

# **PROPOSALS AND AMENDMENTS FROM AFFILIATED ORGANIZATIONS**

Adopted by the pre-convention committee  
on December 14, 15, 16 and 17, 2020



## ***Motions from affiliated organizations***

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### **Syndicat des travailleuses et travailleurs de PJC entrepôt – CSN (02-25-097)**

Whereas, between the time that the CNESST issues a decision following an opinion from the BEM (bureau of medical evaluation) and the time that a worker contests that decision, the CNESST ceases to pay benefits to that worker;

Whereas the insurer refuses to pay benefits to the worker because it relies on the opinion of the BEM rather than that of the attending physician. The insurer should consider the opinion of the attending physician, because he or she is attending in order to evaluate the worker's impairments and limitations;

Whereas employment insurance refuses eligibility because it does not regard time off work with CNESST benefits as hours worked.

#### **Proposed:**

**That the CSN demand that the government bodies establish exceptional measures to provide workers who are victims of workplace accidents with better economic support during all levels of the contestation process (ex.: CNESST, BEM).**

**That the CSN demand that the government bodies modify the eligibility criteria for employment insurance so that time off work with CNESST benefits is treated as hours worked, so that workers can receive benefit payments while a contestation process is under way.**

<b>The Pre-Convention Committee recommends that this motion be carried and referred to a subsequent meeting of the Confederal Council.</b>
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## **Conseil central du Montréal métropolitain**

Whereas the importance of mobilizing against systemic racism and hence against all forms of racism, whether conscious or unconscious, that have intended or unintended cumulative discriminatory effects, especially in the labour market;

Whereas a number of our affiliated unions have come to us for advice on cases of racism in their workplaces;

Whereas trade unionism is a movement that must rally and organize workers of all ages, sexes, origins, cultures, gender identities, colours, sexual orientations, civil statuses, religions, political convictions, languages, social conditions, and disabilities;

Whereas groups protected by the Québec Charter of Human Rights and Freedoms, and in particular racialized persons, are persistently under-represented on union bodies such as union councils, executive committees and union committees, even though these groups have an ever-growing presence in the Québec and Montréal labour markets;

Whereas existing government policies on equal access to employment are insufficiently applied;

Whereas trade unionism must be a driving force for social change and solidarity to defend all workers;

Whereas the involvement of trade unions in this struggle against systemic racism can be effective in restoring to these struggles the political and social dimensions that are rightly theirs.

### **Proposed as follows:**

- 1. Develop an action plan for all CSN-affiliated unions to fight systemic racism.**
- 2. Support the CSN's affiliated unions in the implementation of this plan so as to ensure that on all union bodies, racialized persons are represented in proportion to their numbers in the labour market.**
- 3. In preparing this action plan, follow the recommended method in plans for equal access to employment by performing a statistical analysis of the current representation of racialized persons (members of visible and ethnic minorities), women, persons with disabilities, and Indigenous persons.**
- 4. Create, within every CSN union body, spaces where racialized persons can collectively express their experiences on the labour market and within the CSN, and gather their personal accounts and contributions.**

5. Demand to be involved, as a union organization, in the development and implementation of these plans for equal access to employment, and to expand the implementation of these plans to all businesses, as is the case for pay equity.

**The Pre-Convention Committee recommends that this motion be reworded and merged with the motion from the Syndicat des travailleuses et travailleurs du CIUSSS du Centre-Sud-de-l'Île-de-Montréal (CSN) and referred to a subsequent Confederal Council meeting.**

**The new wording would be as follows:**

**Proposed:**

**To make union structures inclusive and representative**

That the CSN develop an action plan against systemic racism for all of its affiliated unions in order to support them in welcoming and integrating members of racialized groups and Indigenous persons into their practices, structures and bodies;

That the CSN encourage the development of numerical indicators to ensure monitoring of the progress of racialized and Indigenous people in union bodies, following the recommended method in plans for equal access to employment, and perform a statistical analysis of the current representation of racialized persons (members of visible and ethnic minorities), women, persons with disabilities, and Indigenous persons;

That the CSN adjust and correct those rules of management and practice in union bodies that might potentially exclude or disadvantage persons from groups that are victims of discrimination;

That the CSN create, within its union bodies, spaces where racialized persons can collectively express their experiences on the labour market and within the CSN, in particular by gathering their personal accounts and contributions.

**To make workplaces free of discrimination**

That the CSN support its federations, central councils and affiliated unions in demanding the implementation of corrective measures to ensure that persons from groups that have been victims of discrimination are represented in proportion to their presence on the labour market in all types of jobs at organizations and businesses where employees are represented by CSN affiliates;

That the CSN demand to be involved, as a union organization, in the development and implementation of plans for equal access to employment, and that it demand that the implementation of these plans be expanded to all businesses, as is the case for pay equity,

That the CSN commit to encouraging an inclusive, intersectional model of workplaces through the implementation of numerical representation objectives and the imposition of an obligation to achieve results in their attainment.

