



**LABOUR, SUMMER 1975**

**ENGLISH TRANSLATION**

**VOLUME 50, NUMBER 8**

## **PAGE 1**

### **HAVE A HAPPY SUMMER, DESPITE INFLATION AND THE LIBERAL GOVERNMENT!**

Le Travail is published by the CNTU, with 30,000 copies distributed. It is distributed among all CNTU unions by regional and local teams now under the direction of Pierre Julien. Le Travail is also on sale at major kiosks throughout the province.

Annual subscription are \$5. To do so, contact the CNTU secretariat.

Le Travail is a creation of the information service of the CNTU.  
Director: Guy Ferland  
Editors: Romeo Bouchard, Jacques Gauthier, Pierre Graveline and Louise Marselais.  
Photography: Jean-Claude Champagne, Michel Giroux, Guy Turcotte, with contributions from workers throughout Quebec.  
Layout: Jean Gladu

Secretariat: 1001 St-Denis, Montreal, Que.  
Tél: 842-3181 (514), Local 408

Printed by Journal Offset, 254 Benjamin-Hudon, St. Laurent, Quebec.

Imperialism is spread throughout the world, usually with an American label. Wherever this imperialism tries to establish itself, there are workers who organize to oppose it and fight it. That is why we can associate with an article on Page 12 - We Are Not Alone.

In this edition we also ask the pertinent question, What If The CNTU Where an Organization of Women, Page 32.

On the same line, since it is the year of the Woman (or perhaps it isn't), we interviewed Denise Bourassa who works for Papier Perkins and who also is an active CNTU member. Portrait of a Worker, Page 26.

In the Little Items, we speak of killers on parole (Alcan and Quebec Poultry), the public service common front, China, construction, etc.

In Us, That's The Way We Are, we look at the St. Jerome - Ste-Therese region and in the column Quebecers, The Real Thing, we visit for you the lower North Shore, a region which belongs more to ITT than to Quebecers and which is extremely beautiful.

This time the Vermine of the Month consists of a group - money-hungry doctors.

## **PAGE 2**

### **LITTLE ITEMS:**

Father Gedeon, alias Doris Lusier, former Parti Quebecois candidate and a friend of Rene Levesque, has jointed the ranks of sports writers. For the last few months he has been writing for Le Jour, the independentist newspaper. Those who expected Father Gedeon and Le Jour to present free publicity for the American dominated sports world who control the economic and cultural strings of sport, particularly the Canadiens and the Expos, were not disappointed.

True to his real "quebecois" mind, Father Gedeon applauds these outsiders and identifies himself with "our" Canadiens and "our" Expos. He is not preoccupied with the American owners who continually expand the leagues to the detriment of the games. Their run for greater profits is not his concern.

He does find it quite normal that hockey players are demanding outrageous salaries while the every-



day Quebecor is having a rough time trying to make ends meet. These players who are more concerned with publicizing often useless profits are not his favorites.

He has little to say about these hockey players turned businessman, such as the Cournoyer-Savard-Lapointe trio who have a hockey stick plant in Drummondville where an outdated building, infested with rats and where the wages are terribly low, with atrocious working conditions and poor health conditions, where Quebecers are trying to earn a decent living.

He is not indignant – and even encourages – the structures of the Expos which are composed entirely of American players doing their thing to the great applause of Quebecers. Not one player is Canadian, and not one speaks French.

Father Gedeon is quite proud of his press credentials at the Forum and Jarry Park and has too seen forgotten that we want to be masters at home and that such behavior is not conducive to that end. Baseball and hockey today constitute one major colonial enterprises in Quebec. Please, Father Gedeon, take the bull by the horns and have the guts to stay seated when they play “O Canada” at the Forum, and at Jarry Park.

### **PAGE 3 HOW ABOUT A GARDEN?**

Even if it is a little late in the season, we should think about planting our own gardens instead of paying outrageous prices for our food. It's a wonderful feeling to be standing over one's own garden on a warm summer right watering the plants. The end result is beautiful, full lettuce, yellow corn, tiny onions and beautiful, large tomatoes...

Check your own back yard, or even ask someone in the country you know to rent you a patch of land. Or at least you could get together with friends and organize

a gardeners co-operative. There are at least two such co-operatives in the Montreal region, one at Varennes and another in L'Assomption county. For about \$60 a year, a group can rent a patch of 25-by-100 feet, with the co-operative providing the labor, the fertilizer, planting and general care of about 25 different vegetables.

Go ahead and try it. You'll have vegetables for the summer and fall, and if you have the ability, be able to preserve all kinds of things for the winter. In Montreal, Pierre Tremblay – at 581-2518 – can give you the information needed to organize a co-operative.

### **INTELLIGENCE IN POWER**

If there is one country in the world where intelligence is in power, it is China. It is a society which deals in the real evolution of mankind. It is a population which has visions of the future, designed for the benefit of mankind.

In Quebec, we are bombarded with American propaganda veiled under news from its massive so-called press agencies. If the Chinese knew how we viewed their society would break into fits of laughter. We see the country as a massive Jarry Park where millions of little Chinamen in blue are clutching the little Red Book and pouring adulations on the throne of Mao. Since our little Quebec Maoists do nothing to change this vision, it is certainly a simplistic view.

In reality, things are quite different. It is a hardened reality which cannot be described with slogans. An excellent book on this reality has been written by Maria-Antonietta Macciechi, former Communist Party deputy in Italy who has made many trips to China. Although is heavy reading, it is worth while, not so much that Quebec society should be modeled in that of China—since each society must find its own future—

but the book has much in which we can ponder for the future of Quebec, particularly the steps which can be taken to make it a truly equal and free nation. Buy the book, you'll get some interesting perspectives.

**DE LA CHINE  
PAR MARIA-ANTONINETTE  
MACCIOCHI  
AUX EDITIONS DU SEUIL**

### **PAGE 4 QUEBEC STUDENTS GET ORGANIZED**

Students in Quebec have once again decided to organize themselves, following the breakdown of organism in 1969. Last March 22 representatives from 51 learning institutions (CEGEPs, universities, and secondary schools) the students organized the Association Nationale des Etudiants du Quebec (ANEQ). The organization, designed to preserve and fight for the short and long term needs of students, already represents about 100,000 students, with hopes that this number will double by next Fall.

The birth of the ANEQ did not happen everynight. Following a long period of inertia, the organization was born out of the battles last year about student loans and aptitude tests. The students at that time realized the powers of government and education boards could not be properly confronted without a solid organization. Looking to the past, the students know how those in past years had destroyed their union. They then decided to organize their structures in individual institutions.

Born in the heat of battle, ANEQ now is founded on concrete outlines and solid organization, rather than as the often nebulous principles and ideas of the past. Another aspect of ANEQ is that it is promoting an attitude of sympathy to the working class among its members. We have already seen them demonstrate for the striking asbestos workers at



Thetford Mines. Obviously, the government and business see this organization as a threat. Just look at a recent statement by the Conseil du Patronat, that hard-line business organization:

"Industry views with concern the sporadic contestations occurring in our CEGEPs, and, rightly or wrongly, there is the possibility that career-oriented students will ultimately participate. Since much of this youth will ultimately be on the labor market, it is understandable that Quebec industry will act prudently in its future hiring practices."

It is certain that the government and the business world are once again afraid of student groups which they had once thought they were well rid of. The creation of ANEQ gives us a new foundation for the future of unionism. Quebec workers should be proud of this new organization.

## **PAGE 5 THE MAY 1 MANUAL**

Last May 1, International Labor Day, the Quebec Teachers' Corporation published a document entitled A School Day Dedicated to the Working Class—or The May 1 Document. The document, designed to elaborate on a new approach for all levels of learning, received only negative reaction from administrators and politicians.

They all sounded the bells of alarm. Education Minister Cloutier termed it an "imperial and subversive document." Premier Bourassa said the document sought to brainwash our youth. Even Rene Levesque, who often forgets that the PQ is a workman's party, gave the document a bad review.

However, the working people who read the document had nothing but praise. The students voiced acceptance through their

newly created national association. It all goes to show how controls the state of education in the province and where the real power structures are. Schools are moving so far away from reality that any attempt at bringing in some social awareness is called subversive. The document suggested that such social phenomena as industrial disease, unemployment, job security, pollution and exploitation of the workers by large multinational corporations be discussed in the classroom. So, instead of condemning the May 1 Document, all teachers should use it as a basis of bringing some understanding of our daily lives to the students population. Bravo to those who have already done so.

## **THE COMMON FRONT**

The public service employees of the CNTU generally agree with the formation of a Common Front composed of the CNTU, the QFL and the CEQ, as long as regional common front are also set up to assure the power-making decisions of the regions on matters not set for the main bargaining table where the issues of all wage demands are to be thrashed out. This at least was the general attitude following an informal poll last April. Different public service groups have already presented their contract proposals and there have been some actual negotiations going on at the sectorial level, such as liquor corporation employees, our teachers' federation, school maintenance workers, Centre de formation professionnelle, CEGEP maintenance employees, Ferry boat operators on the Quebec-Levis run, the federation of social affairs and the federation of professionals. We expect that the public service negotiations are going to be difficult and we all have to be prepared. That is why each regional central council is making every effort to make sure that we are well prepared for all eventualities.

## **PAGE 6 PRISONERS— THE SPRINGBOARD**

Prisoners have been made out to be more spectacular than actual fact, as seen by some of the ever-played stories and headlines of such newspapers as Le Journal de Montreal and Photo-Police.

