

COMPARAISON CHART

	<u>If we remain a Lodge</u>	<u>If we become an autonomous Local</u>
GRIEVANCES	<ul style="list-style-type: none"> • No control over which grievances are forwarded to arbitration or the delays for treatment. • Final decision in SL1976's representatives hands. 	<ul style="list-style-type: none"> • Grievances would be presented in assembly and members would decide if they would progress in arbitration or not. The grievances committee would make recommendations based on each case. • Final decision in the hands of members present in general assembly.
BUDGET	<ul style="list-style-type: none"> • Members can modify and approve the Lodge's budget which represents a maximum of 7\$ a month per member or approximately 10% of all dues. • No control over the other 90% of dues. • Lodge's finances are transparent and financial statements are available in general assemblies. • Local Section 1976's finances are not shared and never presented. 	<ul style="list-style-type: none"> • Members would modify and approve the annual budget that would represent over 50% of total union dues. • Finances would be transparent and financial statements available in assemblies.
INSURANCE POLICY	<ul style="list-style-type: none"> • No control over insurance policy coverage. • No control over the cost of the policy and no control over the insurance fund. 	<ul style="list-style-type: none"> • We would have control over the insurance coverage and we could modify the coverage according to member's demands. • Before the expiration of the insurance contract, a survey could be made to learn member's preferences. • Control over the insurance fund would be assured by the elected officers of the Executive Committee.
PENSION FUND	<ul style="list-style-type: none"> • No control over what company manages our pension fund. 	<ul style="list-style-type: none"> • We would have control over what company manages the pension fund.

UNION AGENT (advisor)	<ul style="list-style-type: none"> • Currently Audrey Therrien • No control over what person is chosen by Local Section 1976 to advise and support our elected officers in their daily duties. 	<ul style="list-style-type: none"> • The Executive Committee would have control who is hired to advise and support our elected representatives. • This person would only work for the members and would not be employed by STAS or the USW-Métallos.
UNION DUES PERCENTAGE	<ul style="list-style-type: none"> • Receive a maximum of 7\$ per member per month. 	<ul style="list-style-type: none"> • Receive approximately 55% of all union dues.
POSITIONS AND OFFICERS	<ul style="list-style-type: none"> • The Executive Committees is composed of 8 officers, elected to their position every 3 years at a fixed date chosen by the International union (USW-Métallos). 	<ul style="list-style-type: none"> • The Executive Committees is composed of 8 officers, elected to their position every 3 years at a fixed date chosen by the International union (USW-Métallos).

During the December 31st 2013 general assembly, the members present mandated the Executive Committee to hold 2 voting days, at YUL, on the issue of union autonomy. You will find in this document answers to the most frequently asked questions on the issue.

WHY THE UNION AUTONOMY ISSUE RIGHT NOW?

In 2010 a petition demanding a change in union affiliation was signed by over 95% of the membership and handed to the FTQ president. After the petition was handed in, discussions between the FTQ, USW-Métallos and the petition's handlers took place.

It was agreed at that time that members of Unit 911 (screeners) would be asked to decide on union autonomy by establishing an autonomous Local Section for pre-board screeners. This proposition was presented to members in 2011 and members approved it in a proportion of 285 in favor and 1 against. To be set up in 2 stages, the path to autonomy was started with the establishment of the Lodge.

The Lodge with its 8 elected members executive and its democratic handling of

our part of the dues has been up and running for over 2 years now. In those last 2 years, 2 budgets were presented and approved by the membership, something that was never done before the establishment of the Lodge. Supposed to be a 6 month stepping stone, the Lodge as been in place for 2 years because of our change in contractor and 20 months long negotiation.

The issue is coming back up at this time and point and members will get to choose on January 27th and 28th if they want to move forward with autonomy right now or if they would rather wait more. The vote will take place in the locker room on the 2nd floor next to STAS' office from 9am to 5pm.

WHAT IS A LOCAL SECTION?

The current union structure is as follows :

- THE LODGE
- LOCAL SECTION 1976
- INTERNATIONNAL UNION (USW-MÉTALLOS)

A Local Section with the USW-Métallos manages approximatly 55% of all union dues. In our case, the Local Section also manages the insurance policy and pension fund. Besides dues, insurance and pensions, the Local Section is in charge of all STEP 2 grievances and decides which ones are sent to arbitration.

As an autonomous Local Section, all non-settled grievances would be presented in assembly where members, based on Grievance Committee's recommendations, decide if a grievance is sent to arbitration or dropped. This would give members a direct input in the grievance procedure.

A Local Section, just like the Lodge, has 8 elected officer positions :

- Local Chairperson
- Local President
- Local Vice-President
- Fiancial Secretary
- Recording Secretary
- Trustee's Commitee
- Trustee 1 & 2

An independent local must, according to the rules and regulations, present an annual budget and must be approved by the members during a general assembly. Members may choose to change the budget during the assembly in order to ensure that the investment of their contributions are spent accordingly.

Although the Local Section 1976, does not present and does not approve its budgets in assembly's as stipulated in the rules and Regulations of the Steelworkers Union, an independent locale for screening agents and coordinators would.

Once a year in assembly, a budget would be presented and the members present at this assembly would decide their budgets destiny, in a democratic manner as is presently performed by the Lodge 911. All expenses incurred during the year are revised during an annual audit by the members of the Committee of Trustees elected by the members. The current members of this committee are Pablo Ulloa, Alex Pique and Sylvie Juteau.

BECOMING AN INDEPENDENT LOCAL AT THIS TIME

THE PROS:

- The members would have full control over the flow of grievances;
- The members would have full control over more than half of the total premiums paid by the members;
- The budgets would be approved in assembly by the members and would reflect their priorities;
- Finances and the management of union dues would now be transparent;
- We would have full control of our insurance Benefits:
- The executive committee could choose who would be hired to support our elected representatives in the monitoring of the problematics of insurances, grievances, complaints;
- We would have control on the company or the substance chosen to administrate our pension system;

AGAINST:

- A greater involvement and participation of members in the union life would be necessary and in the absence of involvement of the members, the work load would be abundant for the officers elected;
- More autonomy also means more responsibility for the officers elected to different positions;
- The financial amounts to manage being higher, increased vigilance of the members on the subject of finance is necessary to ensure a sound management and honesty.

If you have any questions on this subject, please contact us at
info@ac-so.org .

The vote will be held January 27th and 28th in
the locker room on the second floor next to our employers office
from 9:00am to 5:00pm.