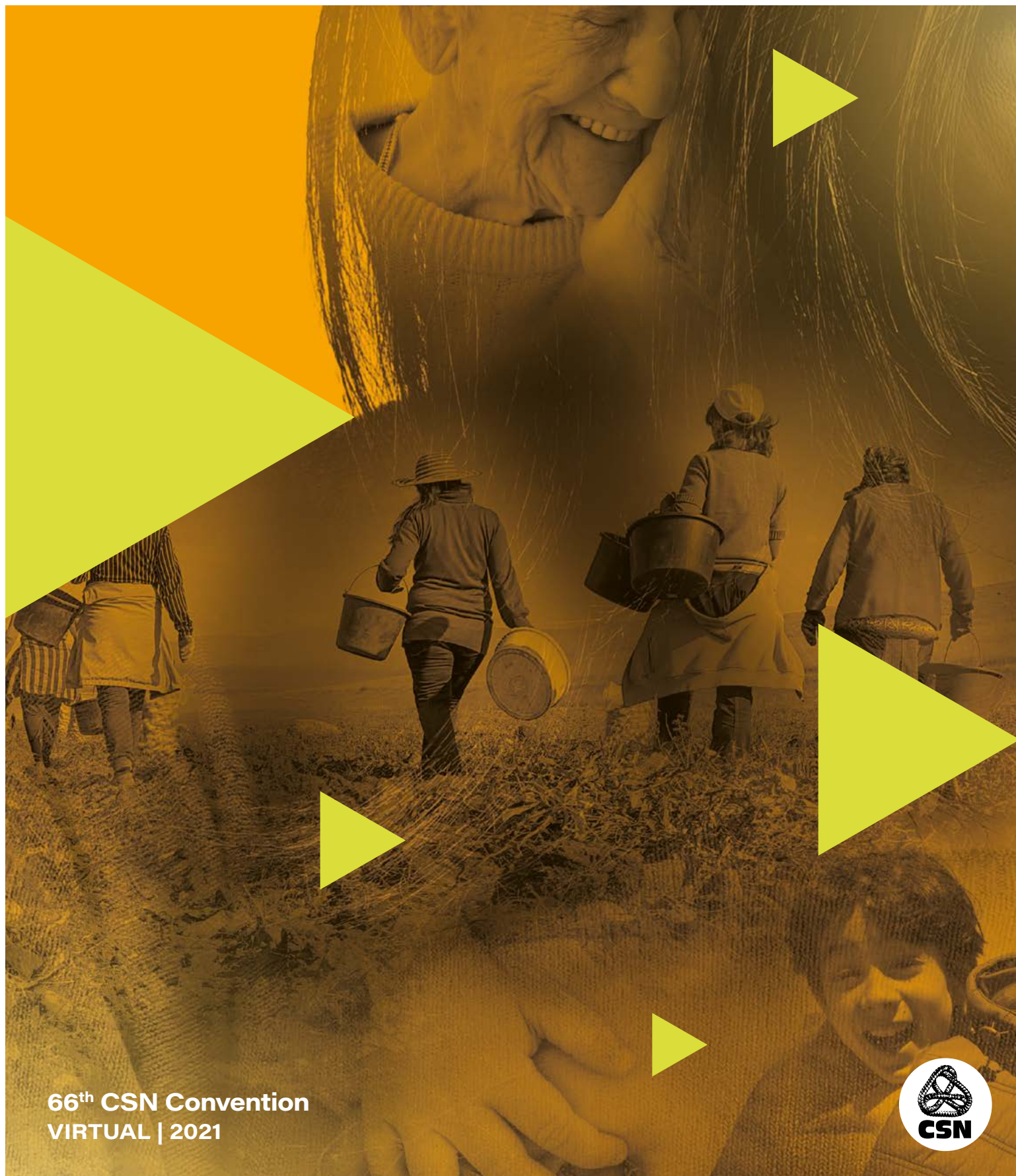


TOGETHER FOR EACH OTHER

THE CSN—A MOVEMENT AND AN ORGANIZATION



66th CSN Convention
VIRTUAL | 2021



“Members of the CSN share the conviction that nothing is gained without effort, that no victory can be won without putting in place the necessary conditions. The first of these conditions is solidarity: tangible, active solidarity that is constantly nurtured and enriched.”

