

FOLLOW-UP REPORT ON MANDATES

67th CSN
Convention
Montréal – 2023

FROM
THE 66TH CONVENTION

POUVOIR
MAINTENANT



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FOLLOW-UP REPORT ON MANDATES FROM THE 66TH CONVENTION

HEALTH AND SAFETY

Support the central councils in creating self-help and assistance networks in the unions, which are facing mounting worker distress and psychological health problems.

- The CSN has been working for thirty years to support the creation of mutual support networks in which trained peer helpers, known as *self-helpers*, provide assistance. These are people who are concerned about workers' quality of life, mutual support, and solidarity between coworkers. They listen and are attentive, both to others and to the work environment, are familiar with institutional and community resources, and can direct coworkers experiencing difficulty to these resources when necessary.
- The motion to support and strengthen self-help networks, which was passed at the Convention, was discussed extensively in meetings of CSN bodies. A three-phase work plan was developed and implemented.
- Each central council appointed an officer to be responsible for the creation of self-help networks in the unions and asked them to target those unions able to set up such networks.
- The CSN organized regular meetings of these officers to help them carry out the Convention mandate. Union leave was available for this purpose.
- These efforts have yielded very encouraging results, including raising the profile of the self-help networks and recruiting new unions interested in establishing such networks. A number of regional and provincial activities were organized to develop a culture of mutual aid in the unions, chiefly on National Self-Help Day (February 2 of each year) and at the central council conventions.
- The CSN has also partnered with the Centre Saint-Pierre to support regional officers in setting up self-help networks and providing training.
- The CSN has created a microsite (<https://www.csn.qc.ca/entraide/>) that provides many tools and reference documents to support both the self-helpers and the regional self-help network officers.

Support the federations' and unions' efforts to safeguard workers' health and safety (including psychological health), particularly in regard to compliance with health standards, access to PPE, and paid leave for absences due to a pandemic or epidemic.

- The CSN offers unions and federations an occupational health and safety advisory service. The outbreak of the pandemic in 2020 led the CSN to focus on this issue. The union has continued this work, because protecting workers is central to its mission of supporting the federations and the unions.
- The CSN has continued to make representations on this issue to policymakers and officials at different levels of government, as well as in the courts (on N95 masks, COVID premiums, etc.).
- The CSN continues to address psychological health through efforts such as the self-help networks, as described above, along with more locally focused initiatives.
- The CSN is demanding an additional bank of ten paid leave days to allow workers to self-isolate and reduce the spread of infection without losing income.

Continue and step up our campaign for amendments to Bill 59, An Act to Modernize the Occupational Health and Safety Regime, and oppose any loss of existing rights.

- Following the 66th Convention, the CSN mobilized on this issue and was also active on the technology front. For example, the CSN participated in the parliamentary hearings on Bill 59 and pushed for amendments.
- The CSN was at the forefront of efforts to develop broad alliances on Bill 59, which helped increase the visibility of the fight for occupational health and safety.
- The work on Bill 59 led to the establishment of an ongoing health and safety watch within our decision-making bodies, including regular OHS updates at Confederal Council meetings.
- Alongside the parliamentary work, we have produced materials that explain Bill 59 in lay terms and participated in mobilizations on the bill. The pandemic did not deter us. As part of our Quebec-wide occupational health and safety campaign *Real Protection for Everyone* (<https://www.csn.qc.ca/sst/>), we held a 59-hour vigil in front of the National Assembly to which we invited all union and community actors. The success of this activity was a turning point in drawing attention to our demands.

- Nevertheless, Bill 59 was passed on September 30, 2021, and became law as the *Act to modernize the occupational health and safety regime* (SQ 2021, c. 27). But the fight is not over and new challenges lie ahead. The Act requires us to negotiate prevention with employers at CNESST regulatory committees. Our negotiators need the entire movement's support, so we are continuing the *Real Protection for Everyone* health and safety campaign. The final date for the regulations on prevention mechanisms to come into force is October 6, 2025. This fight will therefore continue during the next three-year term.
- Training for union activists is also a priority. A first training session on the transitional measures for the new occupational health and safety regime was held in 2022 in all regions of Quebec. A second phase of training, dealing with the regime's permanent features, begins in 2023.

