

## **RESOLUTIONS**

**FROM THE CSN EXECUTIVE  
COMMITTEE AND FROM  
AFFILIATED ORGANIZATIONS**

## **AMENDMENTS**

**TO THE CSN CONSTITUTION  
AND BY-LAWS AND  
THE CSN RULES OF ORDER**

# **VOIR LOIN, VISER JUSTE**



**65<sup>th</sup> CSN Convention  
Montreal – 2017**



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# RESOLUTIONS FROM THE CSN EXECUTIVE COMMITTEE

## PROPOSAL ON UNION LIFE

**We cannot ignore the fact that our organization is facing a difficult period.**

Significant membership losses in the health and social services network and the megastructures created in the wake of Bill 30 pose significant challenges to union life. We are, moreover, already working to support our new unions by putting these new union structures in place (constitutions, bylaws and union meetings, for example).

We are currently evaluating the outcome of the raiding period. We must act quickly so that we can learn valuable lessons in preparation for the next vote to change union allegiance.

In addition, all CSN unions, regardless of the sector in which they operate, are facing new realities: preparing the next generation of union leadership, member participation, mobilization, new realities of the work world, etc.

The 65<sup>th</sup> Convention will debate union life in our affiliated unions and will respond to their needs.

It's time to get to work, all across Québec! The proposal submitted by the Executive Committee calls for significant coordination between our Central Councils and Federations.

We should also note that the Confederal Council of December 2012 adopted the Report of the Committee on Services, which was established by resolution of the 63<sup>rd</sup> Convention in 2011.

Several of these resolutions were aimed at improving the support offered by the CSN in terms of financial resources, while others targeted the union life of affiliated unions.

The work begun in December 2012 must be continued and strengthened so that member organizations support all member unions in union life affairs.

**A STRONG CSN IS THE PRODUCT OF UNIONS  
WITH A STRONG, DYNAMIC UNION LIFE.**

**A STRONG CSN IS A UNION ORGANIZATION WHICH IS  
SUPPORTED BY STRONG AFFILIATED ORGANIZATIONS.**

## Proposal

### UNION LIFE

**Whereas**, the December 2012 Confederal Council on services adopted resolutions including those on union life;

**Whereas** there is a need to strengthen union life within the trade unions affiliated with the CSN;

**Whereas** the Federations and Central Councils must make every effort to coordinate their activities and strengthen the union life;

**Whereas** there is a need to adequately answer unions' requirements for strengthening union life;

**Whereas** Bill 10 has consequences for union life within the larger structures of the health and social services network;

**Whereas**, the 64<sup>th</sup> Convention voted resolutions on union renewal;

**Whereas** the Confederation must stand with member organizations in this important effort to consolidate union life among our affiliated unions;

#### **BE IT RESOLVED:**

- a)** That all Central Councils, in cooperation with all Federations in their territories, in continuity with the resolutions arising from the report of the Services Committee, shall undertake an analysis of the union-life needs of their unions, and shall present a status report to a meeting of the Confederal Council preceding the federation conventions.
- b)** That this work be completed no later than December 31, 2017.
- c)** That the CSN Orientation Committee shall have a mandate to coordinate this work and to develop an action plan.
- d)** That a status report shall be presented to the federation conventions in spring 2018.

## NOTES

[illegible]

## ACTION PLAN

### AFFECTING POLITICAL SPHERES OF ACTIVITY THROUGH UNION ACTION

Since the election of the Couillard Government, labour and popular movements have taken the offensive against austerity policies, which the Government has applied methodically and relentlessly.

As part of this movement, which has spread all across Québec, the CSN, beginning in August 2014, became very active, supporting the mobilization of its members to defend the vision of a Québec state that assumes a significant role in regard to better sharing of wealth: public services and social programs that meet the needs of the population, policies for job creation that respect sustainable development, progressive social laws and a fairer tax system. This struggle is also aimed at improving the quality of jobs in the public sector.

Despite all our efforts, alongside our allies in other progressive organizations, the Liberal Government, with its majority, has continued its inexorable demolition of the strong, interventionist social state that distinguishes Québec from the rest of North America. Much like elsewhere in the world, the concept of “smaller government” through balanced budgets, debt financing and privatization of services has outweighed all other considerations. The ability of the Québec state to achieve its goals has been totally compromised.

The Liberal Government, following this ideological zero-deficit spiral without ever seeking new revenue, has imposed its remedy of starving public services instead of focusing on economic development. The

government’s goal of dismantling the Québec state has been advanced, first in its determination to spend disproportionate amounts of money on the *Fonds des générations*, and then continuing to pursue austerity measures despite achieving a surplus in 2015–16.

At this rate, if we do not stop them, we will resemble other Canadian provinces in terms of taxation and the lack of a robust social safety net. Worse still, we will shift further toward the economic and cultural Americanization of Québec.

The weak reinvestments announced in the last budget, along with the continuation of surplus payments into the *Fonds des générations*, clearly show their intention to continue to move forward with the neoliberal agenda. The danger that we face is that of a cycle of permanent austerity, with effects that will be felt for many years. Unless things change. We must act now.

