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NATIONAL TREE DAY 2021: 100 TREES PLANTED BY THE CITY OF DEUX-MONTAGNES FOR ITS 100 YEARS



MARIA DIAMANTIS
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During the week of September 20, 2021, the City of Deux-Montagnes carried out the planting of 100 trees in parks and public spaces in the territory. This planting coincides perfectly with the 100th anniversary of the city and the 10th

anniversary of National Tree Day celebrated on Wednesday, September 22.

Of these 100 trees, 25 were planted thanks to the program A birth, a book, a tree, a healthy environment and the parents who have chosen the option of having a tree planted in the name of their child by the city in one of the municipal parks. This planting undoubtedly contributes to the aesthetics of the city's landscape, but above all improves the quality of the environment in

Two-Mountains through the multiple benefits provided by trees. All citizens are also invited to increase the tree cover of the territory by planting trees on their property according to the principle of "the right tree in the right place", which allows a choice that resists the passage of time and the seasons. To help the population make the right choices, Tree Canada offers a Planting Guide as well as a short video produced by its staff: <https://youtu.be/efdVGE7saGw>

Bill 96 public consultations :

'The protection and promotion of the French language in Québec should not be done by infringing on the Québec Charter of Human Rights and Freedoms,' said the QESBA

The UMQ expressed concern that an overly rigorous Bill 96 restricting the use of English could potentially harm people who are vulnerable

Pages 3, 8, 9



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Directors of Youth Protection: Protecting children is OUR PRIORITY!

MARIA DIAMANTIS

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In its 18th annual report, under the theme “Children are our priority!”, the Directors of Youth Protection showcased their resolute determination to improve what must be improved and highlights their renewed, unflagging and unshakeable commitment to combat child abuse.

The report emphasizes the tremendous work accomplished in the last year by the caseworkers and their colleagues. With great devotion, they proactively worked to support and to stay in touch with the children and their families. Thanks to their attentive presence and their interventions the children were well taken care of and many tragedies were avoided.

According to the report here are the provincial statistics for 2020-2021:

1. Number of reports processed: 117,904, i.e. 323 situations involving children reported each day. This is a very slight drop in the number of reports processed compared to 2019-2020.

2. Number of reports pursued: 44,728. This is a 2.7% increase compared to 2019-2020.
3. The acceptance rate for reports was 37.9%, compared to 36.8% last year and 39.3% in 2018-19.
4. The majority of reports came from employees of public organisations (33%); the proportions have remained almost unchanged compared to previous years.
5. The main living environment for children in the care of the DYP is still the family environment (55.4%). A greater proportion of children remain in their family environment (13%).

The regional statistics for 2020-2021 are as follows:

1. Number of reports processed: 11,440, a slight increase compared to last year (11,199 reports processed in 2019-2020).
2. Number of reports pursued: 4,336, an increase of 429 reports compared to last year.
3. The acceptance rate for reports was 37.9%, compared to 34.9% last year.
4. The majority of reports came from employees of public organisations (33.3%), followed by schools (21.1%).
5. The main living environment for children in the care of the DYP is still the family environment (61.0%).



Rosemère Golf course:
The Ministry of
the Environment
will not intervene

MARIA DIAMANTIS

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In a press release dated September 22nd 2021 the city of Rosemère informed the population that following its request for intervention in the former Rosemère golf course file, the Ministry of the Environment and the Fight against Climate Change has responded, after verifying the known facts, that there is no reason for them to act at this time.

In a communication sent to the City’s general management, the Ministry notes that only an activity listed in Annex III of the Règlement sur la protection et la réhabilitation des terrains requires a mandatory characterization of the land and a rehabilitation plan to be submitted to the Ministry. However, the operation of a golf course is not an activity of an industrial and commercial nature listed in Annex III of this bylaw.

Thus, even if a project were to be developed on this land, the owner is not required by law to characterize the land, nor to file a rehabilitation plan, according to the Ministry.

A thorough and independent environmental study required

Although not required by law, the city reiterates that it will require a thorough and independent environmental study at the appropriate time, otherwise the status quo will prevail. This analysis will then be submitted to the public as part of the public consultation process in the event that a development plan is submitted.

Rosemère officials emphasized that the possible decontamination of the land will be subject to citizen consultations since the current zoning of the land does not allow any development on nearly 90% of its surface. Following the consultations, a referendum will be held for the entire population, followed by a referendum for the contiguous zones, at the request of the citizens, in accordance with the applicable law, thus giving Rosemerites the final say in this matter.

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Quebec shouldn't seek 'sovereignty by the back door,' says Julius Grey

Is disturbed neither National Assembly opposition nor Ottawa have questioned Bill 96



MARTIN C. BARRY
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In *Bill 96: The perils of 'pensée unique'* published in the Toronto-based Lawyer's Daily on May 26 this year, Montreal constitutional lawyer Julius Grey wrote that "Those who consider the proposed Quebec constitutional amendment to be purely declaratory with no effect are confusing the content of the amendment with its insertion into the Constitution."

Pensée unique?

Perhaps not everyone is familiar with the term *pensée unique*. When Grey uses it, he is, according to an online encyclopedia, referring to a disparaging expression for mainstream ideological conformism, which is invariably opposed to the views of a dissenting individual.

The expression apparently was popularized by French editor and journalist Jean-François Kahn in the early 1990s, perhaps as he was trying to describe what his English-speaking counterparts had come to refer to as "political correctness." This,

in turn might be understood as a very narrow state of mind that dominates all of an individual's or a society's thoughts and actions.

