

Your rights **AT WORK**



You have rights at work

Whatever your immigration status, you have rights at work.

The same rules, the same working conditions and the same advantages apply to all workers.

The boss is not lord and master. A union is there to protect you.

To learn the rules and ensure your rights are upheld : speak to your union representative.

In Quebec, the bosses' management rights are regulated by law.

The government has implemented minimum labour standards which apply to all work environments. Wherever they are present, unions negotiate work conditions that are superior to the minimum standards provided by law.

The unions' fundamental mission is to improve their members' working conditions and to uphold workers rights.



Diverse origins
A single union

Other resources

Unions are experts in labour relations but do not necessarily have an answer for everything. Other resources are there to help you exercise your rights in other areas of your life (immigration, housing, learning French, etc.).

CCQCA : Unemployment and social legislation
www.ccqca.csn.qc.ca or 418 647-5824

CTTI : Immigration and labour
iwc-cti.ca or quebec@iwc-cti.ca

BAIL : Housing
www.lebail.qc.ca or 418 523-6177

Le Tremplin : Integration
www.letremplinlevis.com or 418 603-3512

Unionism

In Quebec, unionism is free, autonomous and democratic.

Workers are free to unionize and to join the union of their choice.

Unions are independent from management, from the state and from political parties. They are the only ones mandated to speak on behalf of the workers.

Unions are democratic : workers make important decisions in general assemblies.

Your union is a member of the CSN, a militant and non-partisan Quebec trade union centre. The CSN cares not only about its members' work conditions but also about their living conditions.



Solidaire
depuis 1921

Your local union

Employee benefits

In Quebec, the employee benefit system operates through member contribution and is not necessarily related to immigration status.

A flagship agreement among ten or so countries grants access to Régie de l'assurance maladie du Québec (RAMQ) benefits and access to the card which allows free medical treatment in hospitals.

You are also covered by the group insurance plan provided by your collective agreement. Learn more : your medication could be reimbursed.

In the event of an accident at work, you are also covered by the CNESST.

Some rules apply, including qualifying periods, learn more by asking your union. The latter can also assist you with administrative procedures.