

À L'OFFENSIVE !
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EXECUTIVE
COMMITTEE
REPORT



39th Congress
May 5 to 9,
2025 Montreal

Conseil central
DU MONTRÉAL MÉTROPOLITAIN



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Current composition of the Central Council team

Executive Committee

Dominique Daigneault, president

Bertrand Guibord, secretary general

Ramatoulaye Diallo, treasurer

Chantal Ide, 1st vice-president

Arianne Carmel-Pelosse, 2nd vice-president

Employees

Ariane Bilodeau, Justin Arcand, Alex Pelchat, Vincent Masson, Olivier Lachance, Cloé Zawadzki-Turcotte, Guillaume Courtemanche, Luc Brisebois, Pierre-André Champoux, Alice Lepetit, Arianne Bolduc, Geneviève Lambert-Pilote, Maude Fréchette, Philippe-Eugène Appolon, Adeline Beau-doin, Nicolas Tessier, Linda Robinson, Christine Lahaie, Audrey Sévigny, Julie Labonté, Kim Bérubé-Pantaloni

Coordination

Guillaume Vézina

Mutual Aid Network development

Kiersten Van Vliet

Dominique Daigneault President

Files

- Confederation campaigns
- Coordination of the work of executive committee members, the union council and various committees
- Mobilization
- Municipal politics
- Conseil central spokesperson
- Political repression
- Environment (in collaboration with Arianne Carmel-Pelosse)
- Health and social services (in collaboration with Arianne Carmel-Pelosse)

Conseil Central Committees

- Mobilization committee and network (in collaboration with Chantal Ide)

Organizations: Representations

- Coalition du 1er mai
- Coalition Solidarité Santé
- Comité intersyndical du Montréal métropolitain
- Conseil emploi métropole
- Conseil régional de l'environnement de Montréal
- Front commun pour la transition énergétique

CSN Committees

- Confederal Board
- Confederal Human Resources Committee
- Policy Committee
- Conseil central Presidencies Committee
- Congress
- Confederal Council

- Health and Social Services Working Group
- Environment and Sustainable Development Committee
- Environment and Sustainable Development Coordination

CSN Representations

- Comité paritaire en environnement et développement durable



President's Review for the 39th CCMM-CSN Congress

I can't begin this review of the past three years without saying a few words about my 18 years on the Executive Committee, 12 of which I've had the honour of serving as President.

The CCMM-CSN plays a vital role in Quebec's progressive ecosystem. We engage in numerous social and political struggles, always working to build the broadest possible alliances to shift the balance of power in favour of workers. We are constantly ready to take the offensive in efforts to improve living and working conditions for both unionized and non-unionized workers. This most recent mandate has been marked by many such struggles, some of which lasted for months. These battles are deeply meaningful to me, and I have enormous admiration for those who carry them forward. The people who wake up every day and head to the picket line, standing their ground against obstinate and contemptuous employers, deserve our full admiration and unwavering solidarity. I also want to pay tribute to the activists in our local unions who, day after day, defend their members' rights, and to the Conseil central staff who support them with tireless dedication.

Every victory against injustice is the result of people standing up to adversaries whose financial and political resources far exceed our own—people who refuse to bow to an economic

and political system built to enrich a minority through the exploitation of human beings and the planet we share.

If what's happening south of the border, and the actions of Trump and his allies, are any indication, the fight against injustice is only going to get more difficult. We must stand united more than ever to build the power needed to push back against the rise of the right, including its most dangerous forms: the far right and fascism. Attacks on workers' rights, and human rights more broadly, are multiplying. These include the refusal to recognize labour laws, as seen in the Amazon case; the denial of hard-won bonuses in the public sector, even though they were negotiated and signed in a collective agreement; the reinforcement of repressive measures against union mobilization, whether through Bill 89 or the increasing use of injunctions against our comrades in the private sector; and the scapegoating of people from immigrant backgrounds. The list of issues we must confront is long, and growing.

Over all these years, I've had the immense privilege of representing this incredible organization, the Conseil central du Montréal métropolitain-CSN, and of working alongside each and every one of you. In your own ways, you've all taken up the fight against injustice and exploitation, and stood up for respect and social justice. To all of you: thank you.

Chairing the Conseil central

In the previous mandate, we made the decision to suspend the election of a fifth member to the Executive Committee in order to hire an additional union advisor, helping to alleviate the workload. During this current mandate, however, we operated as a full team of five elected members. Not only were we able to maintain the additional union advisor position, but by the end of the mandate, we also succeeded in hiring another advisor dedicated to communications and CSN campaigns.

Having a complete team of five allowed us to reorganize the distribution of responsibilities among elected representatives. As president, I was able to step back from overseeing the battlefield committees, which gave me more flexibility to carry out the many tasks associated with the presidency. I want to take this opportunity to thank my fellow Executive Committee members for their support, especially during the final year of my term. In late January 2024, I was affected by long COVID. This forced me to take two weeks of sick leave and reduce my schedule to three days a week from February through the end of June. I did my best to fulfill my responsibilities during that time, and I would not have managed without the team's invaluable support. Thankfully, over the past few months, I've nearly fully recovered.

In accordance with our statutes and regulations, the President serves as the official representative of the CCMM-CSN in key acts such as submitting briefs, holding press conferences, and engaging with the media. Additionally, the President represents the CCMM-CSN at demonstrations and other actions organized by our affiliated unions or coalitions we are involved in, working alongside the other members of the Executive Committee.

As President, I am often invited to speak at various forums and conferences. Throughout this mandate, most of these speeches have centered on topics such as the environment and the just transition, the Vraiment public campaign, health and social services, unionism, and the broader struggles facing our members.

Mobilization

Mobilization falls under the responsibility of the Presidency, which provides support to the CCMM–CSN unions in conflict.

This mandate has been marked by an unprecedented number of union struggles, including several indefinite general strikes and lockouts. One of the standout moments was the remarkable mobilization of the Front commun du secteur public, a coalition of CSN, FTQ, CSQ, and APTS, representing 420,000 workers. In the Greater Montreal region, the mobilization efforts were particularly strong and impactful. For more details, I encourage you to consult the mobilization report. In the private sector, we can't say there has been any shortage of struggles—quite the opposite! Throughout the mandate, conflicts have emerged in numerous workplaces, one after another. To start listing them would risk leaving some out. Therefore, once again, I invite you to read the mobilization report for a comprehensive overview of the key union struggles during this mandate.

The mobilization committee and network also fall under the President's responsibility. I worked closely with Chantal Ide throughout this mandate. The mobilization committee consists of activists from all CSN-affiliated federations, a union council member, a union advisor, and an office employee. Meanwhile, the mobilization network is composed of activists eager to participate in the various mobilizations, both union-related and beyond, organized by the Conseil central. For further details on this component, I encourage you to review the Mobilization Committee's report.

I would like to emphasize the crucial support provided by Chantal Ide in this area. Chantal took charge of coordinating the committee, while I focused on the Coup d'mob! podcast project, with invaluable assistance from Daniel Leduc, President of the Syndicat général de la Radio (CSN). This podcast, initiated by committee members, explores a range of topics related to our past, present, and future mobilizations, featuring guests from diverse backgrounds. As of this writing, six episodes have been recorded, with a seventh in progress. This project is both exciting and important, and it is one that deserves to be carried forward in the next mandate.

Struggle Fronts

On the social and political fronts, we've also kept busy! Throughout this mandate, I took on political responsibility for two key areas, working closely with Arianne Carmel-Pelosse: health and social services, and the environment.

On the Offensive for a Truly Public Health and Social Services System!

Public services have faced relentless attacks from successive governments. The health and social services system has been subjected to one reform after another, with each new initiative deepening privatization and centralization. Have these reforms led to improvements? No. If the status quo isn't a viable solution, neither are the CAQ's proposals.