During the *Rendez-vous national sur la main-d’œuvre* (National Meeting on the Labour Force), the Couillard Government announced that it would intervene on the issue of placement agencies, which contribute to the exploitation of workers by non-scrupulous employers, and the *Loi sur les normes du travail* (Labour Standards Act). As the government has given no indication of its intention in these areas, it is clear that we must continue to promote the 5-10-15 campaign alongside our allies to make our voice heard on this issue.

In the coming election year, Québec will continue to focus on the “political question,” namely reductions in quality of life and in middle- and working-class employment thanks to the Liberals’ current ideological orientation. That is why the CSN must—starting now—advance both into the trade union sphere and into the political arena to communicate and promote its social vision, which collides head-on with the neoliberal blueprint that currently dominates the National Assembly.

We need to meet the challenge of effectively running a campaign among our members, and also more widely among the public, for the kind of Québec we desire. We will meet with our members, intervene publicly and demonstrate in denunciation of the



Liberals' austerity measures and their devastating effects upon workers and the general population. Further, on the basis of our resolutions, we must also call the attention of the various political parties and candidates to the PLQ's dismal mandate and record.

We must take up as much space as necessary to dismantle the neoliberal discourse, presenting a promising new vision for Québec workers and society. This is why we are proposing measures aimed at concrete improvements to living conditions, at revitalization of the regions and at more equitable distribution of wealth and increased citizen participation in government.

We are an open and free organization. We owe nothing to the political parties, and have no ties to them. We have never become involved in partisan politics, and we do not call people to vote for particular parties or candidates. However, we have never ceased to influence government policies in defense of a juster, fairer society in which our members aspire to live. Our political action is achieved within society, as we are members of a civil society. We must not concede this position to our opponents, for that would be to give up in the face of right-wing, primarily anti-union rhetoric.

Such an approach corresponds to the concerns of our members and has for decades been carried out in perfect harmony with our trade union activities. As we take action in our factories, our businesses and our institutions, to improve our working conditions, so must we also act in solidarity on the social and political fronts. We must not leave the field open to those who seek by their policies to reduce our living standards, as exemplified by the effects of austerity on educational childcare services, economic development and the maintenance of quality jobs in all regions.

The concrete measures we advance are based on needs expressed by local unions, federations and central councils. If these measures were to take effect in the following months, living and working conditions would improve significantly! Increasing the minimum wage to \$15 per hour would have a definite impact on the quality of life of hundreds of thousands of families, as well as on public finances. An increase

in health and social service budgets would slow down increases in the cost of group insurance. Reinvestment in education, particularly in student services, would be most beneficial for families. Reviving the manufacturing sector would enhance regional economies by creating the quality jobs that are currently lacking. And the strengthening of labour standards would have a positive effect on working conditions.

The approaching general election is an excellent time to ignite debate and mobilization on key issues for Québec society. The manifesto is the spark plug aimed at bringing together those workers who want to end Liberal austerity! It reflects our orientation toward a fairer, more democratic and more equitable society, and will be realized through trade union action, which will bring our vision to life and allow us to accomplish our goals.

**FOR OUR 65<sup>TH</sup> CONVENTION, THIS MUST BE OUR COMMITMENT.**

## Action Plan

### General Resolutions

1. That the unions agree to hold a general meeting next year to identify priorities inspired by the *Voir loin, viser juste* (*Clear Vision, Sharp Focus*) manifesto aimed at mobilizing members around it and mandating the CSN to promote it.

#### CONTEXT

This resolution follows the *En route vers le 65<sup>e</sup> Congrès* (*En Route to the 65<sup>th</sup> Convention*) approach, launched among CSN unions in fall 2016. We must meet with our members in their workplaces to promote reflection on the kind of Québec we want. To do this, trade unions must identify priorities and goals to be taken up and advanced in the months preceding the next Québec election. This will allow us to challenge candidates and parties on the basis of a strong platform of demands.

## NOTES

[illegible]

## Action Plan

### General Resolutions

2. That the CSN support the federations and central councils in consultation with the unions' general meetings; that prior to May 1, 2018, the central councils hold a regional meeting to establish a platform of union and social demands that follows the guidelines of the manifesto and considers their consultations with the unions they represent.

#### CONTEXT

By way of a consultation process through general meetings, we will be able to develop Resolutions that reflect the concerns of workers. Thus, a manufacturing sector union might call for implementation of government policies to support industry transformation toward reducing greenhouse gases, while a health and social services union could call for massive reinvestment in the public sector to create positions to meet the patients' needs. During the next Québec election, we need to be able to transpose the manifesto's overall aims into regional demands, so we may challenge each region's candidates.

## NOTES

[illegible]

## Action Plan

### General Resolutions

3. That the CSN support trade unions in this process through a communication strategy to disseminate and share the manifesto and to implement an action plan that allows for wide debate with our members.

#### CONTEXT

The CSN must produce relevant tools to allow militants to understand and support the manifesto's aims. In the coming months, if we wish to score victories and roll back the government's policy direction, we must approach workers in clear, accessible language. It is essential that workers support our trade union project. The success of this operation depends on our ability to discuss our resolutions with our members coherently.

