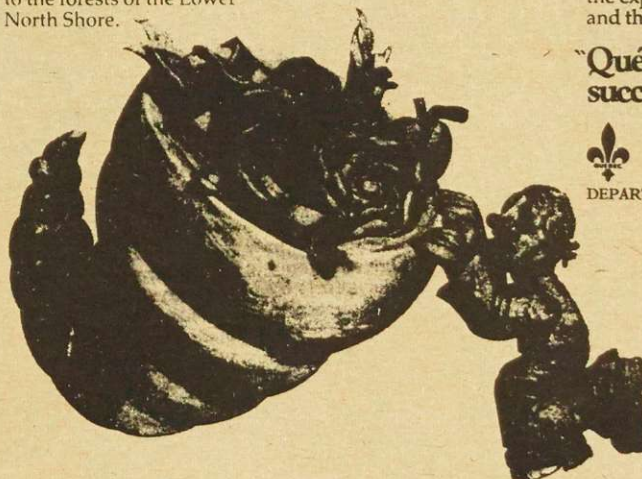
When a road to success needs twelve bridges, we build them

When the manufacturing industry decided to invest impressive amounts at Port Cartier, near Seven Islands, the Department of Transport undertook the construction of new bridges and new roads, which would facilitate access to the forests of the Lower North Shore.

Over a distance of less than 60 miles, a dozen bridges had to be built over as many rivers, one of which having a twelve-hundred-foot span. \$30 million dollars had to be spent in this region to obtain a practicable road for vehicles.

But, as soon as word of the private capital investments was made known the decision to construct these bridges and roads was fast in coming. These works were in line with the Department of Transport's philosophy, that of favoring the expansion of the economy and the investments' profits.

"Québec, a cue to success"



DEPARTMENT OF TRANSPORT

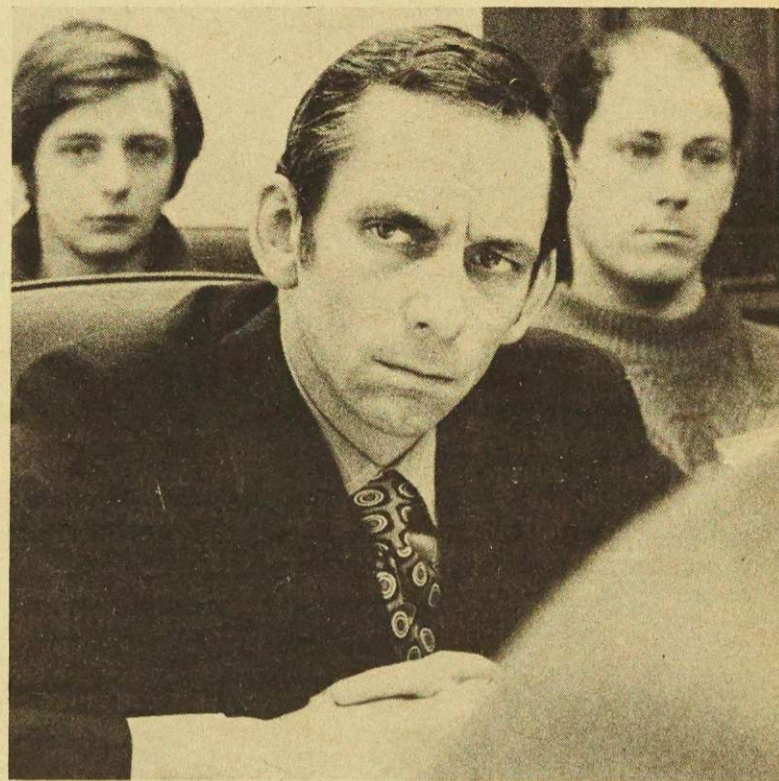
Durham following the 1837 rebellion, and which concluded that it was indisputably essential to assimilate French-Canadians into anglophone society. At a time when every political and economic force seems to be passing the word to break Quebec, to put and end to a dream that has been going on too long and obstructing Quebec prosperity, the conclusions of the Durham Report assume a more timely significance than ever. He wrote that he had no doubts as to the national character that had to be given to Lower Canada. It had to be the character of the majority in British America, that of the "great race" destined during some future to become predominant throughout the North American continent. "It may be said that this a severe measure for a conquered people. . . that if the French are not a race as civilized, as energetic as apt to enrich itself as is the one that surrounds it. . . they are however a likeable, virtuous, satisfied people, possessing all the essentials of material comfort..."

