

À L'OFFENSIVE!  
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SERVICES AND  
ACTIVITIES  
REPORT



39<sup>th</sup> Congress  
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# Leucan-CSN Summer Camp

The Leucan - CSN Summer Camp is the only camp specifically designed for children with cancer and their families, offering a space tailored to their unique realities and needs. For these families, it's an opportunity to enjoy a true vacation and momentarily escape the challenges of illness.

The Treasurer serves as the policy officer for the Conseil central's fundraising campaign, and year after year, the Conseil central remains committed to supporting this initiative.

During the last mandate, the Conseil central participated three times in the Marche-don, Cours-don de Leucan, a fundraising event organized by the CSN. Through this event, the Conseil central team successfully raised funds to support the camp. Additionally, volunteer support was provided during the camp itself.



# Mutual Aid Networks



**Centraide**  
du Grand Montréal

## Mutual Aid Networks: More Important Than Ever

Since their creation in 1993, CSN mutual aid networks have played a crucial role in supporting workers amidst growing challenges in the workplace. With the rise in mental health issues, psychological distress, and addiction, mutual aid in the workplace has become more essential than ever. These networks do more than provide support; they help build bonds of solidarity that encourage listening, collaboration, and well-being. In an era when performance pressures and deteriorating working conditions are intensifying, they create a safe, human-centered space essential for maintaining a respectful work environment.



The isolation and stress exacerbated by the pandemic have deepened these challenges, leaving many workplaces in crisis. At a time when individualism and division are on the rise, mutual aid networks are reaffirming their vital role in bridging gaps between workers and strengthening solidarity. More than ever, the solidarity bonds formed daily are proving to be powerful tools for sustaining social support and fostering

meaningful collaborative relationships. In increasingly hostile environments, acts of mutual aid become invaluable assets for navigating daily struggles. This report reflects the monumental efforts accomplished over the past three years to meet these challenges head-on.

## Regional Mutual Aid Development Officer

The role of the CCMM–CSN Regional Mutual Aid Development Officer is to ensure that affiliated unions receive the support they need to manage the challenges on the “second front” in their workplaces. This position is also responsible for ensuring that essential human considerations are not overlooked in the struggle to improve the “first front.”

Changes in leadership for this role have presented challenges in sustaining existing mutual aid networks and developing new ones.

Despite these transitions, the work on developing mutual aid networks was successfully carried out by the Conseil central du Montréal métropolitain–CSN in collaboration with Centre St-Pierre. This work included training peer helpers, supporting unions in launching new networks, assisting in the development of existing networks, and organizing events to support and celebrate peer helpers.

It is important to highlight the crucial commitment of the dedicated activists, the policy officer in charge of the file, the CCMM–CSN and CSN advisors, as well as the support from Centre Saint-Pierre, which ensured the continuity of mutual aid network development during the last mandate: Susie Richard and Lise Noël from Centre Saint-Pierre, Éric Le Chasseur, Julien St-

Germain-Ian, Maxime Pineault, Kiersten Beszterda van Vliet, Ramatoulaye Diallo, Jean-François Lapointe, and Alice Lepetit. Many thanks to all of you!

## **A New Structure – A Team**

In response to the rotation of released activists who previously held the position of regional mutual aid officer, the CCMM–CSN, in collaboration with the CSN, initiated a reflection in October 2024 to establish a new structure aimed at improving the development of mutual aid networks. As a result, the Conseil central decided to release two part-time activists: one to focus on English-speaking unions and the other on French-speaking unions. Both are supported by Centre Saint-Pierre. The goal of this new structure is to consolidate existing networks and develop new ones.

Since October 2024, the mutual aid development team has been working on several key projects, including the creation of a mutual aid development action plan, the training of new tandem peer helpers, the establishment of a list of active mutual aid networks, the updating of the list of active peer helpers, and the organization of the National Day of Caring in 2025.

To encourage knowledge-sharing about the role of regional leaders, other activists will be integrated into the CCMM–CSN mutual aid team in the months and years ahead.

