

**ADOPTED BY**  
the Pre-Convention  
Committee on  
April 11, 2023

—

67<sup>th</sup> CSN  
Convention  
Montreal – 2023

# Proposed

amendments and resolutions  
from the Executive Committee  
and affiliated organizations



## **Table of Contents**

Resolutions from the CSN Executive Committee .....	5
Resolutions from affiliated organizations .....	11
Amendments to the CSN Constitution and By-laws .....	14
Amendments to the CSN Rules of Order.....	21
Amendments to the CSN Professional Defence Fund By-laws.....	26
Resolutions from affiliated organizations concerning finances.....	29

## **Resolutions from the CSN Executive Committee**

### **Proposal on Transformation and Protection of Jobs**

The world of work is constantly changing. In addition to the volatility associated with shorter-term economic trends such as inflation and the risk of recession, we are facing structural changes that will have profound implications in the longer term.

Examples of such changes include population aging and its impact on labour scarcity and labour shortages, technological changes, the rise of telework and other changes in the organization of work resulting from the pandemic, climate change, and the war in Ukraine, all of which are affecting the labour market in various ways.

The climate crisis is already here and having definite effects on our lives, but its impacts upon our workplaces, in particular, are even stronger. Unless sweeping action is taken, the threat is not only that our jobs will be transformed, but that they will disappear.

At the CSN, addressing environmental concerns is nothing new. As far back as the 1960s, we were tackling issues such as water pollution, and many CSN conventions since then have dealt with environmental matters. The 65th Convention gave the CSN a mandate to develop an Environmental Charter. This charter focuses on four aspects of the environment:

1. Respect for and protection of ecosystems
2. Sustainable land-use planning and development
3. A democratic, participatory, just society that provides for its people's well-being
4. A just, ecological energy transition

We must continue our efforts. Transforming the ways in which we produce and consume is a significant challenge. Governments must take much stronger action if we want to achieve such goals as reducing greenhouse-gas emissions sufficiently to limit climate warming.

In addition, for this ecological transition to be a genuine success, it must be just. To achieve this, the transition must absolutely be equitable and inclusive with respect everyone concerned, and to workers first and foremost. It must support decent work environments that leave no one behind. For example, with regard to protection of woodland caribou, we have developed a vision of the forest designed to preserve the ecosystem and the majority of jobs today and for future generations. A just transition cannot be achieved unless all workers participate in it.

Demographic issues are also causing upheaval in the world of work. Obviously, the risk of recession may alter the picture in the short term, but Emploi Québec forecasts that because of the large number of Quebecers who will be retiring and the new jobs that the Québec economy will create, more than 1.6 million jobs will have to be filled over the next ten years. Also, in recent months, the number of unfilled jobs has exceeded the number of unemployed workers. If the CSN's members are worried about the lack of labour or high labour turnover, it is because they are directly experiencing the negative consequences. To cite just a few: increased mandatory overtime, work intensification, exhaustion, increased risk of work-related accidents, loss of meaning of work, lack of time to support newly hired workers,

reduced quality of services provided, downgraded hiring requirements, and increased use of temporary foreign workers whose status confines them to extremely precarious conditions.

Demographic change is also altering the makeup of the workplace, with growing proportions of young people, women, people from immigrant backgrounds, Indigenous people, and people who had previously left the labour market. As a result, “fly in, fly out” behaviour is increasing. In this context, we must ensure that our workplaces and our union life are inclusive. Now more than ever, we need workplaces with a human face. Beyond the negative effects of labour scarcity and labour shortages, this trend should operate in workers’ favour, and the CSN movement must do everything it can to take advantage of it.

Moreover, we need to be concerned about conditions in areas outside the major centres, which are losing their vitality because of out-migration and tougher access to housing and transportation. Problems once associated with large urban centres, such as the housing shortage, have now spread to all regions. The increasing number of “fly in, fly out” workers is exacerbating this devitalization, in some respects. What began as a remedy is becoming worse than the disease.

In the coming years, the world of work will also be affected by technological change. Advances in robotics, automation, artificial intelligence, and digital technologies will place some jobs at risk, threaten professional autonomy, and facilitate subcontracting. The emergence of new business models is also making many jobs more tenuous. For example, Amazon’s model has come to dominate retailing, while Google and Facebook have commandeered the traditional revenue sources of media and cultural businesses. What is certain is that a wider range of jobs can be expected to be radically transformed, as certain skills become obsolete while others become essential in tomorrow’s economy.

Although technological change can sometimes pose a threat to our members, it would be extremely risky to adopt a purely defensive posture and attempt to freeze our production processes in the past. On the contrary, we must stay ahead of these changes to make sure that they play out to workers’ benefit.

Finally, in recent decades, the delocalization of production and jobs has undermined our economy. To address the supply-chain problems that we have seen over the past few years, we must have genuine industrial policies and these must necessarily entail the relocation of jobs to Québec. Our sovereignty as a society depends on it. We cannot forget our alarming failure, as a society, to provide personal protective equipment to workers in essential services during the pandemic.

In response to all these upheavals, worker participation in the process of transforming jobs is a necessary condition for a just transition. For unions to exercise their rightful leadership effectively, it is imperative that we do a better job of anticipating the coming changes, both in the various sectors of the economy and in the workplace.

The CSN has always strived to provide unions with the best possible support in addressing transformations in the labour market. Indeed, it must continue to do this, but it must also adapt how it provides this support to address all aspects of negotiations and labour relations. The solution is complex, but a key element is transferable certification training. Such training enables upgrading of skills, retention of workers, and increased professional mobility, in

addition to which it benefits employers. Such a measure will be relevant no matter the form taken by job transformation.

Many more examples could be provided. We invite delegates to discuss the things that concern them the most regarding the transformations in their work, the steps that ought to be prioritized to respond to these transformations locally, and the kinds of support, on the part of the CSN, that they think would be most helpful.

