



CONSTITUTION AND BY-LAWS

2023^{EDITION}

CONSTITUTION AND BY-LAWS OF THE CSN 2023^{EDITION}

**INCLUDING THE AMENDMENTS
MADE BY THE MAY 2023 CONVENTION,
WITH CHANGES FOR THE SAKE
OF INTERNAL CONSISTENCY**

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CHAPTER I

GENERAL PROVISIONS

ARTICLE 1 – NAME

The Confédération des syndicats nationaux (CSN) is composed of the unions, federations and central councils that adhere to its Constitution and By-laws and agree with the CSN's Statement of Principles.

ARTICLE 2 – HEAD OFFICE

The CSN's head office is in Montréal.

ARTICLE 3 – TERRITORIAL JURISDICTION

The CSN's territorial jurisdiction extends to all of Canada.

ARTICLE 4 – NATURE OF THE CSN

4.01 The CSN is a labour union organization. It is national, democratic and free.

4.02 It is based on a document entitled the *Statement of Principles of the CSN*. Only the Convention can amend or change this document.

4.03 The general policies of the CSN are those decided upon by the Convention and the Confederal Council in accordance with their respective powers under this Constitution and By-laws.

ARTICLE 5 – PURPOSE OF THE CSN

5.01 The purpose of the CSN is to promote the occupational, economic, social, moral and political interests of workers, without any distinction as to race, nationality, sex, sexual orientation, language or beliefs. The CSN will not tolerate any form of discrimination or harassment based on any of these grounds.

5.02 Its immediate goals include working for the full implementation of freedom of association. It also advocates for collective agreements, social security measures and sound labour legislation; it strives to provide its members with work related training and economic, social, intellectual and moral education.

ARTICLE 6 – MEANS OF ATTAINING THIS GOAL

To attain this goal, the CSN proposes in particular to:

- a) develop a program of action for the growth of national, democratic and free trade unionism and the attainment of its goals;
- b) create, organize and maintain all necessary services;
- c) use the most effective means of communication;
- d) co-ordinate the activities of affiliated organizations;
- e) establish appropriate committees for settling disputes between affiliated organizations;
- f) represent member organizations wherever warranted by the general interests of workers, and especially with public authorities;
- g) advocate legislation promoting the best interests of workers and society;

- h) insist that all official organizations entrusted with examining or implementing labour and social security legislation be representative, and demand the right of free, democratic union organizations to designate the members of such organizations who represent them;
- i) conclude any agreement in the general interests of workers with other central labour organizations;
- j) co-operate in providing training for workers, leaders and union activists by all appropriate means: training sessions, courses, conferences, forums, etc.;
- k) carry out education and political action within the limits set by the CSN Convention;
- l) co-operate with any institution concerned with bettering the condition of workers;
- m) create and administer any fund for the benefit of affiliated unions or their members;
- n) define and recognize the occupational and territorial jurisdictions of the organizations that constitute it, and organize services accordingly;
- o) set up arbitration boards for the purpose of ruling on any dispute that may arise between it and its affiliated organizations;
- p) send representatives to assemblies and meetings whose purpose is to promote the interests of workers;
- q) appear before the courts and acquire, free of charge or in return for remuneration, the movable goods and properties needed for its own purposes;
- r) exercise all powers necessary to the pursuit of its objectives, subject to the laws in force, this Constitution and By-laws and the decisions of competent bodies;

- s) encourage the creation of any institution that can assist workers, such as co-operatives;
- t) foster the creation and promote the development of tools for economic and social action such as Bâtirente, the Fonds de développement pour la coopération et l'emploi, MCE Conseils, credit unions, etc.

ARTICLE 7 – POLITICAL POLICY

7.01 The CSN is a labour organization independent of all political parties, and it is forbidden to affiliate with any of them.

7.02 However, the CSN may, in the interests of workers, undertake action that is political in scope through means such as:

- a) encouraging political action within its affiliates;
- b) studying the political situation and recommending measures to be taken so that the CSN and its affiliates can take effective political action within the limits of the Constitution and By-laws as well as Convention decisions;
- c) oppose any government, public administration, programme, proposed legislation or situation that is harmful to the fundamental interests of ordinary people, and promote the implementation of any programme or measure intended to serve those interests;
- d) do education and information work on the basis of an analysis of political, social, economic and cultural events in light of the CSN's vision of society and general policies;

- e) maintain a Policy Committee charged with conducting studies and consultations on the basis of political, social, economic and cultural realities and helping advance the CSN's vision of society through recommendations to the Confederal Council and the Convention.

This committee reports to the Confederal Council, and informs the Executive Committee and the Confederal Bureau of its work and conclusions.

7.03 The President or, in his or her absence, one of the members of the Executive Committee is authorized to make public statements of a political nature on behalf of the CSN in accordance with the decisions, orientations and policies of the Convention and Confederal Council.

7.04 Any member of the Executive Committee must resign if he or she wishes to participate personally in active partisan politics. Such a resignation does not, however, entail the loss of the right to hold any other union office in the CSN or its affiliated organizations, in accordance with this Constitution and By-laws.

7.05 Any affiliated organization is free to take the political positions it believes are proper, providing that they are not in contradiction with the general interests of the CSN.

7.06 This Constitution recognizes the full citizenship rights of every union member.

ARTICLE 8 – CSN DECISION-MAKING BODIES

In addition to the Convention, the CSN has the following decision-making bodies:

- the Executive Committee;
- the Confederal Bureau;
- the Confederal Council.

ARTICLE 9 – RULES OF ORDER

The CSN's Code for Rules of Order governs all meetings of any organization provided for in this Constitution and By-laws.

ARTICLE 10 – AFFILIATED ORGANIZATIONS

10.01

The CSN is made up of:

- a) unions;
- b) federations;
- c) central councils.

10.02

UNIONS

Unions represent the workers in the categories described for their respective jurisdictions and may form any suitable bargaining units.

10.03

FEDERATIONS

Federations are composed of unions that conduct their activities in the same or related fields, within a jurisdiction approved by the Confederal Bureau of the CSN.

10.04

CENTRAL COUNCILS

Central councils group together the unions or union locals in one or more administrative regions.

The territorial jurisdiction of a central council or union local is approved by the Confederal Bureau.

10.05

OTHER BODIES

The CSN may admit to its ranks other bodies freely constituted by unions for specific purposes. Affiliation with such bodies is voluntary.

CHAPTER II

AFFILIATION, DISAFFILIATION, EXPULSION

ARTICLE 11 – AFFILIATION, DISAFFILIATION

11.01 An organization wishing to affiliate with the CSN makes a written application to the Executive Committee of the CSN, and includes the following documents:

- a) a true copy of the resolution from the union's general meeting asking for affiliation with the CSN, which was carried by a simple majority;
- b) a copy of the union's constitution, which must not contain any provisions contrary to the CSN's Constitution and By-laws;
- c) the names of the members of the union's executive committee;
- d) a statement of total membership and, if applicable, detailed membership by organization;
- e) a statement acknowledging that the organization has received the CSN's Constitution and By-laws and pledges to act accordingly;
- f) a copy of the union's application for affiliation with a federation and a central council.

11.02 The applicant organization must include an initiation fee of \$5 with the application.

11.03 A union cannot be admitted to the CSN without being affiliated with a federation or occupational sector and a central council, unless the Confederal Bureau decides otherwise.

11.04 If these conditions are met, the Executive Committee may immediately affiliate the union and issue a letter of affiliation accordingly.

11.05 Any union organization whose application for affiliation is rejected by the Executive Committee may appeal the decision to the Confederal Bureau of the CSN. The Confederal Bureau's decision is final.

11.06 Each affiliated organization constitutes a distinct entity. As long as it remains affiliated, each affiliated organization must abide by the CSN's Constitution and By-laws.

Notwithstanding any other provision irreconcilable with the CSN's Constitution and By-laws, the Confederal Bureau has extraordinary powers to determine specific transitional conditions of affiliation with a view to facilitating an existing organization's affiliation with the CSN.

