

## RSVP

### Represent – Serve – Voice – Perform

*You are certainly familiar with the expression RSVP, which stands for "Répondez, s'il vous plaît (Please Reply)." At AQTIS, we'd like to give it another meaning: "Represent – Serve – Voice – Perform."*

This is precisely the challenge that Danny Chalifour, your Executive Director, wishes to address today, by working closely with his team and the Board of Directors, and after having consulted with you. The goal of this RSVP is straightforward and down-to-earth: clearly identify your needs in order to better respond to them and to better defend your interests.



Danny Chalifour  
Executive director

**REPRESENT** your interests vis-à-vis the key players we have to deal with: political and regulatory bodies; the TV and film industry in the Province of Quebec and abroad; employers and producers, and finally, the media and public at large.

**SERVE** you by providing the services you need and consider worthwhile. Your needs are varied and numerous: the negotiation of agreements; the application of these agreements and the resolution of conflicts and disputes; visits to the sets; the availability service; occupational health and safety; professional development; group insurance plans; pension plans, etc.

**VOICE** who we are by promoting your various skills; contributing to the recognition of the excellence of your work; and cultivating lasting partnerships with the entire industry.

**PERFORM** by remaining attentive to any changes in our environment that could have an impact upon you; by delivering our services to your satisfaction; by following our plans of action, respecting our commitments and staying within our budget; by doing our job effectively and efficiently; by communicating with you regularly on the subjects that matter to you.



## A reorganization of the labour relations sector



David Mercier,  
Head of the unit  
Application of collective  
agreements



Marc Lesage,  
interim Head of the unit  
Negotiations

AQTIS has embarked upon a reorganization of its labour relations sector. "From a strategic perspective, this reorganization seeks to make it easier for us to achieve three of our key strategic goals, namely, to better **represent** and better **serve** our members, as well as to **perform** our job more effectively and more efficiently," explained Danny Chalifour, the AQTIS Executive Director.

This reorganization is focused upon two distinct functions, namely, the negotiation of collective agreements and the application of collective agreements.

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Photo : Véro Boncompagni. © Novem.

The cast from the film Cabotins.



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The young stars of the program Kaboum, Vincent Paradis-Montplaisir and Kimberly St-Pierre.

## Visits to the sets

The team responsible for applying the AQTIS collective agreements shall be far more present on the sets from now on. "These more frequent visits will enable us to get to know you better, to collaborate more closely with you and, when possible, to resolve problems on the spot," explained David Mercier. "Please don't hesitate to invite us to your set, whenever needed!"

## A reorganization of the labour relations sector (suite)

Three key people will be responsible for ensuring that the most effective services possible are being delivered to you:

- > An Assistant Executive Director of Labour Relations (to be filled soon);
- > **David Mercier**, Head of the unit responsible for applying collective agreements. David has been an AQTIS labour relations advisor since 2006;
- > **Marc Lesage**, interim Head of the unit responsible for negotiations. Marc has been an AQTIS labour relations advisor since January 2010, head negotiator from 2005 to 2010 and Vice-President and interim President from 2004 to 2005.

The members of the labour relations team are assigned to these two units and work with David and Marc on a daily basis.

## Personal problems?

Family or financial difficulties; addiction; emotional problems, etc. Call Michel Carpentier, psychosocial support worker and addiction counsellor – Free and confidential assistance for AQTIS members: **514 352-1319**.

## Renewal of the film and video agreements

In September, one of the major dossiers that will be taken up by the AQTIS labour relations team involves the renewal of our film and video agreements with the **APFTQ**. Several committees will soon be set up to prepare for these negotiations. Marc Lesage, who is responsible for this dossier, is counting upon your cooperation and participation.

## Statutory holiday dossier

Working conditions on statutory holidays differ quite substantially, based upon the numerous interpretations of the AQTIS collective agreements, those of the **APFTQ**, labour standards legislation, etc. AQTIS will thus be addressing this problem with the APFTQ in order to work out an agreement.