It is proposed:

- That the CSN, the federations, the central councils, and the unions prioritize the protection, transformation, and development of jobs in their bargaining;
- That the CSN, in collaboration with the federations, identify the unions at greatest risk of being affected by environmental standards, so as to support them in their necessary demands regarding the transformation and protection of their jobs;
- That the CSN, in collaboration with the federations, give the unions the tools they need to address the organizational and technological changes that may affect their workplaces, and that these efforts be deployed by the General Bargaining Coordinating Committee (CCGN);
- That the CSN, together with the unions, hold an awareness-raising and educational activity aimed at the protection, transformation, and development of jobs so as to achieve a just transition;
- That the CSN update its positions on government policies and demand of governments a true industrial policy that provides for the green modernization of businesses with the objective of protecting both jobs and the environment; and
- That the CSN, in collaboration with the central councils and federations, examine the question of land occupancy and the importance of pursuing revitalization in the regions, particularly the remoter ones.

### **Proposal on Exercising Our Power**

Power can be defined as the ability to exercise one’s strength so as to make another party yield. Power can be exercised in the workplace or within society as a whole. The CSN applies collective mobilization and solidarity as indispensable tools for exercising our power, but there are some factors beyond our control—such as special situations in particular organizations, economic conditions, and political or legal considerations—that may positively or negatively affect our ability to do so.

At a time when the richest 1% of individuals holds twice as much wealth as everyone else on the planet, the union movement most certainly has no need to be shy about trying to shift the pendulum toward the workers.

The bargaining power of unions is a critical factor in improving their members’ working conditions. Analyzing this bargaining power is a fundamental necessity, and this process is often more complex than one might think. The task involves not only assessing how mobilized a union’s members are, but also understanding how the employer’s organization operates, so as to choose the best time for obtaining the best settlement. It also involves stressing the democratic nature of the bargaining process and of union life in the CSN—for example, the requirement that both the preparation of the list of demands and the ratification of the collective agreement be decided by union members’ votes. This fosters cohesion and unity among members.

Employers, for their part, seem increasingly prepared to engage in labour conflicts and are not hesitating to develop strategies that will better position them to weather the effects of such conflicts.

The severe scarcity and shortages of labour in today’s economy unquestionably can help us to build our bargaining power, despite the harmful impacts that lack of personnel and high employee turnover can have in the workplace. But the Executive Committee wants to know what the unions think about these matters. That’s why the subject of the 15<sup>th</sup> Gérard Picard Colloquium, to be held in November 2023 for the CSN’s private sector unions, will be *Que le rapport de force soit avec nous* (May the Force Be with Us).

Regarding bargaining in the public and parapublic sector, the populist CAQ government seems determined to portray unions as responsible for all of the evils in the public sector. This government rejects out of hand the legitimate, substantive proposals by unions aimed at benefitting workers and all Quebecers. This will have an impact on our bargaining power, especially since the government will be working hard to make the public see things its way. Now more than ever, union organizations must be present, make noise, and speak with a single voice, so that the public understands the real issues and our proposals to address them.

Meanwhile, our workplaces have become far more diverse. Québec’s demographic situation calls for continued immigration to maintain our development. The proportion of landed immigrants<sup>1</sup> in Québec’s labour force rose from 15.8% in 2017 to nearly 20% in 2022. And these figures do not include the skyrocketing number of temporary foreign workers, which nearly tripled over the past five years. Under these circumstances, the preceding Convention

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<sup>1</sup> Persons who are immigrants landed in Canada or who became landed in Canada five years ago or less. A landed immigrant is a person to whom the immigration authorities have granted the right to reside in Canada on a permanent basis. Canadian citizens by birth and non-permanent residents (foreigners living in Canada under a work or study permit, or who claim refugee status, as well as their family members living with them) are not considered landed immigrants.

acted wisely when it carried a motion dealing specifically with inclusion in union structures, the more so as intersectionality teaches us that we need to consider the interplay between different forms of discrimination, such as those based on racial characteristics, cultural background, and disability. Our unions cannot optimize their strength and power unless they include all of their members. This is a daily concern in union life and will remain so throughout the coming three-year term. The unions must adopt a more inclusive model in which to carry out their actions.

The CSN possesses a powerful instrument that enables it to maintain an effective presence within its unions and that allows them to hold out the extra minute: the *per capita*. This is set at 0.72% and is used, among other things, to finance a viable Professional Defence Fund. It also allows the CSN to provide support to its unions and to maintain a range of services. The CSN is far more than just a tool: it is the voice of the workers. The way in which the CSN exercises its power must be reaffirmed, because it is bearing fruit. The struggle conducted by the early-childhood centre unions demonstrates that at the CSN, when we exercise our power, we go all the way, and we do so for all our members. Actions speak louder than words.

Politically speaking, our exercise of power has been complicated by the rightward shift of the political elites and the shrinkage of spaces for democratic consultation and social dialogue. If the CSN's actions are to remain relevant, it must recognize the growing diversity of social causes and social actors at play in the public sphere.

Let us say it again: to improve the condition of workers, we must take steps that go beyond the workplace. We are striving for a social transformation and a world that is more just, free, democratic, and environmentally sound. This is what we, at the CSN, call the "second front."

To play its social role effectively at a time when the impacts of disinformation are so strongly felt, the CSN must intensify its political actions to expose and condemn the injustices to which workers are subjected every day. We are a credible, progressive actor with the capacity to influence the course of decision-making. This capacity may not be perfect, but it has yielded significant achievements: for example, we successfully opposed some of the regressive measures in the planned modernization of Québec's occupational health and safety system. We convinced the federal government to undertake the work necessary to prohibit replacement workers. And, more recently, we helped to prevent an increase in the minimum retirement age that the Québec Pension Plan had planned to impose.

