



37^E CONGRÈS 2019, L'UNION DANS L'ACTION

PROPOSITIONS AMENDEMENTS AUX STATUTS ET RÈGLEMENTS

English Version

Table des matières

Bloc 1 : Union diversity	4
Bloc 2 : Democracy, Union Life, and Involvement	7
Bloc 3 : Climate emergency	9
Bloc 4 : Labour Law	11
Bloc 5 : 2020 World March of Women	13
Bloc 6 : No to Public-Private Partnerships (PPPs)!	14
Proposed Amendments to the CCMM-CSN Constitution and By-laws	17

Bloc 1

Union diversity

Introduction

CCMM–CSN members come from all walks of life and all sectors. They are women and men who, like most of Montréal’s population, were born in this country. Nearly a third of Montrealers come from abroad, and only 3% are considered non-permanent residents. Quebec’s population includes racialized minorities.¹ Often these persons come from families that have been in Quebec for generations, but they are not always seen as full-fledged Quebecers. However, no human population is biologically or even sociologically homogenous. Our members reflect this diversity.

We have Cree and Inuit members from the communities of Baie-James and Nunavik. There are Indigenous people in workplaces in Montréal and Laval as well, but they are often overlooked. Members of the LGBT+ community are also present in our workplaces. According to the most recent figures, they form nearly 17% of the population. They are considered an invisible minority, since a person’s sexual orientation or gender identity is not necessarily apparent. Furthermore, women are a majority in our ranks. Even if their numbers are higher in certain predominantly female sectors, such as the health and social services network and the hotel industry, the number of women in traditionally male jobs is slowly rising.

Union diversity

Diversity enriches communities and workplaces, which is promising for the future of society. That is, at the very least, the CCMM–CSN’s position when advocating for inclusion and diversity. The challenge of labour shortages has pushed employers to some degree of progress, especially in terms of hiring immigrants, because many employers are now open to the idea of using this source of labour. In fact, data published by Statistics Canada in July 2018 showed a significant increase in immigrants on the labour market. However, the unemployment rate is higher for immigrants than for people born in Quebec, and this gap is wider in Montréal than in Toronto and Vancouver. Integrating immigrants into the labour market at levels that match their skills remains an important societal issue. Taking a purely commercial view of integration is not what will make society more welcoming and inclusive!

The many right-wing governments elected in the United States, Europe, and Latin America, with their anti-immigration, anti-LGBT, and misogynistic policies, are being mirrored more and more in Quebec. Certain groups such as La Meute occupy public space and threaten social cohesion. During the election campaign and even very recently, the CAQ asserted that it would reduce Quebec’s immigration quota.

¹ [Our translation] Racialized minority: a group of persons targeted by racism and by a process of racialization, i.e. the attribution of racial and biological meaning to cultural differences (Glossaire de la Politique québécoise en matière d’immigration, de participation et d’inclusion [Québec Policy on Immigration, Participation, and Inclusion glossary]).

This is what it plans to do once Bill 9 is adopted. Furthermore, there is every reason to believe that the CAQ will proceed with rejecting 18,000 pending immigration applications, affecting around 50,000 people. A court order halted the process of rejecting the applications until the legislation is enacted, but application processing has proceeded very slowly. This is part of a broader right-wing shift that we oppose. In addition, François Legault's unfortunate statement that there is no Islamophobia in Quebec, the day after the commemoration of the murders at the Québec City mosque, only polarized opinions further on these issues that undermine social cohesion. Montréal receives 70% of new arrivals to Quebec, and the Legault government's irresponsible attitude further threatens the region's social cohesion. Moreover, following the introduction of Bill 21 on state secularism, we must point out that it is primarily women who wear the hijab who have been singled out in public debate, which should have instead been about the separation of state and religion. Forbidding elementary and high school teachers from wearing the hijab also affects other Muslim working women who may feel some form of rejection. Instead, we should welcome them without discrimination and facilitate their integration into the careers or professions of their choice. This is a labour rights issue.

