

# LE MULTISECTORIEL



A PUBLICATION OF FEESP-CSN'S MULTISECTORIEL SECTOR



**DANIEL MCSWEEN**

President,  
Multisectoriel sector

## WORD FROM THE PRESIDENT

**Hello everyone,**

December is already upon us! The Multisectoriel executive had a productive year in 2023: wonderful discoveries and very rewarding meetings.

We toured more than 30 unions in the sector and each union is truly unique. Every visit we make is an opportunity to learn more about your work environment, challenges, union history and struggles. That, in turn, provides us with a better grasp of your reality and a better understanding of certain issues.

We want to thank you for agreeing to meet with us. Your warm welcome means a lot and we really appreciate it. We're using these discussions as inspiration to develop theme days adapted to your different realities.

In closing, the Multisectoriel has long been considered a mixed bag because of the diversity of unions found in this sector. Today, I'd rather coin it Ali Baba's cave due to its tremendous wealth; it's all part of our charm and our strength.

We want to thank all the unions that attended the Federal Council on May 2-4 in Victoriaville. We hope to see a large turnout at the 29<sup>th</sup> FEESP Congress that will take place June 3-7 in Saguenay.

**Daniel McSween**

## ON TOUR

The Multisectoriel president, Daniel McSween, and the FEESP secretary general and sector policy officer, Linda Tavolaro, have continued their tour of Multisectoriel unions.

- Syndicat des travailleuses et des travailleurs du Collège de Montréal (FEESP-CSN)
- Syndicat des employé(e)s de la Société de gestion des rivières York et Dartmouth Inc. (CSN)
- Syndicat des travailleuses (euses) de l'Association des pêcheurs sportifs de la Bonaventure inc. (CSN)
- Syndicat des travailleuses et des travailleurs de la Fédération de l'UPA des Laurentides - CSN
- Syndicat de la Fédération régionale de l'UPA St-Jean-de-Valleyfield (CSN)
- Syndicat des travailleuses et des travailleurs du Service d'aide aux Néo-Canadiens - CSN
- Syndicat national des travailleuses et travailleurs de l'environnement (Safety-Kleen) - CSN
- Syndicat des travailleuses et des travailleurs de la Basilique Notre-Dame - CSN



# SYNDICAT DES TRAVAILLEUSES ET DES TRAVAILLEURS DU

# SERVICE D'AIDE AUX NÉO-CANADIENS - CSN

**PROUD MEMBERS OF  
THE MULTISECTORIEL**

Every month, immigrant families settle in Estrie, mostly around Sherbrooke. With their different backgrounds, customs, languages and knowledges, these newcomers have so much to share and teach us. Some people are embracing this diversity by taking part in a major social/community project: welcoming refugee families and supporting them through every stage of their experience in a new land. This is the mission of the Service d'aide aux Néo-Canadiens (SANC). It employs nearly 50 dedicated people who are assigned to each stage of the new arrivals' settlement and integration.

Families first need to be housed, fed, transported and looked after. That may sound easy enough but the reality can be quite challenging in the middle of a housing crisis when you don't know the city and can't ask for directions in your own language!

Case workers, reception support and liaison teams jointly work to get everything ready in just a few weeks. And that's not all. There are a lot of administrative hoops to jump through upon arriving in Canada. A case worker may spend almost three weeks getting things in order, depending on the number of people in the household. Some must-haves include the creation of a health insurance number, a social insurance number, a bank account, as well as registration for various services such as electricity, phone and internet.

Since there are so many things to explain, a bank of interpreters ensures an interpreter is present at each meeting. We would be remiss if we didn't mention the work carried out by many SANC volunteers who drive people to their various medical and other appointments.

The next step is to enroll children in daycare or school, and adults in francization programs. Each family's work situation needs to be figured out, winter clothing need to be arranged, etc. Not to mention that these families aren't the only people coming to the region. There are others, besides refugees, who have decided to settle here. Our liaison officers hold information sessions for everybody, regardless of their location in Estrie. Meetings with an

employment counsellor can also be scheduled and people can even sign up for the intercultural twinning program and be matched with a local family. The team also helps companies that have recruited internationally and are looking for support in integrating their new workers.

The Orion project, by and for youth refugees, brings together young people aged 15 to 25. Its slogan is 'Immigrate, Contribute, Shine' and its mandate is to consider the specific reality of this age group and understand their various issues. And we cannot forget the Intercultural Community Worker (ICW) position in health, school and early childhood, as well as two new ones: ICW for women and ICI FYP, who respond to immigrant women who are victims of domestic violence, and accompany families to meetings with youth protection services.