## NOTES

[illegible]

## FOR MAJOR REFORM OF THE LOI SUR LES NORMES DU TRAVAIL (LABOUR STANDARDS ACT) AND ITS REGULATIONS (MINIMUM WAGE, VACATION, FAIR TREATMENT, LAYOFF, ETC.)

- 4.1 That during renewal of their collective agreements, unions claim the following minimum measures: 5 days' notice when changing the work schedule; 10 days of paid leave for illness or family responsibilities; and a wage structure providing for a minimum wage of \$15 per hour.
- 4.2 That the CSN proposes changes to the *Loi sur les normes du travail* (Labour Standards Act) and to the Code du travail (Labour Code) to fully meet the challenges of current and future workplace issues.

### CONTEXT

On May 1, 2017, the minimum wage was increased by \$0.50 per hour. Unfortunately, this is clearly not enough to lift people out of poverty. Through our wealth redistribution programs, we are indirectly subsidizing low-paid jobs. Employers are failing to meet their responsibilities in this regard. In addition, there are numerous workers, union and non-union, who lack adequate measures for a better family-work-study balance.

The CSN is a member of the 5-10-15 coalition, and will continue its efforts to amend the minimum labour standards. To make strides in this area, however, we believe it is also key to implement these demands in the negotiation of local collective agreements.

During the *Rendez-vous national sur la main-d'œuvre* (National Meeting on Labour), the Government announced the tabling of a Bill to amend labour standards. The CSN will plead for a major reform of this Bill. The challenges are many: to allow better coverage by expanding the definition of an employee; to put an end to unequal treatment according to employment status, as well as insurance and pension plans; to improve provisions for a better family-work-study balance; to supervise labour lending practices in the case of seasonal activities; and so forth. We need to mobilize, so that this reform may provide better protection for employed people.



## NOTES

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## TO ENSURE QUALITY JOBS, INCLUDING A LIVING WAGE FOR EVERYONE AND IN ALL REGIONS OF QUÉBEC, AND TO ENSURE UNIVERSALITY, ACCESSIBILITY AND QUALITY OF PUBLIC SERVICES

- 5.1** That, as part of the 2018–19 pre-budget consultations, we shall build alliances to demand:
- a) real reinvestment in public services and social programs;
  - b) a coherent industrial policy with adequate financial resources;
  - c) a government strategy to help businesses develop and use clean technologies that respect environmental certifications; and
  - d) increased participation of civil society organizations in development of the regions.
- 5.2** That the federations contribute to the development of a discussion guide to address the privatization of public services and the proliferation of subcontracting in all work sectors.
- 5.3** That the CSN join Oxfam-Québec and the *Échec aux paradis fiscaux* (No to Tax Havens) collective in their fight against tax havens and to demand the necessary changes from governments.

### CONTEXT

Contrary to the Québec Government's claims that it found room in the budget to manoeuvre, the re-investments announced in its 2017–18 budget are far from constituting compensation for past cuts. We must continue to document the harmful effects of the lack of resources in public services, both in terms of services offered and of working conditions. We must show the negative consequences of cuts to services and privatization on the most vulnerable citizens, as well as the growth of inequality.

The weeks preceding the tabling of the budget are a good time to promote our vision of economic and regional development. The 2017–18 budget should send a clear message in this regard, particularly in terms of investment and support to companies in the manufacturing sector. This can also be an opportunity to forward a vision of regional development based on stakeholder involvement, including civil society organizations, with the flexibility necessary for manoeuvre.

On climate change, the Government must empower and support businesses. It must encourage them to develop and use clean technologies that comply with environmental certifications.

Furthermore, part of the solution to the underfunding of services lies in the increased revenues of the State and not in the privatization of services. In this regard, the Government must be proactive in the fight against tax havens. Although the Government of Canada bears a great deal of responsibility in this matter, the Government of Québec must also act. It could also draw on the unanimous recommendations of Québec parliamentarians who looked at this issue and who recently tabled their report. Among the recommendations, we should note the taxation of dividends received in Québec and which comprised deductions from abroad, as well as the recognition that professional help aimed at tax avoidance or for abusive tax evasion is criminal activity.

## NOTES

[illegible]

## **THE FIGHT AGAINST CLIMATE CHANGE**

- 6.1** That the CSN develop an Environmental Charter that sets out the CSN's principles and commitments on protecting the environment and ensuring a just transition toward more ecological jobs.
- 6.2** That the Confederal Council, at its June 2018 meeting, adopt this Environmental Charter, together with an action plan arising from it.

### **CONTEXT**

The CSN must support protection of the environment and invest appropriately to counteract climate change. Discussion on these issues are not always easy. This being acknowledged, it is very much possible to develop a vision in which protecting jobs and individual livelihoods is in harmony with protecting the environment.

We will need to pressure the government to implement every means possible to allow Québec to reach its reduction target of 37.5% by 2030, as set by the government in 2015. To date, we continue to experience the effects of past greenhouse-gas emissions. So far, everything suggests that the target will not be met unless the government changes its course and invests the necessary money.

There is no choice. Doing nothing will not save our jobs—quite the opposite!