As for the expectations of Indigenous peoples, François Legault blew hot and cold during the election campaign. He promised to take inspiration from the Paix des Braves agreement and promote respect between nations in his relationships with First Nations. However, he refused to condemn the "144" band worn by Sûreté du Québec officers in solidarity with their eight colleagues at the Val-d'Or station who faced allegations of violence against Indigenous women, when he could have demonstrated greater empathy toward the victims of police misconduct and violence. It is not surprising that the majority of Indigenous women refuse to bring action against their aggressors! Furthermore, during the Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Québec, Quebec Native Women, among others, proposed creating a special tribunal on sexual and domestic violence, in order to restore confidence in the justice system. The DPCP's decision to not lay charges in nearly all of these cases has instead further shaken that confidence. With both First Nations and the Inuit, we have an obligation to rebuild these bridges and engage in acts of reconciliation.

LGBT+ persons also face challenges in being fully recognized in society and in the workplace. The road toward achieving full equality must involve actions in everyday life. In this regard, there is still a long way to go. Workplace integration is unquestionably the first step in social inclusion. However, even today, LGBT+ persons may still not be hired because of their sexual orientation or gender identity, even if they are well qualified for a position. Once hired, many hesitate to "come out." LGBT+ workers often face coworkers' indiscreet questions about their family and love lives or face derogatory comments. In some workplaces, the risks of stigma, discrimination, intimidation, or simply being left out make it nearly impossible for LGBT+ workers to assert their identity. Even today, coming out is a difficult process that depends on the degree of openness in the workplace and in society in general.

Solidarity must be set against the climate of mistrust that has taken root and that has no place in a constantly changing world. Togetherness is the only remedy for the problems caused by discrimination, whether it is racism, sexism, xenophobia, homophobia, transphobia, or ableism. We must focus on our members' ability to build on the principles of fundamental rights in our collective agreements and promoted by all groups in the movement. Together, we must work to obtain respect and full recognition for all!

Over the last few years, the CCMM–CSN has resolved to ensure its governing bodies are as representative as possible of the diversity of its members, especially by giving a greater place to women, racialized persons, cultural minorities, and LGBT+ persons. Furthermore, it has committed to working with its unions to ensure that diversity-sensitive union practices are implemented. Unifying our forces must include taking action to build ironclad union cohesion. To continue this ongoing work, we are putting forward the new proposal that follows.

It is proposed:

That the Conseil central du Montréal métropolitain–CSN invite its affiliated unions to develop practices of openness toward their members' diversity, with the goal of fair representation of that diversity in all aspects of union life and democratic participation:

- 1.1 By developing sensitivity to workplace diversity
- 1.2 By improving their ability to be welcoming
- 1.3 By encouraging harmonious intercultural relations
- 1.4 By ensuring fair representation of women²

² https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_008040/lang-en/index.htm

Bloc 2

Democracy, Union Life, and Involvement

Union life is a determining factor with regard to the vitality and strength of our organizations. Whether a union has several thousand members or only a few, its members' participation in union activities and actions is essential: not only does it ensure that the union can fulfill its role of promoting workers' rights and interests, but it also has a positive impact on workplaces and society in general. To encourage this kind of involvement, unions need to work as closely as possible with all of their members.

There are, of course, many obstacles to overcome for all members to take an active part in union life. Gender parity is not a given; nor is inclusion of people from immigrant, visible minority, Indigenous, or LGBT+ communities, young people, or workers with unstable jobs. It is our job to make such parity and inclusion a reality. While participation on official bodies and in union activities is a good sign of an organization's vitality, union life in its larger sense means a great deal more. First and foremost, a union must be a meeting place for all of its members—a place of co-operation, involvement, and unity in action.

For this reason, and following proposals adopted at its 65th Congress, the CSN prepared an operational plan in 2018 that contained a series of measures for improving union life of unions at the confederation, central council, and local union levels. All entities that are part of the movement are invited to get involved, in order to address the major challenge of union life and share the best ways to improve it. The plan encourages central councils to organize a tour of their affiliated unions and to support them in organizing member meetings to foster and revitalize union life. This has long been a priority for the CCMM–CSN, and it will continue to work alongside unions to help members take ownership of and mobilize around union issues.

