

Mêle-toi de tes affaires . . .

sinon eux-autres vont s'en mêler



Syndicat de l'enseignement de la région du Fer - CSQ

December 2021

Redaction : Mélanie Albert, Melly Rioux, Monica Chiasson, Sheila Leblanc



Dear members,

It is time for you to take a well deserved little rest. The fall has not been an easy one, despite the end of negotiations, several issues are still on our minds.



We are still in the context of the pandemic and we are also experiencing a shortage of both support and teaching staff, for all the school service centers we represent. This shortage often causes us all an overloaded of work, so the more reason to need a vacation.

I wish you all a wonderful time with your loved ones and above all, take care of yourself.

Syndically, *Monica Chiasson*

A well-deserved break...

There are reviews to be done, new consultations in preparation for the 2023 negotiations, retroactive salary adjustments to come and issues to be addressed to improve our working conditions. So, 2022 will be a very busy year!

Let's take advantage of these days of rest with our loved ones to take care of them I wish us a year full of projects and successes. May it bring us good health, high morale and also a little more \$\$\$ in our wallets 😊

*Happy holiday
Season's!*

Sheila Leblanc



Another year is over!

Let's be proud of all of us, we have worked very hard to get to where we are. Negotiations and the pandemic have not been easy for 2021, but you have met the challenges with strength and courage. I wish you a wonderful holiday season. Enjoy the vacation with friends and family, but also get some rest.

HAPPY HOLIDAYS!

Melly



Our offices will close for the holiday season

Friday, December 17, 2021 at 1 p.m.

We will be back

Tuesday, January 4, 2022 at 8:30 a.m.

Happy vacations to all !



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SOLIDARITY

Childcare center workers- unlimited strike

In solidarity with the childcare workers in Port-Cartier and Rouyn-Noranda who have been on unlimited general strike since October 13, SERF-CSQ gives a \$ 500 donation to USW local 7065. On the picture Mr. Nelson Breton, president and Mrs. Monica Chiasson, president of SERF-CSQ.

SO SO SO SOLIDARITY !



Danielle-Bergeron youth assistance fund

The purpose of the SERF-CSQ's FAJDB is to support projects of an educational nature.

This fund is open to all members who wish to obtain financial assistance for the implementation of a project involving students.

To learn about the different rules of this fund and to obtain the **application form which is mandatory** bit.ly/3BCJBrg.

Hurry, the deadline to apply is **January 15, 2022**.

Sheila Cormier
Sheila Cormier
Secretary-Treasurer

RAPPEL



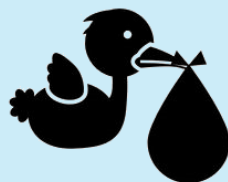
Are you pregnant?

That's great news!

Contact the counsellors as soon as possible so that we can consider what is best for your QPIP file. There are special situations that we can prevent in advance.

Also, don't hesitate to contact us if you have any questions about the impact of retroactive payments and lump sums on your QPIP.

Here is an information document : [Impacts des montants forfaitaires et de la rétroactivité sur le RQAP \(lacsq.org\)](http://lacsq.org)



RQAP



GRIEVANCES

Many of you are wondering about the grievances. What you need to remember :

1. Grievances belong to the union, so even if you are no longer employed by CSS du fer, we can go ahead and hear it;
2. We grieve when there is a dispute between the union and management over your working conditions related to the collective agreement;
3. Grievances can be settled directly with the employer when the grievance is heard;
4. Unresolved grievances are heard before an arbitrator for a decision on the dispute;
5. The grievance hearing is an opportunity for both parties to present their case;
6. Grievances submitted to arbitration are ranked in order of priority, with dismissal taking precedence;
7. All grievances from all unions affiliated to the CSQ are treated by priority.



PAY EQUITY The Law lacks bite!

On the occasion of the 25th anniversary of the Pay Equity Act, the FTQ, the CSN and the CSQ are uniting their voices to celebrate the progress made by women. But we are not giving up, there is still a long way to go.

[#OnAFaitDuChemin](https://twitter.com/OnAFaitDuChemin)



Electronic enrolment procedure

In order to comply with the new rules of the Tribunal administratif du travail (TAT), the CSQ and its affiliated unions are now proceeding with an electronic membership for its members.

It is your membership that allows your local union (SERF-CSQ) to represent you and to vote for you in the national bodies (with the different federations and the CSQ). It is important to know that the mandates of a local union are calculated in proportion to the number of members who have signed their membership. You understand the importance of having the signatures of all our members. This card allows you to benefit from discounts with our corporate partners. You will find these discounts on our website under the tab "Rabais aux membres".

How do we proceed?

If you are newly enrolled or if we do not have your electronic membership on file, you will receive an email directing you to a registration form. Here is the information in the email you will receive :

De : gum=lacsq.org@sandbox.mgsend.net <gum=lacsq.org@sandbox.mgsend.net> De la part de Centrale des syndicats du Québec
Envoyé : 4 novembre 2020 10:12
À :
Objet : Vous avez été invité(e) à signer une carte d'adhésion électronique pour votre syndicat

You can safely open this secure message. You will need to enter your information (name, date of birth, address...) and you will be asked to virtually sign the form. It is possible to access it from your email with your cell phone. Just make sure that the screen orientation lock is deactivated in your settings. It is a good idea to check your spam mail. This email will be deleted after 7 days if it has not been read and answered.

Didn't receive your registration form by email?

We may not have an email address to reach you? The best way to give us your email address is to send it to z61.fer@lacsq.org.

Your electronic membership card

In response to your membership, you will receive your new electronic membership card by email. On the front, you will see your SERF-CSQ membership and on the back, our affiliation to the CSQ. Finally, we invite you to keep this new electronic card on your smart device. If you do not have one, do not forget to print it. Eventually, the electronic card will replace the plastic membership card. If you have any questions about this membership process, please contact us at z61.fer@lacsq.org

***Have you been filling in or replacing a colleague in another area of employment? It is normal then that you have received more than one email and that you have more than one e-card.**

CSQ
Centrale des syndicats
du Québec

Carte de membre

Syndicat de l'enseignement de la région du
Fer - CSQ

Nom du syndicat

YOUR NAME

Membre

Signature

Signature Date

*In this holiday season,
it is our pleasure to offer
our warmest wishes to you*

*We wish you Happy Holidays
and a Happy New Year!*



**SYNDICAT DE L'ENSEIGNEMENT
DE LA RÉGION DU FER-À-CHEVAL**

Sheila L.

Monica

Sheila C.

Melly

Nathalie

Melanie

Brigitte

Valérie

France