No one questions Bill 96

In his piece, Grey maintains that "we have become a society of *pensée unique* on controversial questions," as illustrated by some of the pieces of legislation tabled in the National Assembly lately, and he finds it "disturbing that none of the opposition parties in the National Assembly or the four major federal parties has questioned Bill 96 or even its constitutional change."

'Bill 96 and its Constitution amendment may well be one of the instalments' leading towards Quebec sovereignty,

says Julius Grey

elections, so that they might "strike down the amendment and declare that the Constitution of Canada continues to apply in its entirety."

While suggesting that under these conditions some really serious crisis could break out without there being so much as a debate, he said it was to be hoped that Quebec's and Canada's judiciary would feel less constrained by "pensée unique," or political officials' need to win seats in



Montreal human rights and constitutional lawyer Julius Grey notes that no major elected official in Ottawa or in Quebec City has raised any red flags about the Quebec government's proposed Bill 96.

No one disputes 'nation'

Noting that the House of Commons in Ottawa and the National Assembly in Quebec City both now are in agreement on the idea that Quebec is a "nation" and no one (except perhaps, we might add, a certain English-language school board official) is seriously disputing it, Grey goes on to suggest that Quebec society now does indeed resemble such national states as Denmark or Poland.

Although he says one advantage that "nation" status might confer on Quebec is the right of self-determination, he added that "by itself, the recognition of national status adds nothing concrete." He says that "Support for nationalism is rooted in 'identity' not in logic. Whenever 'national' concessions are granted they bring no

real advantage to those in thrall to nationalism, except perhaps some leaders."

The Bill 96 instalment

He theorizes that many Quebec sovereignists "now see independence as possible only on the instalment plan," and that "Bill 96 and its Constitution amendment may well be one of the instalments."

Finally, while noting that Canada obtained its independence similarly in stages, spaced many decades apart at each stage, he speculates that "if such is the goal of the Quebec government, it should state it frankly and openly and not seek sovereignty by the backdoor. All Canadians of both languages deserve that."

READ MORE PAGES 8-9

Incumbent SWLSB chairman Paolo Galati re-elected

'Success for All' team leader begins his second term



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According to polling results for the 2021 Sir Wilfrid Laurier School Board elections on Sept. 26, incumbent chairman Paolo Galati won the race, outpacing challenger Noemia Onofre de Lima.

In the 2021 board elections, the first in a good number of years, voters were called upon to cast votes only for the chairperson position, as all the board commissioners had been acclaimed in September 2020.

The outcome was confirmed at SWLSB headquarters in Rosemère by Cliff Buckland, the returning officer for the 2021 school elections.

For Galati, who was first elected chairman in October 2018 and who ran under the banner of his Success for All team, it marked the beginning of a second term. "Firstly, I would like to congratulate my opponent on her campaign," he told the Laval News the day after the vote.

"A variety of opinions have been voiced and democracy has been served," he continued. "I am pleased that the electors of the Sir Wilfrid Laurier School Board have entrusted me with

this second mandate and I am already back at work."

For her part, Onofre de Lima said she was "not surprised" by the outcome when she was contacted by the Laval News. "Nothing has changed," she said. "The board has been like that for many years." The final tally of votes was unavailable late last Monday morning as we reached our publication deadline.



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OPINION & Editorial



Democracy in action?

Voting: is it a decision based on informed rational thought or a subtle insidious act of seduction?

Do politicians evoke ambivalent, often wrong indefensible feelings in the unwashed masses?

"He's better looking in real life!" A spontaneous remark from a woman seeing the Liberal MP leader in the flesh for the first time, brightened up the day's campaign trail, but for the observer (me), it also throws some light on to how voters form judgements about politicians.

The sensible way, surely, to come to a decision is to read the party manifestos, platforms, and promises they make but hardly ever keep, and policies only they know the meaning of, and to make matters worse, they seldom explain their plans for the universal solvent of elect us and we'll bring you to Utopia.

Failing that, there's a substantial supply of election news as well as websites promising to match your values with what the parties are offering. But who said that we're rational beings? Setting aside individuals who earn a living listening to politicians, mainly journalists and economists, most people probably don't read manifestos or carefully digest interviews with politicians. Of course, many people keep across the news - but how many of us could recite each party's position on controlling eliminating the deficit, like the rest of us have to do with our meager family financial resources taxed beyond morality?

Trying to understand why we vote the way we do has kept sociologists busy for decades. There are theories that we vote according to social class, tribal loyalties to a party or because of strong ideological beliefs. It could simply be a matter of self-interest - that we'll be "better off" with one party's policies over another. No one theory can explain the complicated business of voting preference.

Seems like many theories are losing relevance. The prime thing now is the perceived competence and perceived responsiveness of the politician. You shouldn't underestimate looks, either. It's not about physical attractiveness, it's more about how they look under pressure. There's a crude rule of thumb operating. Voters have a gut reaction to politicians. Why do we say we "like" or "dislike" certain politicians we've never even met? Is it relevant if a politician has odd mannerisms or a grating voice? Does it matter how a politician makes us feel?

For those of us old enough to remember the days of Pierre Trudeau and Robert Stanfield/Joe Clark - think of proud charismatic sensual strong-willed Pierre wiping the floor with rational intelligent successful but dull and boring Robert and meek and much too humble Joe, but at least this Joe was not sleepy, just dull and boring. Throw in the Harpers, Scheers, and O'Toole of our recent national crisis, against the appeal of the cute superficial and errant but unpunished cute guy, and what do you get, another minority government and another \$600 million into the deficit.

