

38<sup>E</sup> CONGRÈS  
6 AU 10 JUIN 2022  
MONTRÉAL

*Conseil central*   
DU MONTRÉAL MÉTROPOLITAIN **CSN**

**SOLIDAIRES, À TOUTE ÉPREUVE**

**PROPOSITIONS  
AMENDEMENTS  
AUX STATUTS  
ET RÈGLEMENTS**

English version

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# Bloc 1

## Environment

The successive IPCC reports are clear: we need to radically change our way of life and implement all of the measures and policies necessary to restrict climate change to less than two degrees Celsius. Not doing so will lead to an exponential increase in natural disasters related to climate change.

Environmental protection is an important issue for the central council, and our mobilization efforts are taking place on a number of fronts: within and outside of workplaces, on our own terms, and in alliance with other social movements, including environmental groups. This is why the CCMM–CSN is very active within a number of coalitions and organizations, including the Conseil régional de l’environnement de Montréal and the Front commun pour la transition énergétique.

For a number of years, union organizations have developed the concept of a just transition. The ecological transition must be a force for social justice. It should not take place without workers.

Unions should be at the forefront of this struggle. The ecological transition involves many challenges and will affect jobs. It is important to look ahead as of now and implement the necessary mechanisms so that workers do not pay the price. This is why we want to equip ourselves to act and mobilize in our workplaces, and, more broadly, to change things before it is too late.

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## Motion on the environment

**Whereas** there are very serious consequences of climate change around the world;

**Whereas** each time the average temperature increases by one degree globally, the frequency and magnitude of natural disasters also increase;

**Whereas** the international scientific community agrees that if the global average temperature increases by two degrees, it will be urgent to implement the measures needed to restrict climate change to less than two degrees Celsius to prevent an exponential increase in natural disasters related to climate change;

**Whereas** climate change impacts people's living conditions in general and in workplaces around the world;

**Whereas** Nunavik and Baie-James experience the effects of climate change in an exacerbated manner due to the greater increase in temperature and the impact on the culture and traditional ways of life of Indigenous communities;

**Whereas** it is necessary to implement a socio-ecological transition that complies with the principles of a just transition;

**Whereas** this necessary transition impacts workplaces;

**Whereas** unions have a role as agents of social change;

**Whereas** there are no jobs on a dead planet;

#### IT IS PROPOSED

**That the Conseil central du Montréal métropolitain–CSN** actively participate in accelerating the implementation of a social and ecological just transition within and outside of workplaces, with the broadest alliances possible;

**That the Conseil central du Montréal métropolitain–CSN** intensify its work to raise awareness among and educate its affiliated unions about the urgent need to take action on environmental issues;

**That the Conseil central du Montréal métropolitain–CSN** also intensify its reflection on the economic issues raised as a result of implementing a just ecological transition, particularly in relation to the concepts of degrowth and democratic control of planning and implementing the transition; and

**That the Conseil central du Montréal métropolitain–CSN** develop an inclusive action and mobilization plan, invite its affiliated unions to carry out local mobilization efforts related to environmental issues, support local, regional, and Quebec-wide mobilization efforts related to the environment, actively participate by seeking out the broadest alliances possible, and advocate for the environment both within and outside of the CSN.

# Bloc 2

## Occupational health and safety

For many years now, the central council has supported demands related to prevention and compensation in the area of occupational health and safety. We have long added our voice to those who have demanded, as we have, improvements to the system. At the start of the 2019–2022 mandate, we were waiting for the planned reform. Union organizations applauded the long-awaited tabling. We were quickly disappointed. While some aspects seemed to be improved on the surface, a more in-depth analysis led us to find that the opposite was true.

At the end of the mandate, we adopted positions to continue and intensify our mobilization efforts. When Bill 59 became c. 27, we felt that it would be necessary to continue mobilizing since regulatory work will have an impact on the daily lives of workers, whether they are unionized or not. We believe that mobilizing our members and civil society starts with informing and educating the public. We strongly believe that our mobilization efforts will have an impact on CNESST regulatory committees. Moreover, the pandemic has shown pressing needs in the area of psychological health and that the *Act respecting occupational health and safety* and the *Act respecting industrial accidents and occupational diseases* do not adequately protect or compensate workers.