## **Centre St-Pierre**

The partnership with Centre St-Pierre remains a crucial pillar in the development and strengthening of mutual aid networks. The Centre St-Pierre trainer and released activists share the role of regional mutual aid officers at the CCMM–CSN. Together, they provide training and support for union networks, helping to consolidate mutual aid, encourage its expansion, and respond to members' needs with ongoing expertise and guidance.

## **Centraide**

In January 2022, Centraide once again demonstrated its confidence in the CCMM–CSN by renewing the subsidy for the development of the mutual aid network program until March 2027. This renewal of Centraide's financial support will allow us to continue developing mutual aid networks in the region covered by the Conseil central and ensure a strong, militant presence on this issue.

The general objectives are to develop and consolidate mutual aid networks by :

- Maintaining efforts to strengthen existing mutual aid networks
- Stimulating the creation of new networks
- Encouraging the anchoring of networks through the involvement of executive committees
- Documenting the effects of the presence and actions of mutual aid networks in areas where they are active

## **Tools and Resources**

Over the past three years, the Conseil central's mutual aid team has worked diligently to develop

tools that facilitate learning and encourage the growth of mutual aid networks. To this end, the team produced three video capsules in 2022, created new visual tools, and enhanced training to optimize its effectiveness while making it more accessible and engaging. The Conseil central also developed new materials, including bookmarks, brochures, notepads, buttons, and T-shirts, which were distributed to peer helpers.

The CSN mutual aid network website continues to be a valuable resource for peer helpers, providing quick access to essential information ([www.csn.qc.ca/entraide](http://www.csn.qc.ca/entraide)).

Additionally, the team remains available to support affiliated unions, refer them to the appropriate organizations, and develop new tools to address the evolving needs of mutual aid networks. Its ongoing commitment ensures the smooth operation and continued growth of this vital initiative.

## **Formation**

As mentioned, the training program has been updated to make it easier to assimilate content and integrate new tools. Traditionally offered over two days, a condensed one-day version has been introduced to better address the realities of unions that struggle to release their activists for an extended period. This version also allows unions to present their projects to their executive committees, fostering better understanding and buy-in within the unions.

Training has also been provided to employers to help create joint networks. In Montreal, several individuals have been trained as peer helpers. A new team of trainers was also formed in the spring of 2024. These individuals will be able to deliver training on mutual aid networks, and in the coming years, they may be called upon to support Centre Saint-Pierre in offering tandem training.

## **National Day of Caring**

The CSN established National Day of Caring on February 2, which has been celebrated annually since 2010. The CSN encourages each region to organize an event around this date to foster exchanges among peer helpers, raise awareness on topics relevant to their work, and highlight the importance of their involvement in their union.

Due to the long-standing partnership between the Conseil central de Montréal Métropolitain (CCMM–CSN) and the Conseil central de la Montérégie (CCM–CSN) on the issue of mutual aid, both councils have jointly organized the National Day of Caring for the past three years. Each year, many peer helpers participate in the event.

## **2023**

On January 31, 2023, National Day of Caring was held under the theme of psychological health in the workplace after the pandemic. In the wake of isolation and the upheavals of recent years, this day offered an opportunity to explore ways of reconnecting workers and restoring meaning to work. Several mutual aid networks shared their experiences, highlighting the challenges they had encountered, offering a concrete picture of the issues faced in the field. Additionally, a number of organizations were present to showcase their missions, further enriching the

knowledge and resources of participating members.

## 2024

On February 29, 2024, participants gathered in Montérégie for a day centered around the theme of health and safety and the structural challenges that impede the effectiveness of mutual aid networks. The event featured two guest speakers: Natacha Laprise, a union advisor with the CSN's Health, Safety, and Environment Department, and Anaïs Lépine-Lopez, a doctoral candidate in psychology at the Université du Québec à Montréal, affiliated with the Chaire de recherche en santé mentale et travail. Following these presentations, five mutual aid networks from the Montreal and Montérégie regions shared their experiences and realities. This was followed by round-table discussions that focused on the specific needs of mutual aid networks. To conclude the day on a lighter note, a comedian was invited to bring some joy and humour, as a way of saying thank you to all those who helped.