In the third millennium, Canadian politics is becoming increasingly personalized. Appearance and character play too big a role in

voters' decision-making. There's nothing new about image-conscious politicians, but what has changed is the amount of attention they get.

Makes me wonder if politicians are responding to ideas about voting behaviour.

A lot more thought goes into the psychology of a campaign partly because we know a lot more about what makes voters respond. Furthermore, if a politician can evoke fear in people about something they will start to pay closer attention to it. For example, taxing the sale of your principal home. Good politicians know these things by instinct.

Also, going for the safe choice can create a culture in which, to a casual observer, politicians look and sound the same. Think of our main party leaders. In talk, they're cut from similar cloth - practiced, well-versed and youngish despite overt differences of skin-deep beauty, colour of skin, height and weight, facial and head-top accoutrements, ethno-origin, radical thinking, and absence of linguistic dexterity.

It makes sense for your lead candidate to be easy on the eye so he can get the message over. Image is very important because people take in an immediate perception and it's important that you ensure that perception isn't negative. If politicians can project an image people feel comfortable with, they stand a better chance of being listened to.

When it comes to personality, voters are mainly looking for competence - but also integrity, leadership and warmth. Thinking and feeling go hand in hand. In any decision-making, including political decisions, how people feel about the information they're being given is important. Emotions help people make decisions. It's an unpredictable world. What people are trying to do is assess someone's character, how they respond to unexpected events. That's a perfectly reasonable aspect of voting.

Alas, for a politician struggling to come across well, the good news is that initial impressions can be shifted. The bad news is that negative information tends to stick in voters' minds more than positive information. The people who know a lot about politics will take facts and policies into account. People who are less engaged will form a view based on feelings and general impressions.

Elections, with the relentless media focus on politics, do provide more time and space for politicians to convey their personalities - for better or worse. While it's generally safety first for voters, being too boring can work against aspiring representative and leaders - so add a bit of excitement and a dash of hope.

When it comes to the vagaries of human nature, as we all know, it's difficult to always, if ever, get it right.

Renata Isopo

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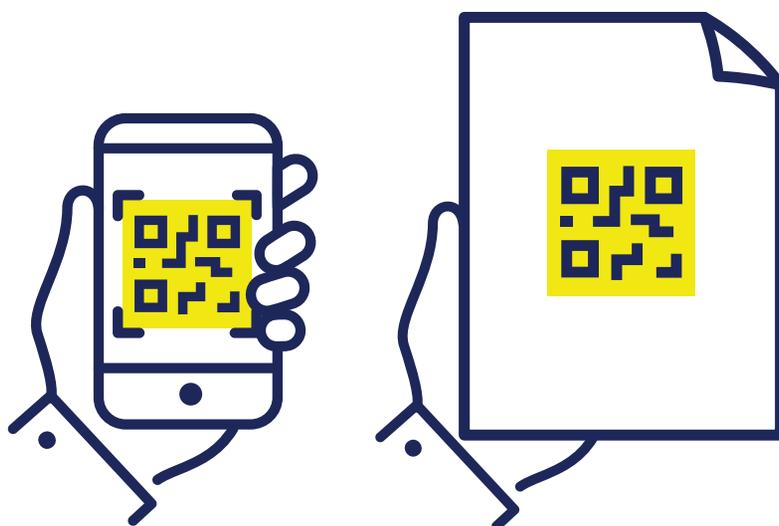
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Situation at Saint-Eustache Hospital deteriorating

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Following months of announcements from the CISSS des Laurentides about the difficult situation in the emergency ward of the Saint-Eustache Hospital, a new press release is highlighting the ever-deteriorating situation of the overworked ER.

The Integrated Health and Social Services Center (CISSS) Laurentian asks the population to avoid the emergency of the Saint-Eustache Hospital for non-urgent health problems and instead using the alternatives to emergency in order to ensure that each person consults in the right place, depending on the nature of their problem.

Residents are asked to consider the following options, regardless of the emergency situation:

- contact Info-Santé 811 by phone to speak to a nurse;
- consult your family doctor;
- see a doctor in a walk-in clinic;
- consult your pharmacist.

As always, the CISSS insists that a



person whose situation requires urgent care should not hesitate to go to the emergency room to receive the essential care they need.

The list of medical clinics offering walk-in consultations by place of residence is available in the resource directory: sante.gouv.qc.ca/repertoire-ressources which also allows patients to get an online appointment depending on the time of day.

If patients have symptoms similar to COVID-19, they should get tested at a screening clinic near them.

The CISSS des Laurentides, thanking its teams for their work with the patients and the population for their collaboration, remains in action to improve the current situation and reassures that every effort will be made to put in place exceptional measures for the retention and attraction of personnel aimed at better meeting the needs of the health and social services network in terms of nursing and cardiorespiratory care, recently announced by the Government of Quebec.

New pediatric clinics for children without a family doctor in the Laurentian region

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The Integrated Health and Social Services Center (CISSS) announced the opening of three new clinics for children from 3 months to 16 years old in need of minor health care.

The child, for whom a parent wishes to obtain an appointment, must meet all these criteria:

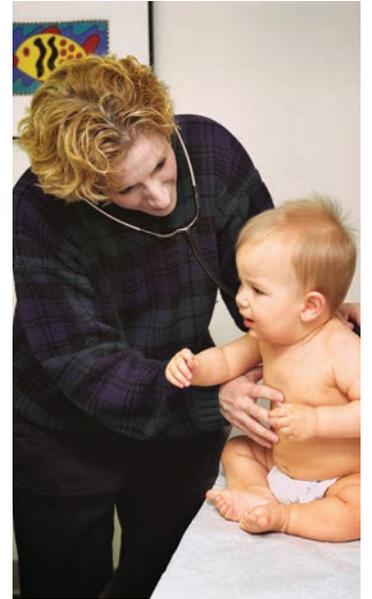
- Not have an appointed family doctor or specialized nurse practitioner.
- Have a minor physical health problem.