That the unions include occupational health and safety in their demands when negotiating a collective agreement, and that the federations and the General Bargaining Coordinating Committee (CCGN) coordinate all such negotiations.

- The CCGN published a guide for the federations, *La santé et sécurité, c'est aussi NOTRE affaire! (Clauses à négocier en santé et sécurité)* (Health and Safety Is OUR Business Too! Health-and-Safety Clauses for Negotiations), to provide the federations with the tools they need to include minimum health and safety clauses in their demands when renewing collective agreements. It also led to the establishment of a system for compiling submissions of workplace health and safety clauses in a central repository to support the CCGN's coordination efforts.
- The guide was also presented to the federations' work teams.
- In conjunction with the guide, training on the new measures was prepared by the Health, Safety and Environment Department. The guide has been made available to all CSN staff, starting in the spring of 2022.

UNION LIFE AND MOBILIZATION

In collaboration with the federations and central councils, support the unions through the use of digital technologies and social media as an additional tool to help strengthen union life and mobilization.

- The pandemic disrupted how we do things, particularly at the local union level. The Mobilization and Regional Support Service (SAMVR) had produced a guide for holding virtual general meetings. It has been updated to reflect the new conditions.
- The SAMVR has initiated a project to help unions to use multiple social media and digital communication channels more effectively to reach their members.

Offer members of affiliated unions tools to help them to be active in the union without burning out.

- Follow-up on this resolution was carried out as part of the work on creating self-help networks. Ways to support executive committees through the regional networks of union officers, on a region-by-region basis, were discussed at meetings of regional self-help network officers.
- Some regions included this objective in their work plan for developing self-help networks.

Develop the necessary tools to promote union life and to encourage members to be politically active. Create a committee for this purpose.

- Following an extensive survey of its members, the CSN launched a major confederal campaign on the labour shortage and labour scarcity, which was found to be a priority for members. The consultation period prior to the campaign provided an opportunity to connect with the unions and with members to discuss their concerns.
- The new campaign, *Make Work Better* (<https://www.csn.qc.ca/le-travail-mais-en-mieux/>), promotes union action and a strong, active union life. One of its objectives is to make workplaces more humane and reflective of the values the CSN promotes.
- The campaign is divided into five parts and puts forward solutions that unions can use as the basis for a Quebec-wide movement. It aims to:
 - Make well-being and occupational health and safety provincial priorities
 - Guarantee decent, well-paid jobs
 - Promote lifelong learning
 - Make the job market more inclusive
 - Involve workers in workplace change
- Plans for the campaign include a mobilization structure in each region (regional committees), training, and the development of mobilization and buy-in tools.

LABOUR

In collaboration with the federations, support the unions in negotiating issues arising from telework and technological innovation. The General Bargaining Coordinating Committee (CCGN) should develop, disseminate, and monitor a strategic bargaining framework.

- The CCGN produced a bargaining guide containing model telework clauses and is constantly monitoring the negotiated clauses.
- The CSN also participated in an inter-union effort to develop a model telework policy (https://www.csn.qc.ca/2021-11_intersynd_polit_teletravail_entente/).
- The CCGN, in collaboration with the Legal Department and the Health, Safety and Environment Department, is currently monitoring the legal issues around telework.

Update our demands concerning labour legislation and lobby governments to obtain legislative gains, with special attention to the situation of self-employed workers.

- In collaboration with the Fédération des professionnelles (FP), the Fédération nationale des communications et de la culture (FNCC), and MCE Conseils, the CSN is working on creating a structure for self-employed workers that will allow them to assert themselves and be represented.

Have a conversation about unionization in order to improve our practices, renew our strategies, set priorities, and establish a CSN action plan.

- The CSN conducted a vast consultation and reflection that led to a unionization plan, which was adopted in November 2021 by the Confederal Bureau. The seven-pronged plan for 2021–24 emphasizes, among other things, organizing currently non-unionized workplaces.
 1. Quebec-wide unionization plan
 - The CSN also shifted to an integrated approach to organizing and has moved to a single, Quebec-wide plan that takes into account provincial, regional, and sectoral conditions
 2. Prioritize organizing non-unionized workplaces
 3. Outside Quebec: explore serious opportunities
 4. Develop unionization ambassadors
 5. Encourage the presence of a unionization ambassador on the executive of each federation and central council
 6. Name an Organizing Department resource person for each region of Quebec
 7. Have the Organizing Department keep abreast of inter-team work

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 the working conditions of workers.

