



Coalition for the Abolition of Decrees in the
Public building cleaning Industry



For healthy
competition that
benefits us all

ABOUT US

Le RADIEM is a non-profit organization gathering six (6) administrators working in the janitorial industry and registered in the Quebec Enterprise Register, who have accepted to appear publicly for the needs of a common cause: **clean up the public building cleaning industry** and make it **fair and equitable** for everybody, and not to bend the rules with impunity.

The RADIEM counts more than 150 companies who became members and showed their support. ***The anonymity of these companies is respected.***

The RADIEM is welcoming new members who would like to keep their anonymity, but also members who would like to demonstrate publicly their support towards this cause.

The membership is free and totally confidential to protect the members from possible reprisals from the Parity Committee for the Building Services in Montreal (CPEEP)

United we stand! Join the RADIEM and become a member by visiting the site radiem.ca

THE RADIEM MAINTAINS THAT

The administration of decrees in the industry by the CPEEP in Montreal presents **significant deficiencies** in the management, in the good governance and in the **impartiality** that should an organization with such powers show.

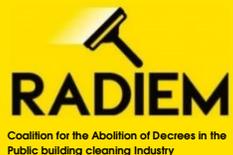
It has been a long time now that experts in that field have been arguing about the **conflicts of interests** inherent to this regime, and the risks of a different treatment for companies whose representative is part of the board of directors.

Since the foundation RADIEM and the communication of the information on the identity of its administrators among the Enterprise Register, the members of the RADIEM have become targeted and noticed a discriminatory treatment from the CPEEP in Montreal.

The RADIEM invites you to consult its statement of case on the Internet Site hereafter:

<http://radiem.ca/>

It proposes 18 recommendations to improve the transparency, governance, and accountability of parity committee.



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THE RADIEM QUESTIONS

the validity and the probity of the **actual model** to administrate the decrees in the cleaning industry, and urges the government to **update the functioning** of the regime of the decrees about the collective convention.

Immediately, the RADIEM recognizes the initiatives taken by the CPEEP in attempting to comply with better rules of governance and transparency, and notices the efforts made by the CPEEP following the **recommendations formulated by RADIEM** during the consultation held at the Parliament of Quebec on October 18th, 2016, about the draft bill 53.



But, is this enough to **protect** all actors of the industry?

The situation in Quebec is unique :

- The parity committee has a power appointed by the government. In Europe, where other regimes of extension and collective agreement exist, it is the government governing and in charge of decrees.
- In North America, where such regime exists, in order to avoid any influence on their other direct competitors on the market, **no representative of company** on board on the employers side can take executive decisions for the whole industry.

Over the last years CPEEP has demonstrated **excess**. Fortunately, RADIEM stepped in to **establish equity among the industry**. RADIEM notices that its interventions worked out, since the CPEEP took initiatives over the last months to present its accounts.

At this point, the RADIEM is stepping among the government to advocate a better transparency and better governance among the decrees of collective convention.