The CSN launched the Vraiment Public campaign, and the Conseil central played an active role in it. We covered Montreal and Laval with "No Profit on Illness" signs around private clinics, organized surprise visits during dinners with ministers, and made unannounced visits to private clinics and MPs. We were present at every podium, delivering our message in every possible

way. We participated in the large-scale mobilization leading up to the November 23 event in Trois-Rivières, as well as the Le privé, tout sauf santé symposium, among other initiatives. Additionally, the CSN working group on health and social services, which I'm a part of, has been highly active throughout this mandate, especially through its involvement in the planning and reflection that supported these campaigns and mobilizations.

Environment

For several years, I've been advocating for environmental issues at both the Conseil central and within the CSN. I strive to integrate the principles of ecological transition and social justice into our discussions with environmental groups. The urgency of the situation cannot be overstated: the survival of humanity depends on immediate action!

I'm pleased to see that the right socio-ecological transition is gaining momentum at the CSN. Finally, an Environmental and Sustainable Development Coordination Committee has been established, bringing together all those responsible for environmental issues in CSN-affiliated organizations. I'm proud to be a part of this committee alongside Arianne Carmel-Pelosse.

On November 22, 2024, the CSN hosted its first Just Transition Day, which proved to be a highly engaging and insightful event. At the last FIM Congress I attended, the environment and just transition were the central themes. I've continued my involvement with the CSN's Confederal Environment and Sustainable Development Committee, where the work is both stimulating and impactful. The committee members engage in robust debates aimed at advancing the confederation's position on environmental issues. Additionally, I had the privilege of representing the CSN at COP15 on biodiversity, which took place in Montreal from December 7 to 22, 2022.

I remained committed to the coordinating committee of the Front commun pour la transition énergétique (FCTE). Since its founding in 2017, the FCTE has undergone several transformations. For instance, it now benefits from the support of multiple employees, a far cry from a few years ago when it had to lay off its coordinator due to lack of funding. While these changes are positive, they also require significant adjustment. The work we've initiated is already yielding results and will continue to evolve in the coming months.

I also maintained my position on the Board of Directors of the Conseil régional de l'environnement de Montréal (CRE-Montréal) and participated in the advisory committee on Sustainable Industrial Zones. This committee has successfully completed the first phase of its work. The CRE-Montréal has long been a key partner of the Conseil central, and it is crucial that this collaboration continues.

Housing

At the November 2023 general meeting, we made the housing crisis a priority and established an ad hoc housing committee. This committee includes Louis Gaudreau from the SPUQ, Marc-André Houle from the CEGEP de Maisonneuve teachers' union, and union advisor Luc Brisebois. While I would have liked to dedicate more energy to this urgent issue, we still made meaningful progress in our discussions and actions. We formed valuable connections with Action-Gardien in Pointe St-Charles, particularly around issues related to labour-sponsored funds. We also organized a press conference with the Comité intersyndical du Montréal métropolitain (CIMM), in collaboration with FRAPRU, RCLALQ, and the Ligue des droits et libertés. Additionally,

we held several meetings with Fondaction and, of course, continued to support the struggles led by our allied groups—especially regarding PL 31 introduced by Housing Minister France-Élaine Duranceau, who has strong ties to major players in the real estate industry.

CSN Campaigns

Confederal campaigns are rolled out across the regions through central councils. The CSN allocates budgets for these actions and develops various tools for raising awareness. While the presidency takes on the primary responsibility, the entire team works tirelessly to ensure the campaigns' success. During this mandate, we took part in key campaigns, including the Le travail mais en mieux (LTMEM) and Vraiment public campaigns, which I mentioned earlier. Although the LTMEM campaign didn't achieve the level of success we had hoped for, despite strong support from local unions, a few unions did make use of the resources available, and we organized several regional events. It's also worth mentioning that Valérie Heckinger, a social work intern, chose this campaign for her internship project. Her involvement led to some highly appreciated activities, including a day of reflection attended by many unions.

CSN Committees

The President is a member of several Confederation committees and working groups. In my case, I've participated in the orientation committee, the health and social services working group, the environment and sustainable development committee, the environment and sustainable development coordination committee, and the confederal table (which focuses on issues related to the bargaining and implementation of the CSN collective agreement). Additionally, I've been a member of the confederal board and the confederal council. I also took part in meetings with the presidents of the Conseil centrals and the presidents of CSN-affiliated organizations.

External Representations

Although my list of responsibilities indicates that I represent the Conseil central on the CIMM and the May 1st Coalition alongside Bertrand Guibord, in recent years, it has been Bertrand who has taken on this role, and for that, I am deeply grateful.

During the 2022-2025 mandate, we have streamlined our external representations to reduce their number. For instance, we no longer participate in activities organized by Concertation Montréal, as they no longer align with the issues that matter to us. Additionally, during this mandate, I was appointed as a representative on the Conseil emploi métropole. I have also continued my commitment to the Conseil des Montréalaises until December 2024, after completing two 3-year terms.

Conclusion

As I did in my previous review, I want to emphasize that chairing the Conseil central is both an honour and a privilege. It means supporting individuals who stand up for their rights in the face of employers who forget that, without workers, no services can be provided and no goods produced. I am deeply moved by those who fight for social justice. Union struggles are a testament to this kind of resilience. Standing up to the ruling class means believing in yourself and, above all, empowering each other collectively to change

the systems that perpetuate oppression and exploitation.

The Conseil central is an invaluable collective force, and it is our responsibility to create the conditions needed to remain on the offensive, as we have done for over 105 years. Long live the Conseil central du Montréal métropolitain–CSN!

Dominique Daigneault

Bertrand Guibord

Secretary General

Files

- Education
- Mixed Foundations and Philanthrocapitalism
- Staff Management
- Information
- LGBT+
- CCMM–CSN Logistics
- Voting Procedures
- Amendments to Statutes and Regulations
- Tax Havens

Conseil central Committees

- Education
- LGBT+

Organizations: Representations

- ATTAC-Québec
- Centre de formation populaire
- Centre St-Pierre
- Coalition du 1^{er} mai
- Coalition de la manifestation de la fête du Travail
- Coalition Main rouge
- Coalition pour la réforme électorale maintenant!
- Comité intersyndical du Montréal métropolitain
- Comité de développement de l'Est de Montréal
- Convergence populaire
- Debout pour l'école!

- Fondation Émergence
- Institut de coopération pour l'éducation des adultes
- Ligue des droits et libertés
- Mouvement démocratie nouvelle
- Semaine pour l'école publique

CSN Committees

- Comité confédéral des ressources humaines (CCRH)
- Congress
- Confederal Council

CSN Representation

- Comité élargi de planification de la main-d'oeuvre
- Conseil régional des partenaires du marché du travail (CRPMT) de Montréal



The 2022–2025 mandate was marked by an unprecedented number of labour disputes. Thanks to the energy and mobilization of our affiliates, the Executive Committee members were kept busy! From public sector negotiations to the hotel industry, pressure tactics, and strikes, we were often out in the field supporting unions in their struggles. This is the heart of our work, even if, unfortunately, we can't always be on the picket lines as much as we'd like. The work of a member of the Conseil central Executive Committee is multifaceted, requiring us to strike a balance between various responsibilities—a task that is not always easy and can sometimes be heartbreaking.

This mandate has also been an opportunity to reflect on our work and set priorities. While this may seem straightforward, given the number of affiliated unions, allied groups, and ongoing projects, it is no simple task.

Below, you will find the General Secretariat's report for the current mandate. It can be supplemented by reading the Education and LGBT+ committees reviews, for which I hold political responsibility.

