

Current	Amendment	New text
<p>Article 2 - Definition The conseil central is a Québec organization of workers whose role is to:</p>	<ul style="list-style-type: none"> • Add “unions” after workers’ 	<p>Article 2 - Definition The conseil central is a Quebec organization of workers’ unions whose role is to:</p>
<p>Article 2 - Definition At the end of the article Union democracy is the principle that underlies how the conseil central works.</p>	<ul style="list-style-type: none"> • Add “and involves not only respect for the mandates and responsibilities of various bodies but the active participation of affiliated unions and their members.” at the end of the article 	<p>Article 2 - Definition At the end of the article Union democracy is the principle that underlies how the conseil central works and involves not only respect for the mandates and responsibilities of various bodies but the active participation of affiliated unions and their members.</p>
<p>Article 3 Unions whose head office is located within the territory for which the conseil central has jurisdiction may belong to the central council.</p>	<ul style="list-style-type: none"> • Replace “may” with “shall” 	<p>Article 3 Unions whose head office is located within the territory for which the conseil central has jurisdiction shall be part of the conseil central after having been affiliated at a general meeting.</p>
<p>Article 5 (p. 6) c) Every union affiliated with the conseil central is required to pay the per capita dues set by the triennial convention of the central council. Per capitas are payable no later than the first (1st) day of the second (2nd) month following the month for which they are due. For example, per capitas for January are payable by March 1 at the latest.</p>	<p>This amendment affects only the French wording of Article 5. The vocabulary used in the English translation is already appropriate and does not require any modification.</p>	<p>Article 5 (p. 6) c) Every union affiliated with the conseil central is required to pay the per capita dues set by the triennial convention of the central council. Per capitas are payable no later than the first (1st) day of the second (2nd) month following the month for which they are due. For example, per capitas for January are payable by March 1 at the latest.</p>
<p>Article 12 (p. 9) 1^{re} phrase, 2nd par. The purpose of the conseil central is chiefly to promote the interests of the working class. It is committed to combatting all forms of exploitation and working for a vision of society based on democracy, human rights, sustainable development, social justice, equality and fairness.</p>	<ul style="list-style-type: none"> • Remove “chiefly” 	<p>Article 12 (p. 9) 1st phrase, 2nd par. The purpose of the conseil central is to promote the interests of the working class. It is committed to combatting all forms of exploitation and working for a vision of society based on democracy, human rights, sustainable development, social justice, equality and fairness.</p>
<p>Article 13 – Means (p.11) <i>f)</i> representing unions wherever the general interests of workers so warrant, and more especially with public authorities; <i>g)</i> calling for certain measures that help advance workers;</p>	<ul style="list-style-type: none"> • f) Remove “general” • g) Remove “certain” 	<p>Article 13 – Means (p.11) <i>f)</i> representing unions wherever the interests of workers so warrant, and more especially with public authorities; <i>g)</i> calling for measures that help advance workers;</p>
<p>Article 14 – Political action (p. 12) d) does not intervene regarding political positions that affiliated unions deem appropriate to take, unless they run counter to the interests of workers in the region;</p>	<ul style="list-style-type: none"> • Add “its Statement of Principles” after counter to 	<p>Article 14 – Political action (p. 12) d) does not intervene regarding political positions that affiliated unions deem appropriate to take, unless they run counter to its Statement of Principles or to the interests of workers in the region;</p>
<p>Article 15 – Structures (p.12) The conseil central is led and run by the following bodies:</p>	<ul style="list-style-type: none"> • Remove “led and” • Add “according to their powers and responsibilities:” 	<p>Article 15 – Structures (p.12) The conseil central is run by the following bodies, according to their powers and responsibilities:</p>