## Motion on health and safety

**WHEREAS** the Conseil central du Montréal métropolitain CSN has historically held positions on occupational health and safety;

**WHEREAS** the *Act to modernize the health and safety regime* (c. 27) was adopted by the Quebec government on October 6, 2021;

**WHEREAS** the main amendments to occupational health and safety legislation will come into force over several months until October 6, 2024;

**WHEREAS** CNESST regulatory committees can influence the content of regulations that govern occupational health and safety-related matters for workers;

**WHEREAS** if work on the prevention mechanism is not completed by October 6, 2024, the Minister of Labour, Employment and Social Solidarity may define prevention mechanisms by means of an order in council;

**WHEREAS** there is a need for all unionized and non-unionized workers to benefit from the same prevention and compensation regime;

IT IS PROPOSED

**THAT the Conseil central du Montréal métropolitain CSN** invite its affiliated unions to form occupational health and safety committees to widely distribute tools and information related to the Act (c. 27) and its applications in their workplaces;

**THAT the Conseil central du Montréal métropolitain–CSN** actively participate in public education campaigns on occupational health and safety and invite its affiliated unions to do the same;

**THAT the Conseil central du Montréal métropolitain–CSN** continue to demand significant improvements to occupational health and safety legislation, particularly in relation to mental health issues; and

**THAT the Conseil central du Montréal métropolitain–CSN** invite its members, affiliated unions, and allies to fully participate in mobilization efforts and actions to demand improved occupational health and safety legislation.

# Bloc 3

## Systemic racism

Our society is changing, and immigrants represent a significant and growing proportion of the labour force in the Montréal region. In a recent survey we conducted at the CCMM–CSN, we were able to get a better idea of the cultural diversity of our members. Based on the results, over 30% of our members who responded to the survey were born outside of Quebec, and over 25% said they were part of a racialized group.

The faces of immigration have changed: there are now more people coming from Africa, Asia, and Latin America, whereas before most immigrants were coming from Europe.

We have found that for many reasons in workplaces, immigrants, racialized persons and Indigenous peoples are more likely to be involved in workplace accidents, be subject to disciplinary measures, and be isolated. These workers are at the intersection of multiple inequalities in our society: low wages, precarious statuses, qualifications that are not recognized, living in disadvantaged neighbourhoods, etc.

The central council has engaged in social struggles on these issues with civil society partners. We have adopted an action plan against systemic racism. Our union bodies are made up of relatively few Indigenous peoples, racialized persons, and immigrants in positions of responsibility; it is therefore necessary to make changes within our unions to better reflect the diversity of our members.

Our challenge to keep up with the new reality of working in Montréal is, among other things, to increase representation of Indigenous peoples, racialized persons, and immigrants on our union bodies.

## Motion on systemic racism

**Whereas** the CCMM–CSN adopted the action plan against systemic racism on January 27, 2021, which had objectives such as contributing to eradicating systemic racism, contributing to developing openness on the part of unions toward their members' diversity within their practices, structures, and union bodies, and ensuring the representation of racialized persons, immigrants, and Indigenous peoples in the structures and bodies of unions at an equal percentage to that of their presence in the workforce;

**Whereas** the action plan is aimed at both raising awareness among CCMM–CSN-affiliated unions and allowing them to reappropriate the implementation of the plan by bringing their own experience from their involvement in the fight against systemic racism and the participation of their members within their democratic bodies;

**Whereas** prejudice and racist attitudes continue to wreak havoc on the lives of a number of our members who are from racialized groups, are immigrants, or are Indigenous people;



**Whereas** the Quebec government still refuses to recognize the concept of systemic racism and the CCMM–CSN is fighting against all forms of discrimination;

IT IS PROPOSED

**That the Conseil central du Montréal métropolitain–CSN** take action to encourage Indigenous people, racialized persons, and immigrants to apply for positions of responsibility within the CCMM–CSN and again invite its affiliated unions to do the same within their own union bodies;

**That the Conseil central du Montréal métropolitain–CSN** invite its unions to discuss with their members the situation regarding the under-representation of Indigenous peoples, racialized persons, and immigrants within their bodies in order to inform them and encourage mobilization efforts from all members to support the action plan against systemic racism;

**That the Conseil central du Montréal métropolitain–CSN** integrate in its training sessions for new executive committee members various ways to encourage the participation of Indigenous peoples, racialized persons, and immigrants to lead to overall improvement in relation to democratic life and welcoming new members; and

**That the Conseil central du Montréal métropolitain–CSN** create opportunities for Indigenous peoples, racialized persons, and immigrants to make their voices heard in order to give rise to desirable changes to operating procedures to encourage the integration of such individuals within various union bodies and invite its affiliated unions to do the same.

# Bloc 4

## Motion on social rights

According to the CCMM–CSN’s Statement of Principles, “our union struggles are aimed at expanding our rights, improving working and living conditions and defending the common good.” The central council’s action thus goes beyond the context of labour relations and falls directly into that of the fight for social rights, i.e. what we have traditionally referred to as the “second front.” However, since this struggle involves all citizens, it must be carried out in close collaboration with civil society organizations that share our values.