Durham contended that it was not right to consolidate today something that would have to be reversed tomorrow after a long struggle. The English, he wrote, already held most of the major assets in the territory. It was incontestible that superior intellect was on their side. They also had the certainty that colonization of the land would bring them the demographic majority. On the other hand, French-Canadians, in his view, were the balance of a previous colonization, and would always be isolated within an Anglo-Saxon world. Come what might, Durham contended, there was no hope for their nationality. "It is to draw them from this inferiority that I wish to give Canadians our English character... I desire assimilation even more in the interests of the lower classes..." If they remained where they were, he reasoned, they would for the most part become labourers in the interests of the lower classes..." If they remained where they were, he reasoned, they would for the most part become labourers in the employ of English capitalists. At all events, it appeared that French-Canadians were doomed, up to a certain point to occupy an inferior position and to be dependent on the English for employment.

"In truth, I would be astonished if in the circumstances the more thoughtful of French-Canadians entertained at present the hope of continuing to conserve their nationality. Regardless of their efforts, it is evident that the process of assimilation...to English is already begun. The English language is gaining ground, as will naturally happen to the language of those who are rich and who are employers."



English shall be taught from the first grade of grammar school.



The CNTU must disappear from the construction industry before any kind of industrial peace may be achieved.

French-speaking people number over 100 million throughout the world. Québec offers you the tools to reach these markets successfully.

In this context the French Language Bureau offers the following services:

1— A labor relations service within which administration agents counsel companies interested in making French the working language of their plants.

2— A consultation service which helps industry find the French equivalents of the technical terms proper to a given business.

3— A bilingual term-bank service which makes available tens of thousands of terms currently used in the labor field.

4— A publication service which distributes French-English vocabularies in response to the needs of the economic community.

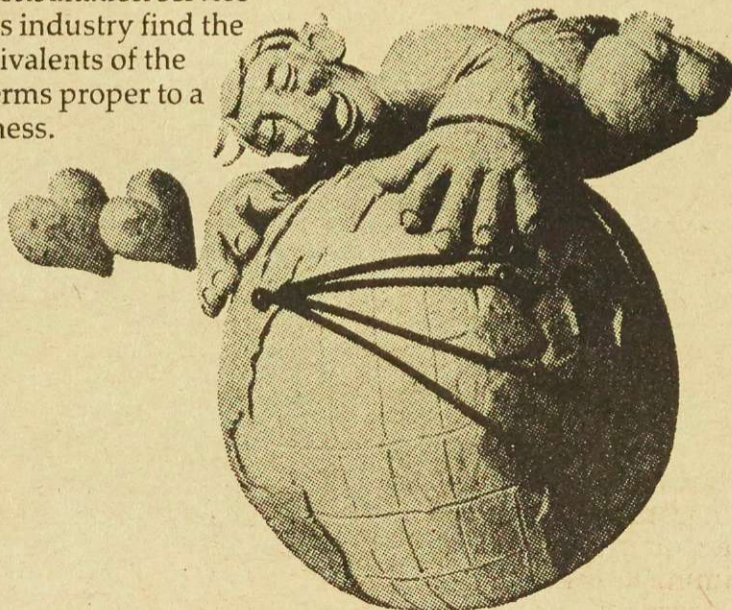
Communication in French is a reality in our technological world.