## NOTES

[illegible]

## TO REINFORCE DEMOCRACY

- 7.1 That the CSN take part in an action plan with other civil society stakeholders to secure firm commitments from political parties to review the voting method.
- 7.2 That the CSN and the Fédération nationale des communications–CSN take the necessary steps to maintain high-quality journalism.

### CONTEXT

For several years, the CSN has promoted reform of Québec's voting system. It participated in the public consultations in advance of the 2003 *États généraux sur la réforme des institutions démocratiques* (Estates General on the Reform of Democratic Institutions). The CSN also presented a brief to the Select Committee on the Election Act. Since then, the CSN has at every available opportunity made known its support for a voting system that is more representative of the will of the people.

In Spring 2015, the CSN met with representatives from political parties and civil society organizations to revive a process that would lead to a commitment on the part of the political parties to change the voting method. So far, the opposition parties (PQ, ON, QS, CAQ) have been proceeding according to the opinion of the Director-General of Elections, entitled *Les modalités d'un mode de scrutin mixte compensatoire*, and have sought to reach consensus. Success in this endeavour could lead to an extra-parliamentary commission, in which civil society would be invited to provide its views on the opposition parties' consensus position.

This consultation would allow for participation by the central councils, trade unions and civil society groups, and would be an ideal way to revive this debate and promote the opposition parties' consensus position before the next election.

The government announced financial support for media in its 2017–18 budget, but this will not be enough to end the crisis that has shaken traditional media. We will need to pressure the Government to deploy sufficient resources to ensure quality journalism, an essential pillar of our democracy throughout Québec.

## NOTES

[illegible]





# **RESOLUTIONS FROM AFFILIATED ORGANIZATIONS**

## Resolutions from Affiliated Organizations

SYNDICAT SOUTIEN SCOLAIRE DES NAVIGATEURS (CSN)

SYNDICAT DU PERSONNEL DE SOUTIEN DE LA SEIGNEURIE DES MILLE-ÎLES (CSN)

SYNDICAT DU PERSONNEL DE SOUTIEN DE LA COMMISSION SCOLAIRE DES SOMMETS (CSN)

SYNDICAT DU PERSONNEL DE SOUTIEN DES HAUTES-RIVIÈRES (CSN)

SYNDICAT SOUTIEN SCOLAIRE BELLIMONT (CSN)

SYNDICAT SOUTIEN SCOLAIRE DE LA VALLÉE-DES-TISSERANDS (CSN)

**Whereas** at the Public-Sector Council meeting of our federation (FEESP-CSN) on March 24, the review of the last round of public sector bargaining was presented to us;

**Whereas** we have noted, in the recommendations of our federation's public-sector negotiation assessment, the need to extend the FDP, *Fonds de défense professionnelle* (Professional Defense Fund) commitments for the Inter-Federation Negotiating Committee, media campaign and legal support;

**Whereas** these commitments are essential in public-sector negotiation, given the high number of collective agreements;

**Whereas** the FEESP recognizes that public-sector federations have varying financial needs with respect to strike days;

**Whereas** the CSN Convention is the forum where amendments to the constitution and by-laws may be enacted, as per Article 33 of the Professional Defense Fund;

**Whereas** mobilization at meetings has been prevalent throughout Québec, upon which we can solidify a stronger trade union base for years to come; and

**Whereas**, during the public-sector strike in autumn 2015, members of CSN-affiliated unions did not receive the Professional Defense Fund benefit owing to lack of eligibility;

### BE IT RESOLVED:

That the confederal bureau establish a committee to create new rules for the Constitution and By-laws in regard to the Professional Defense Fund. In addition, this committee shall consider the federations' differing financial situations in order to achieve fairness for all CSN members. This committee shall submit a report with its findings in advance of the next convention, and forward recommendations as necessary.

### THE PRE-CONVENTION COMMITTEE RECOMMENDS ADOPTING THIS RESOLUTION.

## NOTES

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## Resolutions from Affiliated Organizations

SYNDICAT DES CHARGÉES ET CHARGÉS DE COURS DE L'UQAM (SCCUQ-CSN)

### FOR A FAIR AND EQUITABLE TRANSITION TOWARD MORE ECOLOGICAL JOBS

**Whereas**, as stipulated in the Paris Accord at its guiding convention (COP 21), climate change represents an immediate and potentially irreversible threat to human society and to the planet;

**Whereas**, if early and strong measures are taken, long-lasting beneficial effects would be achieved, which would reduce the effect of these potentially irreversible processes on the planet;

**Whereas** the economy must be reorganized accordingly, requiring from all (individuals, associations, worker collectives, unions, states) a process of transformation of each economic sector toward sustainable modes of organization and production;

**Whereas** it is necessary to ensure that the path toward a more sustainable society is also an equitable transition, that is, a transition in which economic and human costs are distributed fairly.

**Whereas** it is urgent that measures be taken to combat global warming and its impacts upon society and the physical environment;

**Whereas** the forthcoming elections will allow CSN to engage actively in public debate, particularly regarding environmental issues;

#### BE IT RESOLVED:

That the CSN adopt, in 2018, an Environmental Charter in which the CSN's principles and commitments on the environment will be set forth.