We talk a lot about prisoners before they get in, but after they're on the inside, we hear about them usually when a guard is killed or the prisoner has hung himself in his cell. They also make the news after their release if they falter again.

As far as society's responsibility goes, we hear almost nothing. It's almost as though society felt it was just coincidental that the greatest number of prisoners are between 18 and 25 years of age and that they come from the most oppressed sectors of society. Very little is said also about the terrible conditions in the jails. Nothing is said either of the trauma a long-term prisoner is subjected to when back on the outside. They simply say: "Here's a Metro ticket. Find yourself a place to stay and a job. Just don't show your face around here again." And, during the years of imprisonment, the prisoner hasn't even been given a proper course to get a decent job. They become victims of employers—in these times of high unemployment—who hire whom they wish and under the circumstances they dictate.

There are some groups in Quebec who are dedicated to getting the prisoner back on his feet. Most are more or less efficient job placement agencies. However, since December, 1974, there is a group more dedicated to the actual needs of the prisoner trying to get back into the social stream. It's called Springboard—TREMPLIN. Sponsored by funds from both the federal departments of manpower and immigration, they have set up an integration and



job-finding agency. The group is dedicated to the theory of "helping those prisoners who have become disillusioned with the current set-up they face and who want to work with groups who will actually help to transform our society into a meaningful state." Members of TREMPIN visit prisons, have a weekly newspaper and have organized such activities as Prisoners Week which took place last April. It's organizers want to give prisoners a meaningful purpose. It is located at 5546 St. Denis, in Montreal. Tel: 277-2171.

## **PAGE 7**

### **THE REVOLT OF THE B-B-Qs**

For months now there has been a major dispute among employees at major Quebec poultry factories where the employers behave much in the manner so popular during the Duplessis years. They are employees of Quebec Poultry (new with La Cooperative Federee). There are 1,200 men and women at the factories in Quebec City, Berthier, Ste. Rosalie and St. Jean Baptiste. Last March, the plant at Quebec City locked out its employees who were demanding contract talks be conducted under a common front of the various plants. To make up for lost production, the conveyor belts in the other plants were speeded up. The employees in the other three plants were already sickened by the atrocious working conditions they faced, such as poor bonuses, dismissal for such things as being too long at the toilet, exasperating noise, the fast-moving and dangerous conveyor belts, a multitude of accidents, and even 200 grievances in one week. In a show of solidarity, the other plants walked out in an "illegal" strike in April. Repression tactics followed, reminding people of the terrible strike at Louiseville. There were firings, suspensions, harassment and outright police brutality. Even scabs were brought in.

The key motivating force in all this mess was the CSD which played perhaps its dirtiest trick to date. With the help of the bosses, the CSD moved into the St. Jean Baptiste plant, the largest of the group. Encouraged by the employees, they had people sign membership cards on the job, helped transport scabs to the plants, supported police tactics, and finally broke all rules by asking for an accreditation and then a vote. It did everything to break the fight of those workers.

On May 28, the provincial government inquiry representative recognized the CNTU as the rightful representative and criticized the shameful collusion between the employer and the CSD. The CSD may yet try to go to appeal, but it seems that it will have little luck. The workers at Quebec Poultry are fed up and they deserve the full support of all other workers. The Cooperative Federee, which has just bought out Quebec Poultry, is the largest French-Canadian capitalist enterprise around. The CNTU has already condemned this capitalist corporation and particularly in the manner it treated farmers. That brochure, entitled, La Cooperative Federee est Capitaliste, can be picked at our information centre at 1001 St. DENIS, Montreal.

## **PAGE 8**

### **ALCAN KILLS AT St. Lawrence in Newfoundland**

St. Lawrence is a tiny town on the south shore of Newfoundland, nestled close to the French island of St. Pierre and Miquelen. In the teen threr is a fluoride factory which supplies foundries and aluminum plants all over North America. This plant, operating since 1933, is owned by that multinational company, ALCAN.

There is something peculiar about this town of 3,600 population which

depends almost entirely on Alcan. Almost every family has seen a father, a son, a relative killed in the mine. The ALCAN mine kills. Each year at least 10 men are killed in the mines because of too much fluorine dust in the lungs or from ever-exposure to uranium radiation.

The mine kills and the miners know it. The workers have no choice. It's either go down in the mines and die or starve to death. Alcan knows very well that the average age of its miners is 42. Alcan also knows that the price of fluorine is death to its workers. However, Alcan continues to kill. Since royal commission of investigation in 1960 and followed by the workers' becoming unionized, Alcan has made some changes. Now it takes a little longer to get cancer and the workers nevertheless die. And, not for a high price because ALCAN kills at pretty poor wages.

Its wages cannot compensate for so many deaths. Although the miners often give in, they have nevertheless continued an arduous fight against such terrible odds. In 1963 they organized the St. Lawrence Workers' Protective Union, affiliated with the CNTU. In 1971 they courageously fought in a six-month strike. In 1973, they went out again.

Today they are again on strike. They want wages which will allow them a decent life. They want a union-appointed inspector and who will determine the necessary working conditions. Their pressure tactic is quite. When the big boats arrive at St. Lawrence in the Spring to pick up the fluorine mined during a long winter, the women block access of the boats while the men continue to work.

The women of St. Lawrence are not afraid of ALCAN. True to the great traditions of a heartless multinational corporation, Alcan answers with injunctions and threats of elisong down ope-



rations. For the miners, the fight has just begun. Because for many years to come Alcan will continue to exploit them and kill them. For the company and its shareholders, the mine exists solely for dollars. However, the day will come when it will have to pay for so many deaths and so much suffering.

## PAGE 10 THE CNTU AND CONSTRUCTION

The CNTU had demanded the Cliche commission. The inter-union problems with the QFL seemed far too difficult to settle between these two labor bodies: many attempts had failed because the QFL refused to change its stand on union freedom and hiring halls. We felt that through a commission, which would see the monopoly and dictatorial powers of the QFL, the provincial government would finally be forced to respect its own laws.

The report new is out and the government has seen fit only to legislate those sections which come down hard on unions—with trusteeship, restrictions in union freedoms, the presumption of guilt on unions in an illegal strike, and the reduction of powers of union stewards. Some of these restrictions will be further extended with the passage of bill 24. The government is obviously aiming at unprecedented control over unions.

The CNTU has always been against this sort of camouflage used to control unions under the pretext of cleaning up the construction industry unions. It also refuses to condone the Cliche report which "shows a scandalous indulgence for the government and employer associations," all the while being a tool by which the government will ultimately be a weapon of control. The CNTU maintained from the beginning that

the basic problem lay in the restriction of union freedom through the control of hiring by the mechanical trades groups based in Montreal. It has always been through the connivance of the QFL with the major corporations which led to this work site peace routine.

The CNTU also refused to condone the actions of the QFL WHICH HAD SOUGHT TO SET A SMOKE SCREEN AFTER THE COMMISSION WAS CREATED. The QFL used as a pretext at opposing restrictions on union freedom, then made its big camouflage with the support march for the strikers at United Aircraft. But, their strategy is clear: the preservation at all costs of hiring halls and the monopoly thereby attached. All signs point to an agreement between the QFL with both Bourassa and Drapeau which goes along the lines that "You go ahead and pass your paper legislation, but let us keep the monopoly on the Olympic construction site or else we'll shut the place down." For the last while, the QFL no longer talks about union restrictions and they are all working at the Olympic site. And Bills 29 and 30 are now law. Now, to the great joy of the government, the inter-union rivalry is worse than ever. Once again the CNTU stands alone to depend the workers against the State, against the QFL and against those naive aspects of the Cliche report which are easily transmitted into law. The CNTU maintains that the battle in the construction industry lays mainly in the creation of a joint union hiring system. There is no other way. Otherwise the perpetuation of inter-union rivalry will put us all at the mercy of the government and employers. It is time that the government was pushed out of the picture and that the unions settle those differences themselves before the remedies of government wreck all that has ever been built. It is time for honest assessment by unions.

## PAGE 11 LE TRAVAIL BELONGS TO US

Pierre Julien, our new information co-ordinator, has received many comments on this magazine and we publish a few for your perusal. From Beauharnois-Valleyfield: "One would not really think that one were reading a union-sponsored magazine when reading Le Travail. It is an excellent review which fills a much too obvious void in this province. However, we aren't too sure if this should be the function of Le Travail.

"It seems to be a luxury we are giving ourselves before having matured at the level of technical information. We know that the everyday work is far too specialized to be comprehended by all unionists. We'd like to see a magazine which would be a cross-section of these two ideas."

From Joliette: "The guys say that newspaper are pure horse manure, and are full of lies. Le Travail talks to us. It's ours. At the next central meeting we are going to call for a vote of congratulations to its staff." The lads at Pinetel.

From Montreal: "Technically, Le Travail is an excellent review, but it seems too prestigious to be coming from a workers. There is so much information that one is sure to learn something. But, I learn nothing. It's a useless publication. And, will you tell us what a flood in the Beauce in 1957 is doing in a workers' publication?" A group from Radio-Quebec.

From Quebec City: "We aren't a bunch of readers. The magazine has too many texts. Publish more often with less texts." A chap from Portneuf Paper.

"The stories about the floods in the Beauce really interested us. Here, everyone knows someone who was a victim of the flood." A nurse.



