

38<sup>E</sup> CONGRÈS  
2022

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

**SOLIDAIRES, À TOUTE ÉPREUVE**

# **MOTIONS** **2022-2025**



PLEASE NOTE THAT IN CASE OF DISCREPANCY OR AMBIGUITY BETWEEN THE  
TRANSLATED VERSION AND THE ORIGINAL, THE FRENCH TEXT IS THE REFERENCE.

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# INTRODUCTION

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Solidarity, an unbreakable bond! was the theme of the 38th Congress of the Conseil central du Montréal métropolitain–CSN. The theme was inspired by what we experienced during the last mandate and also describes the attitude we must adopt for the next one.

We faced an unprecedented health crisis in the two years leading up to the congress. Workers had to walk the walk and demonstrate our unbreakable bonds of solidarity. They rolled up their sleeves and worked together to lead the necessary battles in an incredibly difficult context. Hundreds of thousands of people lost their jobs during these months while others had to work in even more difficult conditions. Union activists fought relentlessly to ensure their members' right to health and safety was respected! Many employers have decided to take a harder line despite a labour shortage in several employment sectors. So, the last three years have been defined by tough union battles and numerous strike actions, including several unlimited general strikes. We have to remain united in the face of

these challenges!

The chosen theme also refers to orientations to follow in the next mandate. Central unionism, the kind we practice at the CSN and on the central council as well, is the best way to advance people's living and working conditions. We have to feel united each and every time a union goes into battle. All workers benefit when a union takes on a challenge and wins. Our solidarity must be unbreakable to guide us out of all the crises we face, whether it be the housing crisis, rising inflation or the climate emergency!

Discussions at the 38th congress focused on five main themes, which contained most of the resolutions adopted: environment, health and safety at work, fight against systemic racism, social rights and mobilization. Other resolutions came from work done by delegates during congress workshops. They addressed education, the fight against tax evasion and the right to work. We warmly thanked them for participating in this exercise that is essential to the central council's democratic life.

As outlined in our Statement of Principles, the central council "defends the fundamental

values of justice, solidarity, equality, freedom, democracy, and peace. It stands for combative trade unionism that strives for unity, solidarity, and democracy and unions that listen to their members, are sensitive to human distress, and promote solidarity in the face of inequalities.” This is the kind of unionism we’ve been practicing for more than 100 years! We can do it together because we have the unbreakable bonds of our solidarity!

**Solidarity!**

## BLOCK 1

### Motions on the environment

- 1.1 **That the Conseil central du Montréal métropolitain–CSN** actively participate in accelerating the implementation of a just social and ecological transition within and outside of workplaces, within the framework of the broadest alliances possible;
- 1.2 **That the Conseil central du Montréal métropolitain–CSN** intensify the awareness-raising and educational work it does with its affiliated unions regarding the urgency of taking action on environmental issues and regarding the need to reinvent our modes of ownership, production and consumption, and that this awareness-raising initiative take into account the responsibilities incumbent upon political and economic powers in these matters. That this work be done in collaboration with younger generations and with Indigenous people;
- 1.3 **That the Conseil central du Montréal métropolitain–CSN** also intensify its reflexion on the economic issues raised as a result of implementing a just ecological

transition, particularly in relation to the concepts of degrowth, by emphasizing, in equal measure, environmental protection and democratic control over the planning and implementation of the transition;

- 1.4 **That the Conseil central du Montréal métropolitain–CSN** equip itself with an inclusive action and mobilization plan, to be implemented quickly and concretely within the three-year mandate and that it invite its affiliated unions to mobilize locally regarding environmental issues, notably by facilitating the creation of environmental committees within workplaces; that it support local, regional, Quebec-wide and international mobilization efforts regarding the environment and participate actively in them by seeking out the broadest alliances possible and that it promote these mobilization efforts within and outside of the CSN;
- 1.5 **That the Conseil central du Montréal métropolitain–CSN** ask the CSN to support the mobilization of unions, notably through political, financial, and legal support for local unions that vote in favour of a climate strike.



