

# SUMMARY OF REPORTS COMMITTEES

## REVIEW OF THE 2020-2023 MANDATE





POUVOIR



MAINTENANT



**4**

**Confederal  
Youth Committee**

**5**

**Confederal Status  
of Women Committee**

**6**

**Confederal  
Occupational Health  
and Safety Committee**

**7**

**Confederal LGBT+  
Committee**

**8**

**Confederal  
Intercultural Relations  
Committee**

**9**

**Confederal  
Committee on the  
Environment  
and Sustainable  
Development**



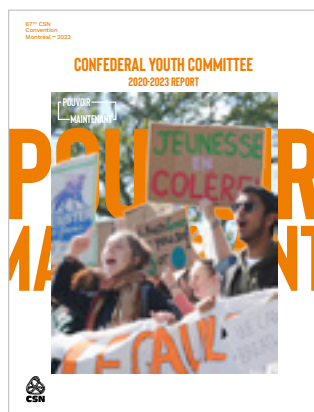


## CONFEDERAL YOUTH COMMITTEE

**The mandate of the Confederal Youth Committee is to advise the CSN and its affiliated organizations on all issues that affect, directly or indirectly, the living and working conditions of young people. The Committee promotes the interests and addresses the concerns of young people within the Confederation.**

During the 2020–23 period, despite the slowdown caused by the COVID-19 pandemic, the Committee carried out a variety of activities and considered various issues related to youth and unionism in the context of post-pandemic recovery.

For example, after a two-year absence, the Committee organized and facilitated a training seminar for the next generation of union leaders (École de la relève syndicale) in the fall of 2021 and summer of 2022. A youth gathering was organized in April 2023. As soon as health measures permitted, the Committee set up stands at CSN meetings to promote its activities and reconnect with activists. The Committee's members were also present to support unions involved in labour disputes.



FOR A HARD COPY  
OF THE FULL REPORT,  
visit the Confederal  
Youth Committee table.



## CONFEDERAL STATUS OF WOMEN COMMITTEE

During a three-year term dominated by a pandemic that hit women particularly hard, the work of the Confederal Status of Women Committee was guided by four priorities: ensure that gender-based analysis (GBA) is used as a lens in all the CSN's work, in order to take into account the diverse realities experienced by women; fight violence against women in all settings, especially the workplace; establish a feminist union school; and promote the role of women. The Committee also addressed itself to a variety of current social and political issues.

Several actions were carried out to draw attention to the impacts of COVID-19 upon women, particularly in terms of working conditions, health and safety, job losses, and work/telework-life balance. We organized *Make It Stop*, a major campaign against violence and harassment in the workplace, which included a component on domestic violence. The first session of the CSN's feminist union school was held this past March, addressing a wide range of feminist issues and including key events such as the December 6 commemoration and International Women's Rights Day (March 8), both of which are vital points for feminist union action.

Some future plans: fight systemic discrimination in the workplace using an integrated approach that takes into account the various realities experienced by women; oppose violence against women in all settings, particularly the workplace; promote the role of women; document the impacts of climate change on women while developing a feminist analysis to inform our actions; and organize a second session of the feminist union school.



FOR A HARD COPY  
OF THE FULL REPORT,  
visit the Confederal Status  
of Women Committee table.





## CONFEDERAL OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

**The Confederal Occupational Health and Safety Committee was created at the CSN's 49th Convention, in 1978. Its mandate is to analyze and advise the Confederation on occupational health and safety issues. The Committee is composed of six members from the federations, central councils, and non-federated unions.**

The Committee currently has representatives from the Union of Canadian Correctional Officers (UCCO-SACC-CSN), the Fédération de l'industrie manufacturière-CSN, the Fédération des employés et employés de services publics-CSN, and the Bas-Saint-Laurent, Montréal métropolitain, and Cœur-du-Québec central councils. The political officer responsible for the Committee is David Bergeron-Cyr, Second Vice-President of the CSN. Most of the staff who contributed to the Committee's work came from the Health and Safety and Environment departments.

During the last three-year term, the Committee focused its efforts on a host of issues relating to the Act to Modernize the Occupational Health and Safety Regime (Bill 59, which became SQ 2021, c. 27). The committee also worked on reinforcing the linkages between the various OHS events, including April 28, National Occupational Health and Safety Week, and Bilan et Perspectives SST.



FOR A HARD COPY  
OF THE FULL REPORT,  
visit the Confederal  
Occupational Health and  
Safety Committee table.



## CONFEDERAL LGBT+ COMMITTEE

During the last three-year term, the LGBT+ Committee looked back over its past struggles and victories, in preparation for the CSN's hundredth anniversary. One recent achievement was the publication of *Labour Pride: What Our Unions Have Done for Us*. The Committee is now thirty-five years old. Since it was established, its members have been active in the fight for anti-discrimination legislation and legal equality. For example, the Committee challenged injustices such as the exclusion of same-sex spouses from insurance and pension plans.