"Since the bosses banned distribution of Le Travail at work, the girls are sneaking them in. However, all bosses are not our enemies."

A laundry worker.

"Le Travail is a great review. It's even better than NOUS. We find so many different things in it. That guy Gladu is a genius."

A graphic arts worker.

## PAGE 12

### WE ARE NOT ALL ALONE!

We wear clothes made in Formosa or Hong Kong. We wear shoes made in Spain or Italy.

We eat fish caught in Norway, oranges picked in Morocco and bananas from Central America.

We drink French wine and Angolan coffee.

We tell time on Swiss watches.

We listen to the news on a Japanese radio or television.

We drive American cars rolling on wheels made of Brazilian rubber and sparked by Arab fuel.

## PAGE 13

We earn our living by working for the same companies which own the plants which manufacture clothes in Formosa or the Central American banana plantations or the Arab oil fields. Truly, everything which goes on this earth is related on one way or another. The strike at United Aircraft, the Vietnamese victory over the Americans, the anti-labor laws of the Liberal government, the May 1 demonstrations in Quebec, France and Portugal are all linked. When we put all the pieces together, we find that we are not all alone.

## PAGE 14

### ALL AROUND THE GLOBE... IN QUEBEC:

The cultural, economic and political life of people is controlled by about 100 multinational corporations, mostly American, whose sole objective is to make as much money as possible. Like everywhere else, in Quebec this exploitation is carried out at the expense of the health and welfare of workers.

**ALCAN in Quebec:** Alcan is a typical example of a capitalist multinational corporation present in Quebec and other nations of the world. In Quebec, Alcan controls practically all the political and economic life of the Saguenay region, having in Shawinigan and Beauharnois as well. It employs about 11,000 Quebecers. In the Saguenay region, it has plants at Arvida and Alma, hydro-electric installations, a railway, port facilities at Port-Alfred, as well as marketing and research centres.

Owned jointly by Canadians and Americans, Alcan makes enormous profits. More than \$658 million between 1961 and 1971. It also has a very long arm. Over the last 10 years it has been granted tax exemptions totalling more than \$123 million, and between 1970-71, it received \$23 million in federal government grants. Trudeau's father-in-law, James Sinclair, is a member of Alcan's administrative council. Other examples of its good relations with government include is that Alcan received a 14-year tax exemption from the city of Arvida. The mayor of that town and the councillors are employees of Alcan.

In Quebec, Alcan is not a charity organization. Although it gives jobs to many, it pays very little and has little concern for health and safety standards. It also pollutes the air. It makes its massive profits on the backs of Quebecers.

**Alcan around the globe:** Alcan has operations in at least 35 countries and employs some 62,000 people. It produces aluminium and finished products. It produces electricity. It has railways and port operations in Canada, Jamaica and Ireland, as well as bauxite and fluorine mines almost everywhere, large truck fleets, large research centres and immense land holdings in Jamaica.

For close to 50 years, Alcan controlled the state of Guinea where it made enormous profits with its bauxite operations. When Guinea nationalized its natural resources in 1971, Alcan moved to Jamaica. In 1974 when Jamaica nationalized Alcan, it moved to Brazil where the world's cheapest labor exists--with the average wage being about \$500 a year.

Alcan makes good use of the apartheid policies of South Africa. The white minority prevents the Blacks from all political involvement. Black workers are forced to live in barracks, far from their families who are living on reserves. They produce much for so little. Alcan's main objective around the world is simple: Maximum profits for shareholders. Alcan will do anything to perpetuate this philosophy.

## PAGE 15

### THE DEAD OF ASBESTOS:

During the May 1 demonstrations, the workers at Thetford Mines unveiled a monument to its dead, those who died because of asbestosis. Following are extracts from the message read that mournful day:

"At the side of those who lost their lives defending our fundamental liberties, we add another list to those to whom we owe eternal gratitude. We add the names of those who died under different circumstances, no less tragic, in efforts to make this a better world to live in.



"They fought individually and collectively to be liberated from the tyrannical grips of multinational corporations. We hope that those who follow in their mournful footsteps will have the courage to fight dilligently to be free from the white plague of asbestos and to claim the right to live to a happy old age instead of falling victims to the daily woe of working these mines.

"Our miners deserve as a monument more than the dark cavities they have dug out and the jutting mountains of filth which are symbols of unmerited misery.

"These rocks mined here will forever immortalize these brave workers which destiny prematurely stole from us.

"Hope leads us to believe that Fate will allow us to shed this dark cloak of misery with this battle in which we new are engaged in."

#### **WORK KILLS EVERYWHERE:**

Thousands of workers daily suffer the pains of ill health and even death. People are dying at the fluorine mines controlled by Alcan at St. Lawrence, Newfoundland. People are dying in the copper mines in Chili and Peru. People are dying in the coffee plantations in Brazil and Angola. People are dying in the farmlands of California. People are dying of pollution from plants in Japan. People are dying in the construction sites in Germany.

#### **PAGE 16**

Through unions and liberation movements, workers have created the means for battling capitalist domination. May 1 has become the symbol of this international fight by the ordinary folk who seek a free and equal society.

#### **FROM PARIS TO TOKYO:**

Throughout the world, in socialist countries, in developping nations, May 1 has become a day of international solidarity, a day of expressed hatred against capi-

talism and imperialism. On every continent workdters demonstrated.

#### **FROM CHICOUTIMI TO BAIE**

**COMEAU:** All regions of Quebec saw workers express their solidarity. By the thousands, they left their jobs, marched in the streets, held discussions and danced and sang.

#### **PORTUGAL:** By JEAN LA-FRAMBOISE

The demonstration on May 1 in Portugal were organized by the INTERSYNDICAL -- a group which is soon expected to organize the General Confederation of Portuguese Unions.

It is interesting to note that the INTERSYNDICAL, before the ouster of the Facist government April 25, 1974, was a clandestine organization which had been organized by unionists who wanted a concerted fight against employers and a repressive police force. Some of these militants were in close ties with the Confederation Mondial du Travail (CMT). The CMT helped in many ways, maily with supplying funds to the clandestine organization. It is interesting to note that the CNTU is affiliated with the CMT, and of which Marcel Pepin of the CNTU has been president since 1972. Thus, in an indirect way, Quebecers aided in this resistance by Portuguese workers. May 1 was the workers' day this year, only the second time since 1926. Before April 24, 1974, the Facist government refused to recognize any such event. This year more than 150,000 workers marched in the streets of Lisbon. In fact, marches were organized in every marches were organized in every Portuguese town.

**ST. HYACINTHE:** More than 300 workers marched recently to support the strikers at Penman and Quebec Poultry.

**The LAURENTIANS:** In the Laurentians, international workers' day was marked most particu-

larly by employees in Ste. Therese who were supporting strikers at the multinational company Sonoco of Terrebonne where some of our brothers have been on strike for nine months.

A CNTU-CEQ-QFL common front was set up here. There were disabled workers, the unemployed and others who joined the ranks of marchers. The march through Ste. Therese streets was very sucessful. More than 500 workers from Saint Jovite, Huberbeau, Sainte Agathe, Saint Jerome, Terrebonne, Two Mountains, Saint Eustache, and other places.

#### **PAGE 18**

**HULL:** In recent months there has been an upsurge of combativity among the workers in the Outaouais region. In the light of developping union solidarity to combat capitalisme in the region, a full week of activity was launched during the May 1 celebrations.

Here are the words of a May 1 song for the Hull region:

"It's not to get you angry,  
Dear bosses  
But we habe decided to organize  
It's time to talk things over  
It's May 1st  
It's time to talk  
About organizing  
Solidarity is here  
And it's here to stay."

#### **IN THE BOIS-FRANC REGION:**

By ALAIN LAVEAULT

We had as good a May 1 as we can hope everyone else could have. We did all kinds of things to inform the population, either by mouth-to-mouth or such things as through the newspapers and even taking over a radio station. More than 800 persons participated in the demonstration, with either 600 coming to the evening festivities. It was really our day. There were no speeches, but there were many



songs sung. Although May 1 is past, there are many things which will carry on. The first step in worker unity has been undertaken. Now we must continue.

## PAGE 19

### TEMISCOUATA:

By NICOLE DUBOIS

May 1 is the international day of workers. This is a day to remember the great struggles of workers who have fought throughout history for a just society. What a reason for celebrating this day. This is what we did at St. Eusebe on May 1. With songs and dance, we relived our true folklore and culture.

The slogans were threr: "Enough for the murder of our forests. . . Enough of inflation . . . I've had it with pollution . . . Solidarity brothers . . ." All these were spiced with local song, such as "Pia picocha. . . Western at Home. . . Catherine, Catherinette . . . The cows are scanny . . . My cloths is tattered . . . That's the way it will always be . . . One beautiful day." The old song of the woodman's wife came out loud and clear. . . "We have to watch it, because we are getting screwed."

The celebrations were the first for many. Under the ambiance of celebration, reality came home to many.

**PARIS:** By Michel Rioux

For three hours, along these famous boulevards, the people of Paris, almost like the Seine flowing in the background, let their sentiments flow in noble and simple ways.

Their number is unimportant, since the newspapers would tell us the following day. It was all impressive, with marches parading with shouts of "To tell with the bannanas, it's the regime in place which is rotting," as

well as the group of Vietnamese marching to the chant of "Ho-Ho-Ho-Chi-Minh, Vietnam has won."