In order to allow greater access to the population, these clinics are accessible by appointment only, in Sainte-Agathe-des-Monts, Saint-Jérôme and Boisbriand.

These designated pediatric clinics aim to offer an additional alternative to families in the

Laurentians. By the same token, these clinics will help support emergencies and clinics family medicine in the region.

Strict prevention measures are deployed in the clinics. The CISSS des Laurentides is asking for everyone's collaboration in order to respect the measures in place.



Police-Mall partnership continues

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On September 22, the partnership agreement between Place Rosemère and the RIPTB was renewed, almost fifteen years after the first agreement signed in October 2006.

This agreement continues year after year, responding to a real need for prevention, partnership and customer service. It makes it possible to offer the services of a police officer from the RIPTB directly on the scene and to work in close collaboration with the security guards of Place Rosemère as well as the employees of the shops and businesses. This personalized service makes it possible to assist citizens, intervene quickly and efficiently with customers and tenants, ensure a reassuring presence

during special events, implement prevention projects and offer unparalleled service at Place Rosemère.

"This project is part of the proactive security strategy of the RIPTB, ie crime prevention, proximity to citizens, partnership with Place Rosemère and problem solving through analysis and intelligence of emerging situations. The presence of a police officer at Place Rosemère makes it possible to prevent a big percentage of fraud, shoplifting, theft in vehicles, also allows rapid assistance to citizens and above all increases the feeling of security of customers employers and employees of Place Rosemère", said Inspector Martin Charron of the RIPTB.

"More than ever, our partnership agreement is important. This service is, without a doubt, indispensable and essential, especially in times of pandemic! It helped us ensure the safety of our customers, our tenants and our employees."

added Brian Deslauriers of Place Rosemère. "We would like to thank agent Sébastien Charette for the quality of the work accomplished with

us over the past four years and would like to welcome the arrival of agent Éric Huard.



From the RIPTB Mr. Martin Charron, inspector, Mr. Brian Deslauriers, general manager of Place Rosemère as well as Mrs. Diane Brown, director of operations of Place Rosemère, Sébastien Charette, and Éric Huard of the RIPTB.



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QESBA asks CAQ government to drop 'notwithstanding' sections from Bill 96

'You don't believe there is a decline in French,' language minister tells Anglo school boards



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In a brief presented by the Quebec English School Boards Association to officials in Quebec City last week during public hearings on the CAQ government's controversial updating of Bill 101, the QESBA recommended that several sections of the Quebec Charter of Human Rights and Freedoms and the Canadian Charter of Rights and Freedoms be removed from Bill 96 when invoking the "notwithstanding" clause.

Not by infringing

"The Quebec English School Boards Association and our nine English language school boards believe in the need to promote and protect the French language in Québec and indeed throughout Canada," QESBA president Dan Lamoureux and executive-director Russell Copeman said in the 16-page document they tabled.

"We were the pioneers of French immersion, bilingual programs and now what we call Français Plus. We ensure the success in French for all our students and prepare them to live and work in Québec with pride.

"But that protection and promotion should not be done by setting aside the fundamental rights of Quebecers, nor by infringing on the rights of the English-speaking community of Québec. We ask that the government reconsider some of the provisions of Bill 96."

'Never been more French'

Although the QESBA acknowledged that the French language is in a minority position



From the left, QESBA president Dan Lamoureux and executive-director Russell Copeman delivered the association's brief with recommendations on Bill 96 in Quebec City last week.

in Canada and North America, and that the QESBA recognizes that legislative, regulatory and collective efforts are needed to protect and promote French in Quebec and Canada, they said they felt compelled to observe, while

citing corroborating statistics, that by many measurable criteria "Québec has never been more French than today."

As well, the brief continued, "the protection and promotion of the French language in Québec should not be done by infringing on the Québec Charter of Human Rights and Freedoms," nor "at the expense of the rights of English-speaking Quebecers and their institutions, including our Constitutional rights to control and manage our school system by virtue of section 23 of the Canadian Charter of Rights and Freedoms."

A basic incompatibility

Regarding Section 159 of Bill 96, which unilaterally amends Canada's Constitution Act of 1867 by adding sections stating "Quebecers form a nation" and "French shall be the only official language of Québec" and "the common language of the Québec nation," the QESBA said "this section of Bill 96 seems to be incompatible with section 133 of the Constitution Act 1867 which allows bilingualism in the Québec legislature and in federal and Québec courts."

In addition to these claims, the QESBA maintained that proposed new restrictions in Bill 96 on eligibility for English schooling could adversely affect enrolment in the Anglophone system and discourage foreign nationals from moving to Quebec.

Impact on enrollment

Bill 96 seeks to amend the Charter of the French Language to specify that English-language education certificates for dependent children of foreign nationals temporarily living in Quebec will apply for three years only. Under the present system, the certificates can be renewed as long as the status of the parent remains unchanged.

Although the amendment would affect only foreign nationals, the QESBA asked the government to scrap the clause because of the potential effects on already dwindling enrolment in the English school system. They said it would also hurt Quebec's ability to recruit foreign talent.