<p>Article 17 – Delegations (p.14)</p> <p>a) Each union is entitled to one delegate, regardless of the number of members it has. Delegates must be dues-paying members of a union in good standing with the central council, the CSN and its federation, and have an employment relationship with the employer covered by the union’s certification. This rule also applies to provincial unions whose head office is located within the territory of the central council. Once a union’s membership reaches 400 members, it is entitled to two delegates. It is entitled to one delegate for every 200 additional members.</p> <p>1 to 399 members 1 delegate 400 to 599 members 2 delegates 600 to 799 members 3 delegates 800 to 999 members 4 delegates 1,000 to 1,199 members 5 delegates 1,200 to 1,399 members 6 delegates 1,400 to 1,599 members 7 delegates 1,600 to 1,799 members 8 delegates 1,800 to 1,999 members 9 delegates 2,000 to 2,199 members 10 delegates 2,200 to 2,399 members 11 delegates 2,400 to 2,599 members 12 delegates 2,600 to 2,799 members 13 delegates 2,800 to 2,999 members 14 delegates 3,000 to 3,199 members 15 delegates 3,200 to 3,399 members 16 delegates 3,400 to 3,599 members 17 delegates 3,600 to 3,799 members 18 delegates 3,800 to 3,999 members 19 delegates 4,000 to 4,199 members 20 delegates 4,200 to 4,399 members 21 delegates 4,400 to 4,599 members 22 delegates 4,600 to 4,799 members 23 delegates 4,800 to 4,999 members 24 delegates 5,000 à 5,199 members 25 delegates</p>	<ul style="list-style-type: none"> • That unions with 1 to 399 members have 2 delegates and the rest of the list be adjusted accordingly. 	<p>Article 17 - Delegations (p.14)</p> <p>a) Every union is entitled to two delegates, regardless of the number of members it has. Delegates must be dues-paying members of a union in good standing with the central council, the CSN and its federation, and have an employment relationship with the employer covered by the union’s certification. This rule also applies to provincial unions whose head office is located within the territory of the council.</p> <p>1 to 399 members 2 delegates 400 to 599 members 3 delegates 600 to 799 members 4 delegates 800 to 999 members 5 delegates 1,000 to 1,199 members 6 delegates 1,200 to 1,399 members 7 delegates 1,400 to 1,599 members 8 delegates 1,600 to 1,799 members 9 delegates 1,800 to 1,999 members 10 delegates</p> <p>And so on, adding one delegate for every 200 additional members.</p>
<p>Article 35 - Powers and duties</p> <p>As part of its powers and duties, the executive committee is responsible for preparing the recommendations submitted to the general assembly or convention, subject to the provisions of Article 38 e). It provides general leadership for the conseil central between conventions and general assemblies, as required by circumstances and to defend the general interests of workers.</p>	<ul style="list-style-type: none"> • At the beginning of last phrase of 1st paragraph: “In accordance with orientations and resolutions adopted at a convention or general assembly,...” 	<p>Article 35 – Powers and duties</p> <p>As part of its powers and duties, the executive committee is responsible for preparing the recommendations submitted to the general assembly or convention, subject to the provisions of Article 38 e). In accordance with orientations and resolutions adopted at a convention or general meeting, it provides general leadership for the conseil central between conventions and general assemblies, as required by circumstances and to defend the general interests of workers.</p>
<p>Article 35b) b) prepare the agenda and conduct proceedings at conventions and general assemblies;</p>	<ul style="list-style-type: none"> • Replace “conduct” with “lead” 	<p>Article 35b) prepare the agenda and lead proceedings at conventions and general assemblies;</p>
<p>Article 35h) h) rule on complaints about violence or harassment involving active members, elected officers or employees of the organization who have mandates and responsibilities within the central council, in accordance with the policy adopted by the general assembly; it may, in accordance with that procedure, impose the appropriate penalties, subject to the provisions of Article 40 f) and g);</p>	<ul style="list-style-type: none"> • Replace “f) and g)” with “h) and i)” 	<p>Article 35h) rule on complaints about violence or harassment involving active members, elected officers or employees of the organization who have mandates and responsibilities within the central council, in accordance with the policy adopted by the general assembly; it may, in accordance with that procedure, impose the appropriate penalties, subject to the provisions of Article 40 h) and i);</p>