Office de la langue française
The French Language Bureau
Québec Office: 275 de l'Église
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555 Dorchester Blvd. W.
Tél.: 873-2498

"Québec, a cue to success"



OFFICE DE LA LANGUE FRANÇAISE



IS IT NORMAL TO FREEZE TEACHERS' WAGES?

Things are going badly in the CEGEP domain. At the time of this writing, three CEGEPs were under trusteeship. The St-Laurent professors had not been paid for four weeks. Nearly everywhere else, the teachers had voted to either freeze classes or hold back marks to prevent Minister Cloutier from unilaterally applying the teacher valuation manual which imposes arbitrary teacher reclassification.

As of March 15th, some 3,600 CEGEP professors (52 per cent of the effectives) had already received attestations from the ministry. About 1,200 of these had been declassified by at least one year, with no recourse available to them. Each year of declassification represents a loss of \$1,000 in prospective earnings. Certain professors were declassified two or three years or even more. Acquired rights are completely thwarted in such actions. Hundreds of teachers will, for a period of three years, be denied the increases they had expected.

During the 1969 convention of the FNEQ (Fédération nationale des enseignants du Québec) agreed in good faith to the principle of uniform classification. A parity committee had been set up. In the event of dispute, union members were to have rights of grievance, with automatic arbitration. Most of the time, this committee endorsed the provisional classification granted for years by the colleges to their professors.

It was by this method that 1,600 out of 5,000 CEGEP teachers were definitively classified.

However, the government decided to halt the operations of this committee. At the time, 3,400 teachers remained to be classified, including all those who had been hired after 1970.

The ministry of education decided to use the bludgeon decree of December 15th 1972 as a means of settling the

problem to its own advantage, thereby flouting all previously signed agreements. The salaries of all teachers unclassified by the committee were frozen as of October 13th 1972. And the government technocrats drafted, without any participation by the teachers, a 5,000 - page manual. It merely totals up the years of schooling, with no consideration for the real qualifications of the teachers.

At the present time, Minister Cloutier alone defines the classification, imposes new salary scales, and abolishes acquired rights, without those concerned having any right of recourse as understood in 1969. For instance, the manual fails to recognize concentrated schooling (two years' work accomplished in one year). It fails to recognize the equivalence of Quebec university graduates. But the sector most affected is that of professional and technical instruction. Experience acquired in the factory is not recognized nor paid; and neither is instruction received in schools that are not recognized by the ministry.

If a teacher has not acquired his competence by way of normal channel, he is penalized and declassified, even if his qualifications can in no way be challenged.

Moreover, it was for this reason, and from fear of seeing the quality of teaching diminish, that a number of boards of management decided to pay their teachers in accordance with their proper

qualifications. Three CEGEPs that followed this course were placed under trusteeship. The autonomy of Quebec CEGEPs, you see, is a joke. The directors of CEGEPs are puppets of the government. They have consistently refused to uphold the decisions of the boards of management when these boards opposed the arbitrariness of the classification manual.

Confronted by the growing support that the CEGEP teachers have been receiving from everywhere in this dispute, Minister Cloutier has tried to cloud the issue and mislead the population. For instance, he created an exception for the Ste-Foy CEGEP by recognizing the acquired rights of its teachers and by giving definitive approval to the qualification they had been granted by the college; while at the same time he systematically refused to do the same thing at other CEGEPs. Of course, the Ste-Foy CEGEP only has a staff of 250 teachers. Furthermore, it must be stressed that a number of Quebec notables, together with a number of Liberal ministers and national assembly members, live in Ste-Foy and have their children attending that CEGEP.

Arbitrariness and favouritism generality go together. Is it reasonable that teachers should be declassified without having any right to recourse or arbitration, and suffer the loss of salary increases they had expected? Is it normal for the minister to decide by himself on the qualification of teachers whose competency has been recognized for years by the CEGEPs themselves. The government is treating the teachers with the same scorn as it treats Quebecers in general.