QESBA mute on French decline

Quebec Minister Responsible for the French

Language Simon Jolin-Barrette asked Copeman whether the QESBA recognizes that the use of French in Quebec has been declining. "We are not demographers or sociologists," Copeman replied, basically repeating what the QESBA stated in its brief.

"As we stated in our memo, we will not get drawn into a discussion on the relative decline of French ... Are there situations on the island of Montreal? Are there situations elsewhere? Possibly, but this is not our area of expertise. We are here to talk about the impact of Bill 96 on the school network."

French threatened, said minister

Jolin-Barrette persisted. "So, as I understand it, you don't believe there is a decline in French," he said. "Because in Quebec society now, there is quite a bit of consensus to the effect that effectively statistical studies demonstrate – whether it's the OQLF or the Conseil supérieur de la langue française – that there is a decline in French and that French will continue to decline if no measures are taken.

"So, I understand that your organization is not specialized in demographic data. But does your organization acknowledge this decline?" Copeman suggested he had little choice but to give approximately the same answer to what was essentially the same question rephrased.

And the Quebec Nation?

However, the Minister Responsible for the French Language hadn't finished. Noting that the English Montreal School Board (the largest member of the QESBA) had recently denied in a resolution the idea of Quebec being a nation, Jolin-Barrette said he was curious to know what the QESBA thought of that position.

"I think that even as the chairman of the English Montreal School Board himself admitted, the initial resolution was ill-advised," Copeman responded. "This is a conclusion that we share. And the council of commissioners at the English Montreal School Board manifestly came to the conclusion that the resolution was ill-advised, because they annulled it. So, for me that's the end of the story."

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UMQ warns CAQ not to disturb 'linguistic peace' with Bill 96

Uncertainty whether some bilingual municipalities will be keeping their status



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While saying they agree generally with the CAQ government's Bill 96 to strengthen Quebec's French Language Charter, the Union of Quebec Municipalities is advising the provincial government to tread carefully so as not to disturb the "linguistic peace" in municipalities that have bilingual status under the current charter.

The UMQ presented its brief on Quebec's controversial new language legislation last week to the National Assembly's Committee on Culture and Education.

Bilingual status issue

Although neither the summary of major points nor the conclusion in the UMQ's brief referred to the bilingual status issue, item one in their document stated that "the measures foreseen in new articles 29.2 et 29.3 appear to be satisfactory since they will allow them [municipalities] to maintain this status.

"They will thus be able, based on our of the proposed legislation, to continue to offer services in English to their Anglophone population as they do currently." The UMQ presently has around 30 members which are recognized by Quebec as having bilingual status.

Questions Rosemère's status

While the CAQ government pledged early on to continue allowing bilingual status in municipalities where it is warranted by at least 50 per cent English-speaking residents, there is concern the government may fine tune some elements of Bill 96's final draft, potentially impacting currently bilingual municipalities where the number of Anglophones has fallen well below half.

Although several Committee on Culture and Education members raised small points about the UMQ's brief, Parti Québécois MNA for Matane-Matapédia Pascal Bérubé was much harsher in his scrutiny.

"So, you find it acceptable that a municipality that has only 12 per cent Anglophones can have bilingual status?" he said, referring to the Town of Rosemère on Montreal's North Shore.

Employment issues

UMQ president Daniel Côté (who is the mayor of Gaspé in Quebec's Gaspésie region) said that based on the currently prevailing rules, which include recognition of an acquired right, he had no problem with it, if the municipality itself wishes to retain its bilingual status.

Bérubé continued, "If I were to suggest to you that I have here in front of me an employment offer from a municipality that has 12 per cent Anglophones and that is demanding bilingualism as one of three conditions for employment that ended last Aug. 20, do you still find that acceptable?"

Municipal autonomy

Côté answered, "From the point of view where we strive as much as possible to preserve municipal autonomy, while also respecting other linguistic requirements of course, it is municipal autonomy that gets priority, as far as I am concerned."

Bérubé pointed a finger at a second Montreal-area municipality that has bilingual status – Town of Mount Royal.

While maintaining that TMR's English-speaking population now stands at 18 per cent,



UMQ president Daniel Côté upheld officially bilingual municipalities' right to operate in two languages.

he noted (again citing a recent employment offer) that in order to get a job with the town's public security department, applicants are asked to be proficient in spoken and written English.

'Unacceptable,' said Péquiste

After Côté confirmed again that bilingual municipalities have the legal right to operate like this, Bérubé commented: "I don't know whether it's linguistic peace you're out to preserve or peace in your organization.

"But as concerns us, municipalities that have less than 20 per cent [English] in their population and that want to demand knowledge of English for employment, this is an obstacle. This is unacceptable in Quebec."

In its brief, the UMQ, representing 85 per cent of the population in municipalities across Quebec, recommended that Minister Responsible for the French Language Simon Jolin-Barrette allow the province's towns and cities an adjustment period so that they can conform to new measures after Bill 96 is passed.

Impact on city contracts

In another recommendation, the UMQ expressed concern that new language requirements applying to municipal administration might lead to the automatic cancellation of certain major contracts awarded by municipalities should the wording of the contracts (some of which might be with suppliers outside Quebec) fall short of new French-language requirements spelled out in Bill 96.

In their brief, the UMQ also expressed concern that an overly rigorous language law restricting the use of English could potentially harm people who are vulnerable.

Impact on the vulnerable

"In as much as it is our wish that the entire population can communicate easily in French with their municipality, this is unfortunately not yet possible for a number of people, notably for those who have arrived more recently in Quebec or who are older," the UMQ brief stated. "They can run into significant difficulties in understanding certain administrative documents, leading them to call the municipality to obtain information."