It was the grandeur of this day which impressed me most, that international aspect of the affair. Greece, Spain, Tunisia, Chili, Brazil and others, were all part of the sympathy expressed by these Parisians.

Big, beautiful, proud people, these Parisians as they gathered around La Porte St. Martine.

## PAGE 20

### LET'S ORGANIZE THE RESISTANCE

The major role of capitalist government is to preserve the interests of the large corporations by controlling workers and their organizations. The forms of repression vary according to the place and circumstances. Each day repression becomes somewhat more obvious and brutal.

### THE GOVERNEMENT VERSUS UNIONS:

There already are many laws which choke unionism, thus preserving the enclaves so established by government, corporations and the courts.

Under the guise of the Cliche commission, the government has dealt a severe blow to unionism. Through a series of amendments, the government has now placed unions under the almost complete control of the State. With these amendments, unions now will have to furnish information to the justice department which will allow that department to compile lists for future repression. Such information would allow the justice department to eliminate from all union activity these unionists who participated on picket lines or even disobeyed injunctions. It would also allow a scab to render any kind of strike suspect by simply contesting the manner in which a strike

vote was taken. Unionists would be under a "guilt" presumption, as opposed to innocence until proven guilty, for any actions conducive to an illegal strike.

Under the auspices of management, the government now has declared open war against unions. Following the brutal police interference and other harassment of 34 striking United Aircraft workers, Justice Minister Jerome Choquette said: "I hope this will serve as an example for the future. The law must be respected, even if it means the death of certain persons if we are to regain some sanity in Quebec society."

For some who can read between the lines, this is a hint for those getting ready for the arduous battle we now must face in public service negotiations.

## PAGE 21

### POLICE AGAINST WORKERS:

During the night of last May 12-13, police savagely brutalized and arrested 34 strikers from United Aircraft. Once again we saw that police forces are the tool of the big companies, with workers getting the worst of the deal. Of course, this wasn't the first time such an event happened.

In 1949, Duplessis, police intervened with the asbestos strike in the towns of Asbestos and Thetford Mines. In 1952, the police jumped on the striking workers at Louiseville and those at Dupuis, in Montreal. In 1958, they were called in against the workers the Murdochville. Since 1964 both the Montreal police and the QPP have trained anti-riot squads who sit around waiting only for a chance to get into action. Their biggest role seems to be to knock about strikers and escort scabs to their place of work. All a company has to do is give the signal and the anti-riot boys are on the spot, frothing at the mouth. In the last few years, this



squad-incredulously part of a union organization themselves – have battered almost every major protest in Quebec, taking on workers as though they were the worst elements on the surface of the earth.

No one, from the workers in Sept-Iles to Arvida, from Quebec Poultry and other, is exempt from these legalized goons. The squads sits about waiting only for their men or women or make a place for justice before they come charging in with their big sticks and little minds.

### **CHILI, SEPTEMBER, 1973:**

The socialist government of Chili, democratically elected by the people, is overthrown – all this with the help of the CIA and ITT, that multinational company to which the Quebec government gave away the forests of the North Shore of this province, plus a \$40 million grant.

For weeks to follow, students, members of citizens' committees and unionists are killed, tortured and harassed by the thousands. And, this torture continues today. Chili, like many other countries, now is a land where prisons are ever-populated with people who wanted nothing more than to lift the yoke of capitalism.

Workers must be prepared to hold long and bitter battles to end the dominance of capitalism. Solidarity appears to be the greatest weapon we possess.

### **PAGE 22 VICTORY IN VIETNAM:**

The war in Vietnam is finally over. After 30 years of fighting against the Japanese and then the French and then the mercenaries of the Americans in South Vietnam, the Vietnamese finally gained victory. During the last 15 years of this cruel war, which the Vietnamese fought the cruellest of imperialist powers in the United States, victory finally became a reality. Between

1963 and 1973, the U.S. spent more than \$140 billion in an attempt to crush this country. At times there were more than 550,000 soldiers there trying to submit this proud people. It great courage for this victory by the rightful owners of this land. The massive barrage of fire-power was equivalent to 250 tons of shells per Vietnamese.

Bombarded villages with **napalm** and the destruction of villages is immeasurable. Despite all this, the Vietnamese won their battle, having defied the efforts of outsiders to divide the country against the will of the people. The victory of the Vietnamese, followed by that of the Cambodians and the Laotians, is of a prime examples for all nations on this globe—since the will of the people has been proven to be stronger than the great powers whose only aim is money.

### **PAGE 23 SAME ENEMY, SAME BATTLE:**

The International Conference for the Solidarity of Workers was held in Montreal last June 12-15. More than 700 workers from the Middle-East, Africa and Latin America, as well as many other regions attended. Quebec workers were there and there was an exchange of ideas about the exploitation all of us suffer.

Norbert Rodrigue, CNTU vice-president tells us why such a conference was organized. "The conference came here because Quebec workers have much in common with the flight of others in different countries. We have had the battle at Firestone, Canadian Gypsum, United Aircraft, the Montreal Urban Community Transit System, Quebec Telephone, Cabane, Manseau, St/Jerome and others." This organization has matured to Quebecers because we have lived the same battles. We understand

them. Our fight is so much linked to all others, such as that in Chili. For instance, the great threat to Haitian immigrants threatened with deportation, to those Columbians at Louiseville and the farm workers of California, are all part of that same insane package where workers must fight to their daily bread. The fight of workers on an international scale is incomprehensible if one does not understand the communal aspects of the whole matter. We have inflation, increased prices, a deterioration of natural resources—everywhere we see the destruction of multinational corporations. Quebec sees this international tie and we will set our sights on helping others so that we can better understand ourselves. Que've had such guests here as Cesar Cez, Mrs. Alende and Augustine Note . . . Also, our own members have made trips to South America, Africa and the Orient. Through this communication, great and binding ties are formulated.

We learn from our brothers how best we can do battle with a common enemy. We can better question the reasons for the current rate of inflation and how best we can all take hold of a better way of life. We can also, by these contacts, let others know that Quebec is not in a void and that we are prepared to give our best for the creation of a decent society. The conference was thus a forum of exchange between workers from all parts of the world where we could all understand each other and understand where the common foe was trying to hibernate - in some cases, quite sadly, successful."



## PAGE 24

### THE VERMIN OF THE MONTH MONEY-HUNGRY DOCTORS:

It used to be a profession, but now medicine has become commercialized. One seems no longer to become doctor for the love of the human race, but rather for profit. There are 13,509 doctors in Quebec. There are only 3,700 general practitioners. They are the least paid of the lot. They earn between \$45,000-\$50,000 a year, not counting the little \$5- and \$10 fees they earn from clients who want a little extra nor counting the Christmas gifts from pharmaceutical companies seeking their blessing...

The general practitioners are not happy. They are in a battle with the government which states that an ordinary examination last no more than 10 minutes and that a thorough check-up take no more than a half hour. The general practitioners seem to find this time limit somewhat too long and they are ready to do battle. The first group of general practitioners to break rank were those of the Yamaska and Saguenay regions, thus forcing patients to pay in cash (or by bill) for services rendered. These doctors thus had opted out of the Medical-Insurance program. Well, how about that for a big move. Last year there were some doctors who had given up to 25,000 examinations...

The total annual cost of medicare in Quebec is about \$1.5 billion. This includes hospital care, research, experiments, medications, etc... Despite this massive spending, it is no secret that the health of Quebecers is quite unevitable, particularly among the poorer people. Statistics show a far higher rate of illness among children and adults in the Latin Quarter of Montreal than in Westmount. The infant mortality rate is three times higher in the east end than the west end. The life expectancy of a construction worker is 60. For a professional

it's 74. Our economic permits inequality and thus illness. Doctors not only criticize this situation, but maintain and profit by it. Doctors in Quebec in 1975, with few exceptions, exploit the ill to fill their own pockets with the money of the working class. Doctors seldom explain the real causes of an illness nor its implications.

They dispense this information in little doses so that the patient will continue to come back. Doctors never mention their ignorance or errors in front of patients. They learn in university to bear a mysterious and sorcerer-like image of infallibility. Doctors never talk about preventive medicine. Doctors never criticize poor working conditions in plants. In fact they got themselves on investigating commissions and make a few extra dollars out of it, like those doctors at the medical clinic sponsored by Asbestos Corp. in Thetford Mines where men with high ratios of asbestosis were sent into the mines, only to die a short while after. In 1975, in Quebec, doctors, with some exceptions, nothing more than vermine.

## PAGE 26 - 31

### PORTRAIT OF A WORKER DENISE BOURASSA

Hello, people. I'm into my ninth year of working for Perkins in the City of Laval. I started on March 13th 1967.

Basically, these are the things produced at the plant: napkins, table cloths, cardboard plates and wrapping paper. Perkins is an affiliate of Bowater, an English company.

I took a job here because I had to go to work. My father always had to struggle to earn a living for his family of three children. Especially since my mother was constantly and seriously ill from diabetes. The sickness finally took

her at the age of 45. Before that, she spent three to four months in the hospital every year, having operation after operation. You know as well as I do that sickness was a very costly thing in those days, because there was no health insurance. My father had to work and work.

We saw him on the occasional Sunday, but even those efforts on his part were insufficient. The bills kept piling up. We children had to enter the labour market one by one, working for miserable wages. We told ourselves it was better than nothing, if we had to continue existing, and especially if we wanted to be sure that our mother would continue to receive treatment.

