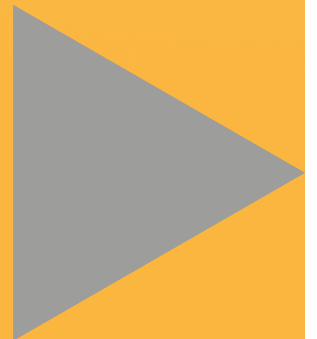


ORIENTATIONS AND PROPOSALS OF THE EXECUTIVE COMMITTEE



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



General policy orientations submitted by the Executive Committee

The CSN's 66th Convention will be held under unprecedented circumstances. In terms of the format, our proceedings will all have to be virtual, with all the limitations that entails. But we did want to have a discussion and set priorities nonetheless. Time constraints also mean we will have to do things differently. The delegates will therefore be asked to debate general orientation and mandate the Confederal Council to draw up the action plans.

The input from the regional consultation in November was used to develop the general orientations directions submitted to the Pre-Convention Committee. Nearly 480 union representatives participated. One clear conclusion that emerged is that the COVID-19 pandemic is hitting people hard. Not only is it affecting our members in all facets of their lives, it is also having a significant impact on union life and mobilization. The vast majority of the unions consulted reported disorientation, isolation, psychological distress, exhaustion, overwork, difficulty mobilizing and a mounting union workload.

Fortunately, the pandemic won't last forever. The vaccine means there is light at the end of the tunnel, but we will still have to deal with the impact of the pandemic in the workplace, on our members' lives and on our union activities for a few more months. The general directions submitted to the 66th Convention had to take this into account. We have also chosen to prioritize issues related to changes in the workplace, bearing in mind the four main thrusts of our work as a union: bargaining, mobilizing, organizing and representing.

1. Health and safety

- Support the central councils in creating mutual support and assistance networks for the unions, which are facing increased health problems and psychological distress.
- Support the federations' and unions' efforts to safeguard workers' health and safety (including psychological health), particularly as concerns compliance with health standards, access to PPE and paid COVID-19 leave.
- Continue our campaign for amendments to Bill 59, *An Act to Modernize the Occupational Health and Safety Regime* and oppose any loss of existing rights.
- That the unions include occupational health and safety in their demands when negotiating a collective agreement, and that the general bargaining coordinating committee (CCGN) coordinate all such negotiations.

2. Union life and mobilization

- In collaboration with the federations and central councils, support the unions with the use of digital technologies and social media to help strengthen union life and mobilisation.
- That the movement offer members of affiliated unions tools to help them be active in the union without burning out.
- Develop the necessary tools to promote union life and to encourage members to be politically active. Create a committee for this purpose.

3. Work

- In collaboration with the federations, support the unions in negotiating issues arising from telework and technological innovation; the general bargaining coordinating committee. (GBCC) should develop, disseminate and monitor a strategic bargaining framework.
- Update our demands concerning labour legislation and lobby governments to obtain legislative gains, with special attention to the situation of self-employed workers.
- Have a conversation about unionization in order to improve our practices, renew our strategies and establish priorities and a CSN action plan.

4. Post-COVID recovery

- Fight any attempt to revert to fiscal austerity by putting forward our demands regarding the management of public finances and by explaining the negative impacts of austerity on the quality and accessibility of public services, and on workers' working conditions.
- Pursue our efforts to strengthen public services, particularly by improving working conditions in the public sector.
- Lobby to make government financial support for business – especially for job training, technology investment and ecological transition – consistent with just transition principles and conditional on financial transparency, worker participation and recognition of unions as talking partners.
- Lobby the federal and provincial governments to recognize high-speed Internet as an essential service and make it available to all citizens.

Motions submitted by the Executive Committee

The 66th Convention is being held under constraints. Nevertheless, we will be able to deal with some critical questions and some of the most pressing issues for our movement. The Constitution and By-laws Committee therefore recommends that the Pre-Convention Committee submit for debate the proposal at the core of the PDF Rules Review Committee's mandate, namely that pertaining to eligibility for strike or lockout benefits, as this would appear to be a priority if the PDF is to support the bargaining power of CSN-affiliated unions ever more effectively.

Given the special format of this convention, we recommend that the time allotted to the PDF be devoted to a substantive discussion of the proposed changes and the questions they are likely to raise. We believe this would be more productive than attempting to draft articles of the PDF Constitution and By-laws in a large group on a virtual platform, which would be a daunting and tedious task.

As a first step, we therefore recommend that a motion be put to the convention setting out clearly and in detail the general direction that should be reflected in the amendments to the PDF Constitution and By-laws, which will be drafted later.