In a spirit of fairness, such transitional measures must ultimately enable full compliance with the Constitution and By-laws, as is the case for all affiliated organizations.

These special conditions must be ratified by the regular convention of the CSN that follows their implementation.

11.07 After each Convention, each affiliated organization must amend its own constitution and By-laws to make them compatible with those of the CSN.

11.08 A motion for a union's dissolution or disaffiliation from the CSN cannot be discussed unless notice of motion has been given at least 90 days in advance. The notice of motion and the motion must be introduced and moved at duly convened regular or special general meetings.

The notice of the general meeting must state the reasons warranting the motion for disaffiliation or dissolution.

As soon as notice of motion is given to discuss disaffiliation from the CSN or dissolution of a union, it must be sent to the general secretaries of the CSN, the federation and the central council. The notice of motion must be sent at least 90 days before the date on which the meeting is to be held.

After the notice of motion has been sent, authorized representatives of the CSN, the federation and the central council are automatically entitled to ask to meet with the executive committee of the union to discuss the reasons for disaffiliation or dissolution, the procedure to be followed for disaffiliation or dissolution and the organization and holding of the general meeting, as well as the organization of the vote. The union's executive committee is required to participate in such a meeting at least 60 days before the general meeting is held.

Should the executive committee of the union fail to participate in such a meeting and reach an agreement in accordance with the CSN's Constitution and By-laws on the holding of the general meeting for disaffiliation or dissolution and the organization of the vote, the general meeting will be considered to be irregular, void and illegal.

Only dues-paying members of the union and authorized representatives of the CSN, the federation and the central council may be present at the general meeting on disaffiliation or dissolution. No person from outside the union or from any organization other than those stipulated in the CSN's Constitution and By-laws may attend the meeting.

Authorized representatives of the CSN, the federation and the central council are automatically entitled to present and defend their point of view for the period of time necessary to understanding the debate.

These authorized representatives may subsequently attend the entire meeting at which the motion for disaffiliation or dissolution is discussed, and give their point of view.

To carry, the motion for disaffiliation or dissolution must receive the support of the majority of dues-paying members of the union. The executive committee of the union must send the list of dues-paying members to the representatives of the CSN, the federation and the central council at the same time as it sends them the notice of motion.

11.09 A motion for a federation's disaffiliation from the CSN can only be discussed at a duly convened regular or special convention of the federation.

The convention call must state the reasons for the motion to disaffiliate.

Notice of motion must precede consideration of the motion to disaffiliate. This notice of motion must be given at least 90 days before the motion is to be discussed.

This notice of motion must be sent to the General Secretary of the CSN at least 90 days before the convention at which the motion is to be discussed.

Authorized representatives of the CSN are automatically entitled to attend the convention at which the motion is discussed and to give their point of view if they so desire.

To carry, a motion for a federation's disaffiliation from the CSN must receive the support of at least half the unions affiliated with the federation, providing that the membership of these unions equals at least half the total membership of all unions affiliated with the federation.

Adoption of the motion does not entail the disaffiliation of the unions from the CSN.

11.10 A motion for a central council's disaffiliation from the CSN can only be discussed at a duly convened regular or special general meeting.

The notice of motion must state the reasons for the motion to disaffiliate.

Notice of motion must precede consideration of the motion to disaffiliate. This notice must be given at least 90 days before the meeting at which the motion is to be discussed.

This notice of motion must be sent to the General Secretary of the CSN at least 90 days before the meeting at which the motion is to be discussed.

Authorized representatives of the CSN are automatically entitled to attend the meeting at which the motion is discussed and to give their point of view if they so desire.

To carry, the motion must receive the support of at least half the unions affiliated with the central council, providing that the membership of these unions equals at least half the total membership of all unions affiliated with the central council.

Adoption of the motion does not entail the disaffiliation of the unions from the CSN.

ARTICLE 12 – EXPULSION

12.01 Expulsion, either for non-payment of CSN dues or for any other reason arising from failure to comply with this Constitution and By-laws, is decided by the CSN Convention.

12.02 However, in the event of a serious offence, the Confederal Council may suspend the organization concerned until a decision is made by the Convention. Suspension has the same effect as expulsion.

12.03 An organization must be advised by registered mail at least one month in advance of the date of the Confederal Council meeting at which its suspension is to be proposed.

12.04 In an emergency situation, the Confederal Bureau has the same powers as the Confederal Council.

12.05 Sums of money paid by organizations that disaffiliate or are suspended or expelled remain with the CSN, and the said organizations lose any right to the property constituting the CSN's assets, save and except for any contracts between the parties.

12.06 Whenever a union disaffiliates from the CSN or is suspended or expelled, it must pay the CSN the per capita owing for the three months immediately following the disaffiliation, suspension or expulsion.

12.07 To be reinstated by a resolution of the Confederal Council (passed by a simple majority), any union that is suspended under this article must first pay up whatever it owes, including the per capita for the three months following the suspension, or have signed a repayment agreement to this effect.

12.08 No union may remain affiliated with a federation or occupational sector, central council or the CSN if it continues to be affiliated with an organization that is disaffiliated from and hostile to the CSN.

ARTICLE 13 – STATUS OF A DISAFFILIATED, SUSPENDED OR EXPELLED ORGANIZATION

No organization affiliated with the CSN may, on pain of suspension, recognize or represent an organization that has itself ended its affiliation or been suspended or expelled from the CSN, a federation or a central council.

CHAPTER III

THE CSN CONVENTION

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.

In the event of force majeure, the Confederal Bureau may decide to hold the Convention in a virtual format.

ARTICLE 15 – PLENARY SESSION

15.01 Nevertheless, when circumstances so require in the interests of its unions, the Confederal Council is empowered to postpone, advance or cancel the regular Convention for one year. If the Convention is cancelled, a plenary session of the Confederal Council is held jointly with delegates from the federations and central councils.

15.02 At such a plenary session, each federation and each central council is entitled to one delegate, regardless of its membership; 1,000 members give it the right to two delegates, and it can send one additional delegate for every 1,000 additional members or fraction thereof.

15.03 This meeting has the same powers as a regular convention, except for holding elections.

15.04 Delegates' expenses are paid by the federations or central councils, as the case may be.

ARTICLE 16 – SPECIAL CSN CONVENTION

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.

In the event of a vacancy on the Executive Committee between Conventions, the Confederal Bureau must convene a Special Confederal Convention, unless less than six (6) months remain in the Committee's term of office.

16.02 It decides on the opening and closing dates of the special convention and where it is to be held.

In the event of force majeure, the Confederal Bureau may determine that the Special Convention shall be held in a virtual format.

For purposes of the present article, a vacancy on the Executive Committee between Conventions shall be considered force majeure.

16.03 The call for a special convention must state the matters that will be on the agenda.

ARTICLE 17 – CONVENTION POWERS

The CSN Convention is the highest authority of the CSN. It has the broadest powers and may make any decision and issue any directive for the proper operation of the CSN.

Its powers include the following:

- a) it defines the CSN's ideological direction and the broad outline of its general policies;
- b) it amends the CSN's Constitution and By-laws, in accordance with the law by which it is governed;

- c) it hears and approves the reports on the work done by the Executive Committee, the Confederal Bureau and the Confederal Council since the previous convention; it approves accounts for the past financial period and sets the budget for the next one;
- d) it rules on suspensions; it may render a final decision on expulsions;
- e) it elects the Executive Committee of the CSN;
- f) it sets the per capita to be remitted to the CSN;
- g) it has the exclusive power to make, amend or revoke the By-laws of the PDF, unless the matter is referred to the Confederal Council in accordance with the PDF's By-laws.

ARTICLE 18 – COMPOSITION

18.01 The CSN Convention is composed of delegates duly elected and accredited by:

- a) each union;
- b) each federation;
- c) each central council.