The kind of trade unionism in which the CSN engages is always productive. A diversified unionism, with members in all employment sectors, strengthens our vision and reinforces our representation. In the thick of the action, and close to the people, we listen to the needs and realities out in the field. To do this, the CSN relies on its own autonomy and that of its affiliated organizations. The affiliated unions, federations, and central councils are autonomous organizations. Their autonomy preserves their ability to determine their own directions, fight their own battles, and make, for and by themselves, the decisions that they consider necessary, while still preserving the cohesion of our movement. This is a guarantee that the power to make decisions will always be located close to where those decisions will be applied.

This autonomy is enhanced by ongoing efforts to build solidarity with the other components of the movement. Unions that are free to take their own decisions and actions, while

remaining responsible for them, constitute the foundations of democracy and solidarity within this movement. This ensures that solidarity among all these organizations is maintained and deepened, which not only strengthens participation within the movement but also ensures that the CSN will be heard more widely, remain more relevant, and be regarded as a major, indispensable actor in all of the social debates that need to be had. This cohesion between the affiliated organizations and the CSN is an asset that we must maintain and cultivate, because it makes us stronger.

Solidarity is the hallmark of the union movement. It is in our interest to develop broader relationships. We partner with various progressive groups on a regular basis. The form of trade unionism that we practice, based on union centrals, deserves to be truly recognized for what it is. The CSN represents workers in all economic and occupational sectors in the working world. We exert countervailing power confidently and thereby play an essential role in a free and democratic society. Our interests go beyond the work setting. We also advocate for improved living conditions. We engage in struggles that concern not only our members but also non-unionized workers and society as a whole, such as the campaign for an \$18 minimum wage. We are also developing platforms that address societal issues, such as the CSN's *Vraiment public* (Truly Public) campaign to deprivatize, democratize, and decentralize Québec's health and social services system. Developing alliances with the centrals sends a strong message about our shared desire to represent the common good and to close ranks against regressive ideologies. We can be proud that these alliances extend beyond our borders. We enjoy international influence by virtue of our dual affiliation with the International Trade Union Confederation (ITUC) and the Trade Union Confederation of the Americas (TUCA). The international role played by large organizations like ours was certainly a positive factor in Canada's ratification, on January 30, of the ILO convention *Eliminating Violence and Harassment in the World of Work*.

In this context, the updating of our proposal calling for the Estates General on trade unionism is more relevant than ever. The objective is to develop union bargaining power in a broader sense, together with other union actors who share our participatory values.

It is proposed:

- That the CSN reaffirm the fundamental importance of exercising power in all of its actions and those of its unions, and that the CSN, the federations, the central councils, and the unions strive for the cohesion of the movement in their respective positions;
- That the CSN, supported by the federations and the central councils, support the unions in analyzing, developing, and exercising union power in all facets of union life;
- That the CSN, the federations, the central councils, and the unions intensify their political actions to expose and condemn the injustices to which workers are subjected every day;
- That the CSN, together with other union organizations, establish conditions favourable to the convening of the Estates General on the issue of trade unionism, and that this activity be used as an opportunity for building our capacity to wage union and social struggles; and
- That the CSN take new workplace realities into account in the tools that it provides to unions, so as to promote an inclusive, intersectional model.



## **Resolutions from affiliated organizations**

### **a) *Syndicat des chargées et chargés de cours de l'Université Laval–CSN***

**It is proposed:**

That during the next three-year term, the CSN consider ways to allow better access to PDF benefits for workers with precarious or part-time status. That a working committee be formed for this purpose and that it report to the 68th CSN Convention.

**The Pre-convention Committee recommends that this resolution be accepted.**

### **b) *Conseil central du Montréal métropolitain–CSN***

WHEREAS the CSN has adopted a Statement of Principles;

WHEREAS the CSN and its affiliated organizations have historically participated in the Centre international de solidarité ouvrière (CISO);

WHEREAS the sphere of influence of transnational corporations and their impacts on the environment, the most vulnerable populations and human rights are increasing;

WHEREAS neo-liberal policies are hardening around the world and their impacts on union freedoms in Québec and elsewhere are growing;

WHEREAS the Canada-United States-Mexico Agreement (CUSMA) came into force in 2020;

WHEREAS global political tensions are mounting;

**It is proposed:**

That the CSN expand its involvement in CISO and encourage affiliated organizations that are not members to join.

**The Pre-convention Committee recommends that this resolution be accepted.**

### **c) *Syndicat des employé(e)s de la Commission des droits de la personne et des droits de la jeunesse (SECDPJ)–CSN***

WHEREAS equal employment opportunity programs (EEOPs) are a systemic tool for fighting discrimination in employment that work to, among other things, correct the gaps in representation of the five groups that have historically been discriminated against in the labour market and are designated in the *Act respecting equal access to employment in*

*public bodies*, namely women, people with disabilities, Indigenous people, visible minorities and ethnic minorities;

WHEREAS by introducing an EEOC the CSN is demonstrating leadership in the fight against systemic discrimination in employment in order to promote substantive equality rights for all workers;

WHEREAS the CSN aims to promote an inclusive workplace and a workforce representative of all of Québec society;

**It is proposed:**

That the negotiating parties (STTCSN and CSN) open discussions with a view to including in the next collective agreement a voluntary equal employment opportunity program to correct the under-representation in the CSN's workforce of the five historically discriminated-against groups designated in the *Act respecting equal access to employment in public bodies*, in all job classes including management positions.

That this program support an analysis of the CSN's entire employment system and that it be accompanied by mandatory continuing education on human rights and freedoms and the fight against discrimination, for all CSN employees and people in management positions.

That a reflection begin on the representation of the five groups among the people elected to each of the CSN's bodies and that training on human rights and freedoms and the fight against discrimination also be provided to them.