The Lord knows we're not the only ones to have been caught in such a situation. For us, the only solution was for my two brothers to leave school early, and me as well, to take jobs. My first real employment was with Perkins, although earlier I had worked for a time at a snack bar and in a laundry.

For five years I just went through the motions at the factory, with no thought for anything else but my pay on Thursday. Nothing else concerned me, until one day I felt rebellion inside me against the such working conditions and shabby pay rates. Still, I did nothing to better my lot. Oh yes, I was aggressive enough towards my bosses and my men and women fellow employees as well. But while I detested my employers, I was far too frightened of losing my job to get mixed up in anything. As the years went by, though, the more fed up I became with the working conditions, and the more I realized that if I wanted improvements I would have to attack the stone wall called management. We would all have to get together in the factory and fight.

Suddenly, a group of workers began talking about a union. We



already belonged to an international union, but it was the kind that talked only with the bosses, never with the workers. We built our CNTU union. It was from this union that I learned all there is to know about workers defending themselves, and since then I have been a union militant. I learned that the more you get involved, the more you find out about workers' rights. I don't know just how things are in other factories, but here we protect ourselves.

At the outset of our joining the CNTU, I didn't really know what a union was, or a collective agreement, or grievances, or the functions of an executive. I'll admit to being rather naive.

My image of the CNTU was a bunch of good and honest people constantly defending the workers. I went often to the big headquarters building for courses or work, and I learned in short order that it's much like everywhere else; there is some misunderstanding jealousy, certain persons seem as active as the furniture while others strive 18 to 20 hours a day to do a real job.

Be that as it may, I can tell you that the fellows who organized, defended and helped us were letter perfect. My hat is off to them. Their efforts and competence were exemplary. I think that if everyone could show such devotion, matters would be much better all over.

As a militant, I realized that I could serve best by being in my place of work. As far as the central goes, I think it's best to make use of the best people and facilities, and try for change in those sectors that aren't going well. But I'm not passing any judgement; I'm only expressing what I felt. Everywhere in this society of ours there is discrimination, envy, incompetence and jealousy. You have to find the right people. And none of this prevents me from being CNTU all the way.

What opposed my eyes the most was the strike we had. It was then what we got around to talking about the shop. Previously, we were divided. There were bonuses for operators, there was stress, and tension, and fear of the boss. During the strike we learned that by talking among ourselves we eventually got explanations. That was the opportunity for the women to chat with the men on the picket line, telling them that they were too harsh with the women and explaining that the boss was happy to see disagreement between the men's and women's group. Division undermined our strength.

I made many friends during the strike. It seems hard to believe that prior to the strike I didn't know the people who worked side by side with me in the same factory. As the stoppage continued, we became stronger. A number of the men realized that the women were subjected to abuse; some even acknowledged that there were girls in the plant working harder than men. Once the men understood that we were all coping with the same problems, the same stress, the same fatigue, that at the work level we were similar, our striking power became very difficult to break down. Even when the women saw that their wage demands were met, they stayed out in support of the men, who were refusing to do shift work.

All we lacked was information, and this was provided by the CNTU.

We achieved dialogue, and today we are a team. For the great majority, it is no longer a matter of men and women. We are all workers, and we stand together to fight.

One thing I am certain of: Our strike was won because we had strength and because our women were so combative, so astoundingly militant. BRAVO.

Which is not to say that perfect happiness reigns among us all. There are still some women who seem to have difficulty understanding. I've been heard girls remarking that if we get the increase we are asking for, we'll be getting paid too much. And mean declaring that they are all for the liberation of the women, as long as it isn't their particular women. For other men, a woman's liberation is a matter of no great concern, provided their own woman continues to make supper, keep the little home tidy, not to out except with hobby, and take care of the children.

All of which means that I can't change people overnight. For my part, I say that it takes the men as well as the women to assure our liberation.

To me, liberation means that if a woman wants to operate a lift fork in a factory, why shouldn't people allow her to do it? And if a man has a taste for sewing, why shouldn't he sew?

If a woman wants to be a housewife, that's her right. If a man wants to baby-sit, it's his right as well. That's my understanding of freedom.

Liberation is doing not what you want to do, without running into discrimination.

I don't know any girls working in a factory who have a stack of diplomas, but that doesn't mean they lack intelligence or don't know how to live.

Let me tell you why factory girls don't get involved in movements.

Work starts at 7 o'clock in the morning. There are 20 minutes for lunch and two 10-minute breaks before quitting time at 3 p.m. The work is physically hard. I have actually seen a girl collapse on the job. It was summer, and hot, 110 degrees in the factory. She was taken to the



cafeteria and revived, then returned to her job. This isn't an excerpt from some movie. It is reality.

In summer, the heat at the plant is unbearable. When a o'clock comes, you literally crawl home. And once home the women, in most cases, have to busy themselves with the care of children and husband, preparing the meal and doing the housework.

You neither ask nor expect women with that kind of schedule to join groups and attend meetings.

Women work because they need the money, and this is especially true of those who work in factories. They don't take such jobs just to wear out their old clothes. They have too much of that kind. It's new things that they need.

True, there are some women in factories earning a second salary, not due to need but because they are bored at home and have no group or social activity to take up some of their time.

This situation does not apply very much at our factory, however. Ninety per cent work because it means a living. And I have an idea that the picture is pretty much the same elsewhere.

### **Know the contract**

Today the men and the women in our factory know the content of their collective agreement. They press their grievances, speak out at meetings, and stand united when there are injustices to combat.

If all workers decided one day that they weren't going to work, I can guarantee you that company owners and many other people would see that we are vital to them.

What I want to trade unionism is to defend and inform women, to obtain better working conditions for those who are killing themselves in factories. I will never go

along with the idea of women believing they should be paid less than men for the same work. For me, the role of a movement, any movement, is to educate, inform and defend working people. I hope people realize that the place where workers really need help is the factory.

My advice to the women is be strong, be alert, and fight together. That is the road to victory.

Something else I'd like to say. I'm not a union fanatic. Like other people, I have responsibilities and leisure time activities. On weekends, I like to rest, or to do the things I enjoy. I love sports; just adore our Canadiens and Expos, whether they win or lose.

I hope I haven't been too long or boring. I'm just a factory worker among many, saying to you: Hello.

### **PAGE 32 IF THE CNTU WERE AN ALL-WOMAN MOVEMENT...**

Aware of their responsibilities towards their male counterparts who are under-privileged in the labour domain, the women leaders of the CNTU have established a brand new organizations. It is called the Comité sur la Condition Masculine. It hopes, through hard work, to come up with certain concrete recommendations which will be studied and taken under advisement by the executive. The committee is well aware that the CNTU has priority problems on its hands these days, such as industrial diseases. Nonetheless, it is hoped that discrimination at work will receive special attention this year at least. After all, isn't this Man's Year?

The ladies have held some meetings so far, and here are some of the findings that have emerged from their discussions:

1. A man who marries is in danger of losing his job: The management tries to get rid of a bridegroom, on grounds that he could become pregnant. Should he manage to hold onto his job, there is very little chance of promotion.
2. No paid paternity leave: Man has a social function called reproduction. Women refuse to admit that they have a responsibility in this matter, and heads of enterprises deny any paid paternity leave.
3. The school system prepares men for inferior occupations: The school groups boys and girls for occupations that are clearly designated as male and female. This means that men will always be restricted to jobs that pay less and offer less advancement.
4. The law discriminates: The Professional Unions Act, R.S.Q. 1964, Chapter 146, Article 7 - "A minor from the age of 16 years, and a married man, unless opposed by his wife, may join a professional union".

Isn't that an example of flagrant discrimination showing the inferior status of the married man?

Since women constitute the majority in trade unions, especially at the upper levels and on local executives, it isn't surprising that the difficulties of the men are so neglected. Oh, if only the CNTU were a male movement, things would be so different!

### **PAGE 33-37 BUT THE CNTU IS A MALE MOVEMENT**

There is a rising number of women on the labour market, and obviously this means more women in CNTU unions. Therefore the women have become an element of some importance.

There is no doubt that women are under-represented within the CNTU structures, notably at the major decision-making levels.



If we start at the bottom of the totem pole, where the office and clerical jobs are, we find that nearly all are held by women. Moving upwards, however, you find that the more important the functions, the more numerous the men.

Among the permanent staff members, even though they are recruited among union militants, you find only a handful of women. Why is that?

Following is a table showing the distribution of CNTU effectives as of December 1974:

	Men	Women
CNTU executive	6	0
	1 ass't	2 ass't
Confederal bureau	16	3
Confederal council	25	2
Federation executives (presidents, secretaries, treasurers)	25	2
Central Council executives (presidents, secretaries, treasurers)	44	20
Union executive committees (1)		
presidents,	1022	234
secretaries,	693	563
treasurers	689	273
CNTU permanent staff	215	12
office employees	3	175
support and printing	12	0
CNTU Convention June 1974	507	152

(1) Figures are approximate

Strike director Thérèse Montpas may have part of the answer. "As president of the Quebec Central Council, I felt discrimination because I was a woman. I was regarded as some sort of bug because I was involved in trade unionism. Men deny that they are tougher on women, but in fact their attitudes are deep-rooted. Their prejudices are stronger than they are. They are objective during discussions, but forget about that during day-to-day union life".