It is clear that capitalism has led to steps backward when it comes to social rights, particularly with the intrusion of the private sector in industries that were exclusively part of the public sector in the past. Austerity measures imposed in recent decades have had negative consequences on public services and community groups. As is usually the case, the poorest and most marginalized have experienced the impacts most strongly. In the context of a general increase in the cost of living and a housing crisis, the consequences of this kind of dynamic have proven to be disastrous and must be addressed.

With an end to the pandemic finally in sight, it is important for all groups and individuals who share our convictions to work together to ensure that our society becomes greener, fairer, and more democratic. The only way we can hope to achieve such a future is by joining forces today!

**Whereas** the CCMM –CSN has its Statement of Principles;

**Whereas** it is important to engage in a united struggle with the broadest possible alliances to advance the social rights of workers and the entire population, based on recognizing the interdependence of rights, particularly in the context of recovering after the pandemic;

**Whereas** there are deep connections between the CCMM–CSN and its allies in civil society;

**Whereas** a wealth of reflection is being carried out by committees representing the areas of struggle of the CCMM–CSN and its allies;

**Whereas** the efforts of various organizations involved in the struggle to advance social rights must be coordinated;

**Whereas** it is important for affiliated unions to participate in the work and activities of areas-of-struggle committees;

IT IS PROPOSED

**That the Conseil central du Montréal métropolitain–CSN** maintain and expand its involvement with local allied organizations that advocate for advancing social rights, particularly

by encouraging activists on its areas-of-struggle committees to participate in the activities of such organizations;

**That the Conseil central du Montréal métropolitain–CSN** share work carried out by its allies working to advance social rights with affiliated unions, their members and the general population and encourage taking concrete action;

**That the Conseil central du Montréal métropolitain–CSN** invite its allies to regularly participate in areas-of-struggle committee meetings; and

**That the Conseil central du Montréal métropolitain–CSN** maintain its commitment to Convergence populaire to ensure its sustainability and vitality.

# Bloc 5

## Mobilization

Mobilization is a core value of the central council. It is through our mobilization efforts to support both unions and social and political struggles that we make gains. In spite of the pandemic and its effects on mobilization, there is still a need to continue fighting to make progress in our union, social, political, and environmental struggles. We have been seeing some hardening in the context of labour relations in the past few years. Living conditions are more difficult, particularly due to the rise in inflation.

The central council brings together workers in all employment sectors, which leads to some challenges, but which is mainly a great strength that allows us to understand various realities. Inter-union solidarity is therefore a core value for us. We also believe in the importance of developing the widest alliances possible with other social movements.

It is in this context that we want to consolidate our mobilization network. We want to communicate more effectively with our members to invite them to take action, whether it be in support of other unions or civil society organizations. Solidarity involves, among other things, being present on the picket lines and during visibility actions and general mobilization efforts.

We also believe that it is important for us to become actively involved in the CSN's post-pandemic campaign, as well as in any campaigns that come up during our mandate, so that we can play our role as an agent of social change.

To gain respect and fight against social injustice and exploitation, there is only one solution: mobilization! We must stand together in solidarity no matter what we are facing!

**Whereas** the mandates of the mobilization committee and the mobilization network are to support the rollout of CSN and CCMM–CSN campaigns and to provide support for local union struggles in collaboration with the CCMM–CSN team;

**Whereas** the pandemic has had an impact on mobilization efforts and support for struggles;

**Whereas** there is a need to reinvigorate mobilization efforts and union life after the two years of the pandemic;

**Whereas** meetings and direct involvement on bodies and in activities facilitate discussion, mutual understanding, and union democracy;

**Whereas** struggles and labour relations have become even more difficult;

**Whereas** there are necessary social, political, and environmental struggles;

**Whereas** inter-union solidarity is necessary;

**Whereas** it is necessary to develop as broad alliances as possible to build essential power relationships to obtain a fairer and more equitable society;

**Whereas** the CSN has a post-pandemic campaign;

IT IS PROPOSED

**That the Conseil central du Montréal métropolitain–CSN** consolidate its mobilization network;

**That the Conseil central du Montréal métropolitain–CSN** invite its affiliated unions to appoint at least one person responsible for mobilization and inter-union solidarity within their individual structures and that these individuals be delegates to the mobilization network;

**That the Conseil central du Montréal métropolitain–CSN** commit to organizing public education activities about mobilization, inter-union solidarity, and social, political, and environmental struggles;

**That the CCMM–CSN mobilization committee** develop communication tools; and

**That the Conseil central du Montréal métropolitain–CSN** actively participate in developing and rolling out the CSN’s post-pandemic campaign.