**The Pre-Convention Committee recommends that the CSN reaffirm its desire to be inclusive and egalitarian; that the first two points in this proposal be referred to the Federal Human Resources Committee (CCRH) for further work on this issue; and that the third point be forwarded to the relevant federal committees so that they can incorporate this issue into their work plans.**

**d) *Syndicat du personnel paratechnique,  
des services auxiliaires et de métier de la santé  
et des services sociaux du Saguenay-Lac-Saint-Jean-CSN***

WHEREAS the FSSS-CSN's union certification for class 2 personnel in Saguenay-Lac-Saint-Jean covers a vast territory and a large number of members (approximately 3,300);

WHEREAS the FSSS-CSN's union certification for class 2 personnel in Saguenay-Lac-Saint-Jean, because of its representativeness, amounts to a greater financial burden; and

WHEREAS the FSSS-CSN's union certification for class 2 personnel in Saguenay-Lac-Saint-Jean entails a duty to represent the members;

**It is proposed:**

That the CSN review all of its policies on assistance and reimbursement to the unions in order to better support them under the new circumstances.

**The Pre-Convention Committee recommends that this resolution be accepted.**

**e) Syndicat des travailleuses et travailleurs du béton du Bas-Saint-Laurent-CSN**

WHEREAS training is essential to the proper functioning of unions;

WHEREAS training sessions are too often cancelled due to a lack of participants, since some regions have a smaller pool of unions;

WHEREAS the CSN represents some employee groups for which the seasonal nature of production varies from place to place, and training sessions are not always offered at the appropriate time of year;

WHEREAS difficulties in replacing personnel, resulting from labour shortages and scarcity, make it more difficult to follow a rigid training schedule;

WHEREAS some unions are willing to travel to receive training in order to properly represent their members; and

WHEREAS some federation or regional training sessions can be grouped together for more than one federation or region;

**It is proposed:**

That training sessions be open to all unions, regardless of their region or federation;

That the federations and central councils agree to establish a list of the training sessions to be offered on an inter-federation and inter-region basis, and that mechanisms for accessing them be established; and

That all unions affiliated with the CSN be informed of the possibility of accessing all training sessions and that financial assistance rules apply.

**The Pre-Convention Committee recommends:**

- **That this proposal be amended to read as follows:**

**That the CSN, in collaboration with the central councils and the federations, continue working to improve the scope and accessibility of the training offered to members.**

- **and that the resolution be accepted as amended.**

### Amendments to the CSN Constitution and By-laws

Current wording of the Constitution and By-laws of the CSN	Resolutions from CSN Executive Committee	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
<p>ARTICLE 14 — REGULAR CSN CONVENTION                      The CSN holds a regular convention every three years, at a place determined by the Confederal Bureau. The CSN Convention is a meeting of delegates of the unions, federations and central councils. The Convention takes place in the spring.</p>	<p>ARTICLE 14 — REGULAR CSN CONVENTION                      The CSN holds a regular convention every three years, at a place determined by the Confederal Bureau. The CSN Convention is a meeting of delegates of the unions, federations, and central councils. The Convention takes place in the spring.</p> <p><b>In case of <i>force majeure</i>, the Confederal Bureau may determine that the Convention will be held in virtual mode.</b></p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted, and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>
<p>ARTICLE 16 — SPECIAL CSN CONVENTION                      Article 16.01                      The Confederal Bureau may, on at least two weeks’ notice, call a special convention that has the same authority as a regular convention to discuss and dispose of any urgent matter of general interest that it sees fit to put on the agenda.</p>	<p>Article 16.01                      The Confederal Bureau may, on at least two weeks’ notice, call a special convention that has the same authority as a regular convention to discuss and dispose of any urgent matter of general interest that it sees fit to put on the agenda.</p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>

Current wording of the Constitution and By-laws of the CSN	Resolutions from CSN Executive Committee	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
	<b>In the event of a vacancy on the Executive Committee between conventions, the Confederal Bureau will call a Special CSN Convention, unless there are fewer than six (6) months left in the term of office.</b>		
<p>Article 16.02 It decides on the opening and closing dates of the special convention and where it is to be held.</p>	<p>Article 16.02 It decides on the opening and closing dates of the special convention and where it is to be held. <b>In case of <i>force majeure</i>, the Confederal Bureau may determine that the special convention will be held virtually.</b> <b>For the purposes of this article, a vacancy on the Executive Committee between conventions will be considered a case of <i>force majeure</i>.</b></p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee's recommendation be accepted.</p>
<p>ARTICLE 24 — RESOLUTIONS SUBMITTED BY AFFILIATED ORGANIZATIONS Article 24.02 These resolutions must be sent to the General Secretary of the CSN at least six weeks before the opening date of the Convention.</p>	<p>Article 24.02 These resolutions must be sent to the General Secretary of the CSN at least <b>eight</b> weeks before the opening date of the Convention.</p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-convention Committee recommends that the Constitution and By-laws Committee's recommendation be accepted.</p>

Current wording of the Constitution and By-laws of the CSN	Resolutions from CSN Executive Committee	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
<p>ARTICLE 30 — ELECTION OF THE CSN EXECUTIVE COMMITTEE                      Article 30.09                      Voting is by secret ballot. The election president and secretary organize voting booths for this purpose.</p>	<p>Article 30.09                      Voting is by secret ballot. The Election President and Secretary organize voting booths for this purpose.</p> <p><b>A vote by secret ballot may be held electronically. If this option is selected, the Election President and Secretary organize the conduct of this vote and provide for a secure digital platform upon which to hold it.</b></p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>
<p>ARTICLE 41 — RESPONSIBILITIES OF THE TREASURER                      Article 41.03                      The Treasurer is responsible for the Administration Department.</p>	<p>Article 41.03                      The Treasurer is responsible for the <b>Finance Department, Information Technology Department and Buildings Department.</b></p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>
<p>ARTICLE 42 — RESPONSIBILITIES OF VICE-PRESIDENTS                      Article 42.04                      The following is a non-exhaustive description of each Vice-President’s duties.                      FIRST VICE-PRESIDENT</p>	<p>Article 42.04                      The following is a non-exhaustive description of each Vice-President’s duties.                      FIRST VICE-PRESIDENT</p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>