18.02 Each union is entitled to one delegate, regardless of its membership. Once a union's membership reaches 150 members, it is entitled to two delegates. It is entitled to one additional delegate for every 200 additional members.

18.03 Federations and central councils are entitled to three delegates each.

18.04 The six members of the CSN Executive Committee—the President, General Secretary, three Vice-Presidents and Treasurer—are entitled to attend the Convention with all the privileges of delegates, even if they are not delegates. They perform their respective duties there and are again eligible for a position on the Executive Committee, providing that they remain members of a union in

good standing with the CSN, in accordance with paragraph *a*) of Article 21.01 of the Constitution and By-laws. They are entitled to reimbursement by the CSN of expenses incurred to attend the Convention.

ARTICLE 19 – CALCULATION OF THE NUMBER OF DELEGATES PER UNION

19.01 The General Secretary of the CSN decides, with the co-operation of the Treasurer, the number of delegates to which each union is entitled.

19.02 This number is based on the union's average membership during the 12 months preceding the 120th day before the Convention.

19.03 In certain specific cases of unions that collect dues for fewer than 12 months in a year, the total amount of dues collected is divided by the number of months during which dues are collected by these unions.

19.04 In the case of unions that have been on strike for part or all of the 12-month period, the calculation is based on the total dues collected during the three-month period closest to the 120th day.

19.05 For purposes of representation at the Convention, the number of members in a union includes both members and employees who, though not members, pay a contribution equal to regular union dues under a union security system. However, no such employees are eligible to be delegates to the Convention.

ARTICLE 20 – JOINT DELEGATES

When a union cannot afford to send a delegate to the Convention on its own, it may join with one or more other unions in the same situation to be represented by a joint delegate. A joint delegate must have credentials from each organization accrediting him or her.

ARTICLE 21 – CREDENTIALS: CONDITIONS AND FORMALITIES

21.01 Each official delegate must either:

- a) come from a union, i.e., be a dues-paying member of a union in good standing with the CSN and have an employment relationship with the employer covered by the union's certification or be covered by the union's scope of representation when this jurisdiction does not refer to an employer;
- b) come from organizations whose delegates are chosen under Article 18.03. To stand for election to one of the positions on the CSN's Executive Committee, a delegate must meet the conditions set out in the previous paragraph.
- c) be a member of the CSN's Executive Committee and therefore a delegate *ex officio*, in accordance with Article 18.04 of the Constitution and By-laws.

21.02 To be entitled to send a delegate to the CSN Convention, an organization must apply to the General Secretary of the CSN for affiliation one month before the Convention, and become an affiliate before the Convention.

21.03 To be entitled to representation at a regular or special Convention, affiliated organizations must have paid their dues and per capita to the CSN, central councils and federations in accordance with Article 56.05, unless the parties have reached an agreement for reimbursement of these dues and per capita in accordance with Article 59.04.

The General Secretary issues credentials accordingly.

21.04 For affiliated organizations that on this date have outstanding dues or per capita owing to the CSN, federations or central councils, conditional

credentials are issued but are valid only if they are accepted by the Credentials Committee and the Convention.

21.05 Federations and central councils that wish to receive payment of per capita and other dues should inform the CSN Treasurer at least 30 days before the Convention begins.

21.06 Delegates must be appointed at least three weeks before the Convention. Two authorized representatives of the organization must confirm the appointment of such delegates at least 7 days before the opening date of the convention unless there are special reasons deemed valid by the Credentials Committee, by either sending the duly signed credentials to the General Secretary or following the instructions for registering electronically.

21.07 Convention registration fees for official and fraternal delegates are set by the Confederal Bureau.

ARTICLE 22 – CONVENTION COMMITTEES

22.01 The CSN Executive Committee designates the members of the following committees at least one month before the opening date of the Convention:

- a) Powers and Committees Committee;
- b) Credentials Committee
(verification of mandates);
- c) Resolutions Committee.

22.02 These committees must meet at least two weeks before the opening date of the CSN Convention, with the exception of the Credentials Committee, which must meet during the ten-day period preceding the opening date of the Convention.

22.03 The Resolutions Committee appoints a Drafting Committee to assist it in its work.

22.04 The Powers and Committees Committee may create the committees needed to prepare

the Convention, in particular committees for the Executive Committee report, the Constitution and By-laws and the Rules of Order.

22.05 The Pre-Convention Committee is composed of the CSN Executive Committee, at least two persons from each federation and at least two persons from each central council. However, the principle of parity between central councils and federations must be maintained. The Committee's mandate is to examine the resolutions from the Executive Committee and recommend that the Convention adopt, amend or reject them.

22.06 The Convention may strike as many special committees as it deems appropriate.

ARTICLE 23 – DOCUMENTS SENT OUT IN ADVANCE

The General Secretary sends delegates the main documents that are available, especially the resolutions from the CSN Executive Committee as adopted by the Pre-Convention Committee, at least one week before the Convention begins.

ARTICLE 24 – RESOLUTIONS SUBMITTED BY AFFILIATED ORGANIZATIONS

24.01 All resolutions submitted by affiliated organizations are referred to the Resolutions Committee.

24.02 These resolutions must be sent to the CSN General Secretary at least eight (8) weeks before the opening date of the Convention.

24.03 A resolution that has not been sent to the Resolutions Committee in time cannot be submitted directly to the Convention. If the Convention considers that the situation is urgent, however, it may decide by a two-thirds majority to refer a late resolution to the Drafting Committee. The

Committee meets immediately and reports back to the Convention with its recommendations.

ARTICLE 25 – OPENING OF THE CONVENTION

The Convention begins with one minute of silence honouring the memory of all the women and men down through history who have fought for the cause of workers. The Convention is opened officially when the President declares that the Convention is in session.

ARTICLE 26 – DELEGATE CREDENTIALS

26.01 At the beginning of the first regular session of the Convention, the Credentials Committee submits a report in two parts:

- a) the names of delegates whose credentials are free of irregularities, with the names of the organizations that they represent;
- b) the names of organizations and delegates whose credentials seem to have irregularities.

26.02 The Convention disposes of the first part of the Credentials Committee's report and returns the second part to the Committee for further study and consultations with the parties concerned.

26.03 At the beginning of every other regular session of the Convention, the Credentials Committee presents a new report on the cases that have been resolved, and so on until its final report.

26.04 Delegates whose credentials have not yet been approved by the Convention may attend sessions as fraternal delegates.

ARTICLE 27 – COMMITTEE REPORTS

27.01 The Convention Secretariat gives delegates a list of members chosen by the Powers and Committees Committee to sit on the various committees.

27.02 The Pre-Convention Committee’s reports are submitted to the CSN Convention for adoption, amendment or rejection.

ARTICLE 28 – QUORUM

The quorum required for Convention proceedings is 25 per cent of official accredited delegates registered.

ARTICLE 29 – VOTE

Each official delegate is entitled to one vote.

ARTICLE 30 – ELECTION OF THE CSN EXECUTIVE COMMITTEE

30.01 The election president and secretary ensure that the election rules set out in this article and in the CSN’s Code of Rules of Order are known, observed and enforced.

30.02 Official delegates (as defined in Article 21.01), political advisors, managers and regular employees of the CSN are all eligible to run for election to one of the positions on the Executive Committee.

30.03 A candidate must fill out and sign an official statement of candidacy prepared for this purpose by the CSN and have it countersigned by five duly accredited delegates.

30.04 This form must be turned in to the General Secretary no later than noon on the third-last day of the Convention.

30.05 A candidate must explicitly state for which of the following positions he or she is running:

- President;
- General Secretary;
- Treasurer;
- First Vice-President;
- Second Vice-President;
- Third Vice-President.

30.06 Candidacies for these positions are mutually exclusive, meaning that a person cannot run for more than one Executive Committee position.

30.07 The General Secretary gives the election president the forms that have been received in accordance with the prescribed conditions and deadline. Only candidates who have duly completed the candidacy form may be nominated for election.