# Other Motions from CCMM–CSN

## Motion 6 - Education

Since the spring of 2017, *Debout pour l'école!* has been actively advocating for strengthening the public school system in Quebec. The positions of this civil society group fully align with those of the CCMM–CSN and seek a democratic, high-quality school system for students at all levels, which is why the CCMM–CSN has been participating in *Debout pour l'école!* activities from the very beginning. The group currently is made up of 1,400 members from nine regions of Quebec, a number of which are in the Montréal and Laval region.

After publishing an excellent book on the future of Quebec schools (*Une autre école est possible et nécessaire* [Another schooling system is possible and necessary], Del Busso Éditeur), *Debout pour l'école!* is currently organizing citizen forums on education, with the goal of fundamentally reforming the Quebec network, which greatly needs it.

The CCMM–CSN has supported this important step of collective reflection on the future of education and now wants the Convention to give it the mandate of promoting it to its affiliated unions and their members. Citizen meetings will be held in a number of regions in Quebec, activities in which the CCMM–CSN plans to take an active role to contribute to reflecting on solutions for multiple issues that plague elementary and secondary schools in the region and throughout Quebec ([deboutpourlecole.org](http://deboutpourlecole.org)).

**That the Conseil central du Montréal métropolitain–CSN** invite its affiliated unions and their members to become actively involved in citizen forums on the future of the Quebec schooling system.

## Motion 7 - Status of women

### Struggle against violence and harassment

**Whereas**, for decades, the CSN and its affiliated organizations have made efforts to raise awareness, provide information, and train affiliated unions and their members about issues associated with violence and harassment in the workplace, including through the CSN's recent campaign, *Make it stop*;

**Whereas** unions can play a role in the struggle against violence against women;

**Whereas** the COVID-19 pandemic has had an impact on the prevalence, frequency, and severity of cases of domestic violence;

**Whereas** it is important to take into account the difficulties, realities, and specific needs of workers experiencing domestic violence;

IT IS PROPOSED

**That the Conseil central du Montréal métropolitain–CSN** promote, among CSN-affiliated unions, the tools from the CSN's *Make it stop* campaign, which include an information guide on domestic violence;

**That the Conseil central du Montréal métropolitain–CSN** and CSN-affiliated unions organize activities to raise awareness among their members about domestic violence issues to equip them to become aware of indicators, signs, and instances of domestic violence, as well as its impacts on women and in workplaces; and

**That unions** call on the central council to support them in the steps they take to raise awareness and implement domestic violence prevention measures in the work context.

## **Motion 8 - Convergence**

The CCMM–CSN is among the groups that, in the fall of 2019, launched the Convergence pour la sortie de crise, so that our demands related to social justice, ecological justice, and democracy would be the focus as we move beyond the pandemic. Fearing that employers and the politicians in their pockets would only use the move beyond the pandemic to strengthen the neo-liberal system (return to the very abnormal “normal” that existed before), a number of groups and activists from across Quebec joined what is now called Convergence populaire.

After the publication of a declaration entitled “Justice sociale, justice écologique: même combat!” [Social justice, ecological justice: same struggle], initially signed by over 400 individuals and 60 organizations (including the CSN, which is officially supporting the initiative), the Convergence gave itself the goal to launch a province-wide citizen assembly process to rally progressive forces around a set of social, environmental, and democratic demands. The first citizen assembly of the Convergence will take place the day after our Convention, on June 11.

It is just the beginning! All members of the Convergence populaire want it to endure and become stronger over time to ensure that its demands are taken into account at the political level to benefit workers and the population as a whole. Organizations like the CCMM–CSN can make significant contributions through their engagement ([www.convergence-populaire.info](http://www.convergence-populaire.info))!

IT IS PROPOSED

**That the Conseil central du Montréal métropolitain–CSN** maintain its commitment to Convergence populaire to ensure its sustainability and vitality.