<p>Article 38 - Powers and duties (p. 30)</p> <p>f) incorporate into its work special concern for advocating for the rights and demands of particularly disadvantaged groups (e.g., women, youth, older workers, ethno-cultural communities, lesbians and gays, etc.).</p>	<ul style="list-style-type: none"> • Replace “special concern for advocating for” with “the advancement of” • Replace “particularly disadvantaged groups” with “discriminated groups” • Replace “ethno-cultural communities” with “immigrants” • Replace “lesbians and gays” with “the LGBT+ community” 	<p>Article 38 – Powers and duties (p. 30)</p> <p>f) incorporate into its work the advancement of the rights and demands of discriminated groups (e.g.: women, youth, older workers, immigrants, the LGBT+ community, etc.).</p>
<p>Article 39.02 - Élections au conseil syndical (p.33)</p> <p>The union council is composed of the executive committee of the conseil central plus people holding the positions of officers responsible for:</p> <ul style="list-style-type: none"> • the status of women; • the right to work; • health and safety; • international solidarity; • immigration and ethno-cultural relations; • youth; • lesbians, gays, bisexuals and transgender people (LGBT); • health and social services; • education; • the environment and sustainable development. Election procedures for: the officers responsible for the status of women, right to work, health and safety, international solidarity, immigration and ethno-cultural relations, youth, lesbians and gays, health care and social services, education and the environment and sustainable development. 	<ul style="list-style-type: none"> • Replace “environment and sustainable development” with “environment” 	<p>Article 39.02 – Union council elections (p.33)</p> <p>The union council is composed of the executive committee of the conseil central plus people holding the positions of officers responsible for:</p> <ul style="list-style-type: none"> • Status of Women Committee; • Right to Work Committee; • Action on Health and Safety Committee; • International Solidarity Committee; • Immigration and Intercultural Relations Committee; • Youth Committee; • LGBT+ Committee; • Health and Social Services Committee; • Education Committee; • Environment Committee. <p>Election procedures for: the officers responsible for the following committees: Status of Women, Right to Work, Action on Health and Safety, International Solidarity, Immigration and Intercultural Relations, Youth, LGBT+, Health and Social Services, Education, Environment.</p>

<p>Article 40 – Nominations (p.36)</p> <p><i>a) The people entitled to stand for election to one of these positions are the official delegates whose names appear on the list drawn up by the credentials committee.</i></p> <p><i>b) To be nominated, a person must be an official delegate to the convention and be present in the convention hall unless he or she has previously accepted nomination in writing. Delegates may nominate as many candidates as they wish, but to be elected, a candidate must receive an absolute majority of votes.</i></p> <p><i>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.</i></p> <p><i>d) If a position on the executive committee or union council becomes vacant between conventions, it is filled by the general assembly.</i></p> <p><i>1. The executive committee gives notice of election for the position to be filled at the assembly preceding the one at which the election is held.</i></p> <p><i>2. Once all the candidates for a given position have been nominated, the election president declares nominations closed.</i></p> <p><i>3. The election president must always ask each candidate whether he or she agrees to stand for election; a candidate may withdraw at any time until voting begins.</i></p>	<ul style="list-style-type: none"> • Replace “Nominations” with “candidacies” in the title of the article and the text. 	<p>Article 40 – Candidacies (p.36)</p> <p><i>a) The people entitled to stand for election to one of these positions are the official delegates whose names appear on the list drawn up by the credentials committee.</i></p> <p><i>b) To be nominated, a person must be an official delegate to the convention and be present in the convention hall unless he or she has previously accepted candidacies in writing. Delegates may nominate as many candidates as they wish, but to be elected, a candidate must receive an absolute majority of votes.</i></p> <p><i>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.</i></p> <p><i>d) If a position on the executive committee or union council becomes vacant between conventions, it is filled by the general assembly.</i></p> <p><i>1. The executive committee gives notice of election for the position to be filled at the assembly preceding the one at which the election is held.</i></p> <p><i>2. Once all the candidates for a given position have been nominated, the election president declares candidacies closed.</i></p> <p><i>3. The election president must always ask each candidate whether he or she agrees to stand for election; a candidate may withdraw at any time until voting begins.</i></p>