- In the spring of 2022, the CSN suggested to the other labour centrals that we organize an election debate in the fall of 2022. This event was held on September 7, 2022. Topics included management of public finances, accessibility of public services, and impacts on working conditions.
- The CSN also participated, through some of the central councils, in the work of the Convergence Populaire and in organizing a provincial People's Assembly, where discussions focused on three main areas: environmental justice, social justice, and democracy. The Convergence Populaire is continuing its citizen mobilization efforts, supported by a coalition of union, environmental, and citizen organizations, including the Montréal, Saguenay-Lac-Saint-Jean, and Lanaudière central councils.
- The Education Policy Working Group produced a platform, titled *Au-delà de la pandémie* (Beyond the Pandemic), outlining the CSN's positions on education and higher education. The initiative grew out of discussions that took place during a consultation tour conducted by the Working Group, as well as numerous briefs and analyses produced by the CSN.

Pursue our efforts to strengthen public, parapublic, and childcare services, particularly by improving working conditions in the public sector.

- The CSN, along with the relevant federations and the Working Group on Childcare Services, called for more spaces in educational daycare centres (CPEs). Such spaces must also be accessible and affordable.
- There were also mobilizations and specific demands on school-based childcare. Based on a major survey on school-based childcare services, the organizations involved held a number of activities, including political meetings, to call for improvements both to the regulations on and quality of school-based childcare, which is an essential public service.
- The CSN, together with the relevant federations and the Working Group on Health and Social Services, launched the *Pour un réseau vraiment public!* (For a Truly Public System!) campaign (<https://www.csn.qc.ca/vraiment-public/>). The campaign is particularly pertinent as our current government is paving the way for privatization even as we are calling for an Estates General on reforming the public health and social services system and securing its future.

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.

- The just transition is a framework for action developed by the international trade union movement, which proposes measures to protect the quality of life of workers during the transition to a low-carbon economy. As many sectors are likely to be greatly affected in the coming decades by the upheavals caused by climate change, the labour movement is demanding a seat at the table for workers when it comes to planning the restructuring of production methods and work organization.

- Through the various consultation forums in which the CSN participates, including the Commission des partenaires du marché du travail (CPMT), and in meetings with ministers at both the federal and provincial levels, the CSN has reiterated the importance of developing a consistent government plan for a just transition.
- The CSN participated, in collaboration with the Fédération de l'industrie manufacturière (FIM), in several consultations on forest management and put forward demands for a just transition. In the same vein, it formed a coalition with an environmental group and experts to create the Alliance Nature Québec-CSN.
- The CSN also surveyed its affiliated unions about the just transition in order to get a picture of their circumstances, understand their needs, and better equip the movement to press its demands at the local and provincial levels. More than thirty unions have been consulted to date.
- The results of the survey show that many unions are concerned about the just transition and that specific demands will have to be made, such as substantial investments in technologies and in sectors that are low-polluting and create jobs, diversification of local economies, improved social protection measures, creation of training tools, and workforce development.
- The CSN was present at the 27th UN Climate Change Conference (COP 27) and the 15th UN Biodiversity Conference (COP 15). As the latter was held in Montreal, the CSN also participated in the climate mobilizations held on that occasion.
- The CSN's efforts at these events, which included both public and political interventions, were supported by (among other things) the just-transition survey and the Environmental Charter adopted in June 2018.

Lobby the federal and provincial governments to recognize high-speed Internet as an essential service that should be technically and financially available to everyone.

- Following the Convention, the various levels of government committed themselves to ensuring high-speed Internet access and funding. The Quebec government implemented Operation High Speed, to make high-speed Internet available outside Quebec's urban centres; while the government of Canada is also investing to extend high-speed connectivity to more than 98% of Canadian households. As a result, we did not need to take action on this point.

Break with the logic of profit in elder care. Accordingly, nationalize private organizations in both sectors (housing and homecare) and implement democratized management, modelled after examples such as the CLSCs in their earlier forms and the CPEs (management involving users, workers, and citizens).