The CCMM–CSN is currently suggesting that unions develop a simple and achievable union plan that will contribute to revitalizing union life. Union plans should focus on a limited number of objectives that correspond to the union's needs and means. They will be used to create an action plan to be implemented during the mandate, in order to achieve the chosen objectives. In the end, everyone's work will be facilitated and strengthened through member involvement in union life.

Building on resolutions 4.1 to 4.5 from the 36th CCMM–CSN Convention, and keeping in mind the goals of the CSN’s operational plan,

It is proposed:

- 2.1 That the Conseil central du Montréal métropolitain–CSN call on its affiliated unions both to define a union plan, in which realistic, achievable goals are identified, and to create an action plan for achieving these goals before the end of the mandate, with the support of the CCMM–CSN, the federations, and the CSN.
- 2.2 That the Conseil central du Montréal métropolitain–CSN collaborate with affiliated unions, federations, and relevant CSN services to organize a regional tour to encourage member commitment to the identified objectives, as well as to the action plan of each union and the resolutions adopted by the federations and the CSN.
- 2.3 That periodic progress reports be made at general assemblies, so that progress can be measured, and that a final report be made at the 38th CCMM–CSN Convention.
- 2.4 That the Conseil central du Montréal métropolitain–CSN ensure that unions with specific needs with regard to union life and democracy receive all of the support they require to meet those needs.

Bloc 3

Climate emergency

Fighting climate change and protecting ecosystems and biodiversity are unquestionably the greatest challenges that human societies will have to face in the near future.

Time is running out. According to an October 2018 report by the Intergovernmental Panel on Climate Change (IPCC), action is urgently needed to halt the climate changes threatening irreversible upheaval to coastal systems, food production, health, social and economic conditions, ecosystems, and more.

There can be no healthy or prosperous future for humans and other living creatures on a planet with its climate destabilized, its biodiversity stripped away, its oceans depleted, its soil degraded, and its forests emptied.

To fight climate change, the IPCC is calling for global warming to be limited to less than 2 degrees Celsius, and, if possible, to only 1.5 degrees.

Greenhouse gas (GHG) emissions must be reduced by 45% by 2030, and carbon neutrality achieved by 2050, to avoid ecological disaster.

To do this, we must mobilize politically and as a union to put pressure on governments and employers so that they take action proportionate to the emergency confronting humankind and implement concrete measures that will help achieve the targets the IPCC has identified.

Heading toward a just transition

Energy transition relies on the urgent, drastic reduction of GHG emissions. Some economic sectors will need major restructuring, such as the energy, transportation, and construction industries. A large number of workers could be affected by the transition to a low-carbon economy. On the other hand, the ecological transition will also create new jobs, economic diversification, and restructuring.

The idea of a just transition, then, is to plan ahead and implement the policies necessary for two goals: environmental protection and social protection. They are not mutually exclusive. The ecological transition can be a tool to achieve social justice, and social justice can be the foundation for the ecological transition. The International Trade Union Confederation summed it up well: “There are no jobs on a dead planet.” It is important to ensure that the energy transition does not increase job insecurity, and instead brings dignity to workers and their communities. They must not only be informed about necessary changes, but must also be able to play an active role in the decisions concerning their work environments.

Sustainable procurement

Inspired, like others, by the CSN's approach, the Conseil central du Montréal métropolitain–CSN developed a responsible procurement policy (RPP) in May 2010.

Under the RPP, all product purchases must meet social and environmental criteria. The RPP's goal is to change how goods and services are produced by requiring that the CCMM–CSN's suppliers, and their subcontractors, meet certain criteria.

Thus, the moment that it purchases products or services, "the CCMM-CSN agrees to require that the suppliers with which it does business, as well as their subcontractors, respect the rights of workers, improve their environmental performance, and increase transparency. [...] Implementing an RPP is part of its desire to set a good example and make its positions known with regard to the improvement of working conditions, decent work, and the need to reduce its ecological footprint and fight against climate change and environmental degradation.¹

However, 10 years later, what have we done to reduce the ecological impact of our union practices? It seems appropriate to review the tools we use to ensure that our practices meet responsible consumption criteria and are environmentally friendly.