89

THE FANTUS REPORT

- What is the official reason advanced by the government for presenting Bill 89?

- It is to assure the maintenance of essential services during labour conflicts, because it contends that during the common front strike the essential services were not maintained.

- Therefore if it is shown that the essential services were maintained, the government would no longer have cause to present Bill 89.

- That is to say that the government would be left without an official reason, which leads us to look for hidden reasons that it does not state. We shall return to this point later. For the moment, let us examine the true picture of essential services during the common front strike, region by region, for the CNTU unions which represent the greater portion of hospital employees.

A
Number of hospitals where essential services were negotiated and maintained. In brackets, the number of these hospitals where an injunction was granted nevertheless

B
Number of hospitals which refused to negotiate essential services. In brackets, the number of these hospitals where an injunction was granted.

	A	B
Northwest	7 (3)	None
Hull-Ottawa	6 (1)	1 (0)
Montreal	48 (15)	5 (3)
E. Townships	9 (1)	1 (0)
St-Maurice Valley	15 (3)	3 (3)
Quebec	33 (3)	4 (3)
Saguenay-Lake St. John	9 (0)	None
Lower St. Lawrence	All (0)	1 (0)
Gaspé Peninsula	5 (0)	1 (0)
North Shore	6 (0)	None
TOTAL	146 (26)	16 (9)

NOTE: These figures are included in the text that Marcel Pepin prepared for the industrial relations seminar at the University of Montreal; the document being present by Norbert Rodrigue.

- Bill 89 reverses the situation. Actually, the Labour Code uses the premise that strike action is permitted as a means of negotiation, and it determines the conditions under which a strike may take place. On the other hand, Bill 89 invokes the premise that strike action is always forbidden, except when it disturbs no one; example: a strike by teachers during the summer vacation.

- Yet the present minister of labour, Jean Cournoyer, declared on October 21st 1969, during his first speech to the national assembly: "I hope they have not been granted the right to strike just so that in effect it can be removed when they exercise it."

- That's Cournoyer alright. He has no peer among politicians for saying one thing and doing the opposite. During the same speech he said that Bill 25 had driven the teachers back to work at the end of a stick. Then he added: "If it be true that the school can be obtained with a stick, it is less certain that a stick can force teachers to teach." Yet he is the sponsor of Bill 89. Who can you believe?

- Does he think that Bill 89 can make a stick force everybody back to work?

- He doesn't think so, but he yields to the pressures that the Americans exert on our government to put Quebec unionism in the North American mould. This is just what the Fantus Report says, as do the many statements of the premier, according to which Quebec must integrate with the North American way of life. (see pages 3, 4, 5 and 6.)

NATIONALIZE AUTO INSURANCE

Quebecers pay more every year to be, for the most part poorly insured. In 1971 they paid \$1.5 billion in insurance premiums of all kinds, including \$355 for automobile insurance. The companies realized, using our money which they invested elsewhere, a profit of \$67 million. This is a greater gain than in other branches of industry or services. Here is an evident picture of ordinary people paying exorbitant insurance premiums to stuff the pockets of parasites.

Why won't the government take action?

It is already known that insurance companies finance political parties. During the last federal elections in Ontario, it was publicly acknowledged that this sector provided fat financing for parties defending its interests. Under those conditions, it is not surprising that governments do nothing to defend the citizens. It must also be stressed that the superintendent of insurance, who normally should supervise the activities of these companies, is not even in a position to contest the figures published by the Insurance Bureau of Canada. The superintendent has personally admitted the difficulty of his task. And the same Insurance Bureau (financed by the insurance companies) was denounced by the Wootton Inquiry for falsifying its figures as a means of justifying increased premium rates. Specifically the inquiry discovered that 4.5 per cent of the premiums which were, according to official statistics, supposedly destined to go out as compensation for accident victims were in fact administrative expenses.