That the CSN commit itself to convening general environmental reports for 2018, so that the Quebec labour movement can establish an action plan to begin the transition toward fair, green jobs.

**THE PRE-CONVENTION COMMITTEE RECOMMENDS REJECTION OF THIS RESOLUTION, SINCE IT IS REFORMULATED IN THE ACTION PLAN.**

## NOTES

[illegible]

## **Resolutions from Affiliated Organizations**

**SYNDICAT DES CHARGÉES ET CHARGÉS DE COURS DE L'UQAM (SCCUQ-CSN)**

### **UNION SUPPORT IN CREATING A PROGRESSIVE MAINSTREAM MEDIA**

**Whereas** high-quality public-interest information about labour, social and community issues and events is lacking in our mainstream news media;

**Whereas** current public funding and regulatory measures have not led editorial management of these media to deem these neglected sectors as being newsworthy;

#### **BE IT RESOLVED:**

That, in order to strengthen our democracy, the CSN shall assess its members' interest in supporting an Internet and a progressive mainstream media that will carry out regional and national public-interest journalism by placing workers and citizens at the heart of its concerns.

That the CSN, if sufficient interest is demonstrated, will seek the support of other unions, workers' funds and other potential allies to create and implement such independent media for the labour movement.

**THE PRE-CONVENTION COMMITTEE RECOMMENDS THE REJECTION OF THIS RESOLUTION.**

## NOTES

[illegible]

## Resolutions from Affiliated Organizations

SYNDICAT DES CHARGÉES ET CHARGÉS DE COURS DE L'UQAM (SCCUQ-CSN)

### TO HARMONIZE THE DISBURSEMENT RULES OF DEFINED CONTRIBUTION PENSION PLANS

**Whereas** the current method of disbursing funds from defined contribution pension plans imposes annual caps limiting withdrawals;

**Whereas** several Canadian provinces provide greater accessibility to accumulated funds in determined contribution pension plans (up to 50% of the fund);

**Whereas** Québec retirees who have worked for companies whose activities are under federal jurisdiction may also have greater accessibility to their funds;

**Whereas** a difference not only exists between Québec taxpayers and those in other provinces, but also between Quebecers;

#### BE IT RESOLVED:

That the *Comité de coordination générale des négociations* (CCGN) (General Negotiations Coordinating Committee) establish a committee comprised of an equal number of participants in defined contribution pension plans and of designees of the CCGN in order to analyze the issue of harmonization of the disbursement rules.

That someone from the Benefits section of the Service des relations du travail (SRT) (Labour Relations Department) accompanies them in this work.

That a report be submitted to the CSN Executive Committee no later than Winter 2018.

That the CSN, as appropriate, make representations with the Government of Québec to harmonize Québec legislation to that of the Federal Government regarding the withdrawal method of lifetime retirement income from defined contribution pension plans and provide equal treatment to, and among, all Quebecers.

#### THE PRE-CONVENTION COMMITTEE RECOMMENDS ADOPTING THIS RESOLUTION.



## NOTES

[illegible]

## Resolutions from Affiliated Organizations

SYNDICAT DES CHARGÉES ET CHARGÉS DE COURS DE L'UQAM (SCCUQ-CSN)

### A NON-COMPETITIVE FORMULA FOR UNIVERSITY FINANCING THAT PROMOTES ACCESSIBILITY

**Whereas**, following the announcement of the last provincial budget, public funds are insufficient for higher education;

**Whereas** the choices of the provincial and federal governments are in line with an entrepreneurial way of thinking, thereby commodifying knowledge and forcing universities to enter into competition with one another to fill the shortfalls;

**Whereas** the provincial Government has promised to invest \$94 million in the construction of a new HEC building in the downtown Montréal area, while the Government has imposed austerity measures which have exceeded \$1 billion dollars for higher education;

**Whereas** this investment is likely to needlessly increase competition between universities, especially since the relocation of HEC would not fill any need for training or research that other existing universities cannot currently offer.

**Whereas** the accessibility to studies is a social and state responsibility and all measures should be taken to promote equality of opportunity;

**Whereas** current underfunding encourages universities to submit to the logic of the market;

#### BE IT RESOLVED:

That the CSN vigorously condemn any form of competition leading to a waste of public funds, whether between universities or any institution of higher education.

That the CSN denounce the current funding formula that furthers the commodification of education at the expense of accessibility to studies for first generation students.

**THE PRE-CONVENTION COMMITTEE RECOMMENDS ADOPTING THIS RESOLUTION.**

## NOTES

[illegible]

## **Resolutions from Affiliated Organizations**

**SYNDICAT DES PROFESSEURS DU COLLÈGE DE MAISONNEUVE**

**SYNDICAT DES ENSEIGNANTES ET ENSEIGNANTS DU CÉGEP MONTMORENCY**

**Whereas**, given the experience of members of local unions during the last collective agreement negotiations;

**Whereas**, given the resolution of the CSN's 64<sup>th</sup> Convention on the revitalization of trade unions;

**Whereas**, given the impacts of Bill 10 upon union structures; and

**Whereas** “strengthening democracy” must always be an issue within the trade union movement;

### **BE IT RESOLVED:**

That, during the next mandate, the CSN shall consider mobilization and action strategies based on the inspiring, innovative experiences of the student, popular, feminist, union organizations, as well as other progressive movements.