# Other Motions from Affiliated Unions

## Motion 9 - Environnement

### Syndicat des professeur-es du Cégep Saint-Laurent (SPCSL)

Initial Motion SPCSL	CCMM-CSN Amendements
<p><b>It is proposed</b></p> <p><b>That the Conseil central du Montréal métropolitain–CSN</b> be a leader in the fight against climate change, particularly by</p>	<p><b>It is proposed</b></p> <p><b>That the Conseil central du Montréal métropolitain–CSN</b> be a leader in the fight against climate change, particularly by</p>
<ul style="list-style-type: none"> <li>• Stepping up its actions to advocate for genuine <b>climate justice</b>;</li> </ul>	<ul style="list-style-type: none"> <li>• Stepping up its actions to advocate for genuine climate justice;</li> </ul>
<ul style="list-style-type: none"> <li>• Advocating for respect for the right to live <b>in a healthful environment in which biodiversity</b> is preserved, which is enshrined in <i>Quebec’s Charter of Human Rights and Freedoms</i>;</li> </ul>	<ul style="list-style-type: none"> <li>• Advocating for respect for the right to live in a healthful environment in which biodiversity is preserved, which is enshrined in <i>Quebec’s Charter of Human Rights and Freedoms</i>;</li> </ul>
<ul style="list-style-type: none"> <li>• Advocating for expanding the concept of human rights to include <b>intergenerational justice</b>;</li> </ul>	<ul style="list-style-type: none"> <li>• Advocating for expanding the concept of human rights to include intergenerational justice;</li> </ul>
<ul style="list-style-type: none"> <li>• Advocating for the recognition of <b>natural objects, ecosystems, and species as persons</b> before the law (ex. the Magpie River on the North Shore)</li> </ul>	<ul style="list-style-type: none"> <li>• Advocating for the recognition of <b>natural objects, ecosystems, and species as persons</b> before the law (<del>the Magpie River on the North Shore</del>)</li> </ul>
<ul style="list-style-type: none"> <li>• Continuing with its actions aimed at recognizing and promoting <b>the rights of Indigenous peoples</b>,</li> </ul>	<ul style="list-style-type: none"> <li>• Continuing with its actions aimed at recognizing and promoting the rights of Indigenous peoples, <b>in accordance with its Statement of Principles</b>.</li> </ul>
<ul style="list-style-type: none"> <li>• In putting pressure on the government to work actively to <b>decarbonize the economy immediately</b>, as required by the most recent IPCC report, and to <b>rigorously plan the energy transition</b>;</li> </ul>	<ul style="list-style-type: none"> <li>• <del>In putting pressure</del> <b>Continuing with its actions aimed at</b> putting pressure on the government to work actively to decarbonize the economy immediately, as required by the most recent IPCC report, and to rigorously plan the energy transition;</li> </ul>



<ul style="list-style-type: none"> <li>• Supporting local unions that want to add <b>environmental clauses to their collective agreements;</b></li> </ul>	<ul style="list-style-type: none"> <li>• Supporting local unions that want to add environmental clauses to their collective agreements;</li> </ul>
<ul style="list-style-type: none"> <li>• Asserting the value of <b>training and jobs</b> related to the environment;</li> </ul>	<ul style="list-style-type: none"> <li>• Asserting the value of training and jobs related to the environment;</li> </ul>
	<ul style="list-style-type: none"> <li>• <b>Calling on the CSN and its affiliated organizations to do the same.</b></li> </ul>

The union council recommends this motion with the proposed amendments

## Motion 10 - Climate strike

### Syndicat des enseignantes et enseignants du Cégep Montmorency (SEECM)

**Whereas** members of the SEECM passed a motion in 2019 demanding “that environmental concerns become a priority struggle” [our translation];

**Whereas** the environmental issue is a union issue, in the sense that current environmental issues endanger the planet and that work is not possible on a dead planet;

**Whereas** the serious consequences of climate change are quickly becoming more serious (floods, forest fires, droughts, deaths related to heat waves, illnesses, weakening infrastructure, loss of biodiversity, etc.);

**Whereas** a global temperature increase of two degrees is associated with a serious risk that climate change effects will increase exponentially;

**Whereas** the governments have been unable to come up with a credible plan that would allow for achieving net-zero emissions within a time frame that would protect life on earth;

**Whereas** the COVID-19 pandemic has highlighted that when governments are slow to act when it comes to prevention and to listen to science, lives are affected;

**Whereas** there is a possibility of using the defence of necessity and the basis of the Saskatchewan decision (*Saskatchewan Federation of Labour v. Saskatchewan*, 2015 SCC 4) to have the Court recognize the right to go on climate strike;

IT IS PROPOSED

**That the Conseil central du Montréal métropolitain–CSN** provide political, financial, and legal support to local unions that adopt a strike mandate for the fall of 2022.

The union council does not recommend this motion.

**Motion 11 - Piquet lines  
Oasis Animation**

**Whereas** inflation has been rising and, as a result, there has been a push for higher wages;

**Whereas** there has been an increase in lockouts and strikes;

**Whereas** legislation prohibits the use of strikebreakers (scabs), but many companies use them anyway;

IT IS PROPOSED

**That the Conseil central du Montréal métropolitain–CSN** undertake to have none of its affiliated unions cross picket lines; and

**That the Conseil central du Montréal métropolitain–CSN** invite its affiliated unions to set up hard picket lines during their strikes.