## **Conseil central du Montréal métropolitain**

Whereas the decades of neoliberalism and of disinvestment in public services in Québec;

Whereas the needs of the population with regard to public services;

Whereas the constant deterioration in working conditions in the public sector for the past several decades;

Whereas the major deterioration in the services provided to the public;

Whereas the urgency of reinvesting massively in Québec's public services;

Whereas the effects that austerity measures have had on the entire economy, including the private sector.

### **Proposed:**

**That over the coming three-year term, the CSN conduct a campaign to raise awareness of the realities of workplaces after decades of austerity and to emphasize what has been lost through underfunding of public services.**

<b>The Pre-Convention Committee recommends that this motion be incorporated into Executive Committee Policy orientation 4 (Post-COVID Recovery) and dealt with at this convention.</b>
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**Syndicat des travailleuses et travailleurs des Laurentides en santé et services sociaux (STTLSSS) (08-08-068)**

and

**Fédération du commerce (CSN)**

“Give ourselves the tools we need to win our battles”

Background

Many of us wonder what are the best ways to meet the challenge of improving union life between rounds of bargaining for new collective agreements. How can we convince more workers that the union movement is relevant to their lives and that it is important for them to get involved in it? To give ourselves the tools we need to win, we propose to lean on the most important thing for a union: the strength of our members. Trade unions that get close to their members by listening to them can identify the battles that should be waged, and these workers, through collective action, come to know their own strength and power. In other words, union experience forges union consciousness, and the ability of unions to secure gains in their workplaces paves the way for greater victories.

When we are negotiating collective agreements, we bring all of these principles to the forefront. But once collective agreements have been signed, we focus on defending individual members while often neglecting the most important aspect of the union movement: solidarity. For a true union life to exist in our workplaces, we must redeploy our forces far more widely in the field. But such a redeployment will be possible only if the CSN provides support to local unions, and especially to local unions that have hundreds or thousands of members working at multiple institutions.

At the Confederal Bureau meeting on November 29 and 30, 2018, the work plan on the union life of the CSN was amended to include “union organizer” training for all of the CSN’s elected officials and employees. The purpose of this training is to develop the skills that these officials and employees need to conduct mobilization and collective action campaigns during periods of labour peace (that is, outside of periods of collective bargaining). This training would include, for example, tools to help union brothers and sisters to identify the natural leaders in their workplaces and the issues that are important for their members, as well as to develop campaigns focused on organizing solidarity and taking collective action to achieve our objectives.

The matter of union life was central to the last CSN convention, and accordingly, two important motions were carried: one on union life, the other on improving our practices and operations. These motions resulted in the CSN operationalization plan. The following motion would complete the objectives concerning union life in this plan.

Whereas the operationalization plan put in place to improve certain practices at the CSN;

Whereas we must give ourselves the tools we need to achieve our ambitions;

Whereas strong, lasting solidarity among all workers enables them to fight more effectively for their rights and for better working conditions;

Whereas democratizing the CSN's practices increases the participation of our members in our decision-making and our actions;

Whereas restoring power to our members will let us fight apathy and forge union consciousness;

Whereas additional resources are needed to make union life in the CSN's unions more dynamic;

**Proposed:**

**That the CSN provide its unions with an additional budget so that they can prepare a work plan for developing a union life oriented toward collective action;**

**That this budget be distributed in particular on the basis of the number of members and institutions in each union;**

**That unions wanting to make use of this budget be required to participate in the "union organizer" training (training in mobilization-based union life) offered by the CSN once this program is ready to go, by summer 2021.**

**That responsibility for the implementation of this motion be assigned to the Third Vice-President of the CSN and the central councils, in cooperation with the federations;**

**That the elected officials and employees of the central councils and federations work together on the redeployment necessary for these mobilization campaigns.**

<p><b>The Pre-Convention Committee recommends that this motion be referred for analysis and recommendations, as part of the work on union life following from the 19 recommendations in the <i>Vers le FDP du Centenaire</i> report, which was adopted by the Confederal Bureau at its meetings in December 2019 and January 2020.</b></p>
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**Syndicat des travailleuses et travailleurs du CIUSSS de l'Est de l'Île de Montréal  
(08-09-103)**

The realities facing the CSN's public sector unions have changed considerably since the merger of the certifications in 2017. For example, the challenges related to communication with members and management of union treasuries have changed completely. Since the union-affiliation vote, many of us have been talking about improving union life. But how are we going to meet that challenge if we cannot consolidate the structures of our unions? These changes in the realities of our unions have made the work of union activists harder and more complex.

The members who have been elected to leadership positions in their unions are first and foremost workers, and not necessarily managers. It is therefore important for the CSN to support unions that are having problems, so that they can consolidate their operations and then redeploy both in terms of union life and in terms of democracy.