Statutory Functions

In addition to the usual duties associated with the general secretariat of a trade union organization—such as preparing agendas, drafting minutes, responding to requests from external organizations, and managing archives—we have taken on additional political responsibilities for communications, logistics, and staff management during the 2022–2025 mandate.

Information and Communications

The 2022–2025 mandate was a turbulent period for communications. At the start of the term, as we were just emerging from the pandemic, we had already made significant changes to the production and distribution of our monthly magazine, *L'Unité*. Gone were the days of print—we had transitioned to a fully digital edition. As of March 2025, we are in the process of redefining the magazine's purpose and publication schedule to align with the launch of our new newsletter, which we are particularly proud of.

Although we had planned to unveil a new website in time for the 2022 congress, circumstances beyond our control delayed its release. However, work on the new version has been underway for several months, and we are excited to finally launch the new Conseil central website.

The departure of the salaried employee responsible for much of our communications work—including the website, *L'Unité* newsletter, and Facebook pages—before the halfway point of the mandate disrupted our usual processes. After several months of attempting to distribute these tasks across the team, the Executive Committee made the crucial decision to hire a communications consultant in the fall of 2024. This decision had an immediate impact, enhancing both our strategic reflection and the quality of our communications efforts.

So, this roller-coaster mandate is coming to a very positive close. We look forward to building on this momentum to continue improving our communications in the next term!

Logistics

Logistics and staff management work is carried out in close collaboration with the coordinator, who handles the vast majority of these tasks. Under the CSN structure, much of the

Conseil central team is assigned to our region by the Service d'appui aux mobilisations et à la vie régionale (SAMVR), meaning that staff matters largely fall under the CSN's jurisdiction. As a result, direct staff management requires relatively little work—though it can become demanding when conflicts or disputes within the team arise. In such cases, I am fortunate to rely on the coordinator's support and guidance. I also maintain regular communication with the CSN's Human Resources Department, ensuring that the needs of the Conseil central are represented and contributing to the work of the Comité de concertation des ressources humaines (CCRH).

Other files

In addition to the responsibilities outlined above, the General Secretariat oversees the Mixed Foundations and Philanthrocapitalism, Voting Procedures, and Tax Havens files.

The latter two are managed through collaboration with allied groups—Mouvement démocratique nouvelle (MDN) on voting procedures, and ATTAC-Québec on tax havens. Progress on these issues has slowed considerably over the past three years due to the government's blatant lack of commitment to reform. This does not mean we are giving up on these fundamental causes; rather, we are focusing our efforts where they can have the greatest impact.

The CAQ's reversal on its electoral promise to reform the voting system—right at the beginning of the mandate—was a serious blow to MDN activists, prompting significant strategic reflection. Despite this setback, MDN organized several actions and events to continue public education and mobilization, particularly leading up to the 2022 Quebec elections. While we participated in these discussions, the more direct and combative approach we advocated was not adopted. Nevertheless, we remain committed to this crucial struggle to strengthen democracy in Quebec.

On the issue of tax havens, ATTAC-Québec, where I serve on the Board of Directors, continues to raise public awareness. In March 2024, we organized a screening of the film *La (très) grande évasion* to deepen understanding and foster discussion on the phenomenon. Public actions were also held to denounce tax evasion and avoidance practices, including demonstrations at Royalmount and Place Émilie-Gamelin to call out government inaction. Additionally, we supported the Collectif Échec aux paradis fiscaux in hosting a stimulating day of reflection in December 2024, focusing on the role of unions in the fight against tax evasion.

As for philanthropy, this issue had been on the back burner for several years. In place of the work we initially planned, the Executive Committee decided to organize *Saison de luttes*. This series of events placed the fight against capitalism back at the center of the Conseil central's mission. Highlights included a day of reflection on capitalism and social inequality, the Canadian premiere of the film *Petites mains*, an evening discussion on the role of unions in the anti-capitalist struggle, and the gala de *luttes* to close out the year. Working with the *Saison de luttes* organizing committee was both a pleasure and an honour. Not only did they deliver high-quality activities, but they also created opportunities to connect with inspiring activists. It stands out as one of my proudest achievements of this mandate.

Presence with Affiliated Unions

The numerous labour disputes during the 2022–2025 mandate provided many opportunities to visit our affiliated unions. Beyond these visits, we supported our affiliates in various ways—by chairing and recording elections, facilitating union meetings, being present at pivotal moments such as union foundings, votes on pressure tactics or agreements in principle, and

participating in actions. This aspect of our work is undoubtedly one of the most important, and we remain committed to prioritizing it. While there is always more we would like to do, this mandate has allowed us to visit dozens of affiliated unions and strengthen bonds of solidarity with their elected representatives and members.

38th Congress Mandate on Social Rights and Involvement with Allied Groups

At the 38th Congress, three resolutions were adopted under the theme of “Social Rights,” focusing on strengthening our ties with allied groups. As part of the distribution of responsibilities within the Executive Committee, I was entrusted with this mandate.

Motion 4.1 of the 38th Congress urged the Conseil central to “pursue and intensify its involvement with local allied organizations that advocate for advancing social rights [...]” In this regard, we can say that we’ve been victims of our own success, as our extensive involvement has required us to reflect carefully and make difficult decisions about where to focus our efforts. This reality underscores the breadth of our network across union, community, and civic circles. While this work demands considerable time and energy, maintaining a strong network of allies remains essential to advancing our “second front” struggles effectively.

On the union front, I continue to represent the CCMM–CSN on the Comité intersyndical du Montréal métropolitain (CIMM) and the Coalition du 1er mai. Although public-sector negotiations slowed down the CIMM’s activities, we took the opportunity at the end of the mandate to celebrate its 50th anniversary by producing a series of historic posters, which were unveiled at the anniversary party in the spring of 2023. Another highlight was organizing a workers’ assembly focused on austerity in education, reviving a tradition that had faded since the COVID-19 pandemic. We remain confident that the CIMM will regain momentum in the next mandate.

The Coalition du 1er mai, which brings together local unions and community groups, is responsible for organizing the annual International Workers’ Day demonstration. During my mandate, I worked closely with our allies from the Alliance des professeures et professeurs de Montréal to restructure the Coalition’s operations by updating its procedural document, an overdue but essential task. I am currently serving as the Coalition’s Secretary for the 2024–2025 term.

For the past few years, I have served on the Board of Directors of the Centre de formation populaire (CFP), a long-standing CCMM–CSN ally for over 50 years. The CFP is currently undergoing profound transformations, including the implementation of co-management, which is shaping things up. It’s a motivating project, which forces us to question ourselves. Since 2024, I have been proud to serve as Treasurer of the CFP, a position that reflects the deep ties between our two organizations.

I am also a member of the Actions et suivis committee of the Coalition Main rouge, which plays a coordinating role within the Coalition. After experiencing more challenging years, the Coalition has recently regained momentum, particularly in 2023 and 2024. Key initiatives include the La CAQ dérape campaign and two major events: Les horreurs de la CAQ (October 31, 2023) and Les fonds publics pour le filet social (November 3, 2024).

The activities of the Convergence populaire were initially slowed down due to militant fatigue after the great success of the People’s Assembly in June 2022. However, the Convergence has continued to organize activities on several occasions in recent years. Among the difficult choices I’ve faced during this mandate, the decision to step down from the Convergence’s

coordinating committee ranks high. Nevertheless, I continue to participate in meetings of the organizing committee, which allows me to stay connected with activists from across Quebec.

Since January 2024, I have been part of the coordinating committee of Prenons la Ville, a network of 50 activist groups dedicated to pressuring the Montreal administration to adopt policies and regulations that promote democracy, environmental sustainability, and social justice. Every year, Prenons la Ville organizes a variety of activities, including an annual summit. The most recent summit focused on how to create citizen counter-power in preparation for the upcoming municipal elections.