The union council does not recommend this motion.

**Motion 12 - Fighting inflation  
Oasis Animation**

<b>Fighting inflation STT Oasis Animation</b>	<b>Amendments to be proposed CCMM–CSN</b>
Whereas annual inflation in Canada had reached 5.7% by February 2022 and that economists and major banks do not foresee a decrease in inflation in the near future;	<del>Whereas annual inflation in Canada had reached 5.7% by February</del> <b>Whereas inflation in Quebec and elsewhere in Canada has surpassed 5% in 2022 and there is no sign of it decreasing in the short or medium term;</b>
Whereas the federal government has injected billions of dollars into the economy and that the majority of this money has gone into the pockets of business owners, aggravating inequalities and inflation;	<del>Whereas the federal government has injected billions of dollars into the economy and that the majority of this money has gone into the pockets of business owners, aggravating inequalities and inflation;</del> <b>Whereas the federal and provincial governments provided assistance and subsidies to big business during the pandemic;</b>
Whereas the bosses in Quebec and Canada have become richer than ever during this period of inflation, seeing their profits rise to 1369 billion dollars in 2021;	<del>Whereas the bosses in Quebec and Canada have become richer than ever during this period of inflation, seeing their profits rise to 1369 billion dollars in 2021;</del> <b>Whereas the pandemic deepened social inequalities and generated record profits for big business and banks;</b>

Whereas real wages have been stagnant for decades;	<b>Whereas</b> real wages have been stagnating for decades;
Whereas inflation represents a decline in our real wages with each passing day;	<b>Whereas</b> inflation represents a <b>decrease</b> in our real wages with every passing day;
Whereas the duty of our union is to fight for fair wages and defend our living conditions;	<b>Whereas it is our</b> duty as a union <b>to struggle</b> for fair wages and <b>better</b> living conditions;
<p><b>It is proposed</b></p> <p>That the CCMM-CSN invites its affiliated unions to demand salary increases above inflation in order to have a real wage catch-up.</p> <p>That the CCMM-CSN invites its affiliated unions to demand that the indexation of wages according to the Consumer Price Index (CPI) be part of each collective agreement.</p>	<p><b>It is proposed</b></p> <p><b>That the Conseil central du Montréal métropolitain–CSN continue to support</b> its affiliated unions <b>in their struggle for better living and working conditions, particularly wage conditions</b>, in order to <b>improve the purchasing power of workers;</b></p> <p><b>That the Conseil central du Montréal métropolitain–CSN</b> invite its members, affiliated unions, <b>and allies to participate as widely as possible in actions and mobilization efforts that have the goal of demanding decent working conditions and wages for all workers, whether they are unionized or not;</b></p> <p><b>That the Conseil central du Montréal métropolitain–CSN actively participate in the <i>Minimum 18\$</i> campaign, share as widely as possible the demands and arguments, and invite its affiliated unions to do the same.</b></p>

The union council recommends this motion with the proposed amendments.