Regarding the impact of Bill 96 on administrative matters in municipalities, the UMQ noted that Section 1 of the proposed law would allow the provincial government to demand the annulment or the suspension of the execution of any outsourced contract that didn't meet Bill 96's more exacting French language standards.

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DIRECT? ANSWERS

From Wayne & Tamara

Minimum requirements

Q Every time a holiday rolls around, I get a knot in the pit of my stomach. Once again, I'm going to be face-to-face with all my aunts, uncles, married sisters, and everyone wondering why I'm not married yet. I know I shouldn't care what other people think, but... I've been living with my boyfriend for almost four years, just like any married couple, and he won't marry me.

We share a house and have pretty good jobs. Adam mows the grass and does other husband stuff. I've wallpapered and decorated the house, so it looks really nice. Adam can turn a room into a pigsty in 10 minutes or less, but that doesn't bother me. We have no real disagreements.

But he's got my life on hold. I love him and want to start a family. Sometimes I think about leaving him, but I've been with him this long and keep hoping time will change his mind. I'm afraid to start all over again.

When I talked to my Dad, he said, "Why would a guy want to buy the cow when he's been getting the milk for free?" That hurt my feelings, but maybe Dad's right.

I just can't let go. I want to get married. I brought it up again yesterday, and this time Adam got really mad. He said getting married

would just mess things up. He says once a couple ties the knot, they start acting like old married people and turn into roommates. I don't think it's that big a deal. If he loved me, he would marry me.

Eve

A Eve, I can understand your frustration. Dad's frustrated, too. He has no way to help you.

You want to marry and start a family, and there is nothing wrong with that. But at a minimum, you need a man who wants to be your husband and is ready to be a father. You are living with a man you want to marry. He is living with a woman he doesn't want to marry.

Neither of you has the right to impose your decision on the other. Neither of you has a right to deprive the other of what they want.

Time won't cure what ails this relationship. Allowing more time to pass will only frustrate you and make you feel used.

Hard as it is to face, bad as it feels, each day that goes by proves to Adam this relationship can continue without marriage. Time won't turn you into this Adam's Eve.

Wayne & Tamara

Calling Lloyd's of London

Q I've been involved with a married woman for two years. My divorce was five years ago, and Pamela's divorce will be final in a few weeks. We are committed to each other and plan to marry this fall.

My dilemma? I'm not the jealous type, but lately I have begun to feel insanely jealous. I never felt this way about my first wife or any of the women I've dated.

Is this common? Will it go away after the wedding? As insurance, should we get counseling?

Ian

A Ian, It's not jealousy you feel but fear. You're not worried about other men's interest in Pamela so much as her interest in other men. For the first time,

you're able to put yourself in her husband's shoes, and it feels like a nightmare.

You want insurance from being hurt, from going through another divorce, from what she might do to you. You were talking about insurance because you think you're going to get burned, but not even Lloyd's of London can ensure the success of this marriage.

If you have doubts now, why do you think marriage will change things? If you go down the aisle with doubts, on the way out of church, you'll be wondering who she is looking at. Is she smiling at him, or him, or him...?

Wayne & Tamara

Wayne & Tamara Mitchell are the authors of YOUR OTHER HALF (www.yourotherhalf.com)

Send letters to: Direct Answers, PO 964 Springfield, MO 65801-0964 or email: DirectAnswers@WayneAndTamara.com



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3 tips for at-home workers

Working from home has its perks but for some people, it can be more challenging to remain on task. Here are some tips for being efficient, productive and motivated if you work from home.

1. Have a fixed schedule

To stay focused when working from home, many people benefit from having a fixed schedule that reflects the average nine-to-five workday, complete with the standard coffee and lunch break. Having a set schedule also means truly logging off when the workday ends. Let your colleagues know when you'll be reachable.

2. Invest in your office

Working from home is much more pleasant and productive when you have a good work setup. Get the furniture and equipment you need to work in comfort. An ergonomic chair and desk are essential, as is good lighting. In addition, now may be the time to invest in that second monitor, those noise-cancelling headphones or that fancy espresso machine.

3. Stay in touch with colleagues

For many people, the lack of face-to-face interaction with co-workers and clients is one of the main challenges of working from home. Find ways to stay in touch with your colleagues, whether it's through videoconferencing, telephone calls, online messaging or the occasional in-person meeting.

The most important thing is to figure out what works best for you, as everyone has their own style of working. Don't be afraid to try different approaches, and don't get discouraged if it takes time for you to find your groove.

How to avoid hiring the wrong candidate

Poor recruitment practices can cost a business a lot of money. Here are some tips for weeding out unsuitable candidates and finding the best person for the job.

Be clear about your expectations

Your job posting should be as precise as possible. Include the qualifications and experience you require from the candidate, the tasks the job entails and, if applicable, the duration of the employment contract. This will help to limit the number of applicants and attract the talent that truly meets your company's needs.

Verify candidates' qualifications

Ask technical questions and administer aptitude tests to ensure that candidates have the skills and qualities they profess to possess. In addition, be sure to check up on their references in order to form a better idea of their past job performance and personality. If they have no references, that's a big red flag!



Watch out for "job hoppers"

Hiring and training new staff is costly, so be on the lookout for people who switch from one job to another on a regular basis. Frequent job changes and gaps in candidates' resumes are possible indicators of a lack of commitment.

Once you find the person you want to hire, consider instituting a trial period before you fully bring them on board. At the end of this interlude, both you and the new hire will be free to continue or terminate the collaboration.