Current wording of the Constitution and By-laws of the CSN	Resolutions from CSN Executive Committee	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
<p>The First Vice-President replaces the President when the latter is absent. The Executive Committee appoints a substitute if both are absent. The First Vice-President is also responsible for the CSN's relations with the federations, the general co-ordination of negotiations, the Health &amp; Safety and Environment Department, the Research and Status of Women Department, and the Support for Collective Bargaining Department.</p> <p>SECOND VICE-PRESIDENT The Second Vice-President is responsible for the Organizing Department.</p>	<p>The First Vice-President replaces the President when the latter is absent. The Executive Committee appoints a substitute if both are absent. The First Vice-President is also responsible for the CSN's relations with the federations, the general co-ordination of negotiations, <del>the Health &amp; Safety and Environment Department</del>, the Research and Status of Women Department, and the Support for Collective Bargaining Department.</p> <p>SECOND VICE-PRESIDENT The Second Vice-President is responsible for the Organizing Department <del>and the Health &amp; Safety and Environment Department</del>.</p>		
<p>ARTICLE 53 — POWERS AND DUTIES Article 53 m) electing a member of the Executive Committee if a vacancy occurs between conventions. The election must take place at one of the sessions or the next meeting following the vacancy;</p>	<p>Article 53 <b>m) Delete.</b></p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee's recommendation be accepted.</p>

Current wording of the Constitution and By-laws of the CSN	Resolutions from CSN Executive Committee	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
<p>ARTICLE 77 — AMENDMENTS TO THE CONSTITUTION AND BY-LAWS OF THE CSN</p> <p>Article 77.03</p> <p>The General Secretary must send a copy of the proposed amendments to all affiliated organizations at least 30 days before the opening date of the Convention.</p>	<p>Article 77.03</p> <p>The General Secretary must send a copy of the proposed amendments to all affiliated organizations at least <b>21</b> days before the opening date of the Convention.</p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>

Current wording of the CSN Constitution and By-laws	Resolutions from affiliated organizations	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
<p>ARTICLE 53 — POWERS AND DUTIES</p> <p>The Confederal Council is the highest authority of the CSN between conventions. It has the following responsibilities: [...]</p>	<p><b>08-00-000</b></p> <p><b>The Fédération de la santé et des services sociaux propose:</b></p> <p>ARTICLE 53 — POWERS AND DUTIES</p> <p>The Confederal Council is the highest authority of the CSN between conventions. It has the following responsibilities: [...]</p>	<p>The Constitution and By-Laws Committee recommends that this resolution be amended by striking the words <b>Rights of the</b> from the Confederal Status of Women Committee, rewording the sentence as: <b>...taking into account gender balance, representativeness of the federations representing the public and private sectors, and of central councils representing central and more remote</b></p>	<p>The Pre-Convention Committee recommends that the proposal be amended to read as follows and the Constitution and By-laws Committee’s recommendation be accepted as amended:</p>



Current wording of the CSN Constitution and By-laws	Resolutions from affiliated organizations	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
<p>f) creating the commissions or committees that it deems useful, defining their mandates, disposing of their reports and electing the members of confederal committees. In the event that a member of a confederal committee resigns during their term, the Executive Committee will issue a 30-day notice prior to the election to the vacant office;</p>	<p>f) creating the commissions or committees that it deems useful, defining their mandates, disposing of their reports and electing the members of the following confederal committees:  <b>Confederal Rights of the Status of Women Committee, Confederal Youth Committee, Confederal Intercultural Relations Committee, Confederal LGBT+ Committee, Confederal Occupational Health and Safety Committee, Confederal Environment and Sustainable Development Committee, taking into account balance between men and women, balance between the federations representing the public and private sectors and balance between central councils representing more central and more remote regions.</b></p> <p>In the event that a member of a confederal committee resigns during their term, the Executive</p>	<p><b>regions</b>, and amending the current text of the resolution to read as follows:</p> <p>f) creating the commissions or committees that it deems useful, defining their mandates, disposing of their reports, and electing the members of the following confederal committees:  <b>Confederal Status of Women Committee, Confederal Youth Committee, Confederal Intercultural Relations Committee, Confederal LGBT+ Committee, Confederal Occupational Health and Safety Committee, Confederal Environment and Sustainable Development Committee, taking into account gender balance and representation of the federations representing the public and private sectors, and of the central councils representing central and more remote regions.</b> In the event that a member of a confederal committee resigns during their term, the Executive Committee will issue a thirty (30) day notice prior to the election to the vacant office;</p>	<p>f) creating the commissions or committees that it deems useful, defining their mandates, disposing of their reports and electing the members of the following confederal committees: <b>Confederal Status of Women Committee, Confederal Youth Committee, Confederal Intercultural Relations Committee, Confederal LGBT+ Committee, Confederal Occupational Health and Safety Committee, Confederal Environment and Sustainable Development Committee, taking into account gender balance, with the exception of the Confederal Status of Women Committee, and representation of the federations representing the public and private sectors, and of the central councils representing central and more remote regions.</b></p> <p>In the event that a member of a confederal committee resigns</p>

*20 – Resolutions adopted by the Pre-Convention Committee on April 11, 2023*

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<b>Current wording of the CSN Constitution and By-laws</b>	<b>Resolutions from affiliated organizations</b>	<b>Recommendations from the Constitution and By-laws Committee</b>	<b>Pre-Convention Committee recommendations</b>
	Committee will issue a thirty (30) day notice prior to the election to the vacant office;		during their term, the Executive Committee will issue a 30-day notice prior to the election to the vacant office;