I have also participated in meetings and bodies of several groups and organizations on behalf of the Conseil central: the Centre St-Pierre (AGM), the Ligue des droits et libertés (AGM, police committee, and activists’ meetings), the Institut de coopération pour l’éducation des adultes (AGM, Forum on the future of adult education), and others. While these activities are sometimes more distant, they are essential for maintaining the Conseil central’s network.

Finally, I encourage you to read the reports from the Education and LGBT+ committees, which detail my involvement with Debout pour l’école and Fondation Émergence, two important allies of the CCMM–CSN.

CSN Activities and Official Representation

In addition to participating in CSN bodies, I represent the CCMM–CSN on the Comité fédéral des ressources humaines (CCRH). This committee brings together CSN organizations that are employers, including the CSN itself, the federations, and the central councils of Montreal and Quebec City. While it may not be the most exciting task, it is essential if we are to influence the decisions of the CSN and its affiliated organizations regarding human resources matters.

As a member of the FRCC, I took part in the Comité élargi de planification de la main-d’œuvre, whose mandate was to reflect on the execution of human resources work. A substantial report was produced, and although the recommendations it contains aren’t being implemented at the pace we would like, I am confident that, over time, this work will positively impact the Human Resources Department’s practices.

I’m also a member of the Employee Assistance Program Committee, which I take particular pride in, as both parties (CSN and STTCSN) must ratify the appointments. Although it’s not the most active committee, its role is crucial: the committee assists employees who are facing difficulties that can’t be addressed within the strict framework of the collective agreement. After meeting with these employees, the committee provides recommendations to the Human Resources Department to implement ways of supporting them. It’s very gratifying to be able to offer concrete help to comrades who are going through tough times.

Additionally, I represent the CSN on the Conseil régional des partenaires du marché du travail de Montréal (CRPMT), which advises various ministries and the Commission des partenaires du marché du travail on how to address the region’s employment challenges. Unlike many other regions, the dynamic at the CRPMT de Montréal is positive, and our ideas are listened to attentively. That’s why I decided to get involved in its “Green Economy” committee, which is examining the impact of environmental measures on employment.

Conclusion

The work of the elected members of the CCMM–CSN is complex and varied, which makes it both interesting and challenging. This diversity of tasks complicates the drafting of a report like this one, and I would have liked to provide more details to give a fuller picture. However, I've aimed to highlight the key aspects of my work, though it doesn't pretend to cover everything. If you would like to know more, I encourage you to reach out, and I would be happy to answer any questions.

I must emphasize once again that teamwork is at the core of everything we do at the Conseil central. Without the comrades on the executive and union council, the CCMM–CSN employees, and the activists, none of the accomplishments outlined above would have been possible. I extend my deepest gratitude to them and look forward to the privilege of continuing to work alongside them in the 2025–2028 mandate.

In solidarity!

Bertrand Guibord

Ramatoulaye Diallo

Treasurer

Files

- Conseil central finances
- Training (union life)
- Immigration and intercultural relations
- Status of women
- Entraide
- Leucan (CSN campaign)
- Black History Month

Conseil central Committees

- Status of women
- Immigration and intercultural relations
- Finance Oversight Committee

Organizations: Representations

- Mutual Aid Networks and Centraide
- Tables de concertation de Laval et de Montréal en condition féminine
- Fédération des femmes du Québec
- Centre des travailleuses et travailleurs immigrants
- Conseil régional des partenaires du marché du travail de Montréal

CSN Committees

- Delegate to the confederal council and CSN congress
- Member of the Confederal Immigration and Intercultural Relations Committee–CSN
- Member of the CSN Status of Women Coordinating Committee
- Member of the CSN Violence and Harassment at Work Joint Committee



Introduction

During the 2022–2025 mandate, the Conseil central navigated a period of significant upheaval. The world of work was marked by a growing number of crises, rising intolerance and violence against women, and unprecedented migration growth, all of which had an impact on labour relations and intercultural dynamics. Internally, the Conseil central enhanced its services to affiliated unions and strengthened its sound financial footing.

Statutory Function: Treasurer

The treasurer prepares the triennial budget in collaboration with the Executive Committee and the Conseil central's accounting advisor. The budget is approved by the union council and presented to the congress for adoption. At the 2022 congress, the 2022–2024 budget was adopted to support the implementation of our mandate and meet the expectations of our members. Over the past three years, however, our revenues exceeded projections, while our expenses remained slightly below forecasts. As a result, we closed the period with a significant surplus.

Overall, the CCMM–CSN's net assets grew from \$3,265,258 on December 31, 2021, to \$4,973,742 on December 31, 2024—an increase of 52.3%. In short, the Conseil central's financial position, already strong in 2022, is even healthier in 2025!

In accordance with the Conseil central's statutes and the resolution adopted at the 2022 congress, the position of 5th elected member of the Executive Committee was filled. In addition, we added a communications advisor and half an office staff position to better support English-speaking unions.

The treasurer keeps the Executive Committee informed of financial developments and prepares the groundwork for the Supervisory Committee. This committee, made up of three elected members, meets every six months to review the books, financial statements, and accounting records. Its role is to ensure that the budget framework adopted by the congress and general meetings is being respected, and that the Executive Committee's financial decisions align with it. For the period from January 2022 to December 2024, the Supervisory Committee confirmed that all expenses and vouchers complied with internal policies and recommended that the semi-annual financial statements be approved by the general meeting.

Finally, in collaboration with the Executive Committee and the accounting advisor, the treasurer prepared the budget projections for 2025–2027, which will be submitted to the union council and the 2025 congress for adoption.

On a day-to-day basis, the treasurer handles financial requests submitted to the Executive Committee, verifies claims in accordance with Conseil central policies, and ensures follow-up on approved requests. The treasurer is also responsible for tasks such as renewing equipment (computers, photocopiers, telephones, etc.), booking rooms, and drafting contracts with external resource people.

The treasurer is supported by Philippe-Eugène Appolon, consultant-accountant, and by secretary-accountants Christiane Caron, Christine Lahaie, and Roxanne Dufour-Duclos, all of whom have done an outstanding job.

Union Life

Training and Other Activities

The Treasurer oversees the Conseil central's training program, an essential service for affiliated unions and often the first point of contact between newly elected members and the Conseil central. These training sessions cover a wide range of topics, including the roles and responsibilities of executive members and delegates. We also offer training and awareness sessions on issues affecting workers both in the workplace and in society more broadly. Topics include mobilization, the status of women, public speaking for women, mutual aid networks, LGBTQ+ realities, and microaggressions experienced by immigrant and racialized workers, among others. Each year, the Conseil central delivers an average of 80 training sessions in French, English, and/or sign language, depending on the needs of members. These efforts are made possible thanks to the collaboration of Adeline Beaudoin.

The Conseil central also works in collaboration with training coordinators from other regional labour councils. This allows us to both welcome members affiliated with other councils and refer our own members to them when needed.

I also provide support and follow-up for union treasurers, particularly in cases where there are issues with per capita payments, and we organized a dedicated exchange day for local union treasurers.

Finally, like the other members of the Executive Committee, I am active on the ground, supporting local unions, standing with workers on picket lines during strikes or lockouts, and occasionally participating in union elections.

Conseil central Struggle Fronts

Status of Women Committee (CCF)

I am responsible for the Conseil central's Status of Women Committee, which is dedicated to improving the living and working conditions of women. The committee also continues the broader fight for equality and equity for all women, regardless of their background or beliefs. For instance, we are actively involved in campaigns to raise the minimum wage, given that women are disproportionately represented among minimum-wage earners.