- As part of the efforts of the Health and Social Services Working Group, we are demanding full nationalization of these sectors.
- The *Vraiment public* (Truly Public) campaign will soon put forward a seniors' platform as part of its work on reforming the health and social services system.

FINANCIAL MOTIONS

NEW MOTION

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

**Syndicat du personnel administratif
du CIUSSS de l'Estrie (CSN)**

That the CSN negotiate one or more service agreements with affiliated organizations (central councils and federations) to share the costs and hours of the Drummondville office employee and that the position be made full-time.

That the CSN perform a needs analysis in the Health, Safety and Environment Department (injured workers' defence) and submit this analysis to a Confederal Bureau meeting in September 2021, with appropriate recommendations.

- In certain regions during the last mandate (winter 2022), the CSN made the resource adjustments required to meet current needs. Additional resources (advisors and office personnel) were allocated to several departments (including the Mobilization and Regional Support Service, the Organizing Department, and the Health, Safety and Environment Department).
- At the Health, Safety and Environment Department, the position of the office employee in Drummondville was converted to full-time.

NEW MOTION – GROUP INSURANCE

That the CSN Executive Committee examine the question of group insurance, particularly the drug component, in order to reduce costs.

Dilatory motion:

Forward this motion to the CSN Executive Committee and the Confederal Human Resources Committee (CCRH).

- The cost of group insurance was taken into account when the group insurance policies were renewed during the last mandate.

MOTIONS FROM AFFILIATED ORGANIZATIONS

**Syndicat des travailleuses et travailleurs
de PJC entrepôt–CSN**

ESTABLISH SPECIAL MEASURES TO PROVIDE IMPROVED FINANCIAL SUPPORT

That the CSN demand that government authorities establish special measures to provide workers who are victims of workplace accidents with better financial support at every stage of the appeal process (e.g., CNESST, BEM).

That the CSN demand that government agencies modify the eligibility criteria for Employment Insurance so that time off work with CNESST benefits is treated as hours worked, so that workers can receive benefit payments while a contestation process is under way.

- In its work on Bill 59, the CSN put forward solutions to reduce the impact, in the event of a dispute, of the cut in compensation for victims of occupational injuries (CNESST or BEM). Unfortunately, the dispute mechanisms' negative impacts upon continuity of benefits were retained.
- The CSN also incorporated follow-up on this motion into its ongoing work on Employment Insurance reform.

**Conseil central du Montréal métropolitain
et Syndicat des travailleuses et travailleurs du CIUSSS
du Centre-Sud-de-l'île-de-Montréal–CSN**

SYSTEMIC RACISM

TO MAKE UNION BODIES INCLUSIVE AND REPRESENTATIVE

That the CSN develop an action plan against systemic racism for all of its affiliated unions in order to support them in welcoming and integrating members of racialized groups and Indigenous persons into their practices, structures, and organizations.

That the CSN encourage the development of numerical indicators to monitor the progress of racialized and Indigenous people in union bodies, following the recommended method in plans for equal access to employment, and perform a statistical analysis of the current representation of racialized persons (members of visible and ethnic minorities), women, persons with disabilities, and Indigenous persons.

That the CSN adjust and correct those rules of management and practice in union bodies that might potentially exclude or disadvantage persons from groups that are victims of discrimination.

That the CSN create, within its union bodies, spaces where racialized persons can collectively express their experiences in the labour market and within the CSN, in particular, by collecting their personal accounts and input.

TO MAKE WORKPLACES FREE FROM DISCRIMINATION

That the CSN support its federations, central councils, and affiliated unions in demanding the implementation of corrective measures to ensure that persons from groups that have been victims of discrimination are represented in proportion to their presence in the labour market, in all types of jobs, at organizations and businesses where employees are represented by CSN affiliates.

That the CSN demand to be involved, as a union organization, in the development and implementation of equal-access-to-employment plans, and that application of these plans be expanded to all businesses, as is the case with pay equity.

That the CSN commit to encouraging an inclusive, intersectional workplace model through the implementation of numerical representation objectives and the imposition of an obligation to achieve results in their attainment.