—Excerpt from the CSN’s Statement of Principles

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The CSN, an organization built on democracy and solidarity

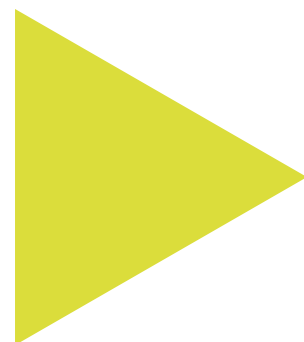
The CSN was founded in 1921 and has endured for so long because for nearly a century, with its members, it has been able to both influence and make it through various social, political, and economic changes that have occurred in Quebec.

The CSN is a labour organization working towards a democratic, just, equitable, and sustainable society that practises solidarity. Thanks to the involvement and activism of its members, the CSN has been and will remain a collective force dedicated to defending workers' rights and promoting the interests of Quebec's society. This commitment on the part of our members and their representatives is the best guarantee that the proposals we make are inspired by our values and that the decisions we make are the result of our deliberations.

In addition to democracy, which is the bedrock of the CSN and is enshrined in our Declaration of Principles, the CSN believes in solidarity—solidarity that is tangible, active, and constantly nurtured and enriched. The global situation on the economic and social fronts has people fearing the worst. Wherever there are policies that do not favour workers, the population suffers. Unfortunately, it is clear that markets now dictate government policy, which puts at risk social projects aimed at the common good. To address such policies, the CSN has always believed that we must stand in solidarity with each other as well as with our international counterparts. That is why it is so important to build alliances wherever possible: in Quebec, across the continent, and globally.

"The CSN has always defined itself as a movement and it is that definition, I believe, that best characterizes the organization. To the great displeasure of those on the right, we will not permit ourselves to be confined within the limits of their corporatism. We will continue, along with other progressive organizations, to stand up for the collective good and sustain this movement that is so dear to us."

**—JACQUES LÉTOURNEAU,
President of the CSN**



The “chaînon”

A reflection of who we are,
a symbol of the CSN



In 1974, at its 46th Convention, the Confédération des syndicats nationaux (CSN) adopted its current logo. The three interlocking links of chain convey the strength of the ties that unite workers. These three elements represent the types of groupings within the CSN: unions, federations, and central councils. The links also symbolize the three values that lie at the very heart of the CSN's existence and action: autonomy, democracy, and solidarity.

These values are inseparable parts of a whole, each of them enriching the others; none of them can offer its full potential in isolation. The strength of the chain is intimately connected to that of the three links that express the strength of the ties uniting workers within the movement.

This symbol expresses the solidarity and strength of the links between CSN workers. The three links in this symbol represent groupings within the CSN.

The CSN, from yesterday to today

The Confédération des syndicats nationaux (CSN) was founded in 1921. It started out with another name: the Confédération des travailleurs catholiques du Canada (CTCC) or Catholic Workers Confederation of Canada. The clergy exercised considerable influence in Quebec at that time. The CTCC stood apart from the typical American union because it promoted autonomous unionism.

The CTCC became secular in 1960 and changed its name to the CSN. All of Quebec was in upheaval during the end of the period known as the Grande Noirceur (Great Darkness). For this young CSN, the goal of union action was to transform all aspects of working life: wages, job security, pensions, and also unsafe working conditions, discrimination of every kind, hierarchy, gruelling work pace, a lack of training—everything that affects workers' dignity. The CSN fought for respect.

The CSN has worked for many years to develop international solidarity. It is affiliated with the International Trade Union Confederation (ITUC) that formed in 2006 with the merger of the International Confederation of Free Trade Unions (ICFTU) and the World Confederation of Labour (WCL).