"I remember that when I started out as a permanent staffer and went anywhere with another per-

manent staffer, people naturally addressed themselves to my union brother; assuming that I was the secretary. When they were told that I too was a union counsellor, they couldn't believe it", says Monique Simard.

#### Same situation all over

The picture seems to be quite similar elsewhere. Here are some comments:

Lucie Dagenais, assistant to the executive: "In matters of discrimination, our intervention as a movement is too slow. What we need is an all-out effort to analyze

to our faces, "We don't work as hard as you do and we get higher wages". We had to fight against the men in our union before we fought against the boss".

Angèle Senneville, Granby Central Council: "In my sector, metallurgy, the women are a minority. I have seen men accept a collective agreement covering three years, without an increase for the women. The men admit that they couldn't do the painstaking work on electronic circuits, so why do women get less pay?"

Pierre Théoret, union counsellor, F.A.S. (Soual Affairs Federation): "Women have the same rights, but fail to exercise them. They should attend to their priorities and bring their husbands into line. Women should have maternity leave, but let them fight to obtain it. As far as women are concerned, we at the CNTU are no better than anyone else. We are no more progressive than elsewhere".

Lise Charbonneau, public service, Montreal: "At the city, the collective agreement is discriminatory on several points. Group insurance and pension plans favour the men, yet women pay just as much. There is also a sexualization of jobs which cuts women off from promotion".

Monique Simard, union counsellor, F.A.S.: "Women have become so conditioned to their role as wives and mothers they feel guilty, or somehow anormal, if they have no desire for children. Society does not provide them with the moral right to work".

Rollande Pinard, research specialist: "When I worked with the strikers at Biscuits David, there were good women who wanted the men to be more important than themselves and to be better paid. They are so accustomed to being regarded as inferior that they consider it normal".

collective agreements, because there is a lot of catching up to be done. Some unions are even accomplices of management, at the expense of women".

Jean Des Trois Maisons, president, Montreal Municipal White Collar Workers: "Maternity leave is a question of privilege. As I see it, this is a special clause, the same as others such as hygienic working conditions for certain men in the public service. There is nothing discriminatory about that".

Denise Bourassa, Perkins Company, Laval: "The men told us



### **Need progressive scheme**

"Women don't attend to their affairs", say certain male permanent staff members. However, the question should be asked whether women's affairs aren't everybody's affairs. Take the issue of maternity leave, which is far from being a priority even in unions where women hold the majority. Don't the men have a share of the responsibility in this matter? Aren't they directly concerned by pay increases for their wives? Wouldn't it be a happier situation if there were adequate day nursery facilities for their children?

In a word, a problem too often regarded as a women's problem is really a men's problem as well, directly or indirectly.

### **Defend both groups**

Women's business or men's business, if the CNTU isn't an exclusively male movement it should apply equal zeal to safeguarding the rights of men and women. But it isn't so. In most unions there is discrimination, sexualization of jobs, inequality of one kind or another. We have only now reached the stage of forming a committee to examine the situation of women; we had to wait until International Woman's Year woke us up. For a self-styled progressive movement, this is too little, much too little.

### **Discrimination has many facets**

**Job sexualization:** It starts at the school level, where the individual is directed towards an occupation geared to his or her sex. It seems due to chance, but isn't, that women are cut off from employment offering decent wages and advancement.

**The broadening wage gap:** In 1969, the average income for working men was \$6,162 and for working women it was \$2,524. In other words, men's earnings were nearly three times those of women. This wage disparity continues to get worse, for the sim-

ple reason that wage increases are, for the most part, in percentage terms.

**Promotion barrier:** A minor male clerk can become head of a section or department, and even aspire to a management post in an enterprise. Women secretaries, however, have no such advancement prospects. In a cases where a men and woman start out in similar inferior jobs, the man is favoured to move to a higher function.

**Psychological harassment:** "I can provide a living for my wife, and anyway I'd never allow her to do this kind of work". This is the view of supervisors in factories where women do hard work. The supervisors watch, arms folded, and draw much higher wages.

**Favoritism:** "If a man reports for work looking the worse for wear, thanks to a bender the previous night, he can take the forenoon to sleep it off in a corner of the warehouse. But if a woman feels badly, perhaps due to her period, it's all she can do to get a replacement while she goes to the toilet". And: "At our place, men are allowed to smoke on the job, but not women".

**Sexual repression:** If a woman sets her femininity aside to acquire equality with men in her working environment, there will be sly remarks that she is either frigid or a lesbian. If another happens to be attractive, she will be classed as a whore and constantly hounded by her superiors. Cases of dismissal are innumerable. There is always an excellent reason to fire those who won't play.

**Dismissal for marriage or pregnancy:** Thanks to her biological function, a woman who marries is considered to have diminished in value as a stable employee. Reasons are sought to get rid of her. If a woman becomes pregnant, she is re-

quired to depart on a given day; she is obliged to produce a doctor's certificate, and is subjected to all kinds of badgering. Unless, of course, she is instantly fired.

**Unpaid maternity leave:** At the present time, women don't get a paid day off for delivery. They have to rely on unemployment insurance benefits. In CNTU unions, this is equivalent to a day off without pay; and the woman must return to her job between the 45th and 90th day following delivery. Failing that, she loses both the job and her seniority.

**Abortion denied by law:** Due to feeble maternity leave rights, to say nothing of non-existent nurseries, the shortage of household help, and so on, working women do not have the means to raise large families. Moreover, the rights of women over their own bodies are denied by law. The unions are careful to ride the fence by making no official pronouncement on legalizing abortions. Yet they know that anti-abortion laws are oppressive for the small wage-earner, whereas the rich have the means to secure all the abortions they want.

**Day nursery shortage:** Many women are struggling with an acute day nursery problem. This is no surprise, since most of the facilities for the rank-and-file have had to close down due to lack of subsidies. In the working sector, day nurseries are called for, but in vain. In essence, though, don't government and the unions think the same way? "Why don't women raise their children at home? Men like to have women in their proper place".

**Part-time employment:** With household help and day nurseries both in short supply, it is sometimes impossible for a woman to take a full-time job. Business takes advantage of the situation to exploit women in



part-time work or temporary work. The status of these women keeps them out of unions, and consequently they cannot count on protection or benefits of any kind. The unions should make an all-out effort to get this mass of workers into their ranks, and kill labour contract clauses that permit such abuses.

**Competing for work:** Whether she be married or single, young or not so young, a woman either has or has not the moral right to work. In effect, if she can get along without having to earn her living, she does not have the right to replace a man. This inflicts an inferiority complex on her and gives her the impression that she holds a job through favour. This mentality drains her of any conviction when the time comes to defend her rights at the union level.

**Less credibility:** "When a woman steps to the mike at a CNTU meeting or convention, she has less credibility than a man. This inflicts an inferiority complex on her and gives her the impression

**Less credibility:** "When a woman steps to the mike at a CNTU meeting or convention, she has less credibility than a man. It's a simple matter of prejudice. Women are noted for occupying themselves with matters that are trivial and unimportant: in essence, woman stuff. Their weaker voices and small physical stature are additional factors against them". So says Thérèse Montpas.

**Unfair insurance and pension plans:** Is the life of a man worth more than that of a woman? It seems so. For the same premium, the lives of women in the municipal public service are insured for \$1,000, while the lives of the men are insured for \$2,000. The pension plans, furthermore, provide greater benefits for men than women. A bare start has been made on studying the possibility of chan-

ges which, in the words of union president Des Trois Maisons, could take years to implement.

**Special clauses for men:** A number of collective agreements contain protective clauses for men. For example, a man is assured of a minimum wage, but no minimum is provided for women.

**Less physical strength:** Says Denise Bourassa - How can you expect a woman, who is dead tired from a hard day at the factory, and must care for her husband and children when she reaches home, to go back out at night and participate in a labour conflict?" Very often, due to the fact that they are exploited twice daily (at work and at home) they lack the endurance to do other than capitulate to management.

#### **What to do?**

True, we're no worse than anybody else. But we're no better either, and that's the part that isn't right. It is up to us at the CNTU to create precedents, to negotiate collective agreements that will give women an open door to combat discrimination in all its forms.

#### **Fight ignorance, isolation**

Isolation is a scourge that defeats women. It produces communication difficulties, which in turn perpetuate their ignorance of rights they are entitled to demand. To inform them is a step towards helping them; it means helping them to help themselves.

#### **Men, women together**

Who profits from the exploitation of women? In the end, it is management, which is enabled to slash its wage costs.

Who creates insecurity and unemployment? The government, which gives men the impression that women take jobs from them. The real villains, however, are government economic policies

dictated by multinational corporations and high finance.

#### **CNTY forms special committee**

Our central has set up a special committee to examine the situation of women. That is true. The women on the committee are studying the more serious problems involved, and will be making representations. This is all very well, but the cooperation of the men is essential; all the men of the CNTU. Every federation has its peculiarities and degrees of refinement with which discrimination is practiced. Needs vary from group to group. It therefore becomes the duty of all permanent staff members to participate in a thorough housecleaning.

#### **Help your woman and all women**

All men workers must be aware that they have a common fight to conduct, in partnership with the women. They must no longer allow the humiliation and exploitation of women in their work environment. At home, the men must make a point of keeping their working wives informed. They will be the first to benefit from this. Just as the women have supported their husbands in the asbestos conflict, so must the husbands give solid backing to their wives, morally and physically, in household tasks. Men must bear in mind that women are largely powerless as a result of double duty; at work and at home.