Whereas the changes in the membership and structures of several of the CSN's public-sector unions;

Whereas how the unions' needs have changed relative to the services that the CSN provides them;

Whereas how important it is for the CSN to consolidate the operation and structures of its unions.

**Proposed:**

**That a committee be formed to make recommendations for reviewing the entire basket of CSN services and adjusting them to the organizational realities of the CSN unions that have several thousand members.**

**That this committee be composed of one representative from the CSN, one representative from each of three (3) local unions from different federations and regions, one representative from a federation, and one representative from a central council.**

<b>The Pre-Convention Committee recommends that this motion be referred for analysis and recommendations, as part of the work on union life and the operationalization plan and be referred to a subsequent meeting of the Confederal Council.</b>
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**Syndicat des travailleuses et travailleurs du CIUSSS du Centre-Sud-de-l'Île-de-Montréal (CSN) (08-09-400)**

**Motion against systemic racism**

Whereas systemic racism and discrimination are defined by the cumulative disproportionate effects of exclusion that result from conscious and unconscious prejudices and stereotypes;

Whereas trade unionism must promote inclusion and equality;

Whereas the Confédération des syndicats nationaux has the goal of promoting and safeguarding the occupational, economic, social, moral and political interests of workers without distinction as to culture, nationality, sex, sexual orientation, language, or beliefs;

Whereas the Québec Charter of Human Rights and Freedoms ensures intrinsic protection against all forms of discrimination, which includes systemic racism;

Whereas the unions are the sole bargaining agents for collective agreements;

Whereas the CSN will never tolerate any form of discrimination or harassment on any of the aforementioned grounds;

Whereas the CSN and its federations, central councils and affiliated unions are definitely institutions that can generate and perpetuate systemic discrimination but also have the means to put an end to it.

**Proposed:**

**That the CSN implement an action plan to support its affiliated unions in welcoming and integrating people from racialized groups and Indigenous people into their practices, structures and bodies;**

**That the CSN encourage the development of numerical indicators for monitoring the progress of racialized and Indigenous people in union bodies and on the labour market;**

**That the CSN adjust and correct those rules of management and practice in union structures that might potentially exclude or disadvantage persons from groups that are victims of discrimination;**

**That the CSN support its federations, central councils and affiliated unions in implementing corrective measures to ensure that persons from groups that have been victims of discrimination achieve fair, equitable representation in all types of jobs within organizations and businesses in which these bodies represent CSN members;**

**That the CSN commit to promoting an inclusive, intersectional model of workplaces through the implementation of numerical representation objectives and the imposition of an obligation to achieve results in their attainment.**

**The Pre-Convention Committee recommends that this motion be reworded and merged with the motion from the Conseil central du Montréal métropolitain.**

**See the new wording under the motion from the Conseil central du Montréal métropolitain.**

Current wording of the CSN Constitution and By-laws	Resolutions from affiliated organizations	Recommendations of the Constitution and By-laws Committee	Recommendations of the Pre-Convention Committee
<p>Article 21.01 a) come from a union, i.e., be a dues-paying member of a union in good standing with the CSN and have an employment relationship with the employer covered by the union's certification or be covered by the union's scope of representation when this jurisdiction does not refer to an employer;</p>	<p>08-11-257</p> <p>Le Syndicat des travailleuses et des travailleurs du CHU de Québec – CSN proposes :</p> <p>Article 21.01 a) come from a union, i.e., be a dues-paying member of a union in good standing with the CSN and have an employment relationship with the employer covered by the union's certification or be covered by the union's scope of representation when this jurisdiction does not refer to an employer;</p> <p><b>In the event of a change in union affiliation during the term of an officer sitting on the Executive Committee, the Confederal Bureau or the Confederal Council, the officer must leave office and the vacancy will be filled by election at the next meeting of the CSN Confederal Council;</b></p>	<p>The Constitution and By-laws Committee recommends that this motion be rejected.</p>	<p>The Pre-Convention Committee recommends that the motion from the Constitution and By-laws Committee be carried.</p>

<p>Article 53 f) creating the commissions or committees that it deems useful, defining their mandates, disposing of their reports and electing the members of confederal committees;</p>	<p>La Fédération de la santé et des services sociaux (CSN) propose:</p> <p>Article 53 f) creating the commissions or committees that it deems useful, defining their mandates, disposing of their reports and electing the members of confederal committees;</p> <p><b>In the event that a member of a confederal committee resigns during their term, the Executive Committee will issue a 30-day notice prior to the election to the vacant office;</b></p>	<p>The Constitution and By-laws Committee recommends that this motion be accepted and referred to a subsequent meeting of the Confederal Council.</p>	<p>The Pre-Convention Committee recommends that the motion from the Constitution and By-laws Committee be carried.</p>
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