30.08 The list of candidates for elective office in the CSN is distributed to delegates on the eve of the election, along with brief information about each candidate’s union background (“union CV”).

30.09 Voting is by secret ballot. The election president and secretary organize voting booths for this purpose.

A secret ballot may be conducted by electronic vote. If this option is chosen, the election president and secretary shall organize the voting process and provide a secure digital platform.

30.10 Candidates are elected by an absolute majority of votes. If no candidate receives an absolute majority, the candidate who received the fewest votes is dropped from the ballot for the next round of voting.

CHAPTER IV

THE EXECUTIVE COMMITTEE

ARTICLE 31 – COMPOSITION

The CSN Executive Committee is composed of a President, General Secretary, Treasurer and three Vice-Presidents.

ARTICLE 32 – QUORUM

The quorum for the Executive Committee is four members.

ARTICLE 33 – MEETINGS

The Executive Committee meets as necessary at the call of the President or upon signed request from three of its members to the General Secretary.

ARTICLE 34 – POWERS AND DUTIES

The Executive Committee has the following responsibilities:

- a) implementing decisions of the Convention, the Confederal Council and the Confederal Bureau;
- b) affiliating organizations;
- c) conducting the current business of the CSN within the limits of the budget approved by the Convention;

- d) preparing the triennial budget;
- e) managing CSN staff;
- f) negotiating the employees' collective agreement on behalf of the CSN; this collective agreement must be ratified by the Confederal Council;
- g) making recommendations and suggestions that it deems useful to the Confederal Bureau and Confederal Council;
- h) deciding whether the CSN supports an affiliated organization that asks for its assistance in a dispute; the decision may be appealed to the Confederal Bureau or Confederal Council;
- i) reporting on its work to the Confederal Bureau, the Confederal Council and the Convention;
- j) representing the CSN;
- k) is empowered and duly authorized to:
 1. borrow funds on the CSN's credit;
 2. mortgage or pledge the CSN's real property as collateral, pledge or otherwise encumber the CSN's movables or give these various forms of security to ensure the payment of loans made otherwise than by bond issues, as well as the payment of other debts, contracts and commitments of the CSN;
 3. generally, exercise any or all rights or powers that the CSN itself can exercise under the terms of its charter and the laws governing it;
 4. delegate by resolution or by-law to one or more of its officers some or all of the powers conferred upon the Executive Committee by this Constitution.

No provision of this by-law may limit or restrict loans contracted by the CSN by means of bills of exchange or promissory notes made, drawn, accepted or endorsed by the CSN or on its behalf before this by-law is accepted, nor may it affect, change or restrict the current responsibilities and powers of the CSN Executive Committee as specified in the Constitution and other By-laws of the CSN.

- l) distributing among its members responsibility for various areas of political work, such as: status of women, health and safety, youth, cultural communities, broad social policies, etc.

ARTICLE 35 – MINUTES AND REPORTS

The General Secretary records the minutes of Executive Committee meetings.

He or she forwards them to the Confederal Bureau.

Members of the Confederal Council, affiliated organizations and members of unions affiliated with the CSN may, upon request, examine the minutes of the Executive Committee's meetings.

ARTICLE 36 – EXPENSES

Expenses of Executive Committee members are reimbursed by the CSN.

ARTICLE 37 – TERM OF OFFICE

The term of office of members of the Executive Committee of the CSN ends on the 8th day following the Convention at which their successors are chosen.

ARTICLE 38

Members of the Executive Committee who for reasons beyond their control no longer meet the conditions set out in Article 21,01 a) of the Constitution and By-laws while in office may complete their term if they wish and if so recommended by the Executive Committee to the Confederal Bureau. The Confederal Bureau's decision must be ratified by the Confederal Council.

ARTICLE 39 – RESPONSIBILITIES OF THE PRESIDENT OF THE CSN

39.01 The role of the President includes the responsibilities described in this article and those appearing in other provisions of the Constitution and By-laws or the CSN's Code for Rules of Order.

39.02 The President chairs conventions. He or she calls and chairs meetings of the Executive Committee, Confederal Bureau and Confederal Council. Notice of meeting is sent by the General Secretary. The President may send it himself or herself if circumstances so require.

39.03 The President is responsible for the proper functioning of the CSN and for representing it officially in accordance with decisions made by the Executive Committee and mandates from other decision-making bodies of the CSN. He or she may entrust others with part of this responsibility, giving the appropriate guidance.

39.04 The President sees to it that each member of the Executive Committee fulfils his or her duties conscientiously.

39.05 The President co-signs all official documents and cheques issued by the CSN.

39.06 The President is in particular responsible for the Communications Department, the CSN newspaper and other publications, and International Relations. Editorial policy is established by the Executive Committee, but the implementation of decisions is the President's direct responsibility.

39.07 The President may travel as often as he or she deems useful for the CSN, providing only that he or she report to the Confederal Bureau on his or her comings and goings and give the Treasurer a detailed account of expenses.

39.08 The President is a member of all committees *ex officio*.

ARTICLE 40 – RESPONSIBILITIES OF THE GENERAL SECRETARY

40.01 The role of the General Secretary includes the responsibilities described in this article and all those that appear in other provisions of the Constitution and By-laws or the CSN's Code of Rules of Order.

40.02 The General Secretary is responsible for the CSN's secretariat and the functioning of the CSN's decision-making bodies and statutory meetings. More specifically, he or she is responsible for the minutes of the Convention, Executive Committee, Confederal Bureau and Confederal Council. He or she carries on the correspondence incumbent in his or her duties. He or she issues the Convention call and serves as Convention secretary.

40.03 The General Secretary is responsible for beginning the preparation of briefs to be submitted on behalf of the CSN.

40.04 The General Secretary is responsible for the proper functioning of committees created by the various decision-making bodies of the CSN.

40.05 The Human Resources and Education Department and personnel policy and management of CSN staff come under the authority of the General Secretary, along with co-ordination of this management between the CSN and affiliated organizations having their own staff.

The Legal Department comes under the authority of the General Secretary.

ARTICLE 41 – RESPONSIBILITIES OF THE TREASURER

41.01 The role of the Treasurer includes the responsibilities described in this article and all those that appear in other provisions of the Constitution and By-laws or the CSN's Code of Rules of Order.

41.02 The Treasurer is responsible for the finances of the CSN and the Professional Defence Fund.

41.03 The Treasurer shall be responsible for the Financial Department, the Information Technology Department, and the Buildings Department.

41.04 The Treasurer is responsible for collecting the per capita, contributions and other sums owing to the CSN, and he or she is responsible for the payment of authorized expenses. He or she must keep the ledger for per capitas and contributions and the cash book.

41.05 The Treasurer is responsible for the financial administration and management of the CSN's assets. He or she must present a semi-annual financial report to the Confederal Council. This report must be drawn up within 90 days of the end of the six-month period and be submitted to the next Confederal Council. He or she must present a three-year report to the Convention, following the

General Secretary's report. This triennial financial report must be audited by one or more auditors belonging to a recognized association of accountants chosen by the Confederal Bureau.

41.06 The Treasurer initiates preparation of the triennial budget.

41.07 Upon recommendation from the Executive Committee, the Treasurer puts a petty cash fund at the disposal of each member of the Executive Committee.

41.08 When his or her term of office expires, the Treasurer transmits to his or her successor all the property of the CSN that has been in his or her care. He or she is bonded, and the premiums are paid by the CSN.

41.09 The CSN's financial period begins on March 1 of one year and ends on the last day of February of the third subsequent year.

41.10 The Treasurer is responsible for collecting financial reports from affiliated organizations and reporting to the Confederal Bureau on the financial situation of the federations and central councils.

41.11 At the Confederal Bureau's request, the treasurer of each union, federation and central council must provide the CSN Treasurer with financial statements and auditors' reports after each financial period.

ARTICLE 42 – RESPONSIBILITIES OF VICE-PRESIDENTS

42.01 The role of Vice-Presidents includes the responsibilities described in this article and all those that appear in other provisions of the Constitution and By-laws or the CSN's Code of Rules of Order.