**THE PRE-CONVENTION COMMITTEE RECOMMENDS ADOPTING THIS RESOLUTION.**

## NOTES

[illegible]

## Resolutions from Affiliated Organizations

SEE DU COLLÈGE LIONEL-GROULX

CHAMPLAIN-ST. LAWRENCE CAMPUS TEACHERS' UNION (FNEEQ-CSN)

SYNDICAT DES PROFESSEUR-ES DE DAWSON

SYNDICAT DES PROFESSEURS DU COLLÈGE MARIE-VICTORIN

SYNDICAT DES PROFESSEURS DU COLLÈGE DE MAISONNEUVE

SYNDICAT DES ENSEIGNANTES ET DES ENSEIGNANTS DU CÉGEP LIMOILLOU

SYNDICAT DES ENSEIGNANTS-ES DU COLLÈGE DE VALLEYFIELD (FNEEQ-CSN)

SYNDICAT DES ENSEIGNANTES ET ENSEIGNANTS DU CÉGEP RÉGIONAL DE LANAUDIÈRE À TERREBONNE (FNEEQ-CSN)

VANIER COLLEGE TEACHERS' ASSOCIATION (FNEEQ-CSN)

SYNDICAT DES ENSEIGNANTES ET DES ENSEIGNANTS DU CÉGEP DE L'ABITIBI-TÉMISCAMINGUE-CSN

SYNDICAT DU PERSONNEL ENSEIGNANT DU COLLÈGE AHUNTSIC (SPECa)

SYNDICAT DES ENSEIGNANTES ET ENSEIGNANTS DU CÉGEP MONTMORENCY

SYNDICAT DES ENSEIGNANTES ET DES ENSEIGNANTS DU COLLÈGE SHAWINIGAN

SYNDICAT DES PROFESSEURS DU COLLÈGE JOHN-ABBOTT

SYNDICAT DES PROFESSEURS DU CÉGEP DU VIEUX-MONTRÉAL (CSN)<sup>1</sup>

SYNDICAT DES ENSEIGNANTES ET DES ENSEIGNANTS DU CÉGEP DE ST-FÉLICIEN<sup>2</sup>

## BE IT RESOLVED:

That the CSN take the measures necessary to facilitate discussion and Resolutions at events (CCSPP), bringing together unions from the public and para-public sector federations, especially in regard to mobilization, during their negotiations.

## THE PRE-CONVENTION COMMITTEE RECOMMENDS REFERRING THIS RESOLUTION TO THE CCSPP.

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1. The union withdrew its Resolution in favour of one proposed by the other unions.

2. Same Resolution, but submitted past deadline.

## NOTES

[illegible]

## **Resolutions from Affiliated Organizations**

**SYNDICAT DES ENSEIGNANTES ET ENSEIGNANTS DU CÉGEP LIMOILLOU**

### **BE IT RESOLVED:**

That the CSN put in place a deliberation process that aims, on the one hand, to update the union discourse to make it sufficiently of broad appeal to curb the current anti-union discourse and, on the other hand, to modernize procedures and practices so that they accurately represent the will of the members.

**THE PRE-CONVENTION COMMITTEE RECOMMENDS THE REJECTION OF THIS RESOLUTION.**



## NOTES

[illegible]

## Resolutions from Affiliated Organizations

### FÉDÉRATION DES EMPLOYÉE ET EMPLOYÉS DE SERVICES PUBLICS (CSN)

**Considering** the CSN statement of principles and its values of autonomy, freedom and solidarity;

**Considering** the societal changes and changes in the work world and in labour relations over the past 20 years, particularly with regard to technology, judicialization and globalization;

**Considering** the unprecedented attacks against the trade union movement by governments since the turn of the 2000s;

**Considering** the importance of defining the best model to meet and suit the major challenges facing our values;

**Considering** the importance of supporting trade unions in terms of resources and tools so that they can optimally confront the attacks of the employer;

**Whereas** the CSN must remain an important social stakeholder;

**Whereas** the analysis of the effectiveness of our organization transcends special interests;

**Whereas** there should be a certain cohesion between our way of meeting unions' needs and playing our role in society;

### BE IT RESOLVED:

That the CSN Executive Committee take stock of current best practices in the movement.

That the CSN Executive Committee identifies areas for improvement in our operations and our organization to ensure the greatest efficiency in the services offered to the local unions as well as how we play our social role and the ways to achieve it.

That the CSN Executive ensures that the deployment of resources is in line with the improvements identified.

That recommendations are tabled in an appropriate forum for debate and adoption.

### THE PRE-CONVENTION COMMITTEE RECOMMENDS ADOPTING THIS RESOLUTION.

## NOTES

This image shows a single page of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins or other markings visible.