The CSN has been involved in many fights to improve the working conditions and lives of thousands of Quebec workers.

The CSN today strongly supports efforts to improve the working conditions and lives of its members. It fights for social, cultural, economic, and environmental policies that enrich the fabric of society and that benefit the entire population.

The CSN is a constant participant in debates and public struggles for a more just, more egalitarian, more democratic society. It takes a lead role on many issues, whether they involve the right to unionize and negotiate freely, women's equality in the workforce, pay equity in the private sector, or putting an end to all discrimination.

The CSN is a democratic, independent, and progressive organization

IT HAS CAMPAIGNED FOR:

Labour relations act (first labour code)

Anti-strikebreaker legislation

Health Insurance Act

The legal obligation in the *Labour Code* to deduct union dues at source (Rand Formula)

Automobile Insurance Act

Work health and safety act

La réforme du réseau public de l'éducation

Reform of public education

Unionization of childcare workers and, more recently after a long judicial fight, those who work in home childcare services

Pay Equity Act and its application in the workplace

Act respecting parental insurance

SOME ONGOING STRUGGLES INCLUDE:

Improving the Employment Insurance program and implementing a federal anti-scab law

Updating anti-strike-breaker provisions in *Quebec's Labour Code*

Bargaining for all workers

Access to public, universal, and free health care

Recognition of education as a true national priority

Preserving public services and social programs

Protection of the French language, the language of the workplace

The right to freedom of expression and information

Workplace health and safety prevention

The right to a decent lifelong income

Development of the forestry and manufacturing industries

Implementing a policy on sustainable development

CSN union autonomy

The union is the primary grouping of workers; it is within their union that members adopt their collective agreement and make all decisions concerning union life.

The CSN is based on the principle that all member unions are autonomous. This autonomy allows each union to determine its own priorities, carry out its own struggles and make decisions it deems necessary.

This autonomy does not mean isolation. By affiliating with the CSN, a union chooses to team up with many other worker groups to respect decisions made collectively within the confederation and to develop solidarity.

The CSN, a collective force for workers

The Confédération des syndicats nationaux has close to 1,500 affiliated unions present in all sectors of work, belonging to eight federations across Quebec and organized into thirteen central councils.

These unions negotiate more than 1,500 collective agreements and represent about 300,000 workers with a wide range of characteristics in terms of training, skills, gender, age, origin, etc. This representative nature constitutes one of the CSN's fundamental strengths because it has given rise to its specific way of working that, while taking into account the specific features of each group, is invariably aimed at strengthening solidarity thanks to the contributions of each.

Autonomy, democracy and solidarity

Three fundamental values at the CSN

AUTONOMY

Unions in the CSN are autonomous. Each one is recognized individually, possessing its own certification, and can do what it wants with it, affiliating or disaffiliating without losing its prerogatives as a union.

Unions decide on and administer their budgets and elect their officers and delegates to the various decision-making bodies in the CSN. They decide on contract proposals and demands based on their members' needs, control their bargaining strategies, and decide on pressure tactics, such as strike action. They accept or reject the outcome

of collective bargaining. That said, in affiliating with the CSN, unions also choose to associate with other groups of workers. They therefore undertake to abide by the CSN's Constitution and By-Laws and respect the decisions made. In the CSN, all the component organizations have full political autonomy, but at the same time they must be fully aware of being part of a whole and firmly determined to belong to something bigger than each individual organization.

DEMOCRACY

Democracy is another fundamental value uniting CSN unions and the movement as a whole.

For unions to have a stimulating democratic life, they have to be able to rely on the participation of the largest number of members, just as the CSN must be able to count on the participation of its affiliated unions. Participation therefore cannot be separated from democracy. It is thanks to participation that the trade unionism we practise at the CSN can be a real driver of change inside and outside of the workplace.