## PAGE 38

### FROM THE REGIONS

#### HERE'S WHAT WE'RE DOING

##### ST-JEROME

Check the recent history of common front movements in Quebec, and you will find that St-Jérôme is their ancestor.

The unity movement began at the outset of the 1960s with the tough strikes at Dominion Rubber and Regent Knitting; which occurred against a background of catastrophic unemployment in the region.

Grouped around a handful of persons, the common front soon got into the municipal election arena, and had its candidate elected.

Came the vents of October 1970. They staggered the movement, which received its death blow with the setback of the credit union. The failure of that project illustrates quite well the failure of the common front itself. These movements were, first and foremost, the movements of union permanent staff members, who had a following of a few very convinced militants. The idea was to resolve people's problems without considering their degree of awareness.

## PAGE 39

#### The Ste-Thérèse common front

Shortly after the public sector common front of 1972, workers from the three central, plus some non-unionists from Ste-Thérèse, banded together. They formed the inter-union regional committee of Ste-Thérèse (CRIST).

The errors made by this group were the same as those committed by the St-Jérôme common front: individual rather than union or other group commitments. This is why the common front

collapsed after two or three key people had left it.

This initial setback did not, however, halt all attempts at regrouping. Many workers had understood, with CRIST, the necessity of being together, of being informed about other people and other conflicts.

##### Municipal strike

It was the strike of 58 Ste-Thérèse municipal employees that gave birth to the present common front. This strike became a catalyst for the regrouping of forces. The first demonstration of unity drew more than 600 workers on 24-hour notice.

Following this success, workers in the region decided to meet again and discuss the creation of a permanent common front.

##### The permanent front

At their first rallies, the workers appointed one representative from each of the centrals to constitute a coordinating committee. Then, before going any further, they decided to appraise the state of affairs by organizing the May 1st festivities in Ste-Thérèse.

Consequently, each central voted a budget, through the regional organizations, to prepare for the holiday, which was under the official sponsorship of the inter-union regional committee of Ste-Thérèse. All profits from a dance which followed the demonstration were turned over to the Sonoco strikers.

##### Structures next

According to the CNTU representative on the coordinating committee, the next step is to draft the structure and principles of the common front. Other requirements: a publication, a meeting place, a no-raiding agreement, and agreement on the principle of the union mandate and the union control of the common front.

And to assure that the structures have real purpose, they will have to embrace the labour conflicts in the region.

## PAGE 40

#### THE TRICOFIL POPULAR SOCIETY

Factories managed by workers in Quebec aren't exactly plentiful. This is readily understood. Under the capitalist system, it isn't easy for a group of workers to take charge of a factory. Moreover, the rare opportunity that presents itself usually follows the shut-down of a plant because the owners have judged it non-viable.

An example: The experience of a group of workers at the old Regent Knitting mill in St-Jérôme, which since February 14th has been the Societe Populaire Tricofil.

##### How it began

In 1972, while negotiations were in progress, the Grovers family, owner of the mill at St-Jérôme and another in Montreal, gave notice of lay-off to 300 of the 450 Regent Knitting workers.

The workers discussed this, and concluded that their old mill would be closed down sooner or later. They were aware that the textile industry is having problems throughout the country. But, being too old for recycling into a new occupation, the workers vowed to fight, to save the mill themselves and make it viable.

##### Closure, self-management

At the start, a group of workers went to see their counterparts at Sogefor in Mont-Laurier, who also were fighting against the shut-down of their factory. Little happened until December 1972, when the workers staged an occupation of the mill because Grovers was violating a temporary agreement on job maintenance. The occupation, which lasted three weeks, ended after pressure had been exerted by the Can-



adian Labour Council, which frowned on workers occupying a factory.

Then came two reports. The first submitted proof of the mill's viability, the second praised the high quality of the labour.

In the spring of 1974 came the wage indexation battle. The Regent Knitting workers applied pressure without going on strike, but that apparently was too much for the owners. On June 7th they announced that the mill would be closed three days later, without further notice of lay-offs.

#### **Study made**

This precipitated changes. During a period of six months, the workers studied the mill function and the human resources needed to make it operative. In November they held a work bee to liquidate production left behind by the closure, and learned that they could operate the mill by themselves. The go-ahead became definite.

#### **Mill leased**

As a result of long discussions with the Grovers family, it was agreed that the workers would rent the mill for \$17,000 a month, and pay for three months in advance. The \$51,000 was produced on the deadline date, February 14th 1975, by the Quebec ministry of industry and commerce. That was the official birthday of the Société Populaire Tricofil, under the complete control of the workers in general assembly.

### **PAGE 41 TVC 4 DOES ITS JOB, BUT HELP IS NEEDED**

Most of the so-called "community" television services in Quebec exist only because the cable companies are compelled by law to give air time to the communities they serve. This very often leads to community television that is badly organized and strained, because it is obligatory.

At St-Jérôme the founders of TVC 4 are trying to present genuine community television. They have done without cable, and instead have installed a low-power antenna to the belfry of the cathedral.

It was Videograph of Montreal that got TVC (community TV) started. Its aim: to install a television station using inexpensive, lightweight, mobile and simple material that can be handled by almost anyone. The complete material used by TVC 4 cost little more than \$60,000, whereas the equivalent in a conventional TV station would cost more than \$1 million. Moreover, this is the first time in Canada that such video equipment has been used for wavelength broadcasting.

TVC 4 is a non-profit company headed by a board of directors chosen by the membership at a general meeting. At the production and administrative levels, the aim of TVC 4 is to have people handle the entire affair themselves. The team of seven persons currently in place hope to be replaced by St-Jérôme people. At present, there are about 15 production teams and six broadcast teams at work. For the station to achieve autonomy, some 150 St-Jérôme people would have to get involved.

TVC 4 does not have a broadcasting permit from the federal CRTC (Canadian Radio Television Corporation) but has one from the Quebec Public Service Board. The CRTC does not grant permits to organizations financed by public funds in this case the Quebec government, which finances both Videograph and TVC 4.

For St-Jérôme community TV to secure such a permit, it would have to be more than 50 per cent self-financing. This would require the help of area organizations such as the school commission, the Caisses populaires, the trade unions, and so on.

Operating costs for a year are about \$150,000.

### **PAGE 42 THE STE-SCHOLASTIQUE EXPROPRIATION WOES**

Mirabel, the new Montreal International Airport, is scheduled to be in operation next October. Its administrators predict that in 1976 it will handle four million persons.

Mirabel, as people are starting to realize, is the result of the biggest expropriation job ever undertaken in Canada. In order to situate the airport between Ste-Scholastique and Ste-Monique, about 20 miles from Montreal, the federal government expropriated 92,000 arpents of the best farmland in Quebec, thereby affecting 14 villages and 3,000 people.

#### **The CIAC**

People hurt by the expropriation formed an information and community animation committee (CIAC). This committee was established in the first place to force the government into paying more reasonable compensation to those expropriated, and to make these persons aware of their rights.

#### **Conserving a heritage**

The government expropriated far too much territory for the airport, five times as much as was taken at Pickering, the Toronto counterpart of Mirabel. Jean Marchand admitted this some months ago, and said it was possible that the federal government would re-sell some of the land. That set the expropriated people to dreaming.

Today, even though the re-sale story is dead because Marchand has long since backtracked, there is a strong nucleus of expropriated people who know what they want. They want the land restored to farming, and farmers to stay on it.



### **Agricultural park**

Those expropriated are saying that the Quebec government could very well buy back the land that is not needed. It could then nationalize it and either rent out portions or turn them over to farmers to exploit and invest in. Such action acquires even greater importance because the area has some of the best soil for cultivation in the province, and it is a known fact that the whole world is heading towards a food supply crisis.

The expropriated farmers want to sensitize Quebec residents to the need for protecting this land, which otherwise and in the long or short term, could be invaded by industrial or residential developers if no one shows concern.

They want Quebecers to realize that if Quebec land is unprotected, citizens may come to depend on the U.S. and Ontario for their food at a time when the supply problem could well be much more serious. Outside interests would like nothing better than to exchange food for our natural resources.

### **PAGE 43**

#### **QUEBECERS THROUGH AND THROUGH**

#### **PARADISE LOST**

Who among us would know anything about the lower North Shore if Gilles Vigneault hadn't sung about its location, its people and their way of life?

Between Seven Islands and Blanc-Sablon lie 400 miles of coastline battered by sea winds. There are rivers teeming with fish, islands with names of mysterious origin, forests where deer run in the thousands, villages that are out of another age.

From Seven Islands to BLanc-Sablon there are 10,000 people,

French, English, Montagnais, miners, fisherman, poachers too.

From Seven Island to Blanc-Sablon there lies a corner of our world where roads are a rarity, where people wait for ships to arrive. It is an unknown, lost corner, where foreigners can buy cheaply. But it is a corner where the people are beautiful and like to enjoy life. A corner where it is good to be.

### **PAGE 44**

#### **Fascinating places**

Between Matamec, where there is a biological station, and Mingan, one of the best seaports on the coast, there is a string of villages with charming names.

Pigou, near Cape Cormoran, Manitou, whose river mouth is a magnificent 113-foot waterfall. Rivière-au-Tonnerre (Thunder River) whose claim to fame is a modest crabmeat industry. Magpie, where one of the first settlers arrived in 1894.