## BLOCK 2

### Motions on occupational health and safety

- 2.1 **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 regarding the *Act to modernize the occupational health and Safety regime* (known as Bill 27 and Bill 59) and its applications in their workplaces, and that it follows up regularly with the unions, notably by initiating collaboration efforts between them and by facilitating mentoring;
- 2.2 **That the Conseil central du Montréal métropolitain–CSN** pactively participate in public education campaigns on occupational health and safety and invite its affiliated unions to do the same;
- 2.3 **That the Conseil central du Montréal métropolitain–CSN** continue to demand significant improvements to occupational health and safety laws and regulations, particularly in relation to mental health issues, and that an action plan be drafted to this end;

**2.3.1 That the Conseil central du Montréal métropolitain–CSN** pay particular attention to work conditions (including salaries) and lack of preventive measures, which are often the source of mental health problems;

**2.4 That the Conseil central du Montréal métropolitain–CSN** invite its members, affiliated unions, allies, and the public to participate in large numbers in mobilization efforts and actions to demand improved occupational health and safety laws and regulations.

## BLOCK 3

### Motions on systemic racism

- 3.1 **That the Conseil central du Montréal métropolitain–CSN** take measures to encourage people who are Indigenous, racialized or come from immigrant backgrounds to apply for positions of responsibility within the CCMM–CSN and once again invite its affiliated unions to do the same within their own unions and that they establish precise indicators that will track the ongoing progress of their own targets;
- 3.2 **That the Conseil central du Montréal métropolitain–CSN** invite its unions to regularly disseminate reports on the situation of underrepresentation regarding people who are Indigenous, racialized or come from immigrant backgrounds to members in their union bodies to inform them and encourage them all to mobilize in support of the action plan against systemic racism;
- 3.3 **That the Conseil central du Montréal métropolitain–CSN** integrate into the content of its training sessions for executive bodies various mechanisms to

encourage the participation of people who are Indigenous, racialized or come from immigrant backgrounds to lead to overall improvement in democratic life, welcoming new members and members' education; These mechanisms must be thought through in collaboration with people who are Indigenous, racialized or come from immigrant backgrounds;

**3.3.1 That the Conseil central du Montréal métropolitain–CSN** approach the CSN to set up specific training on systemic racism;

**3.4 That the Conseil central du Montréal métropolitain–CSN** set up spaces in which people who are Indigenous, racialized or come from immigrant backgrounds can make their voices heard so that suitable changes can be made to operating procedures, to encourage their integration into various union bodies and invite affiliated unions to do the same.

## BLOCK 4

### Motions on social rights

- 4.1 **That the Conseil central du Montréal métropolitain–CSN** pursue and intensify 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 these organizations;
- 4.2 **That the Conseil central du Montréal métropolitain–CSN** ensure that the work done by its allies is known to its affiliated unions, their members and the general population and encourage them to concretely participate in their activities;
- 4.3 **That the Conseil central du Montréal métropolitain–CSN** invite its allies to participate regularly in areas-of-struggle committee meetings and activities.

## BLOCK 5

### Motions on mobilization

- 5.1 **That the Conseil central du Montréal métropolitain–CSN** consolidate its mobilization network;
- 5.2 **That the Conseil central du Montréal métropolitain–CSN** invite its affiliated unions to appoint at least one person to be responsible for mobilization and inter-union solidarity within their respective structures and that these people be delegates to the mobilization network;
- 5.3 **That the Conseil central du Montréal métropolitain–CSN** commit to consulting with its unions to organize popular education activities representative of its membership about mobilization, inter-union solidarity, solidarity towards non-unionized workers and social, political, and environmental areas of struggle;
- 5.4 **That the CCMM-CSN mobilisation committee** equip itself with more effective and inclusive communications tools to facilitate rapid communications across its network, integrate new approaches to communication and invite its member

unions to do the same across its network;

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

## OTHER MOTIONS

### Motion on education

- 6.1 **That the Conseil central du Montréal métropolitain–CSN** invite its affiliated unions and their members to become actively involved in initiatives regarding the *Forums citoyens sur l'avenir de l'école québécoise*.