SOLIDARITY

In the CSN, solidarity is much more than a buzzword; it is a vision, a plan for the future, an exhilarating prospect that demands constant attention. In the CSN, solidarity is a driving force that takes tangible form throughout the movement.

Local solidarity is expressed in unions, sectoral solidarity within federations, regional solidarity within central councils and inter-sectoral and inter-regional solidarity, along with the solidarity that is necessary for the movement's big campaigns, within the confederation. Solidarity is also the spirit that underpins how the CSN's financial resources are used. The Professional Defence Fund (FDP), a remarkable tool that only the CSN has and in which all affiliated unions participate, allows for each union's struggles to be supported by the movement as a whole. Equalization budgets also contribute to supporting the action of federations and central councils.

The federation

A place of solidarity and sharing

At the CSN, unions are also organized by profession or sector of activity into federations. There are eight such federations at the CSN.

The federation's role is to provide all affiliated unions with the necessary tools to negotiate and enforce their collective agreements.

Each federation has its own decision-making bodies (federal councils) and holds a policy convention every three years. During this triennial Convention, the resolutions adopted constitute the federation's three-year plan. Federations address large sectoral issues, develop positions, and participate, like the CSN, by filing briefs at parliamentary commissions. They assume responsibility for political representation. They help workers in times of crisis through sectoral campaigns. They also support the CSN's national campaigns. Federations are an important source of solidarity within the CSN movement.

The CSN federations

CSN-Construction

Fédération du commerce (FC-CSN)

Fédération des employées et employés de services publics (FEESP-CSN)

Fédération de l'industrie manufacturière (FIM-CSN)

Fédération nationale des communications et de la culture (FNCC-CSN)

Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN)

Fédération des professionnelles (FP-CSN)

Fédération de la santé et des services sociaux (FSSS-CSN)

The central council

A rallying point and an important political player

Union life in each region revolves around the central council. There are 13, covering all regions of Quebec. The central council brings together all CSN unions in its territory.

This is the ideal place to develop solidarity among unions in the region, especially during disputes. The central council is called on to speak out on questions affecting its region and on themes associated with CSN campaigns (March 8, May 1, etc.).

The central council is also a place to hold debates as well as union and public consultations. It is a base for the organization and a manifestation of regional solidarity. Each central council has its own decision-making bodies, general assemblies, and an annual policy convention every three years to define its work plan.

The central council helps workers organize into unions. It provides training to activists in its unions on questions relating to the organization of union life, the role of executive committee members and other union responsibilities such as health and safety, union information, women, integration of cultural communities, etc.

Central councils are responsible for representing the interests of CSN union members in their region on a political level. They participate in many discussions on economic or social issues such as regional councils of workforce partners and regional conferences with elected officials.

The central councils of the CSN

Abitibi-Témiscamingue-Nord-du-Québec

Bas-Saint-Laurent

Cœur-du-Québec

Côte-Nord

Estrie

Gaspésie-Îles-de-la-Madeleine

Lanaudière

Laurentides

Montréal

Montréal métropolitain

Outaouais

Québec Chaudière-Appalaches

Saguenay-Lac-Saint-Jean

CSN Bodies

The CSN's decision-making structures—Union democracy at work

The CSN Convention

The confederal Convention of the CSN is the heart of the CSN's decision-making structure. It is the broadest-based decision-making body and the supreme authority in the CSN.

Since the CSN is first and foremost a confederation of unions, the official delegates who constitute the Convention come mainly from its affiliated unions, although there are also official delegates from the eight federations and thirteen central councils, all entitled to three delegates each. Note that the members of the CSN's Executive Committee are also official delegates to the CSN Convention.

The confederal Convention has full authority over the CSN's orientations, decisions about action plans, modifications to structures, adoption of budgets and any other matters pertaining to the smooth operation of the CSN.

This is the 66th regular convention of the Confédération des syndicats nationaux since its founding in 1921. It has also held eight special conventions.