It is proposed:

- 3.1 **That the Conseil central du Montréal métropolitain–CSN** review its responsible procurement policy; that it also evaluate the ecological footprint of its mobilization and visibility tools; and that it research, in collaboration with its affiliated unions, the best means of reducing its ecological footprint.
- 3.2 **That the Conseil central du Montréal métropolitain–CSN** strengthen the approach undertaken in its current mandate to encourage a just transition, by involving its affiliated unions, which are likely to be affected by measures to decrease the role of fossil fuels in the economy.
- 3.3 **That the Conseil central du Montréal métropolitain–CSN**, in collaboration with its affiliated unions, put pressure on governments and companies to review and improve their plans for fighting climate change by taking the measures necessary as of now to ensure that GHGs are reduced by 45% by 2030 and to achieve the goal of carbon neutrality in 2050, in accordance with the targets set by the IPCC.

1. [Our translation]. Politique d'approvisionnement responsable du CCMM–CSN [CCMM–CSN responsible procurement policy]. May 2010. Montréal.

Bloc 4

Labour Law

Today, labour shortages are spoken about more than improving working conditions. Immigration issues are approached from the perspective of positions to be filled—the concern being how many people are needed in a certain region to meet to workforce requirements. Some establishments are replacing orderlies with nursing assistants, or worse, pushing them to work overtime, thereby ignoring the strenuous nature of their work. In all sectors, employees are being overworked and worn down by the demands being asked of them. Yet, despite useless and repetitive calls to fill thousands of positions, employers so rarely recognize the need to improve working conditions to attract new employees—and keep them. This is, of course, not surprising. We have had to fight for every one of our achievements. Until the economic system changes, this will always be the way.

A salary to escape poverty

This does not mean that we should give up. In fact, why not seize the opportunity to claim what we are owed? During his election campaign, François Legault promised to create quality jobs that pay in the \$25-to-\$40-per-hour range. However, he then turned his back on organizations that pushed for raising the minimum wage to \$15 per hour. This issue has once again been a priority for the CCMM–CSN over the course of this mandate. The status of women committee, the immigration and ethnocultural relations committee, and the youth committee have made the issue part of their work plans and have participated in and rolled out various actions with our allies. Some federations have adopted proposals to include this demand in their collective agreement bargaining proposals. Unions, such as that of Accueil Bonneau, have made this issue a central demand for renewing their collective agreement. Workers with the least job security must be able to live above the poverty line, as a matter of dignity and social justice. Along with the CSN, the CCMM–CSN has expanded the scope of this demand by joining the 51015 campaign. This campaign has three demands: a work schedule set 5 days in advance; 10 days of paid leave for sickness or family responsibilities; and a minimum wage of \$15 per hour.

Increasing unionization

The vast majority of workers are not unionized, and their sectors are difficult to unionize. The Fédération du commerce and the Fédération de l'industrie manufacturière have rolled out new union representation projects, which could respond in part to the needs of these workers. We welcome this initiative, since unionization is always the best way to improve working conditions.

It is therefore proposed:

- 4.1 **That the Conseil central du Montréal métropolitain–CSN** continue its fight to obtain a minimum wage of \$15, by forming the widest alliances possible, and, to this end, that it should work with relevant federations to plan and organize a pool of regional union strategies that are being used, in order to foster solidarity and allow for action with the workers concerned.
- 4.2 **That the Conseil central du Montréal métropolitain–CSN** take an active role in the unionization service's work plan, in part by involving the mobilization committee. (This proposal will be addressed in a plenary session.)
- 4.3 **That the Conseil central du Montréal métropolitain–CSN** invite affiliated unions to collaborate on its campaigns, particularly by promoting the campaign of the Syndicat des employé-es de la restauration (SER), part of the Fédération du commerce. (This proposal will be addressed in a plenary session.)

Bloc 5

2020 World March of Women (WMW) in Quebec: *Resisting to Live, Marching to Transform*

The Coordination du Québec pour la Marche mondiale des femmes (CQMMF), of which the CSN is a member, is inviting women and men to mobilize and march to defend basic demands for women's rights during the fifth edition of the WMW. Despite the progress made by the women's movement in past decades, a number of battles still need to be fought. During the 2020 March, CQMMF member groups will come to an agreement about which demands to present to the provincial and federal governments to reduce poverty and violence against women.