### Amendments to the CSN Rules of Order

Current wording of the CSN Rules of Order	Resolutions from the CSN Executive Committee	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
<p>CHAPTER I – THE CSN CONVENTION</p> <p>Article 11 The rules governing a CSN convention apply, <i>mutatis mutandis</i>, to a special or convention.</p>	<p>Article 11 The rules governing a CSN convention apply, <i>mutatis mutandis</i>, to a special or <b>limited</b> convention <b>as well as to any type of convention held in virtual mode.</b></p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>
<p>CHAPTER III – VOTING (PUTTING A QUESTION TO A VOTE)</p> <p>Article 45 Before voting by another method begins, any official delegate may require that the vote be conducted by secret ballot. At a CSN convention, however, an official delegate who asks for a vote by secret ballot must obtain the support of at least 25 other official delegates, failing which his or her request is not accepted.</p>	<p>Article 45 Before voting by another method begins, any official delegate may require that the vote be conducted by secret ballot. At a CSN convention, however, an official delegate who asks for a vote by secret ballot must obtain the support of at least 25 other official delegates, failing which his or her request is not accepted. <b>The rules in this article apply, <i>mutatis mutandis</i>, to electronic voting and online voting.</b></p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>

Current wording of the CSN Rules of Order	Resolutions from the CSN Executive Committee	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
<p>Article 46 In an election, voting is always by secret ballot.</p>	<p>Article 46 In an election, voting is always by secret ballot.</p> <p><b>A vote by secret ballot may be held electronically. If this option is selected, the election president and secretary organize the conduct of this vote and provide for a secure digital platform for it.</b></p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>
<p>CHAPTER X – ELECTIONS</p> <p>Article 99 The union officers called upon to form the Executive Committee of the CSN are elected by the CSN convention in accordance with the method of election set out in the Constitution and By-laws and the procedure described in this chapter of the Rules of Order.</p>	<p>Article 99 The union officers called upon to form the Executive Committee of the CSN are elected by the CSN convention in accordance with the method of election set out in the Constitution and By-laws and the procedure described in this chapter of the Rules of Order.</p> <p><b>The rules in this chapter apply, <i>mutatis mutandis</i>, to electronic voting and online voting.</b></p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>
<p>Article 101.01 Official delegates (as defined in Article 21.01), executive assistants,</p>	<p>Article 101.01 Official delegates (as defined in Article 21.01), <b>political advisors,</b></p>	<p>The Constitution and By-laws Committee recommends that this</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws</p>

<b>Current wording of the CSN Rules of Order</b>	<b>Resolutions from the CSN Executive Committee</b>	<b>Recommendations from the Constitution and By-laws Committee</b>	<b>Pre-Convention Committee recommendations</b>
managers and regular employees of the CSN are all eligible to run for election to one of the positions on the Executive Committee.	managers, and regular employees of the CSN are all eligible to run for election to one of the positions on the Executive Committee.	resolution be accepted and the current wording amended.	Committee’s recommendation be accepted.
Article 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.	Article 101.05 The candidacy form must be handed in to the <b>General Secretariat</b> no later than noon on the second-last day of the convention.	The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.	The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.
Article 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.	Article 102.02 The General Secretary transmits to the Election President 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.	The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.	The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.
Article 103 During the afternoon session two days before the end of the convention, the President for elections proceeds to have the candidates formally nominated, after checking the candidacy forms given to him or her by the General Secretary of the CSN.	Article 103 During the afternoon session, two days before the end of the convention, the Election President proceeds to have the candidates formally nominated, after checking the candidacy forms given to him or her by the <b>General Secretariat</b> of the CSN.	The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.	The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.

*24 – Resolutions adopted by the Pre-Convention Committee on April 11, 2023*

Current wording of the CSN Rules of Order	Resolutions from the CSN Executive Committee	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
<p>Article 106 Every candidate must be an official delegate or executive assistant, manager or regular employee of the CSN, have duly filled out the candidacy form and be present in the meeting room or, if absent, have given the President for elections written acceptance of nomination for a specific position.</p>	<p>Article 106 Every candidate must be an official delegate or <b>political advisor</b>, manager, or regular employee of the CSN, have duly filled out the candidacy form and be present in the meeting room or, if absent, have given the President for elections written acceptance of nomination for a specific position.</p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>
<p>Article 117.01 An official delegate votes by making an “X” beside the name of the candidate he or she chooses.</p>	<p>Article 117.01 An official delegate votes by making an “X” <b>or any other sign</b> beside the name of the candidate he or she chooses.</p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>
<p>CHAPTER XII – AMENDMENTS TO THE CSN’S RULES OF ORDER</p> <p>Article 124 The Confederal Bureau, the Confederal Council, the CSN Executive Committee and affiliated organizations can submit amendments to these Rules of Order. The text of any proposed amendment must be sent to the General Secretary of the CSN at least two months before the opening date of the convention.</p>	<p>Article 124 The Confederal Bureau, the Confederal Council, the CSN Executive Committee, and affiliated organizations can submit amendments to these Rules of Order. The text of any proposed amendment must be sent to the General Secretary of the CSN at least two months</p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>

<b>Current wording of the CSN Rules of Order</b>	<b>Resolutions from the CSN Executive Committee</b>	<b>Recommendations from the Constitution and By-laws Committee</b>	<b>Pre-Convention Committee recommendations</b>
<p>The General Secretary must send a copy of these proposed amendments to all affiliated organizations at least 30 days before the opening date of the convention. If however, it is urgent in the interests of the CSN to amend the Rules of Order without it being possible to follow the procedure set out above, the convention can pass amendments by a two-thirds majority.</p>	<p>before the opening date of the convention.</p> <p>The General Secretary must send a copy of these proposed amendments to all affiliated organizations at least <b>21</b> days before the opening date of the convention. If, however, it is urgent in the interests of the CSN to amend the Rules of Order without it being possible to follow the procedure set out above, the convention can pass amendments by a two-thirds majority.</p>		

### Amendments to the CSN Professional Defence Fund By-laws

Current wording of the CSN Professional Defence Fund	Resolutions from CSN Executive Committee	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
<p>Article 33.03 The General Secretary must send a copy of amendments to all affiliated organizations at least 30 days before the opening date of the Convention. However, if in the interests of the CSN it is urgent to amend the Constitution and By-laws without it being possible to abide by the above-mentioned procedure, the Convention may make amendments with a two-thirds majority.</p>	<p>Article 33.03 The General Secretary must send a copy of amendments to all affiliated organizations at least <b>21</b> days before the opening date of the Convention. However, if, in the interests of the CSN, it is urgent to amend the Constitution and By-laws without it being possible to abide by the above-mentioned procedure, the Convention may make amendments with a two-thirds majority.</p>	<p>The Constitution and By-laws Committee recommends that this resolution be accepted and the current wording amended.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>