The CCF carries out a variety of activities to raise awareness, inform, and train members of unions affiliated with the Conseil central on issues related to injustices faced by women. These include violations of women's rights, violence (whether online, at work, or in the home), threats to abortion access, the right to housing, wage inequality, and the precarious conditions faced by undocumented women, asylum seekers, and temporary foreign workers. Examples of our initiatives include a screening of the film *Je vous salue salope* followed by a discussion with the director, a group listening of the podcast *Maman, arrête de mourir*, distribution of the CSN's "Agis pour que ça cesse" campaign materials, and a demonstration to defend abortion rights in front of the Parliament Building in Quebec City. We also invited women leaders from the "Sauvons le Mont Carmel" committee, which advocates for tenants of private seniors' residence (RPA), organized a talk by the FSSS representative on pay equity, and joined a demonstration outside the Ministry of Health offices to demand pay equity. In addition, we've supported undocumented workers dealing with expired permits or unanswered residency applications, as well as immigrant workers facing arbitrary dismissals, and have referred them to the Centre des travailleurs et travailleuses immigrantes (CTTI) for further support.

The CCF has supported the creation of women's committees within affiliated unions and mobilizes union members to participate in demonstrations, conferences, and various initiatives in support of women's struggles.

Through the CSN, the CCF is also a member of the Collectif du 8 mars, which brings together union organizations and autonomous feminist community action groups. This collective represents nearly 800,000 women, 17 regional women's issues coalitions (Tables régionales de concertation en condition féminine), and over 450 women's and mixed-gender groups. The CCF has actively contributed to raising awareness and mobilizing members around the themes chosen for International Women's Rights Day on March 8. These efforts included organizing marches and conferences, producing posters, purchasing and distributing pins, and more. We are also participating in the mobilization efforts leading up to the next World March of Women, scheduled for October.

For years, we've been dedicated to promoting the involvement and representation of women in the union environment and decision-making structures, particularly within executive committees and union councils. Significant progress has been made both within our unions and across CSN structures. However, when it comes to the representation of racialized and immigrant women, we recognize that much more work remains.

We are also increasingly concerned about several troubling trends in society, including the rising number of homeless women, feminicides, attacks on the hard-won rights of women, and the rise of anti-feminist masculinist rhetoric that seeks to revive outdated sexist stereotypes.

All the work of the Status of Women's Committee has been made possible thanks to the efforts of committee leader Chantal Morin, union advisor Arianne Bolduc, and the office staff Audrée Sévigny, Christine Lahaie, Julie Labonté and Kim Bérubé-Pantaloni. To learn more about the activities of the CCF, I encourage you to read the committee's report.

Immigration and Intercultural Relations Committee (CIRI)

Over the past three years, the work of the Immigration and Intercultural Relations Committee has become a key aspect of my role, especially in light of the unprecedented rise in immigration to Quebec. New arrivals play a crucial role in the workforce, addressing labour shortages and filling essential positions, as we saw during the pandemic. As a labour movement, it is our responsibility to ensure that these workers are employed under fair conditions, to assist with their integration, and to encourage them to take an active role in both our movement and society.

The Immigration and Intercultural Relations Committee has supported the Conseil central in taking public stances that call on both federal and provincial governments to humanize immigration. This includes advocating for the regularization of immigrants' status and the abolition of "closed" permits for temporary foreign workers, which lead to appalling abuses and injustices—practices that a representative from the United Nations Human Rights Council has even described as a form of modern-day slavery. Additionally, asylum seekers whose cases remain unresolved and who are left without legal status become vulnerable to exploitation by employment agencies and unscrupulous employers, such as Amazon.

Despite the significant contributions immigrants make to various sectors of the economy and services, politicians and the media often blame them for society's problems: issues like healthcare, the shortage of daycare spaces, the housing crisis, the decline of the French language, and public safety, among others.

In many workplaces, immigrants and racialized individuals make up a substantial portion of the workforce, sometimes even the majority in certain departments. However, when we look at union leadership, it's rare to see a representation of immigrants and racialized people that mirrors their numbers in the workplace. This creates a vicious cycle: because immigrants and racialized individuals are underrepresented in union leadership, they don't see themselves reflected in their union. Their concerns often go unaddressed, and some come to believe the union isn't there for them. As a result, they don't engage. This is the cycle we need to break, and it is something we can change.

In addition to advocating for the recognition of the status and rights of immigrant workers, participating in Black History Month, and collaborating with immigrant support and community organizations, the Immigration and Intercultural Relations Committee (CIRI) focused much of its work on a survey. This survey asked union members to share any experiences of injustice or discriminatory treatment they had encountered or witnessed in the workplace. A committee of respondents was formed to support CIRI, help design the questionnaire, and ensure widespread participation. In total, 2,686 volunteers from 75 unions responded to the survey. The key findings and resulting recommendations are outlined in the document titled "Combating Racist Inequalities and Microaggressions Through Appropriate Union Strategies."

This document, which contains essential information for CIRI's future work, was distributed at the end of 2024 to over 200 CCMM-CSN member unions, 12 Conseil centrals, and 8 CSN federations. The document is also available to all congress participants, and an English version is provided.

For the work accomplished by CIRI over the past three years, we extend our thanks to all the members of the committee, the members of the respondents' committee, Sabrina Cherestil and Hyppolyte Hardley, successive heads of the committee, Linda Robinson and Audrée Sévigny, who were responsible for the layout of the survey report, Julie Labonté, office employee, and Alex Pelchat, union advisor.

I also invite you to read the CIRI report.

Links with the Community

La Table des groupes de femmes de Montréal et la Table de concertation de Laval en condition féminine

We take part in the meetings of these Tables, where topics such as women's participation in politics, updating positions on sexual exploitation, the government's strategy for gender equality, feminist perspectives on racial profiling, women's homelessness, and participation in awareness-raising and mobilization actions are discussed.

Fédération des femmes du Québec

The CCMM-CSN is a member of the Fédération des femmes du Québec, with three representatives (the head of the women's committee, the advisor, and the CCMM-CSN treasurer) attending the federation's general meetings with voting rights.

Black History Month

We organized and hosted public events highlighting the contributions of Black people to Quebec society, including lectures, photo exhibitions, webinars, and more. Additionally, we supported initiatives from local unions that organized activities in observance of Black History Month.

Centre des travailleuses et travailleurs immigrants

I'm a member of the Board of Directors of this organization, which defends the labour rights of immigrants, including agency workers, and fights for their dignity and justice.

Other Files

Mutual Aid Networks and Centraide

I oversee the activities of mutual aid networks funded by Centraide and implemented by the Conseil central du Montréal métropolitain-CSN, in collaboration with the Conseil central de la Montérégie-CSN, the CSN, and Centre Saint-Pierre. Our goal is to assist unions in creating and developing mutual aid networks in workplaces for workers facing personal or professional challenges. I am also responsible for ensuring accountability with Centraide.

Leucan-CSN Summer Camp

Each year, I attend meetings of the Leucan Foundation and CSN, participating in the opening activities of the Leucan-CSN Summer Camp, the only camp specifically designed for children with cancer and their families. This camp provides families with a unique opportunity to enjoy a real vacation and temporarily escape the stress of illness. The Conseil central continues to

support the Leucan Summer Camp, the Marche-don, Cours-don fundraising campaigns, and encourages affiliated unions to participate.

Representation on Government and Advisory Bodies

I serve as the CCMM-CSN representative on the Conseil régional des partenaires du marché du travail (CRPMT) in Montreal. In this role, I advocate for our positions on various issues, including immigration laws, challenges in workplace integration, the non-recognition of foreign degrees, the exploitation of immigrant workers by employment agencies, the precariousness of their working conditions, and any other employment-related concerns affecting our region.