The CSN and its women's issues network have been at the heart of mobilization efforts during the 2000, 2005, 2010, and 2015 marches. The 2020 March will be no exception: activists will be invited to express their desire to live in a respectful, inclusive, and egalitarian society.

Proposal:

Whereas the mission of the CQMMF is to promote gender equality, equality between women, and equality between peoples;

Whereas the CQMMF contributes to eliminating the causes of poverty and violence against women;

Whereas the CQMMF embraces the values of the Women's Global Charter for Humanity—equality, freedom, solidarity, justice, and peace;

Whereas the CSN and its women's issues network have been actively involved with the CQMMF since its founding;

Whereas the CCMM–CSN status of women committee is an active member of said network,

It is proposed:

- 5.1 **That the central council and its status of women committee** participate in the preparation activities for the fifth World March of Women in Quebec, whether such activities be consultations, teach-ins, etc.
- 5.2 **That the central council** mobilize its members to participate in the March, which will be held on October 17, 2020, in the Lanaudière region.
- 5.3 **That the central council and its affiliated unions** lend their support to the activities related to the March on October 17, 2020, by allocating financial, logistical, and human resources to promote the participation of as many women as possible from all regions.

Bloc 6

No to Public-Private Partnerships (PPPs)!

In the early 2000s, Jean Charest's Liberal government advocated for using the PPP approach for a series of major projects, all the while ignoring criticism and warnings from unions, among other organizations. Almost 20 years later, our fears have unfortunately become reality.

It was in this context that the government launched the CHUM and the MUHC construction projects under the PPP model. Ten years ago, the Conseil central du Montréal métropolitain-CSN and several other organizations founded the Coalition des CHUs sans PPP. The coalition consists of unions, community groups, and organizations such as Médecins québécois pour un régime public. It promotes the use of the conventional public approach to build university hospitals (CHUs). Around the world, the use of the PPP approach for construction has proven to be catastrophic and led to issues such as higher construction costs, low quality of services, loss of expertise, lack of transparency, transfer of risk toward the private sector, clear risk of conflicts of interest, etc. The Auditor General even published a scathing report on the subject, stating that from the outset, the Agence des PPP, which had been founded at that time, had based its decisions on biased, skewed analyses.

Despite our actions and representations, the Charest government decided to charge ahead. Unfortunately, as the story has unfolded, we have been proven right. All of the issues we had brought up in the past have now surfaced. Ten years later, the battle continues.

We are being played—The contracts need to be terminated

The CSN, the FSSS, the CCMM-CSN, and relevant unions have never thrown in the towel. We have noticed that several aspects of the CHU projects have been botched and will cost a fortune to correct. Each renovation incurs an additional cost of up to 26% that goes to pay private partners for the next 30 years, which is the duration of the PPP contracts.¹ Furthermore, the PPP contracts are highly complex. One consequence of this complexity is that each time a correction must be made, it is a serious headache to identify who is responsible for the expense and repair. This needlessly prolongs repair times, when repairs could be carried out faster at a lower cost if they were to be carried out by CHU employees. Another issue with PPPs is the lack of contract transparency. Even though taxpayers' money is involved, contracts are always secret. It has even been established that the MUHC contract was awarded based on fraud.² In one of its studies, the Institut de recherche et d'informations socioéconomiques (IRIS) concluded that terminating

1 Lemay, Éric Yvan. 2018. "Les rénovations des méga-hôpitaux en PPP vous coûtera une fortune jusqu'en 2047." *Journal de Montréal*. November 28.

2 Ménard, Marc-Antoine, and Anne Panasuk. 2018. "Scandale du CUSM : l'ex-directeur adjoint Yanai Elbaz plaide coupable." *Radio-Canada*. November 26.

CHUM and MUHC PPP contracts would result in savings of several hundred million dollars.³ For all of these reasons and many others, the Québec government must stop bleeding money and put an end to this unjustified public spending.

It is proposed:

- 6.1 **That the Conseil central du Montréal métropolitain–CSN**, in collaboration with relevant unions, continue its fight against PPP CHUs, in order to :
- a) lobby the government to make secret PPP CHU contracts public;
 - b) and terminate PPP contracts and return them to the public sector.