The Executive Committee

Between conventions, the Executive Committee runs the confederation on a day-to-day basis, oversees its ongoing activities and ensures that mandates voted on by the confederal Convention and other CSN decision-making bodies are implemented, including by the component organizations. It is composed of six members elected directly by the Convention. Between conventions, the Executive Committee is accountable to the Confederal Council and the Confederal Bureau.

The Confederal Council

The Confederal Council of the CSN is the highest authority between conventions. It is thus the CSN's main policy body and has extensive and substantial powers. It is composed of the members of the Confederal Bureau and delegates representing the federations and central councils.

The Confederal Council can modify any recommendation from the Executive Committee or Confederal Bureau or any other recommendation submitted to it, and adopt any resolution that it deems appropriate, concerning either of the latter bodies. As well, the Confederal Council has full authority to set up any committees it deems appropriate to carry out mandates entrusted to it by the Convention. Should a position on the Executive Committee become vacant, it is the Confederal Council that fills it.

The Confederal Bureau

The Confederal Bureau is the main structure for the administrative management and coordination of the implementation of the movement's orientations and priorities, of the CSN's overall work. One of its responsibilities is to define the jurisdictional scope of the federations, central councils, and service territories. It discusses other issues referred to it by the Executive Committee or the Confederal Council.

It is composed of the members of the CSN's Executive Committee and representatives of the political leadership of the federations and central councils. Other people who participate, but have no right to vote, include the coordinators of teams in the CSN's departments, the federations and the central councils; Executive Committee assistants; the director of human resources; the director of information; the person in charge of the administration of the Professional Defence Fund (FDP); the controller; the accountant; members of the Financial Surveillance Committee; and a representative of the CSN's staff, who are members of the STTCSN.

Professional Defence Fund (FDP): A solidarity tool

Since 1952, the FDP has been an instrument of solidarity to aid the struggles led by individual unions. The FDP funded by contributions from all CSN-affiliated unions.

This gesture of solidarity helps fund the payments made to members in job conflicts and supports activists who have been fired or suspended because of their union activities.

It also serves to support policies in health and social services, education, workplace health and safety, women's issues, the fight against poverty and more. This relief fund has become an indispensable economic tool. It supports our collective struggles and allows CSN unions and their members to make their positions known and take the actions required to achieve their goals. The majority of unions peacefully settle their collective agreements.

CSN services

An essential part of the movement

At the CSN, union dues provide access to an array of unparalleled services. Advisers from each federation are appointed to guide unions through the bargaining process and supply information about union life. The CSN provides unions and their members with a diverse range of services that no other organization is capable of offering.

Health, Safety, and Environment service

This service's union advisers work on various matters such as health and safety, environment, prevention, and the defence of persons injured in the workplace.

Research and Status of Women service

This service's labour relations advisers provide expertise to better meet the needs of organizations.

Bargaining Support service

This service's work is focused on benefits, and its labour relations advisers are there to provide expertise.

Legal service

Our lawyers plead cases before the courts, arguing for the diversion of labour relations. They offer their expertise as consultants in support of bargaining and mobilization efforts. They also ensure follow-up on bills introduced in the National Assembly and the House of Commons.

Administration service

Our accountants help unions file transparent financial statements.

Human Resources and Training service

This team is dedicated to human resources matters issues at the CSN and supports training for employees and activists.



Confederal committees and working groups

Communications service

Our communications team is made up of four units: printing, distribution, documentation, and outreach. In particular, advisers prepare outreach and public relations strategies as well as develop a range of communications tools.

Support for Mobilization and Regional Life service

Our advisers help meet the conditions for action and mobilization to achieve the union's objectives and broader social goals. They provide assistance in collective bargaining and putting plans into action, and play a supportive role in union life more generally.

Unionization service

Our advisers develop recruitment strategies and support workers who want to join the CSN at every stage of unionization.

The CSN Convention establishes various confederal committees and working groups to study important issues and implement resolutions voted on by the Convention or the Confederal Council.