Current wording of the CSN Professional Defence Fund	Resolutions from affiliated organizations	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
<p>ARTICLE 19 — BY-LAWS ON PARTICIPATION</p> <p>Article 19.01 9: Does not exist</p>	<p><b>03-09-028</b> The Syndicat des professeures et professeurs enseignants de l'UQAM-CSN proposes:</p> <p><b>That a paragraph be added to article 19.01 of the Professional Defense Fund By-laws – Rules of Participation:</b></p> <p><b>9. In the case of unions consisting of a majority of part-time workers, participation in picketing activities will be reduced by up to one-half of the hours for unions consisting of a majority of full-time workers. Their attendance at the weekly information meeting and training sessions will remain mandatory, unless there is a conflict with another job in which they are not on strike or locked out.</b></p>	<p>The Constitution and By-laws Committee recommends that this resolution be rejected.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee's recommendation be accepted and that the resolution from the Syndicat des professeures et professeurs enseignants de l'UQAM-CSN be referred to a working committee, to be formed in accordance with the resolution from the Syndicat des chargées et chargés de cours de l'Université Laval.</p>

Current wording of the CSN Professional Defence Fund	Resolutions from affiliated organizations	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
<p>ARTICLE 20 — METHOD OF PAYING BENEFITS</p> <p>Article 20.02 In the cases described in Article 15, the CSN Executive Committee may agree on another method of payment.</p>	<p><b>03-13-014</b>  <b>The Syndicat du personnel enseignant du Cégep de Jonquière–CSN proposes:</b></p> <p><b>That Article 20.02 be amended as follows:</b></p> <p>Article 20.02 In the cases described in Article 15 <b>or upon receipt of a request from a union that can show that benefits have already been paid to strikers in whole or in part,</b> the CSN Executive Committee may agree on another method of payment.</p>	<p>The Constitution and By-laws Committee recommends that this resolution be rejected.</p>	<p>The Pre-Convention Committee recommends that the Constitution and By-laws Committee’s recommendation be accepted.</p>

## **Resolutions from affiliated organizations concerning finances**

***These resolutions will be dealt with at the Pre-Convention Committee meeting on April 24, 2023.***

### ***a) Conseil central du Montréal métropolitain–CSN***

WHEREAS it is necessary to achieve carbon neutrality by 2050 at the latest to avoid catastrophic climate change;

WHEREAS there is a risk that the necessary transformations of workplaces will be made at the expense of workers' rights, if these changes are steered solely by government and management;

WHEREAS the labour movement could use its negotiating skills to put forward a just ecological transition that promotes true social justice; and

WHEREAS the CSN Environmental Charter was adopted in 2018;

#### **It is proposed:**

That the CSN make the just ecological transition one of its priorities and invest the necessary human and financial resources.

### ***b) Syndicat de l'enseignement du Cégep André-Laurendeau (SECAL)–CSN***

#### **Resolution on environmental unionism at the CSN**

WHEREAS it is necessary to achieve carbon neutrality by 2050 at the latest to avoid catastrophic climate change;

WHEREAS there is a risk that if the necessary transformations of workplaces are steered by government and management, they will be made at the expense of workers' rights; and

WHEREAS the labour movement could use its negotiating skills to put forward an ecological transition that promotes true social justice;

**It is proposed:**

That the CSN make the just ecological transition one of its priorities and invest significant resources. For example:

- By ensuring that all CSN officers receive training on:
  - ✓ The climate crisis and the decline in biodiversity;
  - ✓ The best ways to adapt or transform the various employment sectors to make them environmentally friendly;
  - ✓ Various issues related to climate justice: human rights, Indigenous rights, international responsibilities, intergenerational solidarity, social inequality, etc. ;
  - ✓ The public policies most likely to make Quebec a green nation;
  
- By hiring ecological transition advisors tasked with:
  - ✓ Reflecting on the best ways to achieve carbon neutrality in each employment sector, while respecting workers' rights;
  - ✓ Formulating climate justice clauses that can be incorporated into collective agreements;
  - ✓ Collaborating with other actors in the ecology movement to promote the CSN's vision of climate justice to CSN members, to the government, and to all of Quebec society; and
  
- By creating a national ecological transition office, where members and staff advisors working on these issues in each federation and central council can coordinate and share the results of their work.

***c) Syndicat des professeurs du Collège d'enseignement  
général et professionnel de St-Laurent-CSN***

WHEREAS according to the IPCC, it is necessary to achieve carbon neutrality by 2050 at the latest to avoid catastrophic climate change;

WHEREAS there is a risk that if the necessary transformations of workplaces are steered by government and management, they will be made at the expense of workers' rights;

WHEREAS the labour movement could use its organizing and mobilizing skills to put forward an ecological transition that promotes true social justice;

WHEREAS CSN affiliates (federations and central councils) have recently adopted ambitious environmental positions at their conventions;

WHEREAS the Environmental Charter adopted by the CSN in 2018 focused on the just energy transition and the need to make a new action plan to implement it; and

WHEREAS the CSN is a member of the Front commun pour la transition énergétique (FCTE), which in March 2023 issued a call for projects to promote and support

mobilization, training, and the planning and implementation of measures for the just transition of workplaces to carbon neutrality;

**It is proposed:**

That the CSN make the just ecological transition one of its priorities and invest significant resources:

- a) By ensuring that all CSN officers receive relevant training on the ecological transition and climate justice;
  - b) By hiring ecological transition advisors tasked with, among other things:
    - ✓ Reflecting on the best ways to achieve carbon neutrality in each of the CSN's sectors of activity, while respecting workers' rights;
    - ✓ Formulating climate justice clauses that can be incorporated into collective agreements;
    - ✓ Collaborating with other actors in the ecology movement in order to promote the CSN's vision of climate justice to member unions, to the government, and to all of Quebec society; and
  - c) By creating a national ecological transition office to coordinate and share the results of the work of the unions and staff advisors working on environmental issues in each federation and central council.
- d)** The proposed amendment from the Syndicat du personnel de bureau, des techniciens et des professionnels de l'administration du CIUSSS de la Mauricie et du Centre-du-Québec-CSN has been placed in the table of amendments at the end of this document.
- e)** *Syndicat des employés de magasins et de bureaux de la Société des Alcools du Québec-CSN*

**It is proposed:**

**1. AMOUNT OF STRIKE AND LOCKOUT BENEFITS**

(for the application of Article 18.01)

The weekly benefits are \$325, effective January xx, 2024.