<p>Article 43 - Powers and duties of executive committee members (p.42)</p> <p><i>f) In carrying out their role, they pay special attention to issues related to ecology and the environment.</i></p>	<p><i>f) Delete “to ecology and”</i></p>	<p>Article 43 – Powers and duties of executive committee members (p.42)</p> <p><i>f) In carrying out their role, they pay special attention to issues related to the environment.</i></p>

<p>Article 46 - Powers and duties of the union council (p.45)</p> <p>Officers responsible for areas of struggle Officers responsible for</p> <ul style="list-style-type: none"> • the status of women, • the right to work, • health and safety, • international solidarity, • immigration and ethno-cultural relations, • youth, • lesbians, gays, bisexuals and transgender people (LGBT), • health and social services, • education, • the environment and sustainable development. 	<ul style="list-style-type: none"> • Consistency amendment for the Immigration and Intercultural Relations committee • Delete "Officers responsible for areas of struggle" <p>Add on to "Officers responsible for" and write "Officers responsible for fronts of struggle committees, namely : "</p>	<p>Article 46 – Powers and duties of the union council (p.45)</p> <p>Officers responsible for the fronts of struggle committees, namely :</p> <ul style="list-style-type: none"> • Status of Women; • Right to Work; • Health and Safety; • International Solidarity; • Immigration and Intercultural Relations; • Youth; • Lesbian, Gay, Bisexual and Transgender (LGBT+); • Health and Social Services; • Education; • Environment.
<p>Article 46 - – Powers and duties of the union council (p.46)</p> <p>g) The responsibilities of the woman who is the status of women officer include initiating central council work as follows:</p> <ol style="list-style-type: none"> 1. disseminating information about specific discrimination against women; 4) participating in movements of struggle for the rights and specific demands of women; 6) doing information-awareness work aimed at achieving pay equity and economic, political, social and cultural equality for women; 	<ul style="list-style-type: none"> • 1. Replace "specific discrimination against women" with "discrimination experienced by women, particularly as a result of systemic inequalities" • 4. Replace "for the rights and specific demands of women" with "for women's rights and feminist demands" 6. Replace "achieving ...equality with "for women and men to be treated equally in all areas: salary, economics, politics, social and cultural"; 	<p>Article 46 – Powers and duties of the union council (p. 46)</p> <p>g) The responsibilities of the status of women officer include initiating central council work as follows:</p> <ol style="list-style-type: none"> 1) disseminating information about <i>discrimination experienced by women, particularly as a result of systemic inequalities;</i> 4) participating in movements of struggle <i>for women's rights and feminist demands;</i> 6) raising awareness <i>for women and men to be treated equally in salary, economic, political, social and cultural terms;</i>
<p>Article 46 - Powers and duties of the union council (p.47)</p> <p>h) The responsibilities of the right to work officer include initiating central council work as follows:</p> <ol style="list-style-type: none"> 1. informing and equipping unions to support their demands that everyone have access to quality jobs in accordance with each person's abilities, that workers have more control over their work, and that they have access to economic security; 	<p>h) 1. Delete "in accordance with each person's abilities"</p>	<p>Article 46 - Powers and duties of the union council (p.47)</p> <p>h) The responsibilities of the right to work officer include initiating central council work as follows:</p> <ol style="list-style-type: none"> 1. Informing and equipping unions to support their demands that everyone have access to quality jobs, that workers have more control over their work and that they have access to economic security;