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In Memoriam & Obituaries



Lucie Auclair Coulombe
1919 - 2021

At the Élyme des Sables, palliative care home of Sept-Iles, on September 26, 2021 passed away at the age of 102 Mrs. Lucie Auclair wife of the late Mr. Didace Coulombe. Mrs. Lucie Auclair Coulombe is survived by her children: Jocelyne (Mario Rioux), Paulette (André Robidoux), Christianne (Charles Dumont), Danielle (Normand Proulx), Michel (Jasper Coulombe) and Marie-Claude (Jean-René Nadeau), Jude (Louise Blackburn), Langis (Suzanne Coulombe) and Patrick (Johanne Otis), her grandchildren and her great-grandchildren



Lise Poirier Levesque
1953 - 2021

At the CISSS of Sept-Iles, on September 15, 2021, Mrs. Lise Poirier passed away at the age of 68. She was the wife of the late Mr. Normand Levesque. She is survived by her daughters Mélissa and Stéphanie (Stéphane Richard), her grandchildren Loïc and Maïka, her sisters Louise (Jean-Marie Lacasse) and Monique, her brother Daniel (Suzanne Guillemette), her brothers-in-law and sisters-in-law as well as her nieces and nephews.



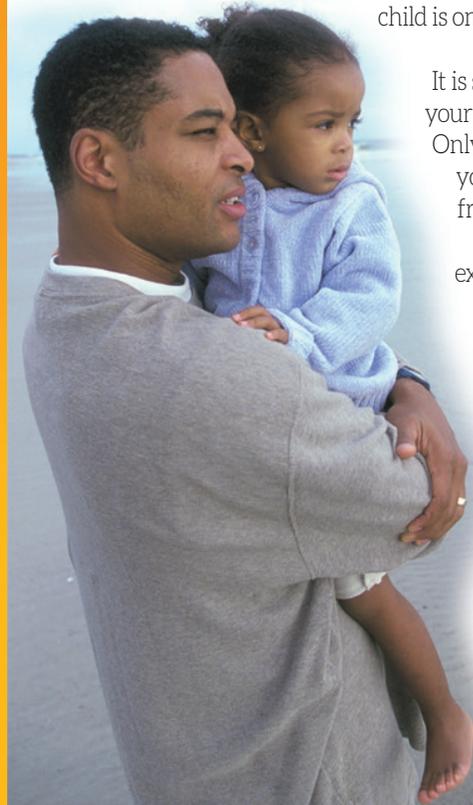
Surviving the loss of a parent

Usually, the parents are the first to go. More often than not, unless a sickness or an accident alters the normal course of things, the children must mourn their parents. However, mourning the people who gave you life, the people you love who taught you everything, is never easy and it can change a child forever.

An intimate bond is broken with the loss of a mother or a father. With such a strong attachment, the sorrow can be extremely difficult to overcome. Shedding tears, being sad and heartbroken, are normal and essential steps in the mourning process. The grief of an orphaned child is one of the greatest hardships in life.

It is strongly suggested that you share your pain with the people close to you. Only by living through your grief can you overcome it. Feeling angry and frustrated, or relieved and at peace, are other feelings that some will experience. If your loved ones were suffering or if you lost them in an event that you feel was unfair, it is quite normal to experience a range of emotions. However, mourning and grief are always unique and personal.

Sharing your memories with the people who are still here and talking about the beautiful moments you shared together is one way to overcome your anguish. Psychological support can help you get through the difficult days, months, or even years.



LÉVESQUE, Fernande (Bérubé)
1921 - 2021

In Sept-Îles, on September 17, 2021, Mrs. Fernande Lévesque passed away at the age of 99, wife of the late Jean-Marc Bérubé and domiciled in Sept-Îles. She is survived by her children: Janine (Edmond Côté) and Fernand (Lorraine Collin), her grandchildren, great-grandchildren, great-great-grandchildren as well as her brothers, sisters, brothers-in-law, sisters-in-law, nephews, nieces and friends.



DESCHAMPS, Denise
1934 - 2021

In La Vallée des Roseaux, on September 24, 2021, at the age of 87, Mrs. Denise Deschamps passed away, wife of the late Mr. Rosaire Cimon, daughter of the late Mrs. Marie-Blanche Tremblay and the late Mr. David Deschamps. She lived in Baie-Comeau. She is survived by her sons: Daniel (Yolande Jean) and the late Bernard; his grandchildren: David, Samuel, Joanie and Rémi; his great-grandchildren: Marc, Antoine, Noah, Michel and Béatrice; his brother Dorien, his sisters-in-law: Pauline and Normande as well as his nephews, nieces, cousins and friends.



LAROUCHE, Richard
1944 - 2021

Mr. Richard Larouche passed away at the CIUSSS de Chicoutimi on September 19, 2021 at the age of 77. He was the husband of Mrs. Georgette Tremblay, son of Mr. Henri Larouche and Dame Adèle Lapointe and resided in Les Escoumins. In addition to his wife, Mr. Larouche is survived by his daughter Danielle (Mario Landry) and his grandchildren: Adam and Arnaud. His brothers and sisters, as well as brothers-in-law, sisters-in-law, cousins, nephews, nieces and friends.

Contact us today to place an obituary or in memoriam in our next issue
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HOROSCOPE

Week of **OCTOBER 3 TO 9, 2021**

The luckiest signs this week:
SCORPIO, SAGITTARIUS AND CAPRICORN



ARIES

At work, you'll gather your colleagues or clients together for the exciting occasion of signing a large contract or ending a conflict. When it comes to matters of the heart, you'll receive a sign of commitment. If you're single, you'll be coveted.