Today, new battles are being waged to update our collective agreements with respect to gender identity, the right to change one's gender in the civil register and in employer records, parental leave rights, etc.

Even when laws are not perfect, they may help to alleviate the suffering of people who are ostracized on a daily basis. The CSN recently submitted a brief to this effect, as well as comments on priorities for government action.

But laws have little impact if they are ignored and if the fight against discrimination in the workplace does not include education and prevention. This is an issue that unions must address. It is part of our duty of representation, plus it is also a health and safety issue.

A homophobic or transphobic environment can lead to depression and anxiety, as well as suicidal thoughts and even deeds. Unions have an important role to play here, but they need to be better equipped to promote prevention and advocate for victims of discrimination, harassment, and violence in the workplace.

The LGBT+ Committee aims to be an instrument for giving voice to all people of sexual and gender diversity within the CSN, raising awareness and mobilizing the union's various components, making our union organizations truly inclusive, influencing government, and passing the torch to new generations who will take up these vital struggles, today and in the future.



FOR A HARD COPY  
OF THE FULL REPORT,  
visit the Confederal  
LGBT+ Committee table.





## CONFEDERAL INTERCULTURAL RELATIONS COMMITTEE

**The CSN has been interested in intercultural relations for decades. However, like the population of Quebec itself, the union's Intercultural Relations Committee has evolved greatly since its creation in 1986. For many years, the CSN promoted harmonious intercultural relations without always taking into account the obstacles. Such obstacles have been exposed by the rise of strong anti-racist activism and discourse.**

People of ethnoculturally diverse backgrounds have become numerous enough within the CSN to make their voices heard and to testify, at last, to their experiences with ignorance, prejudice, inequality, and exclusion. The increase in the number of immigrant workers in Quebec, their difficulties in accessing francization services, and the precariousness of their rights and working conditions are also important factors in this new focus.

At the last Convention, for example, the CSN committed to a series of actions and a campaign against systemic racism, reflecting a shift in the union's approach to intercultural relations, immigration, and inclusion.

At the spring 2021 meeting of the Confederal Council, the Committee proposed a strategy to combat systemic racism that offers a vision for consistent, long-term action. To provide the unions with tools, the CSN has produced *Pour un syndicalisme inclusif (Building an Inclusive Union)*, an information kit on intercultural relations consisting of five fact sheets. The Committee has also provided education, for the unions and for the regional and federation decision-making bodies, on topics including the immigration system, systemic racism, and inclusion and diversity.

Interculturalism is a project for social transformation that demands openness, recognition, inclusion, acceptance of difference, innovation, and change in how we see and do things. Without these prerequisites, it is difficult to create the dialogue and collaboration needed to build a future society together, one that is based on social justice, pluralism, and participatory democracy, all in the language of Quebec.



FOR A HARD COPY  
OF THE FULL REPORT  
visit the Confederal  
Intercultural Relations  
Committee table.





# CONFEDERAL COMMITTEE ON THE ENVIRONMENT AND SUSTAINABLE DEVELOPMENT

**In recent years, issues related to the environment, climate change, and biodiversity have assumed much greater importance in the workplace. Increasingly, unions are taking on these issues at various levels.**

For example, some unions are negotiating clauses to mitigate the impact on their members when their collective agreements come up for renewal. The role of the Confederal Committee on the Environment and Sustainable Development (CCEDD) is to deepen its knowledge in order to better support the CSN and its affiliated organizations as they make decisions and develop proposals for debate within the movement. The CCEDD also informs and supports the CSN and its affiliated organizations in making representations to government and communicating within the public sphere. The report presents the issues addressed by the Committee, its mobilization activities, and its outlook for the 2023-2026 mandate. Issues addressed by the committee include climate change, biodiversity loss and its impacts on workers (particularly forestry workers), follow-up on the CSN's participation in COP 15 and COP 27, support for public transit, fossil fuel divestment by pension plans, electrification of transportation, and mining claims, including a regulations watch. We will continue to work on many of these issues over the next three years.



FOR A HARD COPY OF THE FULL REPORT, visit the Confederal Environment and Sustainable Development Committee table.









**POUVOIR**

CONFEDERAL YOUTH COMMITTEE

—

CONFEDERAL STATUS OF WOMEN COMMITTEE

—

CONFEDERAL OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

—

CONFEDERAL LGBT+ COMMITTEE

—

CONFEDERAL INTERCULTURAL RELATIONS COMMITTEE

—

CONFEDERAL COMMITTEE ON THE ENVIRONMENT  
AND SUSTAINABLE DEVELOPMENT



**MAINTENANT**