They increase to:

- ✓ \$350 after 3 months of conflict;
- ✓ \$375 after 4 months of conflict;
- ✓ \$400 after 5 months of conflict; and
- ✓ \$425 after 6 months of conflict;

**2. AMOUNT OF BENEFITS IN THE EVENT OF DISMISSAL OR SUSPENSION FOR UNION ACTIVITY**

(for the application of Article 27.01)

The weekly benefits for persons who are suspended, dismissed, or subjected to reprisals for union activity are \$325 as of January xx, 2014.

**f) Conseil central du Montréal métropolitain–CSN**

WHEREAS the CSN has adopted a Statement of Principles;

WHEREAS the CSN and its affiliated organizations have historically participated in the Centre international de solidarité ouvrière (CISO);

WHEREAS the sphere of influence of transnational corporations and their impacts on the environment, the most vulnerable populations, and human rights are increasing;

WHEREAS neoliberal policies are hardening around the world and their impacts on union freedoms in Quebec and elsewhere are growing;

WHEREAS the Canada–United States–Mexico Agreement (CUSMA) came into force in 2020; and

WHEREAS global political tensions are mounting;

**It is proposed:**

That the CSN deploy resources to develop an international solidarity action policy, particularly through popular education campaigns.

**g) Conseil central de Québec–Chaudière-Appalaches–CSN**

WHEREAS the CSN must adjust quickly to the changes and upheavals taking place on the labour landscape, while taking into account the growing number of migrant workers in its affiliated unions, whether they are immigrants or temporary foreign workers;

WHEREAS the labour scarcity and shortage, which are having and will have foreseeable effects in the next decade, are opening the door wide for the demands of employers, who are calling for more and more migrant workers, which means that unions, to fulfill their role, must adapt to the situation;

WHEREAS unions have a duty to support and improve the working conditions of all their members, including migrants;

WHEREAS welcoming, supporting, and integrating migrants are values dear to the CSN movement and are essential to maintaining the union’s bargaining power and buy-in among its members; and

WHEREAS communication is central to welcoming, supporting, and integrating migrants in its affiliated unions;

**It is proposed:**

That the CSN adopt a policy on funding interpretation at union meetings and during representations on behalf of members who do not speak French, and on funding translation of the most important union documents, in order to promote the participation of all members in union life, thus supporting its affiliated unions in improving union maintenance.

***h) Conseil central du Bas-Saint-Laurent–CSN***

**Background**

One feature of the CSN is that it is present in all regions of Quebec. We offer local service to all our members. In addition, we have always said we are ready and willing to visit the unions' various workplaces as well as meetings of union bodies.

However, CSN members never, or hardly ever, see the entire CSN "apparatus" meeting near them. At present, the main meetings held outside the major centres are the conventions of the central councils and meetings of federation bodies. At these events, we witness our movement's strength and positive impact.

At the same time, journalists with local and regional media outlets don't get the chance to interview the CSN's top leadership. This is an opportunity to make contact and raise the CSN's visibility among an entire population.

WHEREAS the Confédération des syndicats nationaux (CSN) is present throughout Quebec;

WHEREAS our movement's strength must be deployed throughout Quebec;

WHEREAS there are 13 regions represented in the CSN;

WHEREAS the CSN must remain close to its members;

WHEREAS it makes a difference for the regions when the entire movement travels there;

WHEREAS meetings of confederal bodies are usually held in the Montréal, Québec-Chaudière-Appalaches, and Cœur-du-Québec regions; and

WHEREAS the Gatineau experiment was a success;

**It is proposed:**

That the CSN hold at least two meetings of confederal bodies per year in other regions of Quebec.

### Amendments to the CSN Constitution and By-laws

Current wording of the CSN Constitution and By-laws	Resolutions from affiliated organizations	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
<p>ARTICLE 56 — DUES AND CONTRIBUTIONS</p> <p>56.03 The per capita is equal to 0.72% of gross pay.</p>	<p><b>08-26-111</b>  <b>Syndicat du personnel de bureau, des techniciens et des professionnels de l'administration du CIUSSS de la Mauricie et du Centre-du-Québec – CSN</b></p> <p><b>It is proposed:</b></p> <p><b>To decrease the per capita paid to the CSN by its affiliated unions from 0.72% to 0.52%.</b></p>		



### Amendments to the CSN Professional Defence Fund By-laws

Current wording of the CSN Professional Defence Fund	Resolutions from affiliated organizations	Recommendations from the Constitution and By-laws Committee	Pre-Convention Committee recommendations
<p>ARTICLE 1 — DEFINITION AND PURPOSE OF THE FUND</p> <p>Article 1.01 e): Does not exist</p>	<p><b>03-09-051</b>  <b>The Association des étudiant-e-s diplômé-e-s employé-e-s de McGill/Association of Graduate Students Employed at McGill-                      CSN proposes:</b></p> <p><b>That a point e) be added to article 1.01:</b></p> <p><b>e) to assist the union organizations affiliated with the CSN and workers being organized by the CSN in developing special mobilization activities prior to or during negotiation of their new or next collective agreement.</b></p>		