TAURUS

Your work or health will be front of mind. In either case, you'll resolve the issue and take big strides to improve your circumstances going forward. In your love life, an important conversation will help you get your emotions in order.



GEMINI

You owe it to yourself to invest in some self-care. You'll be applauded for one reason or another and put on a pedestal. You'll have a lot to be proud of. As for matters of the heart, you need to be more consistent about turning passion into affection.



CANCER

Happiness is within you. When you find it, the joy will radiate from your heart throughout your home, to family and other loved ones. It's sure to spread. Every day has its share of happy moments.



LEO

You'll have a lot of running around to do, both for work and your personal life. You'll have your concerns about social contact, but basic hygiene measures will help. In your love life, the words you use will be a reflection of your emotions.



VIRGO

You'll double down on your efforts at work, which will allow you to generate some extra income. Your zeal will lead to a promotion from your boss. Additionally, remember to be generous in your love life and you'll receive the same in return.



LIBRA

There's a lot happening around you. Not only will you find yourself with a massive workload, but many activities will be added to your social calendar at the last minute. You'll find the right balance between leisure time and your responsibilities.



SCORPIO

This week, the atmosphere will be rather ambiguous. You might try to paddle against the current, but it's best to just let it guide you to safety. Stress will force you to listen carefully to what your body tells you.



SAGITTARIUS

You could make a few new friends online or expand your network of contacts. It won't always be easy to balance your work and family life with such a busy schedule. What you need is to better manage your time.



CAPRICORN

You'll struggle to finish an overwhelming amount of work in multiple areas of your life. You'll manage to complete everything on time though. A bit of fun will put a smile on your face; treat yourself to a co-medy show or something similar.



AQUARIUS

You'll organize a lovely getaway at the last minute. You'll be in the mood for a learning experience, which will inspire you to pursue a new and exciting career. You'll explore new horizons as you break out of your routine.



PISCES

Your soul is full of passion and dreams, and your ideas are beyond words. To make your desires a reality, you'll need to be determined and bold. Don't try to please everyone, but rather build your world as you envision it.

Coffee Break

CROSSWORDS

PUZZLE NO. 096

1	2	3	4	5	6	7	8	9	10	11
12			13					14		
15			16					17		
			18			19	20			
21	22	23		24	25			26		
27					28			29		
30				31			32	33	34	35
			36	37				38		
39	40	41		42		43	44			
45			46			47	48			
49				50	51			52	53	54
55				56				57		
58				59				60		

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ACROSS

- ___ Wednesday
- Not this
- Take off, as clothes
- Service charge
- Roomy
- List of dishes
- Roofing material
- Breakfast flakes
- Type of snake
- Remorse
- Bridge payment
- Milky stone
- Lacking moisture
- Hunch
- Zeros in
- Make ready to publish
- Lodging house
- Scored on serve
- Brink
- "The ___ Boat"
- Finished dinner
- Single
- Unfold

- Game tile with dots
- To each his ___
- Yoked beasts
- Salad-bar items
- Ice arena
- Female wool-givers
- Noah's transport
- Wraps up
- Printer's term
- Cheerful
- Become a member of
- Powdery
- Roof of the mouth
- Popular street name
- Hitch
- Unusual
- Hawaiian necklace
- Group of judges
- Parlors
- Spurned
- Dirty Harry, e.g.
- Abel's mother
- Cozy place
- ___ Quixote
- Reverse
- Poison
- Change, as text
- Sing like the Swiss
- Signs
- Sharp-witted
- Admiration
- Witch
- Historical epoch
- Heaven

DOWN

- Fore's opposite
- Ocean
- This lady
- "___ the night before..."
- African animal, shortly
- Citrus beverage
- Land
- Urban problem
- Got word

Sudoku

PUZZLE NO. 821

			2	3				
9						8		7
1			5		9	4		
		4		5	6	9		
	5			4				2
		8			1			
7	3							
		1		9	5			

HOW TO PLAY:

Fill in the grid so that every row, every column, and every 3x3 box contains the numbers 1 through 9 only once.

Each 3x3 box is outlined with a darker line. You already have a few numbers to get you started. Remember: **You must not repeat the numbers 1 through 9 in the same line, column, or 3x3 box.**

Last Issues' Answers

CROSSWORDS

S	T	A	G		A	W	E		S	T	O	W	
H	E	R	O		M	O	W		C	O	V	E	
Y	A	M	S		O	R	E		R	E	A	R	
				S	A	N	D		I	S	L	E	
T	I	R	I	N	G		P	O	P				
A	D	A	P	T		B	E	T	T	O	R	S	
L	E	I		H	A	U	N	T		V	I	E	
C	A	L	M	E	S	T		E	V	E	N	T	
				I	M	P		D	R	I	N	K	S
A	M	P	S			S	O	S	O				
H	O	L	E		H	I	M		L	O	B	S	
O	D	O	R		E	R	E		E	A	R	L	
Y	E	W	S		W	E	D		T	R	A	Y	

Sudoku

3	6	8	2	1	9	5	7	4
7	4	9	3	6	5	2	1	8
1	5	2	7	8	4	6	3	9
4	1	3	6	5	2	9	8	7
5	9	7	4	3	8	1	2	6
8	2	6	1	9	7	3	4	5
9	8	4	5	2	3	7	6	1
2	7	1	9	4	6	8	5	3
6	3	5	8	7	1	4	9	2



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