## 2025

On February 6, 2025, Montreal hosted a National Day of Caring event with the theme of interculturality, a topic that has become increasingly relevant in light of the rising intolerance and discrimination against minority groups. Interculturality is framed here as an active exchange between the diverse cultures that make up Quebec society, rather than the mere inclusion of “diversity” within a dominant culture. This concept goes beyond ethnicity, embracing differences in gender, sexuality, disability, language, education, and age. For peer helpers, the ability to navigate these cultural differences and offer support to individuals facing various challenges in the workplace is complex.

Marie-Hélène Bonin, a union advisor with the CSN's Service de la recherche et de la condition féminine, delivered a talk on the subject. Several community organizations were also invited to participate, including Projet 10, the Coalition des familles LGBT+, the Canadian Mental Health Association of Montreal, and the Table de concertation des organismes au service des personnes réfugiées et immigrantes (TCRI), all of which set up booths for lunchtime discussions. Additionally, Aide aux trans and Action femmes en handicap engaged in an exchange about the importance of interculturality within the union movement. The event concluded with a lively happy hour featuring drag artists Blueberry Moore and Johnny Jones.

## 30th Anniversary

On November 1 and 2, 2023, the CSN hosted a two-day event to celebrate the 30th anniversary of mutual aid networks, bringing together participants from various central councils and federations. With the support of the CCMM-CSN, this milestone event focused on reflecting on the evolution and significance of mutual aid, offering a valuable opportunity for participants to share their experiences, discuss current challenges, and collectively imagine the future of this crucial movement.

The celebration involved revisiting the history of mutual aid networks and recognizing the dedication of those who have contributed to their development. Mélanie Dufour-Poirier, a researcher affiliated with the Centre de recherche interuniversitaire sur la mondialisation et le travail, delivered an insightful talk titled *Le renouveau de l'action syndicale et de la représentation syndicale et collective*. One of the event's key moments was the sharing of various



union experiences.

## Networking

One of the primary goals of the regional mutual aid officer is to organize events that generate interest in mutual aid networks, facilitate exchanges between peer helpers from different unions, and offer support on various topics crucial to their work. To achieve this, several successful events were organized during the last mandate.

For example, several happy hour events were held, including one in October 2023, which served as a networking opportunity to foster exchanges and reduce isolation. During these events, T-shirts featuring the mutual aid logo were distributed. Additionally, the Conseil central organized booths on multiple occasions, such as at the CSN Congress in 2023, where all regional leaders participated.

To continue fostering discussions, sharing resources, and connecting peer helpers, the Conseil central maintains a Facebook page and a Facebook group specifically for peer helpers.

### **Affiliated Unions Having Participated in 2022-2025 Activities and/or Having an Active Mutual Aid Network**

1. Syndicat des travailleuses et des travailleurs du CIUSSS du Centre-Sud-de-l'Île-de-Montréal - CSN \*
2. Syndicat des travailleuses et des travailleurs du CIUSSS de l'Est-de-l'Île-de-Montréal - CSN (section 2 et 3) \*
3. Syndicat des travailleuses et travailleurs de Rolls-Royce Canada - CSN\*
4. Syndicat des travailleurs(euses) des Épiciers unis Métro-Richelieu (CSN)\*
5. Syndicat des employés et employées d'Énergir (CSN)\*
6. Syndicat du personnel technique et professionnel de la société des alcools du Québec. \*
7. Syndicat des travailleuses et travailleurs de la STM - CSN (employé-es de l'entretien)
8. Syndicat des RSGE de la Grenouille Rose - CSN
9. Syndicat des enseignantes et enseignants du Cégep Montmorency
10. Syndicat d'Ikea Montréal (CSN)
11. Syndicat national des employés-es du CHU Sainte-Justine - CSN (4 catégories) \*
12. Syndicat des RSGE de St-Léonard - CSN
13. Syndicat des travailleuses et travailleurs de SUCO - CSN
14. Association professionnelle du personnel administratif (CSN) (3 sections : section principale, English Montreal School Board, Centre de services scolaire de Montréal) \*
15. Syndicat des travailleuses et travailleurs du CIUSSS du Nord-de l'Île-de-Montréal (section 2 et 3) \*