42.02 The Vice-Presidents are responsible for inter-union relations within the CSN.

42.03 They are responsible for ensuring that federations and central councils fulfil their duties and provide services to members in accordance with the obligations set out in the Constitution and By-laws of the CSN.

42.04 The following is a non-exhaustive description of each Vice-President's duties.

FIRST VICE-PRESIDENT

The First Vice-President replaces the President when the latter is absent. The Executive Committee appoints a substitute when both are absent. The First Vice-President is also responsible for the CSN's relations with the federations, general coordination of negotiations, the Research and Status of Women Department, and the Support for Collective Bargaining Department.

SECOND VICE-PRESIDENT

The Second Vice-President is responsible for the Organizing Department and the Health & Safety and Environment Department.

THIRD VICE-PRESIDENT

The Third Vice-President is responsible for relations between the CSN and central councils, as well as for the Department of support for mobilization and regional life.

42.05 The Vice-Presidents report on their activities to the Executive Committee.

42.06 Co-ordinators and department heads and staff come under their authority in the performance of their duties.

ARTICLE 43 – SUSPENSION OR REMOVAL OF A MEMBER OF THE EXECUTIVE COMMITTEE

43.01 Any member of the CSN Executive Committee may be suspended from office for any of the following reasons:

- a) demerit;
- b) serious prejudice caused to the CSN or one of its affiliated organizations;
- c) absence from three consecutive meetings of the Executive Committee for reasons not approved by the Executive Committee;
- d) refusal to fulfil the duties and obligations of his or her office.

43.02 Any member of the Executive Committee subject to suspension shall be so advised by registered mail at least two weeks before the Confederal Council meeting at which the suspension is to be proposed.

43.03 Suspension is pronounced by the Confederal Council following a vote by secret ballot of at least two thirds of the members present and constituting the quorum.

43.04 Only the Convention can remove a member of the Executive Committee from office, but if the Executive Committee member is an employee, his or her pay can be suspended until the Convention makes a final decision on the case.

43.05 A member of the Executive Committee who is suspended may be replaced by the Confederal Council, which chooses one of its own members for the purpose.

43.06 A replacement so designated has the same powers, duties and obligations as the member of the Executive Committee who is replaced.

CHAPTER V

THE CONFEDERAL BUREAU

ARTICLE 44 – COMPOSITION

44.01 The Confederal Bureau is composed of:

- a) the members of the CSN’s Executive Committee;
- b) one delegate for each federation, plus one additional delegate for every 30,000 dues-paying members or major fraction thereof, subject to the last paragraph in this article;
- c) one delegate for each central council;
- d) one representative of the Syndicat des travailleuses et travailleurs de la CSN (STTCSN);
- e) co-ordinators or heads of CSN departments; co-ordinators or heads of federation and central council teams; CSN Executive Committee’s political advisors; the CSN’s controller; the CSN’s accountant; the head of information for the CSN; the person in charge of administering the Professional Defence Fund; and the CSN’s Financial Surveillance Committee.

The members stipulated in *d)* and *e)* do not have voting rights.

The number of delegates from federations is revised in January of each year on the basis of the number of dues-paying members in the previous month of

September. However, the principle of parity in the representation of central councils and federations must be maintained.

44.02 The federations and central councils elect their delegates to the Confederal Bureau.

44.03 Any Confederal Bureau delegate who cannot attend one or more sessions of the Bureau may be replaced by a substitute holding credentials who has been designated in advance by the organization he or she represents. If a substitute is used, however, it must be for all sessions of a Bureau meeting in order to avoid alternation between the delegate and substitute, or between the substitute and one or more other substitutes, for the duration of all the sessions that constitute a meeting of the Bureau. A substitute’s credentials are only valid for the duration of the one meeting.

ARTICLE 45 – QUORUM

The quorum for the Confederal Bureau is one third of its voting members.

ARTICLE 46 – MEETINGS

The Confederal Bureau meets at least once every two months, on dates set by the Executive Committee. It may, however, meet as often as required by the interests of the CSN, either at the call of the President or upon written request by five of its members to the President or General Secretary of the CSN.

ARTICLE 47 – POWERS AND DUTIES

The Confederal Bureau has the following responsibilities:

- a) overseeing the administration of the PDF, proposing amendments to By-laws to the Convention, and granting additional temporary credits to assist union organizations of workers affiliated with the CSN or in the process of being organized by the CSN that are confronted with exceptional labour problems of general interest and scope. For such purposes, the Confederal Bureau is authorized to transfer funds from the special support fund to other budget spending items.
when the PDF is concerned, the Treasurer cannot pay out any money without the authorization of the Confederal Bureau, or its authorized representatives.
- b) determining the jurisdiction of affiliated organizations;
- c) ensuring that affiliated organizations assume their responsibilities;
- d) overseeing and helping prepare CSN briefs in accordance with the CSN's orientation and general policies;
- e) carrying out mandates entrusted to it by the Convention or the Confederal Council;
- f) examining any matters submitted to it by the Executive Committee or Confederal Council and making recommendations;
- g) receiving reports on the activities of the Executive Committee and any information on the CSN's situation;
- h) making recommendations to the Executive Committee and Confederal Council;

- i) issuing guidelines for the conduct of current business if it thinks it necessary;
- j) examining and discussing reports on services and making all the necessary recommendations to the Confederal Council;
- k) receiving the semi-annual financial statements;
- l) answering to the Convention and the Confederal Council for the implementation of the budget;
- m) reporting to the Confederal Council on its activities;
- n) exercising any other powers specifically conferred on it by the CSN's Constitution and By-laws;
- o) the Confederal Bureau sets registration fees for official and fraternal delegates, including the cost of one copy of the minutes for the union and one copy for a registered delegate who requests it.

The Confederal Bureau may delegate some or all of its powers to one or more of its members or to the General Secretary of the CSN, who may be assisted, if need be, by one or more political advisors designated by the Executive Committee.

Any Executive Committee decision on the acquisition or disposal of assets or leasehold improvements for an amount exceeding 10% of the total value of the CSN's capital assets must be submitted to the Confederal Bureau for approval before being carried out.

ARTICLE 48 – MINUTES AND REPORTS

The minutes of Confederal Bureau meetings are recorded by the General Secretary.

He or she gives the Confederal Council regular reports on the Confederal Bureau's main decisions.

Members of the Confederal Council, affiliated organizations and members of unions affiliated with the CSN who so request may examine the minutes of the Confederal Bureau.

ARTICLE 49 – EXPENSES OF DELEGATES TO THE CONFEDERAL BUREAU

Expenses of delegates to meetings of the Confederal Bureau are reimbursed by the CSN in accordance with the rates and conditions determined by regulation.

CHAPTER VI**THE CONFEDERAL COUNCIL****ARTICLE 50 – COMPOSITION**

50.01 The Confederal Council is composed of:

- a) the members of the Confederal Bureau;
- b) one representative for each federation, plus one additional representative for every 4,000 members or major fraction thereof;
- c) one representative for each central council, plus one additional representative for every 4,000 members or major fraction thereof;
- d) one representative for each non-federated union, plus one additional representative for every 4,000 members.

The number of delegates is revised in January of each year on the basis of the number of dues-paying members in the previous month of September.

However, the principle of parity in the representation of central councils and federations must be maintained.

Therefore, when the number of delegates from each organization is determined in accordance with the terms set out in 50.01 *b) c) and d)* organizations representing a number of dues-paying members that is closest to the major fraction 4,000 may have

their number of delegates increased until parity is reached.

50.02 Federations and central councils elect their delegates to the Confederal Council.

The names of these delegates are sent to the General Secretary of the CSN.