Conclusion

would like to express our gratitude to the members and elected representatives of our local unions, the executive, the councillors, and the staff at the Conseil central office. Special thanks go to the heads of the Status of Women and Immigration and Intercultural Relations committees, as well as the activists on our committees. We also appreciate the contributions of the advisor-accountant, the members of the supervisory committee, and the trainers.

In the current context, where the development model increasingly relies on the exploitation of both human beings and nature, the Conseil central du Montréal métropolitain-CSN must intensify its efforts toward justice, equality, and equity in our workplaces and in society. "On the offensive!"

Ramatoulaye Diallo

Chantal Ide

1st Vice-President

Files

- Indigenous
 - △ Eeyou Istchee Baie-James and Nunavik
- Economic development
- Social development
- Right to work
- Social economy
 - △ Poverty
 - △ Unemployment
 - △ Housing (with Dominique Daigneault)
- International solidarity
- Occupational health and safety
- Unionization
- Union life

Conseil central Committees

- Occupational health and safety
- Right to work
- International solidarity
- Mobilization (with Dominique Daigneault)

Organizations: Representations

- Alternatives
- Au bas de l'échelle
- Boycott Divestment Sanctions (BDS)
- Centre international de solidarité ouvrière (CISO)
- Coalition des droits des peuples autochtones

- Comité pour les droits humains en Amérique latine (CDHAL)
- Front de défense des non-syndiqués (FDNS)
- Projet Accompagnement Solidarité Colombie
- Union des travailleuses et travailleurs accidentés de Montréal (UTTAM)

CSN Committees

- Comité confédéral en SST
- Congress
- Conseil confédéral
- Coordination confédérale sur la syndicalisation
- Groupe de travail sur les réalités autochtones
- Alliance syndicat-tiers monde (ASTM)

CSN Representation

- Conseil régional des partenaires du marché du travail de Laval (CRPMT)



Introduction

If I had to sum up this mandate in one word, it would be “struggles,” plural! As always, we’ve fought to preserve our hard-won gains, and as this mandate comes to an end, it’s become clear that we’ll need to continue the battle. This makes it even more crucial for us to loudly proclaim our intention to go “on the offensive” in the next mandate.

At the 38th Congress, we collectively adopted motions that would guide our work, particularly those related to workplace health and safety, picket lines, and the Labour Code. We certainly had our hands full! That said, the election of a 2nd vice-president, following a mandate in which the position had been left vacant, had a significant positive impact on how responsibilities were distributed within the executive.

Statutory Function

Union Life

All members of the CCMM–CSN Executive are deeply committed to union life, as it is a vital way to support our unions in their efforts. Throughout my term, I’ve had the privilege of visiting and standing alongside our unions in their struggles. Whether during the Front commun strike days, the coordinated bargaining in the hotel industry, the Prelco dispute, the Autobus La Montréalaise dispute, or many others, supporting local struggles has remained a cornerstone of our role. It’s impossible to fully capture the inspiring work of these activists, but I want to take a moment to honour them. Without those who have the courage to fight for their rights, our society would be much less vibrant and even more unequal than it already is.

Elections are a crucial aspect of union life. They provide an important opportunity for union members to have their voices heard and to choose those who will represent and defend them. Throughout my term, I’ve had the honour of serving as election president or secretary on several occasions. For a union, having outsiders perform these functions is essential to ensure impartiality and objectivity, while also avoiding any appearance of conflict of interest. At times, we are even called upon to assist with elections at the federation level, such was the case during this mandate, where I was honoured to serve as elections secretary at the CSN-Construction congress.

Additionally, I had the chance to attend or chair general meetings. These gatherings are always a pleasure, as they allow me to engage with members of affiliated unions and gain a deeper understanding of their realities.

Unionization

As the policy officer for unionization, I played an active role in the implementation of our unionization work plan, collaborating closely with the unionization department and the CCMM–CSN coordination team. In this role, I am also a member of the confederal coordination on organizing. Although unionization is a legal right and an employer cannot reprimand an employee involved in organizing efforts, it still needs to be carried out in secret. Therefore, regional unionization plans are not made public, but rest assured, we have a plan in place. I’d like to extend my thanks to Marc-André Beauchamp Diotte and Marie-Christine Tremblay for their invaluable support during this mandate.

In the construction industry, a raiding period occurs every four years. During this time, our CSN-Construction colleagues visit worksites to discuss the benefits of joining a combative organization like ours. I took advantage of the relative summer respite to complete the general health and safety training course for construction sites (ASP Construction). Armed with my certification, I had the opportunity to accompany our CSN-Construction comrades on site visits during the raiding period. These visits were not only eye-opening but incredibly rewarding. They provided me with a deeper understanding of the daily risks faced by these workers, and there’s still much for me to learn in this area.

Struggle Fronts and Political Issues

I am responsible for three struggle fronts at the Conseil central. The mandates established at the last congress, alongside ongoing current events, have significantly shaped the direction and focus of the 2022–2025 mandate.

Right to Work

At the last congress, we were entrusted with two exciting mandates: the first to initiate a reflection on the Labour Code, and the second to raise awareness of the importance of picket lines.

We organized a day of reflection on picket lines, which received positive feedback from participants. Additionally, we scripted and filmed three video vignettes to simplify and clarify essential information.

The committee has also been very active in addressing the Labour Code mandate. We presented a report prior to the congress outlining our reflections and the resulting orientations. The committee’s report and assessment are available in the congress documents.

I would like to emphasize the tireless work of the committee members who devoted themselves to the reflection on picket lines. It was a challenging task, but thanks to their dedication, we were able to maintain an excellent atmosphere during committee meetings.

As the person responsible for this issue, I was invited to give a presentation on unemployment at an event organized by the Association des travailleurs grecs. I had the privilege of sharing the stage with Benoit Marsan from the Université du Québec en Outaouais and Jérémie Dhavernas from the Mouvement Action-Chômage de Montréal.

International Solidarity

It goes without saying that the events of October 7, 2023, and the relentless massacres that followed over the next two and a half years, have left an indelible mark on Conseil central members. With decades of solidarity with Palestine behind us, we quickly reaffirmed our support for the Palestinian people during our general meeting. Several affiliated unions also took similar positions at their meetings. We participated in various demonstrations and used our platform to emphasize the importance of workers’ solidarity in the face of genocide unfolding before our very eyes. I also took part in activities organized by several groups defending Palestinian rights, notably the Coalition du Québec URGENCE Palestine, the BDS coalition (Boycott, Divestment, Sanctions), and Désinvestir pour la Palestine.

Throughout my term, I made a point of maintaining strong connections with our allies outside of Quebec. I would like to highlight the unwavering solidarity of the United Electrical, Radio and Machine Workers of America (UE) and the Frente Autentico del Trabajo (FAT) in Mexico.

I had the privilege of representing the CSN at the UE National Convention in Pittsburgh in September 2023. Visiting our international allies is an incredible opportunity that allows us to strengthen the bonds we share with other union organizations. At the UE Convention, I had the chance to meet comrades from the FAT and Zenroren, a Japanese trade union confederation.

We regularly exchange messages of solidarity with our international allies. A notable example was when Amazon ruthlessly fired workers after refusing to recognize Quebec workers' rights. In response, we received strong support from Zenroren (Japan), Försa (Ireland), UE (USA), and FAT (Mexico). In turn, we also sent messages of solidarity and participated in email campaigns for several unions. In the face of globalization and the rise of right-wing movements worldwide, this solidarity between workers can help make a difference in the defence of our collective rights.

These international connections are also nurtured through the Centre international de solidarité ouvrière (CISO). I have had the privilege of serving on CISO's Board of Directors and Executive Committee for four years, and since autumn 2024, I've had the honour of being its President. During my time on the Executive Committee, I had the opportunity to accompany a delegation to Mexico. This visit allowed me to witness firsthand the difficult living and working conditions faced by many Mexican workers, especially those in the maquiladoras—assembly plants located in free trade zones. In light of Trump's election, we recognize the critical importance of strengthening our relationships with labour organizations across the continent.