# **AMENDMENTS TO THE CSN CONSTITUTION AND BY-LAWS**

CURRENT WORDING OF THE  
CSN CONSTITUTION AND BY-LAWS

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**ART. 30.04 :**  
This form must be turned in to the General Secretary no later than noon on the third-last day of the Convention.

**ART. 30.07 :**  
The General Secretary gives the election president the forms that have been received in accordance with the prescribed conditions and deadline. Only candidates who have duly completed the candidacy form may be nominated for election.

RESOLUTIONS FROM  
AFFILIATED ORGANIZATIONS

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09-11-138  
SYNDICAT DU PERSONNEL DE SOUTIEN SCOLAIRE  
DES DÉCOUVREURS (CSN)

**ART. 30.04 :**  
This form must be turned in to the General Secretary no later than fifteen days before the first day of the Convention.

**ART. 30.07 :**  
The General Secretary gives the election president the forms that have been received in accordance with the prescribed conditions as soon as they are received. Only candidates who have duly completed the candidacy form may be nominated for election. If a candidacy form (Déclaration de candidature) does not meet the prescribed conditions, the election president must immediately notify the person turning in the form, so that the latter can remedy the situation before the end of the prescribed period for handing in the form. Only candidates who have duly completed the candidacy form within the prescribed time limit may be nominated for election.

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**RECOMMENDATIONS FROM THE  
CONSTITUTION AND BY-LAWS COMMITTEE**

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The Constitution and By-laws Committee recommends that this resolution be rejected.

The Constitution and By-laws Committee recommends that this resolution be rejected.

**PRE-CONVENTION COMMITTEE  
RECOMMENDATIONS**

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The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s resolution be adopted.

The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s resolution be rejected, and refers to the election procedures adopted at the Confederal Council preceding the Convention.

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CURRENT WORDING OF THE  
CSN CONSTITUTION AND BY-LAWS

**ART. 52:**  
The Confederal Council meets at least once every four months at dates set by the Executive Committee. Special meetings may be called by the Executive Committee or the Confederal Bureau, or by one third of the organizations represented or one third of delegates to the Confederal Council. A special meeting called in this way must be held within one month of when the request is received.

RESOLUTIONS FROM  
AFFILIATED ORGANIZATIONS

03-09-024  
SYNDICAT DU PERSONNEL ENSEIGNANT  
DU COLLÈGE AHUNTSIC (SPECA)

**ART. 52:**  
The Confederal Council meets at least once every four months at dates set by the Executive Committee. **Unless there are special circumstances, the agenda and relevant documents are sent to delegates at least twenty-four (24) hours in advance.** Special meetings may be called by the Executive Committee or the Confederal Bureau, or by one third of the organizations represented or one third of delegates to the Confederal Council. A special meeting called in this way must be held within one month of when the request is received.

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RECOMMENDATIONS FROM THE  
CONSTITUTION AND BY-LAWS COMMITTEE

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The Constitution and By-laws Committee recommends that this resolution be amended to replace the word “delegates” with “Federations and Central Councils.”

PRE-CONVENTION COMMITTEE  
RECOMMENDATIONS

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The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s resolution be adopted such that it reads as follows:

The Confederal Council shall meets at least once every four months at a date set by the Executive Committee. **Unless there are special circumstances, the agenda and relevant documents are sent to the federations and central councils at least twenty-four hours in advance.** Special meetings may be called by the Executive Committee, or by the Confederal Bureau, or by one third of the organizations represented, or by one third of delegates to the Confederal Council. A special meeting called in this way must be held within one month of when the request is received.

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CURRENT WORDING OF THE  
CSN CONSTITUTION AND BY-LAWS

- ART. 9:**  
The CSN’s Code for Rules of Order governs all meetings of any organization provided for in this Constitution and By-laws.
- ART. 11.01 B):**  
a copy of the union’s constitution, which must not contain any provisions contrary to the CSN’s Constitution and By-laws;
- ART. 11.01 E):**  
a statement acknowledging that the organization has received the CSN’s Constitution and By-laws and pledges to act accordingly;
- ART. 76.04:**  
Does not exist

RESOLUTIONS FROM  
AFFILIATED ORGANIZATIONS

- 03-09-049  
SYNDICAT DES PROFESSEURS DU COLLÈGE MARIE-VICTORIN  
03-09-005  
SYNDICAT DES ENSEIGNANTES ET ENSEIGNANTS  
DU CÉGEP MONTMORENCY (FNEEQ-CSN)
- ART. 9:**  
The CSN’s Code for Rules of Order governs all meetings of any organization provided for in this Constitution and By-laws, **subject to local provisions that limit its application.**
- ART. 11.01 B):**  
a copy of the union’s constitution, which must not contain any provisions contrary to the CSN’s **principles and values;**
- ART. 11.01 E):**  
a statement acknowledging that the organization has received the CSN’s Constitution and By-laws and pledges to act accordingly, **subject to local provisions limiting its application;**
- ART. 76.04:**  
**The provisions of 76.03 do not apply to rules of order for meetings of affiliated organizations.**

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**RECOMMENDATIONS FROM THE  
CONSTITUTION AND BY-LAWS COMMITTEE**

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The Constitution and By-laws Committee recommends that this resolution be rejected.