50.03 Any delegate to the Confederal Council who cannot attend one or more sessions of the Council may be replaced by a substitute holding credentials who has been designated in advance by the organization he or she represents. If a substitute is used, however, it must be for all sessions of a Council meeting in order to avoid alternation between the delegate and substitute, or between the substitute and one or more other substitutes, for the duration of all the sessions that constitute a meeting of the Council. A substitute's credentials are only valid for the duration of the one meeting.

50.04 Only the organizations they represent may suspend members of the Confederal Council or remove them from office.

ARTICLE 51 – QUORUM

The quorum for the Confederal Council is one third of its voting members.

ARTICLE 52 – MEETINGS

The Confederal Council meets at least once every four months at dates set by the Executive Committee. Unless there are special circumstances, the agenda and relevant documents are sent to federations, central councils and UCCO-SACC-CSN at least twenty-four (24) hours in advance. Special meetings may be called by the Executive Committee or the Confederal Bureau, or by one third of the organizations represented or one third of delegates

to the Confederal Council. A special meeting called in this way must be held within one month of when the request is received.

ARTICLE 53 – POWERS AND DUTIES

The Confederal Council is the highest authority of the CSN between conventions. It has the following responsibilities:

- a) helping to develop the CSN's social outlook and general policies in keeping with Convention decisions;
- b) assuming general leadership of the CSN between conventions as circumstances require and in defence of the general interests of workers;
- c) carrying out the mandates entrusted to it by the Convention and acting in accordance with the latter's decisions;
- d) disposing of reports from the Executive Committee and Confederal Bureau and requiring information from them on the situation of the CSN;
- e) seeing to it that the Confederal Bureau and Executive Committee carry out the mandates entrusted to them and ensuring that Convention decisions are implemented. It may make any decision that is necessary for this purpose;

- f) to form such committees as it deems necessary, to define their mandates, to dispose of their reports, to elect the members of the confederal committees, and this, without being limited to the following committees: Confederal Status of Women Committee, Confederal Youth Committee, Confederal Intercultural Relations Committee, Confederal LGBT+ Committee, Confederal Occupational Health and Safety Committee, Confederal Committee on the Environment and Sustainable Development, taking into account gender balance – with the exception of the Confederal Status of Women Committee – and the representativeness of federations representing the public and private sectors, and of central councils representing central or more remote regions.
 - g) deciding on any special levy of up to a maximum of \$1 per member per month for extraordinary reasons;
 - h) authorizing expenses from the end of the fiscal year until the opening date of the Convention, after consulting the Surveillance Committee;
 - i) approving the collective agreement with CSN employees;
 - j) approving the semi-annual financial statements;
 - k) authorizing any changes needed in the budget approved by the Convention. Such an authorization requires the vote of two thirds of delegates.
- in the event of an “act of God”, a situation brought about by an unpredictable and unavoidable event, the Confederal Council is authorized to transfer the additional temporary funds necessary to meet budget responsibilities from the special support fund created for this purpose in the PDF;

- l) using any other power explicitly provided for it in the CSN’s Constitution and By-laws;
- m) imposing or lifting suspensions.

ARTICLE 54 – MINUTES AND REPORTS

The minutes of meetings are recorded by the General Secretary and copies sent to members of the Confederal Council. A summary report of the Council’s main decisions is also sent to all affiliated organizations and CSN employees as well as to members of unions affiliated with the CSN who request it.

ARTICLE 55 – EXPENSES OF OFFICIAL DELEGATES TO THE CONFEDERAL COUNCIL

Expenses of official delegates to Confederal Council meetings are reimbursed by the CSN in accordance with the rates and conditions determined by regulation.

CHAPTER VII

FINANCES

ARTICLE 56 – DUES AND CONTRIBUTIONS

56.01 Each affiliated union must pay directly to the CSN the per capita tax set by the Convention for all dues collected from each full-time or part-time member.

56.02 Furthermore, for all dues collected from employees who are part of the bargaining unit for which the union is certified (compulsory checkoff), the union must pay directly to the CSN an amount equal to that stipulated in this article.

56.03 The per capita is equal to 0.72% of gross pay.

56.04 The per capita is calculated on gross pay earned,

- excluding premiums and overtime hours, and
- including cost-of-living adjustments, lump-sum payments to cover the rising cost of living, vacation pay and retroactive pay.

56.05 The per capita on dues collected must be remitted within a maximum of forty-five days.

56.06 The union is required to give the CSN a monthly statement indicating:

- the number of persons paying dues;
- their gross pay;
- the amount of dues collected from each person paying dues.

The payment of the monthly per capita must be accompanied by a report prepared on the form prescribed by the Treasurer of the CSN.

56.07 The Treasurer must notify an organization that is not in compliance with the stipulations of Articles 56.06 or 59.04, and if after 60 days the organization has not paid the arrears specified in the Treasurer's notice, the next Confederal Council meeting may decide to suspend it.

56.08 Federations and central councils must pay the CSN annual dues of \$15.

56.09 The amounts thus collected by the CSN Treasurer are deposited in three separate funds:

1. the CSN fund proper (or Operating Budget): 0.470%;
2. the PDF fund (Professional Defence Fund): 0.225%;
3. a special support fund: 0.025%.

56.10 The Convention has sole authority to decide upon the respective share allocated to each of the three funds and their budgets.

56.11 Between conventions:

- administration of the Professional Defence Fund comes under the authority of the Confederal Bureau;
- administration of the special support fund comes under the authority of the Confederal Bureau with respect to responsibilities of the Professional Defence Fund, and under the authority of the Confederal Council with respect to responsibilities of the Operating Budget.

56.12 The CSN's budget includes two equalization funds to assist federations and central councils in need and province-wide unions. The amount of equalization payments is determined by the Convention. The Confederal Bureau designates the federations and central councils that are entitled to equalization payments and defines how the amounts are to be divided among these federations and central councils.

ARTICLE 57 – DUES FOR NEWLY AFFILIATED UNIONS

57.01 During a recruiting campaign, and regardless of what its constitution and By-laws may state to the contrary, no affiliated union or any union in the process of being affiliated may collect less than \$2 in total dues from a new member; the amount may also be divided as follows: a \$1 initiation fee and \$1 in dues.

57.02 Starting with the 30th day following the certification of the union, the per capita paid to the CSN movement is limited to the regular monthly per capita for the confederal level (Article 56.03). The federation and the central council per capitas are paid to the federation and central council starting on the 180th day following certification.

57.03 Notwithstanding Article 57.02, regular per capitas to the CSN, the federation and the central council apply as soon as a newly affiliated union concludes a collective agreement, if this happens before the 180th day following certification.

ARTICLE 58 – MINIMUM DUES

To remain affiliated with the CSN, each affiliated union must collect from every employee in the bargaining unit dues equal to the total per capitas required by the organizations with which the union is affiliated, plus \$1 per employee per month.

ARTICLE 59 – INSPECTION AND AUDIT OF UNION DUES PAID

59.01 At the request of authorized representatives of the CSN, organizations affiliated with the CSN must allow their account books to be audited by such representatives at any time and provide the latter with all supplementary information they may need.

59.02 An organization that fails or refuses to comply may be suspended by a decision of the Confederal Council.

59.03 A representative of the CSN who discovers irregularities warranting the calling of a general meeting or of the decision-making body of the organization concerned has the right to have the general meeting or meeting of the decision-making body concerned called by the CSN.

59.04 Following an audit, any union that has per capita arrears to pay, as indicated in the auditor's report, must pay the amounts owing within 30 days of when the report is submitted, unless the parties agree on another reimbursement period.

ARTICLE 60 – SURVEILLANCE COMMITTEE

A three-member Surveillance Committee is elected by the Convention; the Convention may, however, refer this election to the Confederal Council. Its duties are to:

- a) examine any special expense not provided for in the budget;
- b) examine the Treasurer's semi-annual reports;
- c) oversee the administration of the Professional Defence Fund and the application of By-laws;
- d) be represented by one of its members at all sessions of the CSN's Confederal Bureau, Confederal Council and Convention; the entire Surveillance Committee attends debates on the financial statements;
- e) make the recommendations it deems useful to the Executive Committee and the Confederal Bureau;
- f) inform the Confederal Council of transfers of funds recommended by the Executive Committee or Confederal Bureau.