## Proposed Amendments By-Laws

Current	Amendment	New text
<p><b>Article 2 - Definition</b> The conseil central is a Québec organization of workers whose role is to:</p>	<ul style="list-style-type: none"> <li>• Add “unions” after workers’</li> </ul>	<p><b>Article 2 - Definition</b> The conseil central is a Quebec organization of workers’ <b>unions</b> whose role is to:</p>
<p><b>Article 2 - Definition</b> <b>At the end of the article</b> Union democracy is the principle that underlies how the conseil central works.</p>	<ul style="list-style-type: none"> <li>• 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</li> </ul>	<p><b>Article 2 - Definition</b> <b>At the end of the article</b> Union democracy is the principle that underlies how the conseil central works and <b>involves not only respect for the mandates and responsibilities of various bodies but the active participation of affiliated unions and their members.</b></p>
<p><b>Article 3</b> 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"> <li>• Replace “may” with “shall”</li> </ul>	<p><b>Article 3</b> Unions whose head office is located within the territory for which the conseil central has jurisdiction <b>shall</b> be part of the conseil central after having been affiliated at a general meeting.</p>
<p><b>Article 5 (p. 6)</b>  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><b>Article 5 (p. 6)</b>  c) Every union affiliated with the conseil central is required to pay the <b>per capita</b> dues set by the triennial convention of the central council. <b>Per capitas</b> 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><b>Article 12 (p. 9)</b> <b>1<sup>re</sup> phrase, 2<sup>nd</sup> par.</b> 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"> <li>• Remove “chiefly”</li> </ul>	<p><b>Article 12 (p. 9)</b> <b>1<sup>st</sup> phrase, 2<sup>nd</sup> par.</b> 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><b>Article 13 – Means (p.11)</b>  f) representing unions wherever the general interests of workers so warrant, and more especially with public authorities;  g) calling for certain measures that help advance workers;</p>	<ul style="list-style-type: none"> <li>• f) Remove “general”</li> <li>• g) Remove “certain”</li> </ul>	<p><b>Article 13 – Means (p.11)</b>  f) representing unions wherever the interests of workers so warrant, and more especially with public authorities;  g) calling for measures that help advance workers;</p>
<p><b>Article 14 – Political action (p. 12)</b>  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"> <li>• Add “its Statement of Principles” after counter to</li> </ul>	<p><b>Article 14 – Political action (p. 12)</b>  d) does not intervene regarding political positions that affiliated unions deem appropriate to take, unless they run counter to <b>its Statement of Principles</b> or to the interests of workers in the region;</p>
<p><b>Article 15 – Structures (p.12)</b> The conseil central is led and run by the following bodies:</p>	<ul style="list-style-type: none"> <li>• Remove “led and”</li> <li>• Add “according to their powers and responsibilities:”</li> </ul>	<p><b>Article 15 – Structures (p.12)</b> The conseil central is <b>run</b> by the following bodies, <b>according to their powers and responsibilities:</b></p>

<p><b>Article 17 – Delegations (p.14)</b></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"> <li>• That unions with 1 to 399 members have 2 delegates and the rest of the list be adjusted accordingly.</li> </ul>	<p><b>Article 17 - Delegations (p.14)</b></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><b>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</b></p> <p>And so on, adding one delegate for every 200 additional members.</p>
<p><b>Article 35 - Powers and duties</b></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"> <li>• At the beginning of last phrase of 1<sup>st</sup> paragraph: “In accordance with orientations and resolutions adopted at a convention or general assembly,...”</li> </ul>	<p><b>Article 35 – Powers and duties</b></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). <b>In accordance with orientations and resolutions adopted at a convention or general meeting</b>, 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><b>Article 35b)</b>  b) prepare the agenda and conduct proceedings at conventions and general assemblies;</p>	<ul style="list-style-type: none"> <li>• Replace “conduct” with “lead”</li> </ul>	<p><b>Article 35b)</b>  prepare the agenda and <b>lead</b> proceedings at conventions and general assemblies;</p>

<p><b>Article 35h)</b>  <i>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);</i></p>	<ul style="list-style-type: none"> <li>• Replace “f) and g)” with “h) and i)”</li> </ul>	<p><b>Article 35h)</b>  <i>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);</i></p>
<p><b>Article 38 - Powers and duties (p. 30)</b>  <i>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.).</i></p>	<ul style="list-style-type: none"> <li>• Replace “special concern for advocating for” with “the advancement of”</li> <li>• Replace “particularly disadvantaged groups” with “discriminated groups”</li> <li>• Replace “ethno-cultural communities” with “immigrants”</li> <li>• Replace “lesbians and gays” with “the LGBT+ community”</li> </ul>	<p><b>Article 38 – Powers and duties (p. 30)</b>  <i>f) incorporate into its work <b>the advancement of</b> the rights and demands of <b>discriminated groups</b> (e.g.: women, youth, older workers, <b>immigrants, the LGBT+ community</b>, etc.).</i></p>
<p><b>Article 39.02 - Élections au conseil syndical (p.33)</b>  <i>The union council is composed of the executive committee of the conseil central plus people holding the positions of officers responsible for:</i></p> <ul style="list-style-type: none"> <li>• the status of women;</li> <li>• the right to work;</li> <li>• health and safety;</li> <li>• international solidarity;</li> <li>• immigration and ethno-cultural relations;</li> <li>• youth;</li> <li>• lesbians, gays, bisexuals and transgender people (LGBT);</li> <li>• health and social services;</li> <li>• education;</li> <li>• 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Replace “environment and sustainable development” with “environment”</li> </ul>	<p><b>Article 39.02 – Union council elections (p.33)</b>  <i>The union council is composed of the executive committee of the conseil central plus people holding the positions of officers responsible for:</i></p> <ul style="list-style-type: none"> <li>• Status of Women Committee;</li> <li>• Right to Work Committee;</li> <li>• Action on Health and Safety Committee;</li> <li>• International Solidarity Committee;</li> <li>• Immigration and Intercultural Relations Committee;</li> <li>• Youth Committee;</li> <li>• LGBT+ Committee;</li> <li>• Health and Social Services Committee;</li> <li>• Education Committee;</li> <li>• <b>Environment</b></li> </ul> <p><i>Committee. 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.</i></p>