## Draft agreement with Zone 3

The **Zone 3** company is currently evaluating the possibility of establishing a production arrangement that will require it to hire technicians on a weekly basis, for certain daily programs to be broadcast on **VTélé** during the 2010-2011 season. However, such a practice would require overriding our current collective agreements. If not, hiring permanent technicians would have the latter lose their membership in AQTIS, as well as their AQTIS fringe benefits, as provided for in our Constitution and By-Laws. This is why we began discussions with Zone 3 in early July. Obviously, we will keep you informed of any developments in this dossier. However, if you are contacted by Zone 3, please contact Marc Lesage (mlesage@aqtis.qc.ca) or Amélie Dolbec (adolbec@aqtis.qc.ca).

## Application for arbitration regarding Suki Films

In early 2010, some AQTIS member technicians worked on the film *The High Cost of Living* by **Suki Films**, directed by Kimberley Berlin. This film was made without having AQTIS contracts, notwithstanding a unionization application that we made. Following its application for arbitration in May 2010, AQTIS is awaiting a decision from the **Ministry of Culture, Communications and the Status of Women** on this subject. Please notify us, if you are in touch with this company, so that we may advise you about a future production by this firm.



Paul Houde, quiz master, and Charles Lafortune, program host, of the quiz show *Le Cercle*.

## Negotiations are under way with APFTQ, ADISQ and TVA

Further to the bargaining notices that were sent by AQTIS, several rounds of bargaining are now under way or will be getting under way this summer. The foregoing involve two employer associations, namely **APFTQ** (Association des producteurs de films et de télévision du Québec), for Web TV productions that are not included in the current video agreement, and **ADISQ** (Association québécoise de l'industrie du disque, du spectacle et de la vidéo) for captations, DVDs and video clips. Other negotiations have also started with **TVA**, to cover **TVAccès** and **TVA Productions**. These discussions are moving along nicely and will resume in early September.

## Group insurance for members who have double allegiance

AQTIS and **IATSE** (local 514 and local 667) are actively participating in intensive mediation sessions. These discussions are notably aimed at ensuring that members who have double allegiance are not penalized by the fact that they might work on productions where one or the other of these Unions is present. The parties have been making progress, but have agreed to keep their discussions confidential, as long as a formal agreement has not been reached. They will however issue a joint declaration once this whole matter has been satisfactorily resolved.

## Notice to Quebec City members

AQTIS is currently in negotiations with **Productions RPM** whose President is **Pierre Michaud**, with regard to the company's upcoming productions. It is imperative that you call us if you are contacted to work for them. Meanwhile, we will be organizing a September meeting for all the member or permittee technicians in the Quebec City region.

## It's time for you to get involved

To better represent you vis-à-vis the production houses and the industry in general, the labour relations team will be organizing several meetings beginning in September 2010. You will thus be invited to give voice to your opinions and express your needs, and to exchange your ideas and thoughts with other technicians. You will likewise be able to participate in various existing committees or new ones that will be set up over the coming months, notably with regard to the renewal of the film and video agreements.

## Staff Changes

**Departure of Mathieu Lequin** - We are sad to announce the departure of Mathieu Lequin, who has been the Labour Relations Director, since September 2004. *"I would like to thank Mathieu for all he has done, his commitment and the loyalty he has exhibited throughout his time with AQTIS, declared Danny Chalifour. I would like to wish him all the success he so richly deserves in fulfilling his plans for the future."*

**Anne Mathieu, new Director of Member Services** - Anne Mathieu is very familiar with the TV, film and recording industry and the challenges it faces. She has been working in the communications and cultural industry milieu since the very beginning of her professional career. She has been a manager and a consultant with various private public, and parapublic organizations. Anne has a Bachelor of Sociology from Concordia University and an MBA (partial fulfilment) from the University of Ottawa.