³ Nguyen, Minh, and Guillaume Hébert. 2014. "Devrait-on racheter les PPP du CHUM et du CUSM?" Note socio-économique. IRIS.

Proposed Amendments to the CCMM-CSN Constitution and By-laws

Curent text

Chapter III - Purpose and means

Article 12 - Purpose

The purpose of the central council is to promote the occupational, economic, social, political and cultural interests of workers, without infringing on a person's rights because of her or his language, nationality, race, sex, religion, ethnic origins or political opinions and convictions.

Amended text

Chapter III - Purpose and Means

Article 12 - Purpose

The purpose of the central council is to promote the occupational, economic, social, political and cultural interests of workers, without infringing on a person's rights because of her or his language, nationality, **situation as a racialized person, sex, sexual orientation, gender identity, disability, religion, ethnic origins or political opinions and convictions.**

Curent text

Chapter VI - The general Assembly

Article 17 - Delegations

The membership of the Syndicat de la construction de Montréal (CSN) is determined by the most recent list of dues-paying members issued by the Commission de la construction du Québec (CCQ) for the previous year.

Amended text

Chapter VI - The general Assembly

Article 17 - Delegations

The membership of the **CSN-Construction** is determined by the most recent list of dues-paying members issued by the Commission de la construction du Québec (CCQ) for the previous year. For the sole purposes of representation and determining the number of CSN-Construction delegates to the central council's bodies, the members of CSN-Construction who regularly work within the territory for which the central council has jurisdiction shall constitute a section of the union, and this section, for the stated purpose, shall be considered a union.

CSN-Construction shall remain responsible for selecting its delegates provided that the workplace of the delegates is located within the territory for which the central council has jurisdiction.

Chapter VI - The general Assembly

Article 21 - Length and scheduling of meetings

When held during the week, general assembly meetings last a maximum of three (3) hours and do not begin before 6 p.m. nor end after 10 p.m. However, they may be extended by a resolution passed by two thirds (2/3) of the delegates present. The executive committee of the central council may, however, call a regular or special general assembly at times that do not follow the above-mentioned schedule, when necessary. The executive committee is also required to organize a regular inter-convention general assembly, lasting one day or more each year, except for the year in which the convention is held.

Chapter VI - The general Assembly

Article 21 - Length and scheduling of meetings

When held during the week, general assembly meetings last a maximum of three (3) hours and do not begin before 6 p.m. nor end after 10 p.m. However, they may be extended by a resolution passed by two thirds (2/3) of the delegates present. The executive committee of the central council may, however, call a regular or special general assembly at times that do not follow the above-mentioned schedule, when necessary. ~~The executive committee is also required to organize a regular inter-convention general assembly, lasting one day or more each year, except for the year in which the convention is held.~~

Curent text

New text

Chapter VII - The Convention

Article 27 - Representation at the Convention

27 a) new final paragraph (just before 27 b)

For the sole purposes of representation and determining the number of CSN-Construction delegates to the central council's bodies, the members of CSN-Construction who regularly work within the territory for which the central council has jurisdiction shall constitute a section of the union, and this section, for the stated purpose, shall be considered a union.

Amended text

Chapter VII - The Convention

Article 27 - Representation at the Convention

27 b) Unions must send in their membership list each month. The delegation for the convention is based on the annual average number of dues-paying members on these lists.

Chapter VII - The Convention

Article 27 - Representation at the Convention

27 b) Unions must send in their membership list each month. The delegation for the convention is based on the **average number of dues-paying members on these lists for the 12 months preceding the convention.**

Curent text

Chapter IX - The Union Council

Article 36 - Composition

The Union Council of the central council is composed of fifteen (15) people holding the following positions:

- President;
- General secretary;
- Treasurer;
- First Vice-President;
- Second Vice-President;
- Status of Women Officer;
- Health and safety Officer;
- Right to work Officer;
- International solidarity Officer;
- Immigration and ethno-cultural relations Officer;
- Youth Officer;
- Lesbian, gay, bisexual and transgender (LGBT) Officer;
- Health and social services Officer;
- Education Officer;
- Environment and sustainable development Officer.