<p>Article 46 - Powers and duties of the union council (p. 49)</p> <p>k) The responsibilities of the immigration and ethno-cultural relations officer include initiating central council work as follows:</p> <p>2. combatting all forms of discrimination based on race or ethnic origin;</p> <p>4. in co-operation with the executive committee member in charge, ensuring that affiliated unions receive appropriate training on immigration, racial discrimination and ethno-cultural relations;</p> <p>5. encouraging affiliated unions to address specific problems encountered in the workplace by immigrant and indigenous workers and Quebecers from cultural communities;</p> <p>6. doing education-awareness work with immigrant workers about the realities experienced by Québec workers and informing them adequately about the history and struggles of Québec’s labour movement and how it works</p>	<ul style="list-style-type: none"> • k) 2. Replace “based on race or ethnic origin” with “and racism” • Add “and identifying barriers to integration” • k) 4. Replace “racial discrimination and ethno-cultural relations” with “to combat discrimination and racism” • k) 5. Replace “specific problems” with “discrimination and integration issues” Replace “Quebecers from cultural communities” with “as well as racialized or ethnicized workers in workplaces and in the population” • k) 6. Rephrase “Adequately inform immigrant workers about the history, battles, gains and functioning of the Quebec labour movement” 	<p>Article 46 – Powers and duties of the union council (p. 49)</p> <p>k) The responsibilities of the immigration and ethno-cultural officer include initiating central council work as follows:</p> <p>2. combatting all forms of discrimination and racism, and identifying barriers to integration;</p> <p>4. in cooperation with the executive committee member in charge, ensuring that affiliated unions receive appropriate training on immigration to combat discrimination and racism;</p> <p>5. encouraging affiliated unions to address discrimination and integration issues encountered in the workplace by immigrant and indigenous workers, as well as racialized or ethnicized workers in workplaces and in the population;</p> <p>6. Adequately inform immigrant workers about the history, battles, gains and functioning of the Quebec labour movement;</p>
<p>Article 46 - Powers and duties of the union council (p. 50)</p> <p>7. fostering and/or participating in struggles to defend the rights of refugees, immigrants and ethnic minorities;</p> <p>8. in this framework, making all appropriate suggestions to the union council for the conseil central to intervene with the CSN or public authorities with respect to legislation or programs concerning immigrants and measures apt to foster better integration of the latter into Québec society.</p>	<ul style="list-style-type: none"> • k) 7. Add “against racism” after “struggles” • k) 8. Add “the fight against systemic racism as well as” after “concerning” • Replace “measures apt to foster better integration” with “in order to achieve equal treatment in access to quality employment and their real” 	<p>Article 46 – Powers and duties of the union council (p. 50)</p> <p>7. fostering and/or participating in struggles against racism to defend the rights of refugees, immigrants and other ethnic minorities;</p> <p>8. in this framework, making all appropriate suggestions to the union council for the conseil central to intervene with the CSN or public authorities with respect to legislation or programs concerning the fight against systemic racism as well as immigrants in order to achieve equal treatment in access to quality employment and their successful integration into Quebec society.</p>
<p>l) 4. encouraging affiliated unions to address the specific problems encountered by young workers in the workplace;</p>	<p>l) 4. Replace “specific problems encountered” with “issues experienced by”</p>	<p>l) 4. encouraging affiliated unions to address issues experienced by young workers in the workplace;</p>
<p>Article 46 – Powers and duties of the union council (p. 53)</p> <p>p) The responsibilities of the environment and sustainable development officer include initiating central council work as follows:</p> <p>p) 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;</p>	<p>p) 1. Add “climate change” to the list</p>	<p>Article 46 – Powers and duties of the union council (p. 53)</p> <p>p) The responsibilities of the environment and sustainable development officer include initiating central council work as follows:</p> <p>p) 1. Disseminating all relevant information about environmental and sustainable development issues, including just transition, fair trade, climate change, and to encourage affiliated unions to take responsibility for these issues;</p>

<p>Article 55 - Financial oversight committee (p. 57) A financial oversight committee composed of three (3) members is chosen by the convention of the central council. Its duties are as follows:</p>	<p>Replace "chosen" with "elected"</p>	<p>Article 55 – Financial oversight committee (p. 57) A financial oversight committee composed of three (3) members, is elected by the convention of the central council. Its duties are as follows:</p>
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