# OCCUPATIONAL HEALTH AND SAFETY

Why does AQTIS have to conduct an investigation after every incident or accident?

*Don't be surprised that AQTIS conducts an investigation whenever there is an incident or an accident that takes place on the set. This indispensable intervention seeks to identify, rectify and prevent whatever may have caused the incident or accident to recur.*

With the collaboration of all the stakeholders, such an investigation will have a positive impact upon your occupational health and safety in the workplace, as a result of the findings that will enable improvements to be made to the situation. This process does not seek to attribute guilt, but is designed rather to apply preventive measures to either eliminate the danger or at the very least, manage the risk. This is how one should proceed, after one has secured the premises, taken care of the injured party (see the sidebar) and, if necessary, planned any requisite emergency measures:

## 1 Gather all the relevant information about the event:

The identity of the injured person, the date, time and place of the accident;  
The description of the assigned task when the accident occurred (what was the injured person doing?);

A detailed description (the facts) of the accident: the employee (their training, experience), equipment (broken, inadequate), environment (e.g. slippery floor), identification of the kind of accident, the nature and site of the injury.

## 2 Analyze the information gathered, in order to identify the possible causes:

Lack of training;  
no safety rules;  
unsafe work methods used;  
inadequate work procedures;  
shortcomings in terms of prevention or monitoring activities;  
lack of interest or motivation;  
defective equipment, tools and/or materials;  
dangerous behaviour or conditions.

## 3 Communicate recommendations regarding corrective action to be taken.

## 4 Afterwards, ensure that these recommendations are properly implemented.

## What is an accident, in terms of prevention?

In the area of prevention, the definition of an accident takes on a broad meaning. We talk about an accident even though the event does not necessarily involve an injury or any damage. We thus eliminate the notion of a minor incident or accident. Indeed, **an accident is not serious or minor: it is rather its consequences that are serious or negligible.**

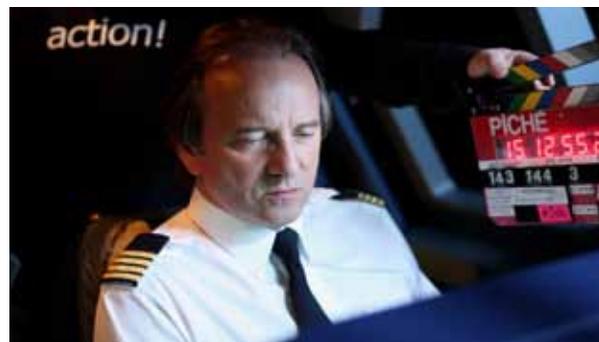
*Yves Charbonneau, AQTIS occupational health and safety director*

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Safety issues can vary from one profession to the next...  
*Michel Côté in the film Piché: entre ciel et terre.*

## AQTIS Occupational Health and Safety: service 24/7!

For all emergencies - 24/7 call: (514) 966-2357

Outside of regular office hours, "emergency" means a danger to the physical integrity of a worker or the application of the right to refuse dangerous work.

## Two indispensable tools: the CSST register and the first aid kit

All accidents must be recorded in the Accident, Incident and First Aid Register, with a description of the injury, symptoms or the incident. This register is provided by the **Commission de la santé et de la sécurité du travail du Québec (CSST)**. This information tool can be very useful to the worker in the event of any aggravation of his or her injuries. The employer is obliged to record work accidents in the register. They must also have the worker sign the record, whereby the latter confirms that they have effectively been the victim of a work accident and indicate the date upon which it took place. (Article 280 of the Act respecting industrial accidents and occupational diseases).

In order to prevent accidents, it is strongly recommended to also record minor incidents in the register. This document should be kept in a place that is accessible and clearly visible, preferably near the first aid kit. The kit must also be placed somewhere that is easy to get to and as close as possible to the workplace. It must be clean, in good working order, complete, transportable and available at all times.