### Motions on the status of women

- 7.1 **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;
- 7.2 **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 CCMM–CSN invite its member unions to do the same;



- 7.3 **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 on convergence populaire

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

## Motion on amendments to Quebec's labour code

**WHEREAS** Quebec's Labour Code was adopted over 50 years ago;

**WHEREAS** Quebec has greatly changed as a society over the same period;

- 9.1 **That the Conseil central du Montréal métropolitain–CSN** mandate its labour rights committee to undertake an analysis of Quebec's Labour Code and the changes it requires, so that the Code can better reflect the evolution of society and offer real powers to workers; that allies, and member unions be invited to do the same and that a report be produced at the next convention.

## Motions from workshops

- 10.1 **That the Conseil central du Montréal métropolitain–CSN** develop and circulate tools to help local unions ensure that their employer strictly applies equal access employment programs.
- 10.2 **That the Conseil central du Montréal métropolitain–CSN** demand decent living conditions and an increase to an adequate level of benefits for retirees, people on social assistance, people with a work-related injury or disability and forgotten members of society and invite its affiliated unions to follow suit.
- 10.3 **That the Conseil central du Montréal métropolitain–CSN** continue the fight against tax evasion and regulatory havens in collaboration with its allies in civil society.
- 10.4 **That the Conseil central du Montréal métropolitain–CSN**, in collaboration with Indigenous members of our affiliated unions offer cultural safety orientation trainings or workshops to its membership and promoting the idea at the CSN.

- 10.5 **That the Conseil central du Montréal métropolitain–CSN** and its affiliated unions intervene with governments to ensure that workplace violence and harassment legislation is improved so that workers are better protected.
- 10.6 **That the Conseil central du Montréal métropolitain–CSN** makes political representations to allow First People to obtain health and social services in the language of their choice in accordance with Joyce’s Principles.

## MOTIONS FROM AFFILIATED UNIONS

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

#### Motion on environment

#### 11.1 **That the Conseil central du Montréal métropolitain–CSN** be a leader in the fight against climate change, particularly by :

- Intensifying its actions to advocate for true climate justice;
- Advocating for respect for the right to live in a healthy environment, in which biodiversity is preserved, as enshrined in *Quebec's Charter of Human Rights and Freedoms*;
- Advocating for expanding the concept of human rights to include intergenerational justice;
- Advocating for the recognition of natural objects, ecosystems, and species as persons before the law;
- Continuing with its actions aimed at recognizing and promoting the rights of Indigenous peoples, in accordance with its Statement of Principles;
- Continuing with its actions aimed at

- 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;
- Supporting local unions that want to add environmental clauses to their collective agreements;
  - Asserting the value of training and jobs related to the environment;
  - Calling on the CSN and its affiliated organizations to do the same.

## Syndicat des travailleurs et travailleuses d'Oasis Animation

Motion on strike picket lines

**12.1 That the Conseil central du Montréal métropolitain–CSN** invite affiliated unions to raise awareness amongst their members on the importance of not crossing strike picket lines;

Motions on the fight against inflation

**13.1 That the Conseil central du Montréal métropolitain–CSN** continue to support its affiliated unions in their struggles to win better living and working conditions, particularly salary conditions, in order to ensure that the full value of workers' economic contributions is recognized;

**13.2 That the Conseil central du Montréal métropolitain–CSN** invite its members, affiliated unions, and allies to participate as broadly as possible in actions and mobilization efforts aimed at demanding decent wages and working conditions for all workers, whether they be unionized or not;

13.3 **That the Conseil central du Montréal métropolitain–CSN** actively participate in the *Minimum \$18* campaign, disseminate its demands and arguments as widely as possible, and invite its affiliated unions to do the same.

*Conseil central*  
DU MONTRÉAL MÉTROPOLITAIN