<p><b>Article 40 – Nominations (p.36)</b></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"> <li>• Replace “Nominations” with “candidacies” in the title of the article and the text.</li> </ul>	<p><b>Article 40 – Candidacies (p.36)</b></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 <b>candidacies</b> 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 <b>candidacies</b> 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><b>Article 43 - Powers and duties of executive committee members (p.42)</b></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><b>Article 43 – Powers and duties of executive committee members (p.42)</b></p> <p><i>f) In carrying out their role, they pay special attention to issues related to the environment.</i></p>

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



<p><b>Article 46 - Powers and duties of the union council (p. 49)</b></p> <p><b>k) The responsibilities of the immigration and ethno-cultural relations officer include initiating central council work as follows:</b></p> <p><b>2. combatting all forms of discrimination based on race or ethnic origin;</b></p> <p><b>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;</b></p> <p><b>5. encouraging affiliated unions to address specific problems encountered in the workplace by immigrant and indigenous workers and Quebecers from cultural communities;</b></p> <p><b>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</b></p>	<ul style="list-style-type: none"> <li>• k) 2. Replace “based on race or ethnic origin” with “and racism”</li> <li>• Add “and identifying barriers to integration”</li> <li>• k) 4. Replace “racial discrimination and ethno-cultural relations” with “to combat discrimination and racism”</li> <li>• 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”</li> <li>• k) 6. Rephrase “Adequately inform immigrant workers about the history, battles, gains and functioning of the Quebec labour movement”</li> </ul>	<p><b>Article 46 – Powers and duties of the union council (p. 49)</b></p> <p><b>k) The responsibilities of the immigration and ethno-cultural officer include initiating central council work as follows:</b></p> <p><b>2. combatting all forms of discrimination and racism, and identifying barriers to integration;</b></p> <p><b>4. in cooperation with the executive committee member in charge, ensuring that affiliated unions receive appropriate training on immigration to combat discrimination and racism;</b></p> <p><b>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;</b></p> <p><b>6. Adequately inform immigrant workers about the history, battles, gains and functioning of the Quebec labour movement;</b></p>
<p><b>Article 46 - Powers and duties of the union council (p. 50)</b></p> <p><b>7. fostering and/or participating in struggles to defend the rights of refugees, immigrants and ethnic minorities;</b></p> <p><b>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.</b></p>	<ul style="list-style-type: none"> <li>• k) 7. Add “against racism” after “struggles”</li> <li>• k) 8. Add “the fight against systemic racism as well as” after “concerning”</li> <li>• Replace “measures apt to foster better integration” with “in order to achieve equal treatment in access to quality employment and their real”</li> </ul>	<p><b>Article 46 – Powers and duties of the union council (p. 50)</b></p> <p><b>7. fostering and/or participating in struggles against racism to defend the rights of refugees, immigrants and other ethnic minorities;</b></p> <p><b>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.</b></p>
<p><b>l) 4. encouraging affiliated unions to address the specific problems encountered by young workers in the workplace;</b></p>	<p><b>l) 4. Replace “specific problems encountered” with “issues experienced by”</b></p>	<p><b>l) 4. encouraging affiliated unions to address issues experienced by young workers in the workplace;</b></p>

<p><b>Article 46 – Powers and duties of the union council (p. 53)</b></p> <p><i>p) The responsibilities of the environment and sustainable development officer include initiating central council work as follows:</i></p> <p><i>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;</i></p>	<p><i>p) 1. Add “climate change” to the list</i></p>	<p><b>Article 46 – Powers and duties of the union council (p. 53)</b></p> <p><i>p) The responsibilities of the environment and sustainable development officer include initiating central council work as follows:</i></p> <p><i>p) 1. Disseminating all relevant information about environmental and sustainable development issues, including just transition, fair trade, <b>climate change</b>, and to encourage affiliated unions to take responsibility for these issues;</i></p>
<p><b>Article 55 - Financial oversight committee (p. 57)</b></p> <p><i>A financial oversight committee composed of three (3) members is chosen by the convention of the central council. Its duties are as follows:</i></p>	<p><i>Replace “chosen” with “elected”</i></p>	<p><b>Article 55 – Financial oversight committee (p. 57)</b></p> <p><i>A financial oversight committee composed of three (3) members, is <b>elected</b> by the convention of the central council. Its duties are as follows:</i></p>