

# **BUDGET PROPOSALS 2020-2023**

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



## Proposals

### 2020-2023 budget proposal

The Pre-Convention Committee recommends that the 66<sup>th</sup> Convention adopt the budget motion respecting the operating budget, the Professional Defence Fund (PDF), the Special Support Fund and the aggregate budget for the 2020-2023 period, as amended.

### New motion

The Pre-Convention Committee recommends that all service resourcing matters be referred to the operationalization plan adopted by the Confederal Bureau, and that the follow-up be submitted to the Confederal Bureau by September 2021 at the latest.

### Budget-related motions

The Pre-Convention Committee recommends:

#### 1. Changes to the amount of benefits

##### 1.1 Amount of strike and lockout benefits (pursuant to article 18.01 of the PDF's By-laws)

That the weekly strike and lockout benefits be increased to \$300 as of January 25, 2021

##### 1.2 Amount of benefits in the event of dismissal or suspension for union activity (pursuant to article 27.01 of the PDF's By-laws)

That the weekly benefits for people who have been dismissed, suspended or suffered reprisals for union activity be increased to \$300 as of January 25, 2021

### Motion from the Confederal Bureau meeting of January 24, 2020

Recommendation 5.5 from the *Vers le FDP du Centenaire* report

Aim to increase the amount of the benefit, while ensuring that the PDF can continue providing support in all disputes and playing its role in its other spheres of action; accordingly, attempt to raise the benefit to \$300 per week during the 2020-2023 period, if possible.

#### **Proposed:**

That the weekly benefit be increased to \$300 and then raised incrementally as follows:

- After 3 months: \$325
- After 4 months: \$350
- After 5 months: \$375
- After 6 months: \$400

<b>The Pre-Convention Committee recommends that this motion be carried.</b>
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## **Proposals referred by the Pre-Convention Committee to the budget motion**

### **Syndicat du personnel administratif du CIUSSS de l'Estrie – CHUS (CSN) (08-15-081)**

Whereas the reduction in the hours/services of the staff member (office employee) in the injured workers defence service following the public sector raiding period in 2017;

Whereas before the raiding period (April 2017), her hours/services were full-time;

Whereas the injured workers service was located at the offices of the Conseil central CSN Estrie in Sherbrooke;

Whereas the taking over of the cases of the former unions in the Estrie region;

Whereas the injured workers defence unit is now located in Drummondville and serves the Estrie and Mauricie-Centre du Québec regions and part of the Montérégie region;

Whereas that the officers of the local unions use this staff member's services for all kinds of questions about the cases to be dealt with and the ability of local officers to be released on a full-time basis and/or a basis coordinated with the injured workers defence unit.

#### **Proposed:**

**That the hours/services of the staff member (office employee) be increased to full-time.**

**That the CSN perform an analysis of requirements at the injured workers defence unit within 6 months following the 66<sup>th</sup> CSN convention and that the CSN add resources for the handling of CNESST cases if necessary.**

**The Pre-Convention Committee rewords this motion as follows and recommends that it be carried:**

**That the CSN attempt to conclude one or more service agreements with the affiliated organizations (central councils and federations) with the goal of having the office employee in Drummondville be full-time.**

**That the CSN perform an analysis of the requirements in the health and safety and environment department (injured workers defence) and submit this analysis to a Federal Bureau meeting in September 2021 with the relevant recommendations.**

**Conseil central du Cœur-du-Québec  
and Conseil central des syndicats nationaux des Laurentides**

**Amendment to the CSN budget for services in the regions**

Whereas the position of office employee at the central council offices represents the first point of contact and welcome (we heartily endorse all of the arguments made for maintaining the office employee at the Central council de la Gaspésie et des Îles-de-la-Madeleine in 2014) and hence represents the CSN's image to its members in the regions;

Whereas the people who occupy this position respond to requests from all of the CSN's members and organizations, regardless of the service point, the reason, or the federation they belong to, as was shown in the "zone test" tour, one of the conclusions of which was to share the costs among all the organizations;

Whereas for many years, the office employees have been supporting the work of the central councils in all of the regions, providing the same service everywhere regardless of whether or not a central council pays a part;

Whereas the number of union advisors in the regions has been growing constantly and creating an additional workload for which the costs should be shared among all the affiliated organizations;

Whereas, according to a survey conducted by CSN's Human Resources Department, a report on which was submitted to a meeting of the presidents of the central councils on November 27, 2019, only three central councils are paying a portion of the position of office employee even though they are receiving the same services as the other central councils —no more and no less.

**Proposed:**

**That the CSN ensure and financially support the entire presence of at least one full-time office employee position at all of the central councils, in order to cover the regional services and the services for the executives of the central councils.**

**The Pre-Convention Committee rewords this motion as follows and recommends that it be carried:**

**That the CSN budget provide for one office employee per central council at the Cœur du Québec, Laurentides and Lanaudière central councils.**