

ADOPTED BY
the Pre-Convention
Committee on
April 24, 2023

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67th CSN
Convention
Montreal – 2023

Financial proposals

2023-2026



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Resolutions related to the budget proposal

1. That the Pre-convention Committee's recommendation concerning the budget proposal read as follows:

The Pre-Convention Committee recommends that the 67th Convention adopt the budget proposal respecting the operating budget, the Professional Defence Fund (PDF), the Special Support Fund and the aggregate budget for the 2023-2026 period.

2. That the Pre-convention Committee's recommendation on the amount of strike or lockout benefits and the amount of benefits in the event of dismissal, suspension or reprisal for union activity read as follows:

The Pre-Convention Committee recommends that the following proposals be accepted:

1. Changes to the amount of benefits

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

That the weekly strike and lockout benefits be increased to:

- \$315 as of May 21, 2023
- \$320 as of March 1, 2024
- \$325 as of March 1, 2025

That strike or lockout benefits be increased by:

- \$25 after 3 months of conflict;
- \$50 after 4 months of conflict;
- \$75 after 5 months of conflict;
- \$100 after 6 months of conflict;

in each of the three years (2023, 2024, 2025).

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

That the benefits for dismissal, suspension or reprisals for union activity be increased to:

- \$315 as of May 21, 2023
- \$320 as of March 1, 2024
- \$325 as of March 1, 2025

Resolutions from affiliated organizations concerning finances

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.

The Pre-convention Committee recommends:

- **that the resolution be amended to read as follows:**

That the CSN make the just ecological transition one of its priorities and invest the necessary human and financial resources to achieve its overall objective on issues of job transformation and protection.

- **that the resolution be adopted as amended.**

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.

<p>The Pre-convention Committee recommends that this resolution be rejected, as the main subject is addressed in the proposal on transformation and protection of jobs.</p>
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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.

<p>The Pre-convention Committee recommends that this resolution be rejected, as the main subject is addressed in the proposal on transformation and protection of jobs.</p>
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- 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;

The Pre-convention Committee recommends that this resolution be rejected.

**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, 2024.

The Pre-convention Committee recommends that this resolution be rejected.

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.

The Pre-convention Committee recommends:

- **that the resolution be amended to read as follows:**

That the CSN pursue its international solidarity efforts, taking a popular education approach.

- **that the resolution be adopted as amended.**

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.

<p>The Pre-convention Committee recommends that this resolution be rejected, as work on developing a CSN translation policy is in progress.</p>
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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.

The Pre-convention Committee recommends:

- that the resolution be amended to read as follows:

That the CSN Executive Committee continue the work that is underway and during the next three-year term hold three meetings of confederal bodies, such as the Confederal Bureau or the Confederal Council, in a region other than metropolitan Montréal, Québec Chaudière-Appalaches or Coeur-du-Québec;

- that the resolution be adopted as amended.

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>08-26-111 Syndicat du personnel de bureau, des techniciens et des professionnels de l'administration du CIUSSS de la Mauricie et du Centre-du-Québec - CSN</p> <p>It is proposed:</p> <p>To decrease the per capita paid to the CSN by its affiliated unions from 0.72% to 0.52%.</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>

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>03-09-051 The Association des étudiant-e-s diplômé-e-s employé-e-s de McGill/Association of Graduate Students Employed at McGill-CSN proposes:</p> <p>That a point e) be added to article 1.01:</p> <p>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.</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>