Occupational Health and Safety

During this mandate, we continued the work initiated in the previous mandate following the adoption of Bill 27, misleadingly titled the Act to Modernize the Occupational Health and Safety System. The Comité d'action en santé-sécurité (CASS) was tasked with informing CCMM-CSN members about the changes introduced by the law and keeping them updated on the progress of regulatory work. CASS members stayed constantly informed, ensuring that vital information was shared at almost every general meeting. This effort would not have been possible without the unwavering participation of committee members and the ongoing support of the CSN's Health, Safety, and Environment (HSE) department. Although summarizing topics into brief 5-minute presentations was not always easy, I want to emphasize the dedication of the committee members and thank them for their hard work. All of this will prove invaluable when the next major deadline arrives in September 2025, when the Minister will need to assess the impact of the new law.

We remain committed to marking April 28 each year and supporting unions during National Health and Safety Week.

After the CSN Congress, I was re-elected to the confederal health and safety committee, a unique opportunity to contribute to the development of CSN campaigns. It's also a chance to gain deeper insights into how the CNESST operates, particularly in terms of regulatory processes. Along with Anne-Joelle Galipeau, the activist responsible for the CASS, I also sit on the confederal health and safety coordination committee. Occupational health and safety is a fundamental struggle for the working class; after all, ensuring that we return home healthy after a day's work is a basic right! The CCMM-CSN will continue to demand adequate prevention and compensation mechanisms that recognize the real risks faced in the workplace.

Mobilization

Together with Dominique Daigneault, I am responsible for the CCMM-CSN Mobilization Committee. The committee faced some challenges in meeting regularly until mid-mandate. However, we were able to make strides by launching a podcast series entitled Coup d'mob, with the invaluable experience of comrade Daniel Leduc. For more details on the committee's activities, I encourage you to consult the committee's review.

Other files

Indigenous Peoples, Eeyou Istchee Baie-James and Nunavik

I have been closely following up with the affiliated unions in Nunavik and Eeyou Istchee Baie-James. This has provided me with the opportunity to travel to Kuujuaq alongside Carmelina Santoro to deliver Executive 1 training. I also had the privilege of presiding over elections and a general meeting for the Syndicat des employé-es de l'Administration Régionale de Kativik. Thanks to their support, I was able to be in Kuujuaq during the third public sector strike sequence, and participate in the demonstration that was organized on the snow-covered streets. An unforgettable experience!

Throughout the mandate, I also took part in the work of the Ligue des droits et libertés committee focused on Indigenous rights, and I am a member of the CSN working group on Indigenous realities. It is crucial for the Conseil central, as a union organization, to recognize and understand the distinct realities faced by Quebec's eleven Indigenous nations. All too often, First Nations and Inuit people are still subjected to the colonialist policies of governments. Despite Canada's ratification of the United Nations Declaration on the Rights of Indigenous Peoples in 2021, Indigenous peoples continue to endure far too many forms of structural discrimination.

Saison de luttes

I had the privilege of helping organize the Saison de luttes activities alongside Fernando Almaraz, Marc-Olivier Cyr, François Fillion-Girard, Bertrand Guibord, Shannon Ikebe, Pierre-Olivier Parent, Philippe Soucy, and Adam Veilleux. The four main events of the Saison de luttes were a resounding success. By organizing a variety of events, including a day of reflection, a film screening, a conference, and an evening of wrestling, we were able to engage with members who typically participate less in our activities. These events enabled us to sharpen our thinking on social inequalities and their causes.

Moreover, we've noticed a genuine interest from several members in participating in activities that extend beyond the traditional CCMM-CSN framework.

External Representation

Conseil régional des partenaires du marché du travail de Laval (CRPMT)

I represent labour on the CRPMT de Laval, where the CCMM-CSN holds two seats. In the first part of this mandate, Madeleine Ferland, who led the Education Committee until 2022, held the second seat. After Madeleine completed her term, Godefroy Borduas, head of the Youth Committee and a member of the teachers' union at Cégep du Vieux Montréal, took over.

Our participation in these meetings helps us stay alert to various policies that could affect workers. The CSN has representatives on all of Quebec's CRPMTs, sectoral manpower committees (CSMOs), and the Commission des partenaires du marché du travail (CPMT). The CSN organizes these meetings to allow our representatives to exchange views and, when necessary, align our positions.

Centre international de solidarité ouvrière (CISO)

I serve on several CISO committees, including the Education Committee, the Bylaws Revision Committee, and the 50th Anniversary Content Committee.

Alternatives

I completed my second term on the Alternatives board in 2024. The CCMM-CSN has been a strong supporter of this international solidarity and cooperation organization for many years. As Alternatives marked its 30th anniversary, new activists joined the Board, bringing fresh perspectives to the organization.

Others

I participated in various activities organized by Alliance ouvrière (AO), including their founding congress. AO hosts several events, such as workers' assemblies, with many of the participants being CSN union members.

Alongside Anne-Joelle Galipeau, head of Health and Safety Action Committee, and Caroline Joly, former CCMM-CSN coordinator, I had the privilege of representing the CCMM-CSN at the 2024 Labor Notes conference. This was a valuable opportunity for us to deepen our understanding of the struggles faced by numerous unions and engage in discussions on effective mobilization strategies. A large CSN delegation was present at this year's conference, which proved to be an excellent occasion to connect with allied unions. I particularly appreciated the chance to speak with members of UE and Zenroren.

Conclusion

Summing up three years of struggle, mobilization, and above all, solidarity in just a few pages is impossible. One thing is clear: none of this would have been possible without the entire team at the Conseil central du Montréal métropolitain-CSN. We are fortunate to rely on a passionate team that spares no effort in advancing the living and working conditions of the working class. A heartfelt thank you to each and every one of you for your work, activism, and solidarity.

The members of the union council, the various CCMM-CSN committees, and, of course, all the members of the Conseil central are the ones who inspire us every day to engage in the struggle. It's because of your tireless efforts that we are able to move society forward.

Thank you to all of you who make the struggle not only possible but victorious.

Together, we'll go on the offensive!

In solidarity!

Chantal Ide

Arianne Carmel-Pelosse

2nd Vice-President

Files

- Culture
- Sociopolitical education (with Chantal Ide)
- Environment (with Dominique Daigneault)
- French language
- Les ami-es du CCMM
- Health and social services

Conseil central Committees

- Environment
- Youth
- Credentials
- Health and social services

Organizations: Representations

- Coalition Solidarité Santé
- Front commun pour la transition énergétique
- OUI Québec

CSN Committees

- Comité national des jeunes (2022-2023)
- Delegate to the Confederal Council
- Environmental coordination



Introduction

The 2022–2025 mandate marked the return of the second vice-president position, which had been left vacant during the 2019–2022 mandate to allow for the temporary hiring of an additional advisor. The mandate now coming to an end has been a busy one, marked by both labour disputes and second-front struggles. I had to quickly learn the many facets of my role as second vice-president and became deeply involved in the Vraiment public campaign.

Environment

Several environmental motions were adopted at the last congress. It was a steep learning curve, with many nuances to grasp and new concepts to absorb in a short amount of time. A few key elements stand out: our involvement in allied groups, our participation in COP15, and the revision of our responsible purchasing policy.

Involvement in Allied Groups

The environmental sphere includes a vast number of activist groups. While I've followed the work of several without direct involvement, such as the Collectif en environnement Mercier-Est, Forêt Fairview, Technoparc des oiseaux, and the Front commun québécois pour une gestion écologique des déchets, I've taken a more active role with the Front commun pour la transition énergétique (FCTÉ) and the Mobilisation 6600 Parc-Nature MHM group.