Confederal Occupational Health and Safety Committee

This committee proposes intervention and action strategies to ensure our health and safety are not threatened by exposure to unsafe work and environmental conditions. Among other things, the committee analyzes legislation and rules concerning health and safety and develops proposals to submit to CSN decision-making bodies.

Confederal Intercultural Relations Committee

This committee has the mandate to take action and advise the CSN on intercultural relations, as well as on immigration, with a view to encouraging closer ties among groups, notably by highlighting the contributions that cultural communities have made in history and to society in Quebec.

National Status of Women Committee

This committee's mandate is to support activists involved in the women's cause. It publishes reports, promotes the creation of women's committees in local unions, federations, and central councils, and ensures coordination between these committees. The committee sees that the CSN is involved and contributes to the struggle of women by circulating information on demands specific to women.

National Youth Committee

The principal mandate of the National Youth Committee is to advise the CSN on youth issues and act as the CSN's ambassador with youth. The committee also concerns itself with training, promoting the union movement, and conditions that encourage the next generation of union members.

Confederal LGBT+ Committee

This committee provides information on the realities faced by LGBT+ persons. Its role is to propose concrete measures aimed at eliminating any forms of discrimination they may face.

Confederal Committee on the Environment and Sustainable Development

This committee's mandate is to advise the CSN on issues related to the environment and sustainable development.

Working groups

The Executive Committee may also set up working groups. Such groups currently exist on health and social services, education and childcare services, fair trade and responsible consumption, as well as on Indigenous issues.

Current responsibilities of the members of the Executive Committee

Members of the CSN Executive Committee have various responsibilities, as defined in the Constitution and By-Laws, and share mandates determined by the bodies. Here is a summary of their main responsibilities:

JACQUES LÉTOURNEAU, PRESIDENT

- Official representations
- Labour relations
- Overseeing of the Communications service
- Alliances
- Francization
- Quebec sovereignty movement
- International
 - International Trade Union Confederation (ITUC)
 - Trade Union Confederation of the Americas (TUCA)
 - Alliance syndicat et tiers-monde (ASTM)

EXTERNAL REPRESENTATIONS:

- Conseil consultatif du travail et de la main-d'œuvre (CCTM), Fondation (board of directors, executive committee) and Centraide

JEAN LORTIE, GENERAL SECRETARY

- Labour movement bodies
- Centennial initiative committee
- Brief policy
- Overseeing of the Legal service, the Human Resources and Training service, and UCCO-SACC-CSN

EXTERNAL REPRESENTATIONS:

- Commission des partenaires du marché du travail (CPMT) (board of directors, executive committee, working group)

PIERRE PATRY, TREASURER

- Economy, employment, public finance
- Taxation
- Energy, industrial, and biofood policy
- Social economy
- Fair trade, responsible consumption
- Coordination of collective tools
- Overseeing of the Administration service, the Professional Defence Fund (FDP), and the Confederal Committee on the Environment and Sustainable Development

EXTERNAL REPRESENTATIONS:

- Bâtirente, Filaction, Fondation, MCE Conseils, Caisse Desjardins du Chaînon, Écotech, Centre interdisciplinaire de recherche et d'information sur les entreprises collectives (CIRIEC), Institut de recherche en économie contemporaine (IRÉC), and Développement solidaire international

CAROLINE SENNEVILLE, FIRST VICE-PRESIDENT

- Pay equity
- Pension plans and group insurance
- Labour codes
- Labour standards
- Gérard-Picard conference
- Overseeing of the Research and Status of Women service, the Bargaining Support service, and the Health, Safety, and Environment service
- Overseeing of the general bargaining coordination committee (Comité de coordination générale de négociation; CCGN), the private sector intersectoral committee (Comité intersectoriel du secteur privé; CISP), and the public and parapublic sector coordination committee (Comité de coordination des secteurs public et parapublic; CCSPP)

EXTERNAL REPRESENTATIONS:

- Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) (board of directors and other committees), Institut de recherche Robert-Sauvé en santé et en sécurité du travail (IRSST) (board of directors)

JEAN LACHARITÉ, SECOND VICE-PRESIDENT

- Health and social services (working group)
- Public-private partnerships
- Employment Insurance
- Support networks
- Leucan-CSN
- Overseeing of the Unionization service

EXTERNAL REPRESENTATIONS:

- Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) (board of directors and other committees), Institut de recherche Robert-Sauvé en santé et en sécurité du travail (IRSST) (board of directors)

VACANT POSITION, THIRD VICE-PRESIDENT

- Union life and struggle and mobilization support
- Overseeing and maintaining relationships with central councils
- Training activity for the next generation of union leaders (École de la relève syndicale)
- Education (working group)
- Family policy
- Monitoring social policy
- Childcare services (working group)
- Regional and local development
- Overseeing of the Support for Mobilization and Regional Life service (SAMVR), the National Youth Committee, the National Status of Women Committee, the Confederal LGBT+ Committee, and the Confederal Intercultural Relations Committee

EXTERNAL REPRESENTATIONS:

- Institut de coopération pour l'éducation des adultes (ICÉA) and Oui Québec

The CSN and external representation

A far-reaching presence

Individuals who represent the CSN actively participate in work carried out by the following bodies:

- Alliances de recherche universités-communautés (ARUC)
- Alternatives
- Caisse d'économie solidaire
- Caisse le Chaînon Honoré-Mercier
- Centraide
- Centre interdisciplinaire de recherche et d'information sur les entreprises collectives (CIRIEC-Canada)
- Centre international de solidarité ouvrière (CISO)

- Chantier de l'économie sociale
- Coalition sur les droits des peuples autochtones au Québec
- Collectif pour une loi sur l'élimination de la pauvreté
- Comité consultatif Famille
- Comité consultatif sur les programmes d'accès à l'égalité dans le secteur privé
- Comité de liaison du Barreau du Québec avec le Tribunal administratif du travail
- Comité directeur des orientations de la Stratégie commune d'intervention pour Montréal
- Commission administrative des régimes de retraite et d'assurance (CARRA)
- Commission de la construction du Québec (CCQ)
- Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST)
- Tribunal administratif du travail (TAT)
- Commission des partenaires du marché du travail (CPMT)
- Conseil canadien des relations industrielles (CCRI)
- Conseil consultatif du travail et de la main-d'œuvre (CCTM)
- Conseil de gestion du régime d'assurance parentale
- Conseil québécois LGBTQ+
- Développement solidaire international
- ÉcoSol
- Écotech Québec
- Fondation Léo-Cormier
- Forums sociaux
- Institut canadien d'éducation des adultes (ICEA)
- Institut de recherche en économie contemporaine (IREC)
- Institut de recherche en santé et en sécurité du travail Robert-Sauvé (IRSST)
- Leucan
- Partenaires pour un Québec français
- Régie des rentes du Québec (RRQ)
- Retraite Québec
- SSQ Groupe financier
- Territoires innovants en économie sociale et solidaire (TIESS)