Chapter IX - The Union Council

Article 38 - Powers and Duties

- e) prepare recommendations to be submitted to the general assembly and the convention in the areas of jurisdiction identified in the previous paragraph;

Amended text

Chapter IX - The Union Council

Article 36 - Composition

The Union Council of the central council is composed of fifteen (15) people holding the following positions:

- President;
- General Secretary;
- Treasurer;
- First Vice-President;
- Second Vice-President;
- Status of women **committee chair**;
- **Occupational** health and safety **action committee chair**;
- Right to work **committee chair**;
- International solidarity **committee chair**;
- Immigration and **intercultural** relations **committee chair**;
- Youth **committee chair**;
- **LGBT+ committee chair**;
- Health and social services **committee chair**;
- Education **committee chair**;
- Environment and sustainable development **committee chair**.

Chapter IX - The Union Council

Article 38 - Powers and Duties

- e) following a notice from the executive committee, prepare recommendations to be submitted to the general assembly and ~~the convention in the areas of jurisdiction identified in the previous paragraph;~~

<p>Curent text</p> <p>Chapter X - Election Procedures, Powers and Duties</p>	<p>New 39.03</p> <p>Chapter X - Election Procedures, Powers and Duties</p>
<p><u>New 39.03 (previous article 59)</u></p> <p>Only the article number has changed.</p>	<p><u>Article 39.03</u></p> <p>The election president asks delegates to stand and proceeds to swear in the members of the executive committee and union council, using the following ceremonial:</p> <p><i>Comrades, I have the honour of solemnly declaring you elected as members of the executive committee and the union council of the Conseil central du Montréal métropolitain–CSN.</i></p> <p><i>You already know what the rights and duties of your respective offices are, and you are also familiar with the Statement of Principles and the constitution and by-laws of the CCMM–CSN.</i></p> <p><i>Do you promise on your honour to act in accordance with them, to conduct yourself conscientiously in performing your duties at all times and to do everything in your power to remain worthy of the convention’s trust in you?</i></p> <p><i>One after the other, the members of the executive committee and the union council answer aloud: I so promise on my honour.</i></p> <p><i>The convention replies: We are witnesses thereto.</i></p>

New text

Chapter X - Election Procedures, Powers and Duties

New 40 c)

In the event of an extended, justified leave of a member of the union council who is a committee chair, the committee in question will appoint one of its members from an affiliated union to act as a substitute. This appointment must be approved by the CCMM-CSN general assembly, upon recommendation by the executive committee, after having been formally put on the agenda sent with the notice of meeting for the assembly.

The substitute shall perform all duties of the committee chair and shall have the same rights and duties for the duration of the committee chair's absence.

c) will become d)

d) will become e)

e) will become f)

f) will become g)

g) will become h)

h) will become i)

New 41 j) et k)

j) notifying the union council of recommendations to be submitted to the general assembly and convention;

k) in exceptional circumstances and when the urgency of the situation dictates it, directly submitting recommendations to the general assembly or convention.

New text

**Chapter X - Election Procedures,
Powers and Duties**

New 46 f)

**Shall automatically be part of the
central council's delegation for the
CSN confederal council meeting.**

Previous f) will become g)

Previous g) will become h)

Previous h) will become i)

Previous i) will become j)

Previous j) will become k)

Previous k) will become l)

Previous l) will become m)

Previous m) will become n)

Previous n) will become o)

Previous o) will become p))

Curent text	Amended text
Chapter X - Election Procedures, Powers and Duties	Chapter X - Election Procedures, Powers and Duties
<u>Article 46 - Powers and duties of the Union Council</u>	<u>Article 46 - Powers and duties of the Union Council</u>
<p>k) The responsibilities of the youth officer include initiating central council work as follows:</p> <ol style="list-style-type: none"> 1. disseminating information about the realities of young workers in the workplace; 2. identifying the obstacles to the integration of young people in workplaces and proposing potential solutions; 3. in co-operation with the executive committee member in charge, ensuring that affiliated unions receive appropriate training about the experience of young workers in workplaces and in society; 4. encouraging affiliated unions to address the specific problems encountered by young workers in the workplace; 5. in this framework, making all appropriate suggestions to the union council for the central council to intervene with the CSN or public authorities with respect to legislation or programs for young workers and measures apt to foster their integration into union life and life at work. 	<p>l) The responsibilities of the youth officer include initiating central council work as follows:</p> <ol style="list-style-type: none"> 1. disseminating information about the realities of young workers in the workplace in particular; 2. identifying the obstacles to the integration of young people in workplaces and proposing potential solutions; 3. in co-operation with the executive committee member in charge, ensuring that affiliated unions receive appropriate training about the experience of young workers in workplaces and in society; 4. encouraging affiliated unions to address the specific problems encountered by young workers in the workplace; 5. in this framework, making all appropriate suggestions to the union council for the central council to intervene with the CSN or public authorities with respect to legislation or programs for young workers and measures apt to foster their integration into union life and life at work.