The Front commun pour la transition énergétique brings together environmental groups, unions, and various community organizations. It was a major focus of my time, as I sat on the

transportation working group and the advisory committee on just transition in the workplace, and took part, alongside Dominique Daigneault, in many of the FCTÉ's general meetings, activities, and webinars. My greatest involvement was with the transportation table, which, as the name suggests, focuses on various modes of transport and the role of public transit as a key driver of the energy transition.

Mobilisation 6600 Parc-Nature MHM is an extraordinary grassroots group that has been a joy to collaborate with and a constant source of inspiration throughout our mandate. To recap: Mob6600 is leading the fight of Mercier–Hochelaga-Maisonneuve residents against the Ray-Mont Logistiques project—a true David-and-Goliath struggle. The group is opposing the construction of an intermodal platform that would destroy green space and significantly increase truck traffic in the neighbourhood. The CCMM–CSN has helped amplify this fight by inviting Mob6600 representatives to our general meeting in April 2023, publishing articles in L'Unité, sharing events on our Facebook page, and more. We also lent our support by submitting a brief to the Office de consultation publique de Montréal. Beyond that, we made several donations, most notably for the purchase of trees to be planted on the threatened land, loaned equipment, and actively participated in numerous actions and activities organized as part of this vital struggle in the east end of Montreal. Thanks to immense public pressure, the group has already secured several victories, but the fight is far from over.

COP15

I had the privilege of being part of a small CSN delegation at the 15th UN Biodiversity Conference (COP15), which took place from December 7 to 19, 2022, at the Palais des congrès in Montreal. COP15 aimed to establish a global framework with a series of biodiversity protection targets through to 2030. We had the opportunity to observe the discussions, connect with other union groups, and advocate for a just transition, emphasizing that workers must not be left behind in the decision-making process.

The CCMM-CSN Responsible Purchasing Policy

Chantal Ide and I have been working on updating the Conseil central's Responsible Purchasing Policy, which was originally adopted in 2010. We aimed to simplify the text and incorporate considerations that weren't relevant 14 years ago, like online food delivery apps. After all this time, an update was clearly needed to ensure the policy reflects today's realities!

Environment Committee

The Environment Committee was highly active throughout the 2022–2025 mandate, allowing us to fulfill many of the resolutions adopted at the last congress. None of this would have been possible without the exceptional teamwork between the committee lead and our advisor. For me, the highlight of the mandate was the school bus tour, which brought us face-to-face with three inspiring activist groups working to protect some of the region's most threatened natural spaces: Mobilisation 6600 HMH, Technoparc des oiseaux, and Forêt Fairview. These sites are located in the Mercier–Hochelaga-Maisonneuve borough, in the central-west part of the island of Montréal, and in Pointe-Claire. For a full overview of the committee's work during this mandate, please refer to the Environment Committee's detailed review.

Health and Social Services

Vraiment public Campaign

The Dubé reform and the fight against it kept me very busy throughout the mandate. We put a lot of effort into raising awareness about the issues, whether through presentations at general meetings, articles in L'Unité, leafletting, information sessions, and more. We also organized several high-impact actions aimed at putting pressure on the politicians involved. One example was interrupting Christian Dubé's speech during the Première ligne event, which earned us strong media coverage. I'd especially like to thank the regional strategic committee and all the activists who brought this campaign to life in their local unions. The work is far from over, and the campaign is still going strong. We must continue defending our public health and social services system!

Coalition Solidarité Santé

The Coalition Solidarité Santé brings together unions and community organizations to discuss issues related to health and social services. I regularly participate in the Coalition's activities, meetings, and webinars. For over a year now, I've also been a member of the Health and Climate Change committee, which brings together two of my key areas of focus. We're working to understand how the health and social services system impacts climate change, and, conversely, how climate change affects our health.

Health and Social Services Committee

The Health and Social Services Committee had to reorganize when Bill 15 was introduced. One of the committee's greatest achievements was the creation of a newspaper, published by the Conseil central, to raise awareness about the dangers of the Dubé reform. We distributed the newspaper at several metro stations. For more details, please refer to the committee's review.

Ableism

Ableism is the discrimination faced by people with disabilities. We made efforts to raise awareness about the issues surrounding ableism, but quickly realized that the topic extends far beyond the realm of health and social services. It's a cross-cutting issue that impacts all of our front committees, and we plan to take a different approach in the upcoming mandate.

Les Invalides au Front, a group led by former CCMM-CSN union council member Kevin McLean, is fighting a battle that his father began many years ago when his pension was reduced due to disability. After his father's passing, Kevin took over the leadership of the group, continuing the fight to this day. We raised awareness of the issue and supported the organization of the event held on May 1, 2023. Recently, Les Invalides achieved a major victory: as of January 2025, the penalty for those who became disabled at age 65 has been removed! Now, the only remaining battle is over retroactive payments, which we will continue to monitor closely. Les Invalides can count on the Conseil central's support for the remainder of the fight. An inspiring victory!

Save the Lachine Hospital

Another issue we've been following is Save the Lachine Hospital, in support of our comrades at the MUHC. The MUHC management proposed closing the hospital's intensive care and emergency departments and ending the community mission of this institution, the only

French-speaking hospital on Montreal's West Island. We hosted the group at a general meeting, wrote articles in L'Unité, participated in actions and demonstrations, and spoke out in support of the cause.

Youth File

Confederal Youth Committee

During the 2022–2023 period, as a member of the Confederal Youth Committee, I helped organize and manage the logistics for the 8th Youth Gathering, which took place in April 2023 under the theme C'est quoi le rapport?, referencing the rapport de force. I also provided training for the 2022 École de la Relève. Both activities gave me the opportunity to connect with and learn from young activists in the region, and we even recruited a few of them to join our own committee!

Youth Committee

The Youth Committee was highly creative and proactive throughout the mandate. One standout initiative was the creation of a survey among members of our affiliated unions, which was a great idea. Unfortunately, the participation rate didn't meet our expectations, but this is something we can revisit in the next mandate. The young people at the Conseil central are active, dynamic, and full of ideas. For more details, please refer to the committee review.

Credentials

At Credentials, we conducted a survey to understand why affiliated unions were sending, or not sending, delegates to the Conseil central general meetings and to identify ways to improve participation. This led to workshops at the general meeting on October 2, 2024. Several key points emerged from the responses, prompting the union council to make adjustments, including changes to how we structure meeting agendas. We now track attendance after each meeting, collecting statistics on gender and federation of origin. Since the fall of 2024, we've seen a noticeable increase in union participation at general meetings. We're excited to build on this momentum in the next term.

Culture

Unfortunately, culture and Les ami-es du CCMM are the areas where I've been the least active. For the French language files, the Oui Québec group, and the major changes in the print media, I kept track of the activities but didn't have the time to engage as much as I would have liked. As for Les ami-es du CCMM, there are plenty of ideas for activities, and we'll have to wait for the next mandate to see how they unfold. Les ami-es du CCMM are retired activists who are still passionate about staying involved. For the FNCC's information campaign, L'Information un bien public, we collaborated to the best of our ability.

Conclusion

My first mandate on the executive of the Conseil central du Montréal métropolitain-CSN has not been an easy one: there have been numerous conflicts, constant attacks from governments, and I've been learning at a breakneck pace. First and foremost, I want to thank the

entire Conseil central team—my fellow executive committee members, the consultants, and office staff assigned to my areas of focus—for their help, support, and unwavering dedication. Lastly, I'd be remiss if I didn't mention the activists who, day in and day out, hold their union strong and stand up to dishonest employers. You have my deepest admiration!

During the next mandate, let's continue to go on the OFFENSIVE!

Arianne Carmel-Pelosse