16. Syndicat des employés et employées du Cégep du Vieux Montréal (CSN)
17. Syndicat des employé-es du Centre hospitalier de l'université de Montréal - CSN (section 2 et 3)
18. Syndicat des enseignantes et enseignants du Collège Lasalle – CSN
19. Syndicat des travailleurs-euses du Ritz Carlton (CSN)
20. Syndicat des employé-es du Centre universitaire de santé McGill-CSN
21. Syndicat des travailleuses et travailleurs de Mitchel-Lincoln Cavendish - CSN
22. Syndicat des travailleuses et travailleurs de Keurig – CSN
23. Syndicat des responsables en service de garde en milieu familial de Montréal-Est – CSN
24. Syndicat des travailleuses et travailleurs du CISSS de Laval - CSN (section 2, 3, 4)
25. Syndicat des travailleurs(euses) de Distribution Multi-Markques-Laval - CSN (Bimbo) \*
26. CHU Ste-Justine SPSIC \*
27. Syndicat des travailleuses et travailleurs des centres d'hébergement du Grand Montréal (CSN) – Section manoir de l'Ouest de l'Île
28. Syndicat du Préhospitalier – CSN
29. Syndicat des travailleurs(euses) des pâtisseries Au Coq (CSN)
30. Syndicat des travailleuses et travailleurs des stationnements de Montréal – CSN
31. Syndicat des travailleuses et travailleurs uni-es de BAnQ – CSN
32. Syndicat des employé-e-s d'Urgences-santé (CSN)
33. Syndicat des employées et employés de la Société des casinos du Québec – CSN (Casino de Montréal) \*
34. Syndicat des employés du Cégep Rosemont CSN
35. Syndicat des responsables des services éducatifs à l'enfance Ahuntsic - Villeray - Petite Patrie – CSN
36. Syndicat des employé(e)s de soutien du C.E.G.E.P de Saint-Laurent
37. S des professeurs du Cégep St-Laurent \*
38. Syndicat des employés de bureau de la Société de transport de Laval (CSN)
39. Syndicat national des employés de bureau pour le port de Montréal
40. Syndicat des employés du Centre de formation populaire
41. Syndicat National du Personnel de Francisation-CSN
42. Fédération de la CSN-Construction
43. Syndicat des travailleuses et travailleurs du Holiday Inn Sinomonde
44. John Abbott College Faculty Association

45. Syndicat des travailleuses et travailleurs de l’Hôtel Reine Elizabeth - CSN (3 sections) \*
46. Association des étudiant-e-s diplômé-e-s employé-e-s de McGill
47. Syndicat des techniciens-nes et des professionnels-les de la santé et des services sociaux du Québec S.T.E.P.S.S.Q. (FP-CSN)\*
48. Syndicat des travailleuses et travailleurs des Produits Scientific Games - CSN\*
49. Syndicat des employés de magasins et de bureaux de la Société des Alcools du Québec\*
50. Syndicat des employés de soutien du Cégep André Laurendeau \*
51. Syndicat des professeurs du Collège d’enseignement général et professionnel de Maisonneuve\*
52. Syndicat des travailleuses et travailleurs de Shred-it - CSN\*
53. Syndicat des techniciens(nes) de laboratoire de Héma-Québec (CSN) \*
54. Syndicat des travailleuses et travailleurs de l’Hôtel Méridien de Montréal (CSN) \*
55. Syndicat du personnel du collège Mont Saint-Louis \*
56. Syndicat des enseignantes et enseignants du Collège de Montréal (FNEEQ-CSN) \*
57. Syndicat des enseignantes et des enseignants du Collège Regina Assumpta – CSN \*
58. Syndicat des travailleuses et travailleurs de l’Institut de cardiologie de Montréal – CSN \*

\* Réseaux actifs (28)

## **Referral to Pavillons du Nouveau Point de Vue**

For several years, the CSN has partnered with the Pavillons du Nouveau Point de Vue to provide union members struggling with addiction access to a 21-day closed-cure treatment program at an affordable cost. This partnership ensures that workers can prioritize their health without financial barriers standing in their way.