- The Confederal Intercultural Relations Committee developed a work plan to implement this motion, which was presented to the Confederal Council in June 2021.
- This work plan is based on a strategy for combatting systemic racism that aims to achieve five objectives and define targets and actions for each.
- The five objectives are:
 1. Understand and analyze the impacts of systemic racism and immigration policies upon our workplaces and organizations, in order to know and serve our members better and intervene more effectively with employers and governments.
 2. Promote social integration of recently arrived immigrants by sharing knowledge and tools, and the community resources available in all regions.
 3. Ensure participation and representation of immigrants and racialized persons in union structures and in the movement's decision-making bodies through consistent positions and ongoing actions.
 4. Fight racism, discrimination, and intolerance in the workplace and promote union values of openness, respect, dignity, and solidarity.
 5. Build union support and solidarity around issues that concern all members, and immigrants and racialized persons in particular, such as occupational health and safety, equal employment opportunity, and the fight against casualization.
- An information kit, titled *Pour un syndicalisme inclusif* (Building an Inclusive Union), was produced and distributed to unions at CSN meetings. The kit, which contains tools to support the unions in their efforts to promote the integration of immigrants and fight racism, can be downloaded from the CSN website (<https://www.csn.qc.ca/inclusif/>).
- The CSN was invited to make presentations on issues related to employment for immigrants and to publicize the above kit at the conventions of several central councils. It also supported affiliated organizations on these issues, including the agri-food sector of the Fédération du commerce (on temporary immigration), the Fédération nationale des enseignantes et enseignants du Québec (on equal employment opportunities for racialized people), and the Conseil central du Cœur-du-Québec (on health and safety of immigrants).
- The CSN held three webinars on topics covered in the kit (migration status, integration of immigrants into unions and society, and systemic racism).
- A video on the health and safety of immigrants was also produced.
- The CSN is demanding the regularization of the status of non-status migrants.
- The CSN revived the former Indigenous Working Group by forming a new group. This group produced an action plan, presented to the Confederal Council, to support the action plan of the Assembly of First Nations Quebec-Labrador (AFNQL). The group also produced a brochure summarizing the CSN's action plan and positions on Indigenous issues.
- This action plan calls for disseminating information to members and at meetings of CSN bodies, making political representations to the government to make known the CSN's positions, and exerting pressure on the government. It also suggests possible actions by affiliated organizations, for their territories and sectors. The action plan also addresses the integration of Indigenous people in the workplace.
- September 30, the National Day of Truth and Reconciliation, is now recognized by the CSN and is included in the collective agreements of CSN employees.
- The CSN participated in the consultation on the Government Action Plan against Homophobia and Transphobia, 2023–28. The CSN was the only labour organization to submit a brief, in which we proposed legislative changes to increase protections against homophobia and transphobia.

**Syndicat des travailleuses et travailleurs
des Laurentides en santé et services sociaux
et Fédération du commerce–CSN**

EQUIP OURSELVES TO WIN OUR BATTLES

That the CSN provide its unions with an additional budget so that they can prepare a work plan for developing union life that is rooted in collective action.

That this budget be allocated on the basis of, among other things, the number of members and institutions in each union.

That unions wanting to make use of this budget be required to take the CSN's "union organizer" training module (mobilization-based union life) when it is released in summer 2021.

That responsibility for the implementation of this motion be assigned to the Third Vice-President of the CSN and the central councils, in cooperation with the federations.

That the officers and staff of the central councils and federations work together, as necessary, on the deployment of these mobilization campaigns.

- Work on this motion is still under development. This has not limited support for the various struggles waged by the unions.
- The cornerstone of this motion is the development of skills and resources to support union struggles. Therefore, the first step is training. Preparation of the "Union Influencer" training session for union organizers has been a challenge. However, the materials are currently in the final production stage and the first Union Influencer sessions will take place this year.

**Syndicat des travailleuses et travailleurs
du CIUSSS de l'Est-de-l'Île-de-Montréal–CSN**

BASKET OF CSN SERVICES

That a committee be formed to review the entire basket of CSN services and make recommendations for reconfiguring them to reflect the organizational realities of unions with thousands of members.

That this committee be composed of one representative from the CSN, one representative from each of three local unions from different federations and regions, one representative from a federation, and one representative from a central council.

- This motion has been incorporated into the work on the operationalization plan, specifically the section on supporting unions representing multiple workplaces. This work is ongoing.

POUVOIR MAINTENANT





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