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MULTISECTORIEL

LE MULTISECTORIEL

A PUBLICATION OF FEESP-CSN'S MULTISECTORIEL SECTOR



WORD FROM THE INTERIM PRESIDENT

Following the departure of **Éric Fillion** as president of the Multisectoriel, I will serve as interim president until the next election that will be held during the next Federal Council of the FEESP-CSN



Daniel McSween

Interim president
of the Multisectoriel

Here's an overview of the established objectives:

- 1- Phone calls to reach out to all unions in the sector**
- 2- Extract and analyze union survey results**
- 3- Highlight our unions and their members in Le Multisectoriel newspaper**
- 4- Do an activity that connects all our unions**
- 5- Do a union tour**

As you can see, we have a lot on the go. The ultimate goal is to shape a sector that's strong and unified in spite of our differences.

Union greetings,

DID YOU KNOW

Since April 6, 2022, all institutions of 20 workers or more must have a joint health and safety committee?

This new provision is found in the Act to modernize the occupational health and safety regime and your employer is obligated to comply. So, if you don't yet have a health and safety committee, we ask you to remind your employer of the requirement to establish such a committee. We also encourage you to include this committee in your book of demands when it comes times to renew your collective agreement.

Feel free to talk to your union advisor if you have questions about various changes made to the Act respecting occupational health and safety!

THE STRUGGLE

MOBILIZED TO BE RESPECTED

After a 30-day strike that began on September 20, 2022, the Syndicat des employé-es de bureau du Cimetière Notre-Dame-des-Neiges - CSN launched an unlimited general strike on October 20. **Éric Dufault, union president, fills us in on the struggle by these 18 workers.**

Following COVID-19-related emergency actions taken by the Legault government in 2020, our employer wanted to seize the opportunity to justify some extreme staff cuts (we went from 25 employees in 2018 to 18 today). They thought that after several years of trying to divide us, they could take advantage and rewrite their book of demands in the middle of negotiations and then insist on getting rid of the minimum employee level, in addition to imposing a wage freeze for the last five years.

They sorely underestimated our group's strength! As any mobilization advisor worth their salt will tell you, smile on face: "The employer is the best mobilizing agent out there!"



So, with some courage and determination, and some mobilization support thrown in by the CSN, we gathered all union members together to lay the cards on the table: our only chance to hold the line would be to unite our forces and capitalize on the common struggle.

The result was instant: members would now express their dissatisfaction through specific pressure tactics like synchronized coffee breaks, union grievances, complaints about an unhealthy work environment to the CNESST, sustained involvement in various committees (training, labour relations, and health and safety), solidarity activities with the cemetery's other union.

Following these actions, the employer chose to maintain its backward positions while negotiating our collective agreement. This meant we had to exercise our ultimate right to protest, our last resort: a strike. United and in solidarity, we've been walking the picket line since October 20, 2022.



THE STRUGGLE

We'd be remiss if we didn't mention our group's tenacity and determination not to back down.

- Eleventh week on strike in weather conditions that would discourage even the most resolute;
- Use of strikebreakers (scabs) by the employer since day one;
- Maintaining a salary freeze position since 2017 despite inflation in recent years;
- Repeated attempts by management to intimidate certain union members to disrupt the balance of power and solidarity of members;

- Manipulation of the information that cemetery administration provides to bereaved families in order to toss the hot potato issue of poor customer service to union members when it's actually the result of the abolition of positions and failure to respect the minimum employee level.

Against all odds, we hold our heads high. We won't give up until we reach a satisfactory settlement that meets our expectations and contains what we deserve.

Éric Dufault

President, Syndicat des employé-e-s de bureau du Cimetière Notre-Dame-des-Neiges - CSN

FRANCIS ROBERGE

*Fire Prevention Inspector
at the Port of Montreal*

**PROUD MEMBER OF
THE MULTISECTORIEL**



HIS WORK IN A NUTSHELL

Francis works as both a fire prevention inspector and a first responder in fire safety at the Port of Montreal. He's been in this field for more than 10 years. His job is to inspect the handling of dangerous goods, including explosives and radioactive materials, on a daily basis. He's also responsible for issuing hot work permits, managing oil spills and contaminated sites. Finally, the inspector responds to any emergency that occurs within port territory, including building and vessel fires, medical calls, hazardous material spills and confined space rescues. Holding Level I and Level II instructor certification, he's also responsible for the emergency measures training program and the use of fire extinguishers by users on port territory.

UNION INVOLVEMENT

Alongside his duties as a fire responder, Francis has also been the Syndicat national des employés de bureau du Port de Montréal (CSN) union rep since April 2019. The union has around 40 members. He was first elected secretary and then elected president in June 2021. Some of the challenges he has faced include negotiating an improved employee pension plan, disputing his federal employer's mandatory vaccination policy and continuing the daily struggle against downsizing in his union unit. With the health and safety of Montreal Port Authority workers never far from his mind, Francis is co-chair of the joint OSH committee representing his unit as well as blue collar workers, railway workers, professionals and seamen. His committee must remain vigilant because several major risks exist within the port territory due to the presence of ships, railroad convoys, city trucks, construction sites and heavy container handling equipment.

PATRICK CHARTRAND

Secretary of the Multisectoriel since May 2022

Guide at the Notre-Dame-des-Neiges cemetery and on the job since 1993

STT DU CIMETIÈRE NOTRE-DAME-DES-NEIGES - CSN



HIS WORK IN A NUTSHELL

Patrick supports a bereaved clientele, a sensitive task he really takes to heart. Every bereavement is different and Patrick offers comfort to people to help them get through this incredibly difficult time. He leads the procession to the family plot on the day of a funeral service. He also guides and directs the family through the various paths in Canada's largest cemetery. Finally, he works closely with cemetery office employees who are responsible for selling the plots.

UNION INVOLVEMENT

Patrick became an activist as soon as he started at Notre-Dame-des-Neiges Cemetery. In October 2012, he was elected vice-president, health and safety, a position he held until his election as president of his union in Fall 2021. During the FEESP congress in May 2022, he was elected secretary of the Multisectoriel.

CONTEST

THE MULTISECTORIEL NOW HAS A FACEBOOK GROUP



www.facebook.com/groups/990079687851242

We invite you to join the group and share it with your colleagues. If you're already a member of the Facebook page, note that it will eventually go offline as the group replaces it.

A draw will be held during the upcoming FEESP Federal Council in May 2023. People who like the FB page and a Multisectoriel union will be eligible to win one of three gift cards worth \$100 each.

GOOD LUCK EVERYONE!

Follow us on the page
Sector Facebook!



CONTACT US



LE MULTISECTORIEL

Would you like to receive
Le Multisectoriel? Do you have any
comments or suggestions to pass along?

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