The Constitution and By-laws Committee recommends that this resolution be rejected.

The Constitution and By-laws Committee recommends that this resolution be rejected.

The Constitution and By-laws Committee recommends that this resolution be rejected.

**PRE-CONVENTION COMMITTEE  
RECOMMENDATIONS**

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The Pre-Convention Committee recommends adopting the Constitution and By-laws Committee’s resolution.

The Pre-Convention Committee recommends adopting the Constitution and By-laws Committee’s resolution.

The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s resolution be adopted.

The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s resolution be adopted.

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# **AMENDMENTS TO THE CSN RULES OF ORDER**

CURRENT WORDING OF CSN  
RULES OF ORDER

**ART. 101.05 :**  
The candidacy form must be handed in to the General Secretary no later than noon on the second-last day of the convention.

**ART. 102.01 :**  
The Confederal Council chooses the President and Secretary for elections at least 45 days before the convention.

**ART. 102.02 :**  
The General Secretary transmits to the President for Elections the candidacy forms received in accordance with the prescribed conditions and time limits. Only candidates who have duly filled out the “statement of candidacy” form may be formally nominated for election.

RESOLUTIONS FROM  
AFFILIATED ORGANIZATIONS

09-11-138  
SYNDICAT DU PERSONNEL DE SOUTIEN SCOLAIRE  
DES DÉCOUVREURS (CSN)

**ART. 101.05 :**  
The candidacy form must be handed in to the General Secretary no later than **fifteen (15) days before the first day of the convention.**

**ART. 102.01 :**  
The Confederal Council chooses the president and secretary for elections, **who shall not be officers of the CSN, central councils or federations affiliated to the CSN,** at least forty-five (45) days before the convention.

**ART. 102.02 :**  
The General Secretary gives the President for Elections the forms that have been received in accordance with the prescribed conditions as soon as they are received. Only candidates who have duly completed the candidacy form may be nominated for election. **If a candidacy form (Déclaration de candidature) does not meet the prescribed conditions, the President for Elections must immediately notify the person turning in the form, so that the latter can remedy the situation before the end of the prescribed period for handing in the form.** Only candidates who have duly completed the candidacy form **within the prescribed time limit** may be nominated for election.

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**RECOMMENDATIONS FROM THE  
CONSTITUTION AND BY-LAWS COMMITTEE**

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The Constitution and By-laws Committee recommends that this resolution be rejected.

The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.

The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.

**PRE-CONVENTION COMMITTEE  
RECOMMENDATIONS**

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The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s resolution be adopted.

The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s resolution be adopted.

The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s resolution be rejected, and refers to the election procedures adopted at the Confederal Council preceding the Convention.

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CURRENT WORDING OF CSN  
RULES OF ORDER

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**ART. 3 :**  
These Rules of Order do not affect practices specific to affiliated bodies, or the method used to elect their leaders and officers, but it does govern their proceedings.

RESOLUTIONS FROM  
AFFILIATED ORGANIZATIONS

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03-09-049  
SYNDICAT DES PROFESSEURS DU COLLÈGE MARIE-VICTORIN  
03-09-005  
SYNDICAT DES ENSEIGNANTES ET ENSEIGNANTS  
DU CÉGEP MONTMORENCY (FNEEQ-CSN)

**ART. 3 :**  
These Rules of Order do not affect practices specific to affiliated bodies, or the method used to elect their leaders, **but it is assumed to govern the conduct of their proceedings unless there is an explicit provision to the contrary.**

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**RECOMMENDATIONS FROM THE  
CONSTITUTION AND BY-LAWS COMMITTEE**

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The Constitution and By-laws Committee recommends that this resolution be rejected.

**PRE-CONVENTION COMMITTEE  
RECOMMENDATIONS**

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The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s resolution be adopted.

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CURRENT WORDING OF CSN  
RULES OF ORDER

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ART. 109.01 :

If only one candidate stands for election to a given position, the President for Elections declares that person elected by acclamation.

If, on the contrary, there is more than one candidate for a given position, a vote is held by secret ballot in accordance with the conditions set out in this chapter.

RESOLUTIONS FROM  
AFFILIATED ORGANIZATIONS

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03-09-005  
SYNDICAT DES ENSEIGNANTES ET ENSEIGNANTS  
DU CÉGEP MONTMORENCY (FNEEQ-CSN)

ART. 109.01 :

If there is only one candidate or only one candidate left standing for election to a given position, the President for Elections asks the meeting if it wants a vote. If at least 25% of members present want a vote, the President for Elections orders a vote by secret ballot. In this case, the candidate is invited to speak to the meeting for three (3) minutes before the vote is held. If a vote is not requested, the President for Elections declares the candidate elected by acclamation. If there is more than one candidate for a given position, a vote is held by secret ballot in accordance with the conditions set out in this chapter.

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**RECOMMENDATIONS FROM THE  
CONSTITUTION AND BY-LAWS COMMITTEE**

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The Constitution and By-laws Committee recommends that this resolution be rejected.

**PRE-CONVENTION COMMITTEE  
RECOMMENDATIONS**

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The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s resolution be adopted.

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