Requests for treatment are assessed by a team of regional representatives from each CSN central council, in collaboration with mutual aid network representatives and unions. This team is responsible for directing individuals to the therapy center and ensuring confidential follow-up throughout their treatment process.

## **Perspectives**

To strengthen and support mutual aid networks within the Conseil Central, the mutual aid development team is currently working on several short-term initiatives. A strategy has been implemented to support unions in dispute or lockout, especially during the most challenging periods. Moving forward, whenever a union enters into conflict, the regional mutual aid development manager will proactively reach out to meet with union members to either strengthen or establish a solid mutual aid network.

The mutual aid team is also continuing its efforts to create a comprehensive list of affiliated unions with active mutual aid networks. At the same time, the team is building stronger connections within each union, reactivating existing relationships, and forming new ones. In the future, maintaining an up-to-date database will be crucial, incorporating ongoing updates

for each network.

Another key objective for the mutual aid team is to prepare the next generation of English-speaking members. To better support English-speaking and allophone unions in the Far North and across the CSN's service regions, the team is working on translating training and promotional materials into English.

A meeting will soon be held with the mutual aid team, the executive committee, and union members representing home childcare providers. Home childcare providers find themselves in a unique situation: they often work alone, which can lead to isolation, while also performing a highly stressful job. They have shown strong interest in launching a mutual aid network. Several home childcare providers have already completed the training and participated in various events. A meeting will be organized to discuss how to create a structure tailored to their needs, as well as the potential development of an online platform.

Finally, following the great success of National Day of Caring 2025, the team is eager to offer more opportunities for members to exchange ideas on mutual aid. It also aims to establish new partnerships with community organizations, such as the Table de concertation des organismes au service des personnes réfugiées et immigrantes (TCRI).

## A Final Word

The challenges facing workers have steadily increased in recent years, making mutual aid more indispensable than ever. The Conseil central would like to extend its congratulations to the mutual aid networks, the work team, and everyone who believes in this project and continues to support CSN members through their trials and tribulations. It is truly inspiring to witness the care, solidarity, and creativity demonstrated by mutual aid committees across the unions affiliated with the Conseil central. The Conseil central's commitment remains steadfast: to support peer helpers so they can continue promoting mutual support among workers and contribute to building healthy, humane workplaces—today and well into the future. Mutual aid is not just a value; it's a concrete union action that addresses real, tangible issues.



## **List of People Involved in Mutual Aid Development 2022–2025 Mandate**

### **Regional People in Charge of Mutual Aid Development**

Éric Le Chasseur (August to November 2022)

Julien St-Germain-Ian (February to September 2024)

Maxime Pineault (October to November 2024)

Kiersten Beszterda van Vliet (October 2024 to present)

### **Centre St-Pierre**

Susie Richard

Lise Noël

### **Responsable politique du dossier de l'entraide**

Ramatoulaye Diallo, CCMM–CSN Treasurer

### **Union Advisors**

Alice Lepetit

Caroline Joly

### **Office Workers**

Adeline Beaudoin

Christine Lahaie

Roxane Dufour-Duclos

Linda Robinson.

# Training

The CCMM–CSN provides a comprehensive training program and pedagogical tools to support elected representatives of affiliated unions in understanding and fulfilling their roles within their respective unions.

Each year, the Conseil central offers approximately 80 training sessions to affiliated unions across Montreal, Laval, Nunavik, and Eeyou Istchee Baie-James. These sessions are conducted in French or English and are held in person, fostering dialogue and the sharing of experiences among union representatives.

The training program covers key union responsibilities, including the union executive, treasury, union secretariat, and the role of union representative. In addition, the Conseil central provides educational and awareness-based sessions on specific themes such as mobilization, public speaking for women, the status of women, and mutual aid networks.

A dedicated training on LGBT+ realities is also integrated into the Union Executive 1 session, raising awareness of the challenges faced by workers who identify with this community.

The Conseil central collaborates closely with training policy officers from other central councils. As a result, it can accommodate members from other councils when space permits.

Training is a vital service for affiliated unions and often serves as the first point of contact between newly elected members and the Conseil central.