Curent text

**Chapter X - Election Procedures,
Powers and Duties**

Article 46 - Powers and Duties
of the Union Council

- l) The responsibilities of the LGBT (lesbian, gay, bisexual and transgender) officer include initiating central council work as follows:
1. disseminating information about the realities of lesbians, gays, bisexuals and transgender people (LGBT) in the workplace;
 2. identifying the obstacles to the integration of lesbians, gays, bisexuals and transgender people (LGBT) in the workplace and proposing potential solutions;
 3. in co-operation with the executive committee member in charge, ensuring that affiliated unions receive appropriate training about the realities of lesbians, gays, bisexuals and transgender people (LGBT) in the workplace and in society;
 4. encouraging affiliated unions to address specific problems encountered by lesbians, gays, bisexuals and transgender people (LGBT) in the workplace;
 5. fostering and/or participating in movements of struggle for the rights of lesbians, gays, bisexuals and transgender people (LGBT);

Amended text

**Chapter X - Election Procedures,
Powers and Duties**

Article 46 - Powers and Duties
of the Union Council

- m) The responsibilities of the LGBT (lesbian, gay, bisexual and transgender) officer include initiating central council work as follows:
1. disseminating information about the realities of lesbians, gays, bisexuals and transgender people (LGBT) in the workplace **in particular;**
 2. identifying the obstacles to the integration of lesbians, gays, bisexuals and transgender people (LGBT) in the workplace **and in society,** and proposing potential solutions;
 3. in co-operation with the executive committee member in charge, ensuring that affiliated unions receive appropriate training about the realities of lesbians, gays, bisexuals and transgender people (LGBT) in the workplace and in society;
 4. encouraging affiliated unions to address specific problems encountered by lesbians, gays, bisexuals and transgender people (LGBT) in the workplace;
 5. fostering and/or participating in movements of struggle for the rights of lesbians, gays, bisexuals and transgender people (LGBT);

- | | |
|---|---|
| <ul style="list-style-type: none"> 6. organizing activities in support of the struggles and demands of lesbians, gays, bisexuals and transgender people (LGBT); 7. combatting all forms of discrimination based on sexual orientation; 8. in this framework, making all appropriate suggestions to the union council for the central council to intervene with the CSN or public authorities with respect to legislation concerning lesbians, gays, bisexuals and transgender people (LGBT) and measures apt to foster their integration into union life and life at work. <p>o) The responsibilities of the environment and sustainable development officer include initiating central council work as follows:</p> <ul style="list-style-type: none"> 1. disseminating all relevant information about environmental and sustainable development issues, in particular the environment, fair trade and responsible consumption, and encouraging affiliated unions to address these issues; | <ul style="list-style-type: none"> 6. organizing activities in support of the struggles and demands of lesbians, gays, bisexuals and transgender people (LGBT); 7. combatting all forms of discrimination based on sexual orientation and gender identity; 8. in this framework, making all appropriate suggestions to the union council for the central council to intervene with the CSN or public authorities with respect to legislation concerning lesbians, gays, bisexuals and transgender people (LGBT) and measures apt to foster their integration into union life and life at work. <p>p) The responsibilities of the environment and sustainable development officer include initiating central council work as follows:</p> <ul style="list-style-type: none"> 1. disseminating all relevant information about environmental and sustainable development issues, in particular a just transition, fair trade and responsible consumption, and encouraging affiliated unions to address these issues; |
|---|---|