Rivière St-Jean, where 75 salmon fishing meccas can be found within a 28-mile stretch. Longue-Pointe-de-Mingan, a halibut and mackerel fishing port.

Today, most of the villages are linked by one road. It was a Quebec government gift to ITT, which has rights to the whole North Shore forest. Soon the road will link Seven Islands and Havre-Saint-Pierre.

Anticosti Island is off Mingan. For a long time, Anticosti was the private property of Consolidated Bathurst, which exploited the inhabitants as well as the forest. It is a privileged area for trout fishing and duck, goose and deer hunting. The island is one of Quebec's great deer reserves. This means that for coast people, it is a poachers' haven. But then, we shouldn't be telling on them...

### **PAGE 45**

#### **The Mingan Islands**

This group of islands lies north of Anticosti, and the names, in either French or English, really capture the imagination. There is Parrot Island, the House and Shipwreck Islets, Naked Island, Mingan Harbour Island, the Birch Islands, Moutange and Moniac Islands, Grand Island, Niapisca Island, Ghost Island, Quin Island, Harbour Island, Entry Island, False Passage Island, Gull Island, Green Island, Hammer Island, St. Charles Island, Calculators' Island, Wood Island, Anchor Island, Hunters' Island and St. Genevieve Island.

For uncounted years, these islands were the rallying points of the Indian civilization. They were the scene of bloody battles between the Eskimos and the Iroquois at first, then the Montagnais. It is possible that the islands were visited around the year 1000 by the Vikings. During the 16th century, they were fishing grounds for the Spanish Basques. The French began settling there in 1679.

#### **Havre-Saint-Pierre**

With its population of about 3,500, Havre-Saint-Pierre is the capital of the lower North Shore. It boasts two hotels, a liquor store, a hospital and a high school. More important and considerably more visible, however, is the iron and titanium mining activity. The first things seen from boats reaching the dock are conveyors snaking their way from mine to ship, loading the black titanium destined for the U.S.

Prior to the discovery of the mines, all the families had fishing boats which were the source of their livelihood. People weren't rich. The balance of their food requirements came from hunting.



When the mining operations were launched, many people obtained jobs in construction. Money was plentiful, but after two or three years, when mining was well under way, fewer workers were needed. Meantime, many fishing vessels had deteriorated beyond repair. It was the start, for a considerable number of people, of dependence on unemployment insurance benefits and welfare.

There is a tradition that retains its standing in the bars of Havre-Saint-Pierre hotels: When you buy, you buy for everyone.

### **Natashquan**

Leaving Havre-Saint-Pierre and following a route that passes John Beetz Bay, Passashibou Bay and Aguanish, you reach Natashquan. Like most French localities of the lower North Shore, Natashquan was founded by Acadians who journeyed from the Magdalen Islands around 1850. They come first for coastal fishing, building shelters of convenience which gradually were replaced by a permanent settlement.

Natashquan suffers from the same ailment as many other remote communities. The young continue to depart, either to attend school or to find jobs elsewhere. Fishing in the gulf no longer ensures a living.

### **PAGE 46**

#### **Kegashka to Blanc-Sablon**

In and between these two communities 224 miles apart, 5,000 people live in 16 villages, of which 12 are English, three French and one Montagnais. Names: Musquaro, Washicoutai, Romaine, Bais Cocaocoachou, Etamamiou, Harrington, **ARCHIPEL DU Petit Mécatina, Tête-à-la-Baleine, Gros Mécatina, Tabatière, Saint Augustin, Old Fort, St. Paul River, Ile de la Demoiselle, Pointe des Belles Amours, Baie de Brador.**

**The people depend almost entirely on fish for their living. The French and English have their own areas. The villages are isolated from one another. Many are without electricity, or have had it only a short time.**

**Some villages have modest fish industries, but the passage of time means bigger boats, and these can conserve their catches long enough to deliver directly to places like the Gaspé coast and Newfoundland.**

**Supplementary food and other needs of the villages arrive by boat... as often as boats can come. Even in July there are still icebergs off Natashquan.**

### **PAGE 47**

#### **Friendly, helpful people**

The fiendliness of the lower North Shore people is exceeded only by their eagerness to help one another. A man building a house doesn't have to yell very loud for help to get the walls and roof in place.

Visitors returning from the area tells of being received with open arms. The coastal people love company. Strangers are invited to stay over, to have a bed and remain for breakfast (probably salmon).

There is no Place des Arts in the area, and very little in the way of standard recreation. But the people make their own fun. Someone suggests a dance, and in no time at all the hour and place are decided, a fiddler and accordion player recruited, and the men make sure they bring along something on the hip; it keeps the spirits gay, and no harm done.

#### **A place to visit**

The lower North Shore is beautiful territory to visit. There are only two ways to get there:

by air or by boat. Quebecair and its affiliates have a daily service from just about every major town in the province. Examples of costs: Montreal to Havre-Saint-Pierre and return, about \$140; Montreal to Blanc-Sablon and return, about \$240. The most economical way, however, is to go to Rimouski or Seven Islands and from there take the boat that makes the coastal trip once a week.

### **PAGE 48**

#### **ON STRIKE**

**List of conflicts as of 2nd June 1975. At the time were 36 strikes in progress, involving 5,189 strikers.**

Conflicts which have been under way since at least 17th March 1975 and which have been mentioned in previous issues:

**Le Foyer des Hauteurs, St-Jérôme:** 13 CNTU workers locked out since 2nd December 1971.

**Le Pavillon St-Dominique, Quebec:** 30 CNTU workers on strike since 19th March 1972.

**Welding Engineering, Montréal:** 50 CNTU workers locked out since 3rd July 1974.

**Sonoco, Terrebonne:** 120 CNTU workers locked out since 19th August 1974.

**Aero Club, Montreal:** 10 CNTU workers on strike since 3rd September 1974.

**Peoples Stores, La Pocatière:** 26 CNTU workers on strike since 16th December 1974.

**Uniroyal, Montreal:** 85 CNTU workers on strike since 25th December 1974. Boycotting action taken.

**Woolworth, Chicoutimi:** 85 CNTU workers locked out since last 11th January and on strike since 23rd May.



**Autobus Matane**, Matane: 14 CNTU workers on strike since 19th February 1975.

**Asbestos common front**, Thetford, Black Lake and East Broughton: 3,000 CNTU and QFL workers on strike since 17th March 1975.

## NEW STRIKES

**CJEN**, St-Jérôme: 13 CNTU workers illegally locked out since 14th March 1975. The boss closed the radio station to replace it by a more modern (less expensive) one in Lachute.

**Mr. Muffler**, Sherbrooke: 4 CNTU workers on strike since 10th March 1975. This is a renewal of collective agreement. Main points in dispute: seniority, wages and indexation.

**Quebec Poultry common front**: 1,200 workers at the Quebec, Ste-Rosalie, St-Jean-Baptiste and Berthier plants on strike since 17th March (Quebec) and 3rd April (the others). For the Quebec strikers, it is a contract renewal dispute, and for the others it is a contract reopening in support of the Quebec group to obtain wage parity and agreements expiring on the same date.

**Farr**, Montreal: 125 CNTU steelworkers locked out since 11th April 1975. This is negotiation of a first collective agreement. A \$150,000 suit has been entered against the union, and three officers are suspended. Nearly everything has to be negotiated.

**Transformer specialty workers**. Quebec region: 50 CNTU workers on strike since 16th April 1975. Main issues in dispute are salaries with indexation clause, pension fund, insurance, sick leave, grievance procedure and management rights.

**Les Artisans** insurance cooperative, Montreal: 175 CNTU workers on strike since 22nd

April 1975. The main issue is salaries, which for the most part are the minimum wage rate.

**Les Prévoyants general insurance**, Montreal: 190 office workers on strike since 24th April 1975. The chief points in litigation are job description and salaries. 122 receive less than \$100 a week.

**Markrite**, Montreal: 40 CNTU workers on strike since 1st May 1975. Main issues are salaries, vacations, indexation, premiums for group heads, working hours, statutory holidays and social security.

**Lambton**, Thetford Mines: 30 employees on strike since 5th May 1975. This is a first collective agreement, with main points in dispute including seniority, vacations and indexation.

**"Le 200" Parking**, Quebec: 6 CNTU workers on strike since 13th May 1975. This is a first collective agreement, with all points to be negotiated. The boss is demanding the departure of two workers before starting to bargain.

**Imprimerie de Québec** (printing), 264 CNTU workers in 11 sections on strike since 13th May 1975. Bargaining stalled over wages, pensions, insurance, vacations and social leave.

**Zeller's**, Chicoutimi: in Lapointe Country and Alma Country: 120 workers locked out since 16th May 1975. This is a first collective agreement.

**Gagnon Sport**, Montreal on the Plaza: 15 workers on strike since 23rd May 1975. They are negotiating a first agreement.

**Caisse populaire de Sorel**: 12 workers on strike since 27th May 1975. Main issues are salaries and vacations.

**Epiciers Unis**, Quebec: 86 workers locked out since 28th May

1975. Real difficulty with salaries and indexation.

**Alma Mécanique**, Alma: 43 CNTU workers on strike since 29th May 1975. A new union is involved.

**Gulf**, Shawinigan: 325 workers on strike since 2nd June. The company made a total and "final" offer at the outset. The union wants \$2 an hour for everyone, while the company offers 74 cents on condition that the workers agree to the closing of a department.