Finally, all the organization's work could not be done without its office automation, communications and IT teams. Every day, they provide support, quantify and complete assigned tasks. The Newcomer Services team is dedicated to creating an environment where newcomers can start their new life. In an economic context like ours, it is clear that this involves several challenges, as there is a growing need for reception and integration services.



**FIERS MEMBRES DU  
MULTISECTORIEL**

# SYNDICAT DES TRAVAILLEUSES ET DES TRAVAILLEURS DE SUCO – CSN

**PROUD MEMBERS OF  
THE MULTISECTORIEL**

SUCO - Solidarité, Union, Coopération - is a Canadian non-governmental organization (NGO) for international cooperation. Since it was founded in 1961, it has been actively working to empower individuals, organizations and communities, and to improve the social, economic and environmental conditions of people living in these communities. Gender equality and solidarity guide all this organization's activities. Currently, SUCO mainly supports local communities in West Africa, the Caribbean, Central and South America.

The Syndicat des travailleuses et travailleurs de SUCO - CSN employs about 20 people in its Montreal office. They work on the development, management, administration and monitoring of its various projects and programs in countries where it operates. Founded in December 1979, the Syndicat des travailleuses et travailleurs de SUCO - CSN (SUCO - CSN workers' union) has a rich 40-year history and a strong commitment to human rights and gender equity. There is a three-person executive committee, including the chairperson, vice-chairperson and secretary-treasurer. Besides a workplace health and safety committee, the organization has also had a mutual aid committee since 2022.

Heartfelt thanks to Myriam Nadeau, intake and integration officer at the Service d'aide aux néo-canadiens, and to Julie Potvin-Lajoie, project manager at SUCO, for taking the time to explain the day-to-day work carried out by members of these two Multisectoriel unions.



**PROUD MEMBERS OF  
THE MULTISECTORIEL**



# A YEAR OF BATTLES... AND VICTORIES

The Multisectoriel had quite a prolific year in 2023 when it comes to negotiations. Some 15 unions renewed their collective agreements in the past year. Some of them include:

- Office employees at the Fédération de l'UPA de Lanaudière reached an agreement in principle that provides for significant wage increases and the creation of a joint health and safety committee. We also note that the UPA confederation signed a collective agreement in September that met their expectations.
- STT de SUCO got an agreement in principle that includes the addition of a statutory holiday on March 8 as well as the integration of the definition of chosen family for family-related leave and bereavement leave.
- STT de la Basilique Notre-Dame signed a new collective agreement in July. This includes, among other things, an increase in training and night shift premiums, and the reimbursement of \$30 a month for public transit fares. It also sets a minimum employment level of 12 permanent positions.
- STT du Cimetière Notre-Dame-des-Neiges finally got an agreement in principle last July. Workers endured a long battle while being attacked on all fronts by the employer and that allowed them to maintain their gains. They also got satisfactory wage increases.
- STT du YMCA du Parc ratified its first collective agreement since its affiliation after several months of bargaining. It provides for a method of allocating shifts and a lump sum for the swimsuit reimbursement.



- STT des élévateurs à grains de Sorel reached an agreement in principle with significant gains, especially relating to wage increases, plus improved shift premiums and training.
- STT de la Cafétéria du Cégep du Vieux-Montréal was looking for an agreement in principle that included major advances, including a wage increase from \$15 an hour on average to \$18-\$22 an hour and the addition of a cost-of-living clause.
- Office employees at Cimetière Notre-Dame-des-Neiges held out against employer attacks in a 15-month strike and finally reached a satisfactory resolution. Bravo!

Lastly, let's highlight the battle currently being waged by workers, mostly women, at the Cafétéria du Cégep Montmorency. They're standing firm for decent pay at this majority-women workplace. Faced with an employer who keeps them in poverty with an hourly wage of \$16, they are ready to go the extra mile. They have a 10-day strike mandate to exercise when they deem the time is right. We stand with you!

## Would you like to receive

**DO YOU HAVE ANY COMMENTS OR SUGGESTIONS TO PASS ALONG?**

E-mail us at: [FEESP.Multisectoriel@csn.qc.ca](mailto:FEESP.Multisectoriel@csn.qc.ca)

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## LE MULTISECTORIEL

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