The fact is that no government body exists that can or will supervise these companies. The ties that bind politicians and financial institutions are too tight; good friends cannot give up a good thing. In this connection, Minister William Tetley, who ordinarily should await the release of the conclusions of the Gauvin Committee before making a public statement on those conclusions, told the daily *Globe & Mail* on July 26th 1972 that he was unconvinced that the province could administer automobile insurance with "greater efficiency" than the insurance companies.

Scandalous profits

It is quite obvious that the insurance companies apply every pressure necessary to prevent the creation of a State board in Quebec. Their profits before taxes are in the order of 34 per cent on shareholder equity. After taxes, these profits are still up between 17 and 21 per cent, depending on

the company and its territories. These rates of profit surpass anything in the other economic sectors. Here is a monopoly where the risks are much less than in other industries. As noted by the Wootton Inquiry (in British Columbia), the existence of a monopoly is evident since 80 per cent of insurance rates are standardized; that is they are the same from company to company.

This means that every year the policy-holders pay higher premiums without being able to do anything about it. Most companies charge the same rates.

The solution is to change

In spite of all the untrue advertising done by the insurance companies, the systems used in Saskatchewan and Manitoba are more economical and more efficient than any private insurance company in Canada.

Dave Bolt, Liberal minister in Saskatchewan in 1970, and a noted defender of private enterprise, admitted this: "Saskatchewan motorists would have had to pay out \$5 million (20 per cent) more for the same coverage if we had used the system applied in the other provinces." In Quebec, 20 per cent of \$355 million would mean

at least \$70 million that Quebecers would save annually if there was a State insurance board here.

It has been proven that the exorbitant premiums paid by Quebecers are due to administrative expenses required by private insurance companies. The see the difference that exists at that level between Quebec and a State system like the one in Saskatchewan, it must be seen what percentage of the insurance premium paid by the motorist is returned in the form of compensation.

Since 1947:
SASKATCHEWAN
83.6 per cent
QUEBEC
61.1 per cent

In Saskatchewan between 1946 and 1971, expenses to administer the insurance plan were in the order of 17.5 of the premiums paid in, whereas in Quebec these expenses are in the vicinity of 33 per cent.

Since 1946, the administrative costs of automobile insurance provided by private companies in Quebec has varied between double and triple what it costs under the Saskatchewan system. In Manitoba, the system requires a reimbursement of 85 per cent of the premiums paid in by the insured, whereas prior to

nationalization the reimbursement was only 63 per cent. It is therefore not surprising that Quebecers pay exorbitant premiums to be badly insured, and they are penalized incessantly under all kinds of pretexts and without recourse. It is a proven fact also that nationalization here would mean better protection for less money.

How we are exploited

\$387 IN QUEBEC
\$156 in Saskatchewan

These are the comparative figures for a motorist aged 28, owner of a 1971 Plymouth Satellite, who had had one accident in the past year. He pays a \$387 premium in Quebec for this coverage: public liability \$200,000 and a \$100 deductible.

In Saskatchewan, this motorist would pay an annual premium of \$156, distributed as follows: \$100 for basic coverage increased from \$35,000 to \$200,000, and \$25 as a penalty for his accident, but applicable for the subsequent year only. The important thing about this example is the \$25 added to premium for the accident. In Quebec, the increase of premium due to accident is eight to 10 times higher than in Saskatchewan.

\$488 IN QUEBEC
\$117 IN SASKATCHEWAN

André is 41 years old and had a 1969 Volkswagen mini-bus. He has been driving for 20 years and has never had an accident. He has been insured for 16 years, 11 of them with the business vehicle differential. His coverage includes \$200,000 public liability and \$100 deductible.

But he pays an over-premium of \$250 because his 18-year-old son drives the mini-bus. In Saskatchewan, the extra premium for such a driver is only \$5, or a difference of \$245 that goes directly into company pockets.