After this first debate, we recommend that the delegates be asked to pass a motion referring the matter to the Confederal Council and entrusting it with the responsibility of deciding on the new wording of the PDF's Constitution and By-laws, in accordance with the directions adopted by the 66th Convention.

| Current wording of the PDF Constitution and By laws | Resolutions from the CSN Executive Committee | Recommendations of the Constitution and By-laws Committee | Recommendations of the Pre-Convention Committee |
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| Article 13 – Right to benefits | The CSN Executive Committee proposes: Article 13 – Right to benefits | | The Pre-Convention Committee recommends that the motion from the |

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| <p>Article 13.01 The right to benefits is acquired on the 8th day of a strike or lockout in a given dispute.</p> <p>Article 13.02 For the purpose of this article, the days of strike or lockout may or may not be consecutive in a given dispute.</p> <p>Article 13.03 In the case of intermittent or sporadic strikes or lockouts, five accumulated days of loss of work in a given dispute are equal to seven days of strike or lockout, for the purpose of this article.</p> <p>Article 13.04 From the 8th day on, strikers are entitled to benefits for each additional week of strike or lockout, as well as for the week following their return to work, subject to the maximum of four weeks stipulated in Article 14.</p> | <p>Guiding principles</p> <p>Amend so as to:</p> <ul style="list-style-type: none"> a. Provide that three or more working days of strike or lockout in one week entitles a member to the weekly benefit; b. Provide that only one weekly benefit may be paid per 7-calendar-day period; c. Amend the provisions for benefits in the case of intermittent or sporadic strikes or lockouts accordingly; d. Establish that in order to be entitled to benefits, a striker must have suffered a loss of income. <p>And, in view of the above:</p> <ul style="list-style-type: none"> e. Abolish the provision that entitlement to benefits begins on the 8th day of a dispute; f. Eliminate the benefit payment for the week following the return to work. | <p>The Constitution and By-laws Committee recommends that the motion be carried.</p> | <p>Constitution and By-laws Committee be carried, as amended:</p> <ul style="list-style-type: none"> a. Provide that three or more working days of strike or lockout in one week entitles a member to the weekly benefit; b. Provide that only one weekly benefit may be paid per 7-calendar-day period; c. Amend the provisions for benefits in the case of intermittent or sporadic strikes or lockouts accordingly; d. Establish that in order to be entitled to benefits, a striker must have suffered a loss of income; e. When a dispute begins, no longer consider income from other sources. <p>And, in view of the above:</p> |
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| <p>Article 13.05 For the week following a striker's return to work, as well as for the last week of a strike or lockout, a part of a week consisting of three or more working days is considered to be one week.</p> <p>Article 13.06 Benefits are payable within six days of each of the above-mentioned periods.</p> <p>Article 13.07 If retroactive payments are received from the Employment Insurance Commission or health or accident insurance, strikers must repay the amounts received from the PDF in accordance with Article 13.08. The union will co-operate with the CSN to recover these amounts.</p> <p>Article 13.08 Strikers who receive employment insurance, health or accident insurance benefits or employment income giving them a net weekly income equal to or greater than the PDF benefits are not entitled to these benefits.</p> | | | <p>f. Abolish the provision that entitlement to benefits begins on the 8th day of a dispute;</p> <p>g. Eliminate the benefit payment for the week following the return to work.</p> |
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| <p>Article 13.09 Strikers who had more than one job before the strike or lockout are not entitled to benefits if the other job pays them an amount equal to the benefits.</p> <p>Article 13.10 In the case of collective activities organized by the union to improve PDF benefits, the Executive Committee may authorize PDF benefits to be kept at their regular level. It must then so inform the Confederal Bureau.</p> | <p>Referral motion:</p> <p>That the 66th Convention of the CSN refer to the Confederal Council the responsibility for framing the new wording of article 13 of the PDF Constitution and By-laws, based on the principles adopted by the said Convention, and for making all appropriate amendments to other articles for consistency.</p> | <p>The Constitution and By-laws Committee recommends that the motion be carried.</p> | <p>The Pre-Convention Committee recommends that the motion from the Constitution and By-laws Committee be carried.</p> |
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| Current wording of the PDF Constitution and By laws | Resolutions from the CSN Executive Committee | Recommendations of the Constitution and By-laws Committee | Recommendations of the Pre-Convention Committee |
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| <p>Article 40.05 The Human Resources Department and personnel policy and management of CSN staff come under the authority of the General Secretary, along with co-ordination of this management between the CSN and affiliated organizations having their own staff. The Legal Department comes under the authority of the General Secretary.</p> <p>Article 42.04 The following is a non-exhaustive description of each Vice-President's duties. FIRST VICE-PRESIDENT : The First Vice-President replaces the President when the latter is absent. The Executive Committee appoints a substitute if both are absent.</p> | <p>The CSN Executive Committee proposes:</p> <p>Article 40.05 The Human Resources and Education Department and personnel policy and management of CSN staff come under the authority of the General Secretary, along with co-ordination of this management between the CSN and affiliated organizations having their own staff. The Legal Department comes under the authority of the General Secretary.</p> <p>Article 42.04 The following is a non-exhaustive description of each Vice-President's duties. FIRST VICE-PRESIDENT : The First Vice-President replaces the President when the latter is absent. The Executive Committee appoints a substitute if both are absent.</p> | <p>The Constitution and By-laws Committee recommends that the motion be carried and referred to a subsequent meeting of the Confederal Council.</p> <p>The Constitution and By-laws Committee recommends that the motion be carried 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> <p>The Pre-Convention Committee recommends that the motion from the Constitution and By-laws Committee be carried.</p> |

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| <p>The First Vice-President is also responsible for the CSN's relations with the federations, the general co-ordination of negotiations, and the Labour Relations Department. This department supports affiliated organizations in the areas of:</p> <ul style="list-style-type: none"> - Status of women - Education; - Health and Safety and Environment; - Research; - Support for collective bargaining. | <p>The First Vice-President is also responsible for the CSN's relations with the federations, the general co-ordination of negotiations, the Health & Safety and Environment Department, the Research and Status of Women Department, and the Support for Collective Bargaining Department.</p> | | |
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