ARTICLE 61 – CONTROLLER

61.01 The controller is appointed by the Confederal Bureau, at the recommendation of the CSN's Executive Committee.

61.02 The Confederal Bureau may remove the controller by a vote of two thirds of the members present at a Confederal Bureau meeting.

61.03 The controller has access to all documents or information required to perform his or her duties. He or she also has the power to investigate the authenticity of any expense.

ARTICLE 62 – ACCESS TO FINANCIAL BOOKS AND DOCUMENTS

The President of the CSN, the controller and the Surveillance Committee have free access to all financial books and documents.

CHAPTER VIII

THE FEDERATIONS

ARTICLE 64 – REVOCATION OF JURISDICTION

64.01 The Confederal Bureau must receive any request for revocation of a federation's jurisdiction if the request is supported by two thirds of its unions.

64.02 In such a case, and after finding that the stipulated condition has been met, the Confederal Bureau acts on the request, revokes the jurisdiction, disaffiliates the federation and sends a copy of its decision to the federations and all unions concerned.

64.03 In the opposite case, the request is rejected and the Confederal Bureau sends a copy of its decision to the federations and all unions concerned.

ARTICLE 65 – APPEAL

A decision on a federation's jurisdiction may be appealed to the regular Convention.

If it is appealed, the Confederal Bureau's decision applies until the Convention decides otherwise.

ARTICLE 66 – RULES FOR APPLYING THIS CHAPTER

The Confederal Bureau is authorized to establish appropriate rules of procedure for applying this chapter.

ARTICLE 67 – ROLE

More specifically, the role of federations is to:

- a) make work-related decisions;
- b) act as representatives of their members in dealing with the CSN, submitting to the latter all matters of general interest;

ARTICLE 63 – FOUNDING A FEDERATION

63.01 When three or more unions conducting activities in the same or related fields wish to found a federation, they must present a joint request to this effect to the Confederal Bureau.

63.02 The Confederal Bureau receives the request and the General Secretary forwards a copy to all unions concerned by the proposed jurisdiction.

63.03 The latter are invited to make known their point of view prior to the next session of the Confederal Bureau.

63.04 At this session, the Confederal Bureau may accept or refuse the request. If it is accepted, the Confederal Bureau determines the appropriate jurisdiction.

The General Secretary forwards a copy of the Confederal Bureau decision to all the unions concerned and to the organization making the request.

63.05 If the founding of a new federation results in changes to the jurisdiction of one or more existing federations, the Confederal Bureau has the power to amend jurisdictions accordingly.

- c) provide affiliated unions with services in matters of collective bargaining and the application of collective agreements, and work-related labour education;
- d) collect a per capita tax to ensure the delivery of services to affiliates;
- e) in conjunction with the CSN, make representations to the relevant government authorities concerning labour or job-related problems.

ARTICLE 68 – SERVICES NO LONGER PROVIDED BY A FEDERATION

Following an inquiry supervised by the Confederal Bureau, the latter has full powers to decide that some or all of the per capita that a union remits to the federation should be remitted to the CSN if the federation fails to provide the services that it is supposed to render according to Article 67 of the Constitution and By-laws.

CHAPTER IX

THE CENTRAL COUNCILS

ARTICLE 69 – FOUNDING A CENTRAL COUNCIL

69.01 Any request to found a central council is submitted to the Confederal Bureau.

69.02 The Confederal Bureau receives the request and the General Secretary forwards a copy of it to all unions and central councils covered by the proposed jurisdiction.

69.03 The latter are invited to make known their point of view prior to the next session of the Confederal Bureau.

69.04 At this session, the Confederal Bureau may accept or refuse the request. If it is accepted, the Confederal Bureau determines the appropriate jurisdiction.

The General Secretary sends a copy of the Confederal Bureau's decision to all unions concerned and to the organization making the request.

69.05 If the founding of a new central council results in changes to the jurisdiction of one or more existing central councils, the Confederal Bureau has the power to amend jurisdictions accordingly.

ARTICLE 70 – ROLE

The role of central councils is to:

- a) promote by all possible means the solidarity of all workers affiliated with the CSN within its territory, and of workers in general;
- b) work for the growth of unions within the limits of their jurisdiction, in close co-operation with the CSN;
- c) be responsible for the education and political action of their members, in co-operation with CSN departments;
- d) act as representatives of their members in dealing with the CSN, submitting to the latter all matters of general interest;
- e) act as representatives of their members in municipal and school affairs and with other public agencies within their jurisdiction;
- f) make sure that the services provided by federations to the members covered by their territory are satisfactory;
- g) collect a per capita tax to ensure the operations of their decision-making bodies and services to members.

ARTICLE 71 – STAFF

71.01 The CSN assigns the required number of employees to each service territory.

71.02 In performing their duties, the employees assigned to a service territory come under the authority of the executive committee of the central council with jurisdiction over the service territory.

CHAPTER X

DISPUTES BETWEEN AFFILIATED ORGANIZATIONS

ARTICLE 72 – JURISDICTIONAL DISPUTES

72.01 Any jurisdictional dispute of an occupational nature between two or more federations or occupational sectors, or of a territorial nature between two or more central councils, is submitted to the Confederal Bureau for decision.

72.02 The same applies to any jurisdictional dispute between a union and one or more federations or occupational sectors, or one or more central councils.

72.03 Such disputes may pertain to the drafting, interpretation, amendment or application of the terms defining one or more jurisdictions.

72.04 Written notice is given to all interested parties before the Confederal Bureau makes a decision on the dispute. This notice is sent as soon as possible by the General Secretary of the CSN.

72.05 During this period, each party has the opportunity to make known its point of view, either in writing or verbally at a meeting of the Confederal Bureau or a committee appointed by the latter to hear the parties.

72.06 If the Confederal Bureau sees fit, its decision may include changes in the descriptions of jurisdictions.

72.07 Raiding between two unions or federations affiliated with the CSN is forbidden. The Confederal Bureau must take all appropriate steps to prevent such raiding.

72.08 A decision on jurisdiction may be appealed to the regular Convention.

If it is appealed, the Confederal Bureau's decision applies until the Convention decides otherwise. If it is not appealed, the Confederal Bureau decision is final.

72.09 The Confederal Bureau has the power to withdraw a union from the jurisdiction of a federation, occupational sector or central council, if there are serious reasons for doing so and if it is in the best interests of the CSN, notwithstanding the terms defining jurisdiction. In the case of a union thus withdrawn from a jurisdiction, the union remits the full amount of federation, occupational sector or central council per capita dues, as the case may be, directly to the CSN and as of then the corresponding services are provided directly by the CSN.

ARTICLE 73 – OTHER DISPUTES

73.01 Each federation or occupational sector is the rightful and exclusive arbitrator of any dispute between unions affiliated with it.

73.02 The Confederal Bureau is the rightful and exclusive arbitrator of any dispute between unions that are not affiliated with a federation or central council, in accordance with Article 72.09.

73.03 The rules set out in Articles 73.01 and 73.02 above apply only to the extent that such disputes do not have a jurisdictional aspect involving a

federation or occupational sector or central council. If such a jurisdictional aspect is involved, this aspect of the dispute is governed by the procedures set out in Article 72 above.

73.04 All other disputes between CSN affiliates come under the jurisdiction of the Confederal Bureau, which may, after hearing the parties in the manner provided for in Article 72 above, render a final decision unless the Convention decides otherwise.

ARTICLE 74 – CONDITIONS FOR MAINTAINING AFFILIATION WITH THE CSN IN THE EVENT OF DISAFFILIATION FROM A FEDERATION OR CENTRAL COUNCIL

Any union affiliated with a federation or sector and a central council that receives authorization to disaffiliate in accordance with the Constitution and By-laws and that wishes to remain affiliated with the CSN must, in addition to the per capita required by the CSN, pay the amount of the per capita that it used to pay to its federation or central council or both; should it fail to do so, it may be excluded from the CSN.