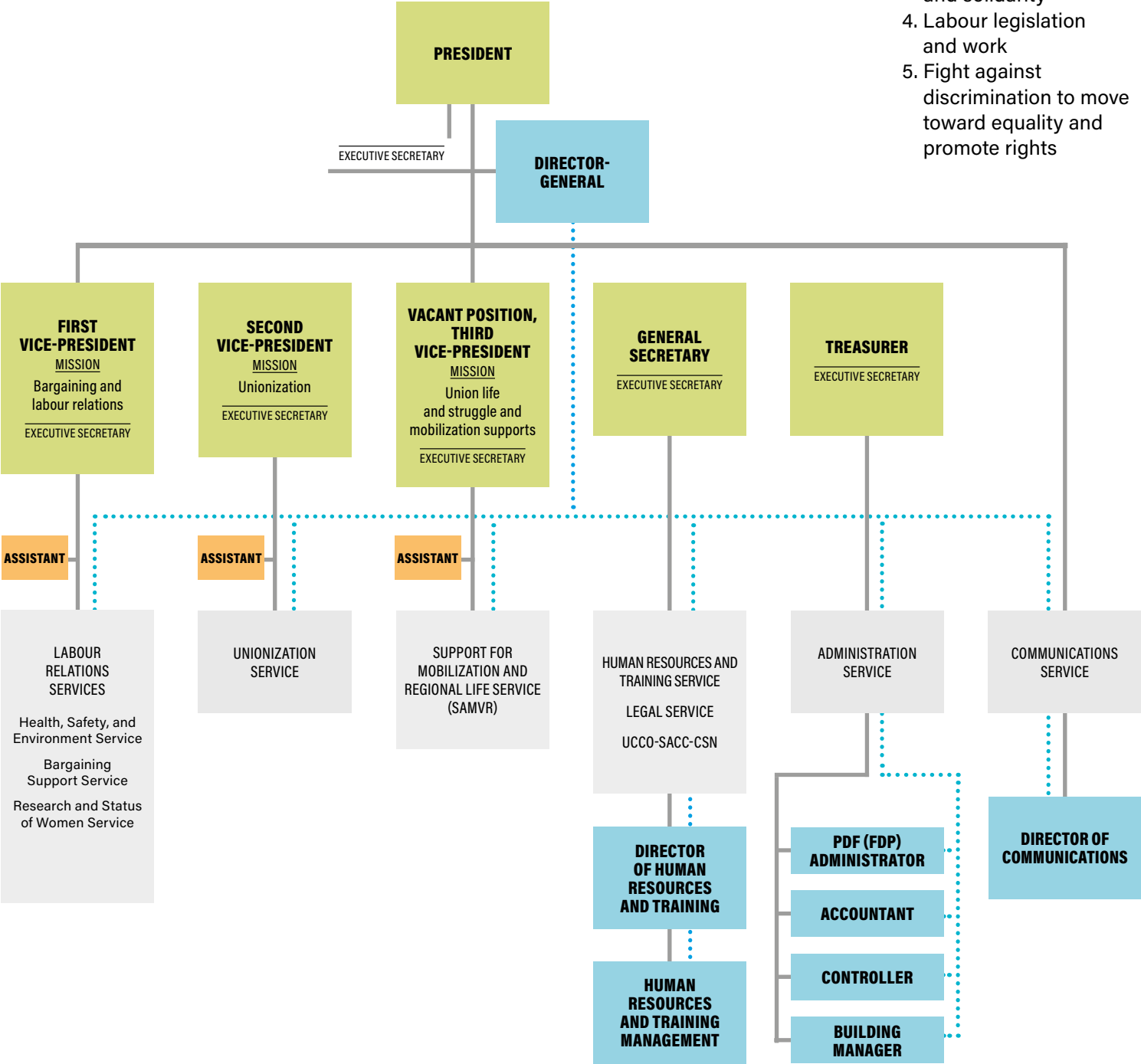
International representation

- International Labour Conference (ILO)
- Trade Union Advisory Committee to the Organisation for Economic Co-operation and Development (OECD)

CSN Organizational Chart

- CSN MISSIONS**
 1. Bargaining and labour relations
 2. Unionization
 3. Union life and struggle and mobilization support

POLITICAL AND UNION ISSUES
 1. Economy, employment, public finance, and environment/ sustainable development
 2. Public services
 3. International action and solidarity
 4. Labour legislation and work
 5. Fight against discrimination to move toward equality and promote rights



**As we approach the
100th anniversary of the CSN,
our history has confirmed that
it is possible to take action
for a better future.**

**It is up to us to seize
opportunities provided by
these transitions to improve
work, employment,
and the lives of workers.**

**This is the CSN's vision
for the union movement.**

csn.qc.ca