ARTICLE 75 – NAME CHANGE

The Confederal Bureau must not allow any federation or local union to change its title or name if it judges that this would infringe on the jurisdiction of another federation or union affiliated with the CSN. No such change can be made without the Confederal Bureau's consent and approval.

CHAPTER XI

AMENDMENTS TO THE CONSTITUTION AND BY-LAWS

ARTICLE 76 – CONSTITUTION AND BY-LAWS OF AFFILIATED ORGANIZATIONS

76.01 Organizations affiliated with the CSN must inform the CSN of any amendments made to their Constitution and By-laws when such amendments stem from the application of Article 11.07.

76.02 At the end of each year, they must report on their total membership. The Executive Committee has the authority to check the accuracy of the membership report.

76.03 In accordance with Articles 11.01 b) and 11.07, if the constitution of an affiliated organization contains provisions contrary to the Constitution and By-laws of the CSN, such provisions are deemed to be null and void with respect to the CSN.

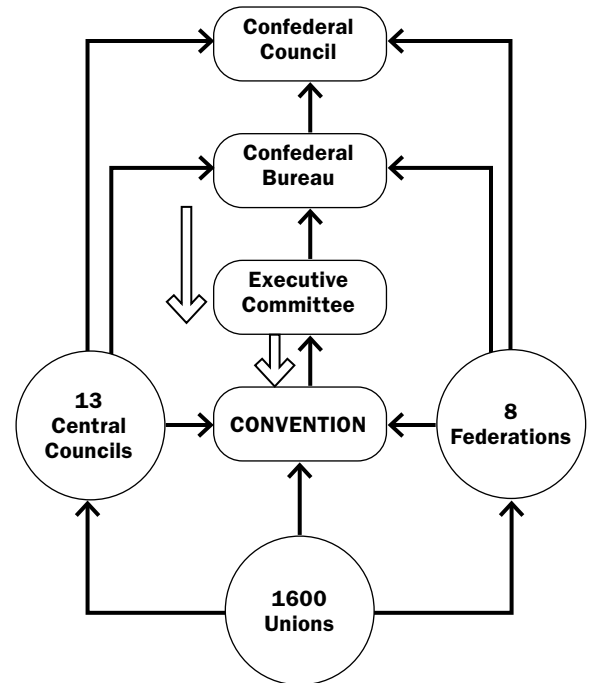
ARTICLE 77 – AMENDMENTS TO THE CONSTITUTION AND BY-LAWS OF THE CSN

77.01 The Constitution and By-laws may only be amended by a majority vote of the Convention, or by the Confederal Council if the Convention refers this responsibility to it.

77.02 The wording 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.

77.03 The General Secretary must send a copy of the proposed amendments to all affiliated organizations at least 21 days before the opening date of the Convention. However, in a case where, in the interest of the CSN, it proves urgent to amend the Constitution and By-laws without it being possible to comply with the above procedure, the Convention may make amendments by a two-thirds vote.

CSN DECISION-MAKING STRUCTURES



LEGEND

COMPOSED OF MANDATE
AND ELECTED BY



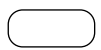
SUPERVISION
OF MANDATE



AFFILIATED
ORGANIZATIONS



DECISIONAL
BODIES



ORGANIZATION CHART OF CSN SERVICES

PRESIDENT

↓
Communications
International Relations
General Direction

**FIRST
VICE-
PRESIDENT**

**SECOND
VICE-
PRESIDENT**

**THIRD
VICE-
PRESIDENT**

**GENERAL
SECRETARY**

TREASURER

Negotiation
Support

Unionization

Support for
mobilization
and regional life

Human
Resources and
Training

Finance

Status of
Women and
Research

Health, Safety,
and Environment

Legal Service

Buildings Service

Information
Technology

The Executive Committee is responsible for managing CSN staff (Article 34 e).

CSN Vice-Presidents are responsible for seeing that the federations and central councils fulfil their duties and provide services to members in accordance with the obligations set out in the CSN's Constitution and By-laws (Article 42.03).

The services provided by federations and central councils are described in Articles 67 and 70.

The CSN assigns the required number of employees to each territory of services. In performing their duties, the employees assigned to a territory of services come under the authority of the executive committee of the central council with jurisdiction over the territory of services (Article 71).

**ABITIBI – TÉMISCAMINGUE-
NORD-DU-QUÉBEC****VAL-D'OR
(SIÈGE SOCIAL)**

609, avenue Centrale
Val-d'Or J9P 1P9
819 825-6137

ROUYN-NORANDA

243, avenue Murdoch
Rouyn-Noranda J9X 1E8
819 917-3537

BAS-SAINT-LAURENT

24, rue Sainte-Marie
Rimouski G5L 4E3
418 723-7811

CŒUR DU QUÉBEC**TROIS-RIVIÈRES
(SIÈGE SOCIAL)**

550, rue Saint-Georges
Trois-Rivières G9A 2K8
819 378-5419

DRUMMONDVILLE

101-455, boul. Saint-Joseph
Drummondville J2C 7B5
819 478-8158

SHAWINIGAN

101-550, rue Broadway
Shawinigan G9N 1M3
819 536-4433

CÔTE-NORD**SECTEUR OUEST
(SIÈGE SOCIAL)**

999, rue Comtois
Baie-Comeau G5C 2A5
418 589-2069

SECTEUR EST

512, rue Brochu
Sept-Îles G4R 2X3
418 962-5571

ESTRIE

180, côte de l'Acadie
Sherbrooke J1H 2T3
819 563-6515

GASPÉSIE –**ÎLES-DE-LA-MADELEINE****CHANDLER
(SIÈGE SOCIAL)**

173, rue Commerciale O.
Chandler G0C 1K0
418 689-2294

ÎLES-DE-LA-MADELEINE

305-330, chemin Principal
Cap-aux-Meules G4T 1C9
418 986-5880

LANAUDIÈRE**JOLIETTE
(SIÈGE SOCIAL)**

190, rue Montcalm
Joliette J6E 5G4
450 759-0762

TERREBONNE

3471, boul. de la Pinière
Terrebonne J6X 0A1
450 759-0762

LAURENTIDES

289, rue de Villemure, 2^e étage
Saint-Jérôme J7Z 5J5
450 438-4196

MONTÉRÉGIE**RIVE-SUD
(SIÈGE SOCIAL)**

7900, boul. Taschereau O.
Édifice E, bur. 100
Brossard J4X 1C2
450 466-7036

GRANBY

105-90, rue Robinson S.
Granby J2G 7L4
450 372-6830

SAINT-HYACINTHE

201-2000, rue Girouard O.
Saint-Hyacinthe J2S 3A6
450 261-1261

SOREL-TRACY

815, route Marie-Victorin
Sorel-Tracy J3R 1L1
450 743-5503

SUROÛT

350, boul. Mgr Langlois
Salaberry-de-Valleyfield
J6S 0A6
450 371-5555

MONTRÉAL**MÉTROPOLITAIN**

1601, avenue De Lorimier
Montréal H2K 4M5
514 598-2021

OUTAOUAIS

408, rue Main
Gatineau J8P 5K9
819 643-1325

QUÉBEC - CHAUDIÈRE-**APPALACHES**

200-155, boul. Charest E
Québec G1K 3G6
418 647-5700

SAGUENAY –**LAC-SAINT-JEAN**

73, rue Arthur-Hamel
Saguenay G7H 3M9
418 549-9320



MATCH WORKERS LOCKOUT, 1919

The predominantly female workers at the E.B. Eddy match factory in Hull worked 11-hour days in dangerous conditions (the phosphorous caused necrosis of the jaw) for meagre wages. They won a raise and Sundays and holidays off. The company had refused to recognize the women's union but their struggle earned them an honoured place in labour history and is remembered to this day.