

À L'OFFENSIVE!
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À L'OFFENSIVE!



AGENDA
OPERATION
AND RULES OF
PROCEDURE



39th Congress
May 5 to 9, 2025
Montreal

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Agenda

Monday, May 5th

8-4 p.m. Registration (Room 524 B-C)

8:30 a.m. Welcome session for new delegates (Room 524 A)

10 a.m. Plenary session (Room 520)

- Official opening of the 39th Congress by President Dominique Daigneault
- Address by Caroline Senneville, President of the CSN
- Address by Marc-Édouard Joubert, Comité intersyndical du Montréal métropolitain
- Address by Félix Lapan, Union des travailleuses et travailleurs accidentés ou malades
- Introduction of guests
- Congress procedures and operations
- Appointment of the Congress Support Secretary
- Preliminary report from the Credentials Committee
- Adoption of 39th Congress Agenda
- Approval of minutes of the 38th Congress
- Admission of visitors
- Recognition of new union affiliations
- Election of election chairperson and secretary
- Overview of the election process

12:30 p.m. Lunch

2 p.m. Plenary session (Room 520)

- First report of the Credentials Committee
- Review of activities (2022–2025)

3:30 p.m. Break

3:45 p.m. Plenary session (Room 520)

- National Day of Awareness for Missing & Murdered Indigenous Women and Girls and 2SLGBTQI+ people
- Proposals 3.7 to 3.10
- Amendments to statutes and regulations

5 p.m. Adjournment

Tuesday, May 6th

On the Offensive Against the Rise of the Right

8-4 p.m. Registration (Room 524 B-C)

9 a.m. Plenary session (Room 520)

- Second report of the Credentials Committee
- Opening of the day: Presentation of the orientation text

9:30 a.m. Plenary session (Room 520)

- Capitalism, Social Inequality and the Rise of the Right
 - ◇ Panel
 - ◇ Guests: Julia Posca, Institut de recherche et d'informations socioéconomiques and Chacha Enriquez, Syndicat des professeures et professeurs enseignants de l'UQAM
- LGBT+ Committee Presentation

11 a.m. Break

11:15 a.m. Plenary session (Room 520)

- Panel discussion: "Social Inequalities and the Rise of the Right in Our Workplaces and Society"
 - ◇ Roundtable
- Proposals 1.2 and 1.3
- Status of Women Committee Presentation

12:30 p.m. Lunch

2 p.m. Plenary session (Room 520)

- Third report of the Credentials Committee
- Panel discussion: "How Can the Trade Union Movement Counter the Rise of the Right?"
 - ◇ Panel and roundtable
 - ◇ Guests : Carl Rosen, United Electrical, Radio and Machine Workers of America (United States) and Lenin González, Frente Autentico del Trabajo (Mexico)
- Proposal 1.4
- International Solidarity Committee Presentation

3:30 p.m. Break

3:45 p.m. Plenary session (Room 520)

- Finance report

- ◇ Financial statements (2022-2024)
- ◇ Supervisory Committee report
- ◇ Budget proposals (2025-2027)
- ◇ Spending policies of the Conseil central
- Proposals 4.2, 6.1 and 6.2
- Education Committee Presentation

5 p.m. Adjournment

Wednesday, May 7th

On the Offensive to Protect Our Rights and Quality of Life

8-4 p.m. Registration (Room 524 B-C)

4 p.m. Deadline for privilege motions

- Privilege motions must be submitted in writing to the Congress Secretariat **by 4 p.m. on Wednesday, May 7.**

9 a.m. Plenary session (Room 520)

- Fourth report of the Credentials Committee
- Workers' rights
 - ◇ Panel
 - ◇ Guests:
 - ◇ Mélanie Laroche, Associate Professor, School of Industrial Relations, Université de Montréal, Éric Dufault, Syndicat des employé-e-s de bureau du Cimetière Notre-Dame-des-Neiges-CSN and Jimmy Ducharme of the Casino intersyndicale and the CCMM-CSN's
 - ◇ Right to Work Committee
- Proposals 2.1 et 2.2
- Right to Work Committee Presentation

10:45 a.m. Break

11 a.m. Plenary session (Room 520)

- Right to Information
 - ◇ Panel
 - ◇ Guests: Annick Charrette, President, Fédération nationale des communications et de la culture-CSN, Alain Saulnier, Honorary Professor, Department of Communication, Université de Montréal and Richard Bousquet, Syndicat des professeures et professeurs enseignants de l'UQAM
- Proposals 2.3 and 2.4
- Austerity, Social Safety Nets, and the Protection of Public Services

- ◇ Panel
- ◇ Guests: Maggie Sauvé, Syndicat des techniciens-nes et professionnels de la santé et des services sociaux du Québec–CSN, Anne Thibault-Bellerose, Advisor, CSN Research Department and Maxime Jonathan Beaudet with Stéphane Payette, members of the strategy committee for the Vraiment public campaign
- Health and Social Services Committee Presentation

12:30 p.m. Lunch

2 p.m. Plenary session (Room 520)

- Fifth report of the Credentials Committee
- On the Offensive Against All Forms of Discrimination
 - ◇ Panel
 - ◇ Guests: Amel Zaazaa, Observatoire pour la justice migrante, Carole Bénédicte, Centre des travailleuses et travailleurs immigrants, Frédéric Vachon with Maude Massicotte, Ex Aequo and Patricia Forgues, Syndicats des employé-e-s du Cégep du Vieux Montréal
- Proposals 3.1 to 3.6
- Immigration and Intercultural Relations Committee Presentation

3:45 p.m. Break

4 p.m. Plenary session (Room 520)

- Amendments to statutes and regulations
- Health and Safety Action Committee Presentation

5 p.m. Adjournment

**Thursday, May 8th
Organized to Go On the Offensive**

8-12 p.m. Registration (Room 524 B-C)

12 p.m. Registration closes

12 p.m. End of nomination period for elections

9 a.m. Plenary session (Room 520)

- Sixth report of the Credentials Committee
- Union and Political Education
 - ◇ Panel
 - ◇ Guests: François Fillion-Girard, Syndicat des employé-e-s du Cégep du Vieux Montréal, Pierre-Olivier Parent, Head of the CCMM–CSN Environment Committee and a member of the CCMM–CSN Executive Committee

- Proposals 1.1, 4.1, 4.3, 4.4
 - Environment Committee Presentation
- 10:45 a.m. Break**
- 11 a.m. Plenary session (Room 520)**
- Ongoing union struggles
 - Privilege motions
- 12:30 p.m. Lunch**
- 2 p.m. Plenary session (Room 520)**
- Last report of the Credentials Committee
 - Unionization
 - ◊ Panel et atelier
 - ◊ Guests: David Bergeron-Cyr, CSN Second Vice-President, Marc-André Beauchamp-Diotte, Advisor, CSN Unionization Department and Félix Trudeau, President, Syndicat des travailleuses et travailleurs d'Amazon Laval-CSN
- 3:30 p.m. Break**
- 3:45 p.m. Plenary session (Room 520)**
- Proposals from affiliated unions
- 4:45 p.m. Nominations for the Executive Committee and Union Council**
- 5 p.m. Candidate statements for elected positions**
- 5:30 p.m. Adjournment**
- 5 p.m. to 10:30 p.m. Solidarity Event (Room 720)**

Friday, May 9th

- 9 a.m. Plenary session (Room 520)**
- Proposals from affiliated unions
 - Proposals 7.1, 7.2, 8, 9, 10, 11.1 to 11.6, 12.1, 13.1 and 13.2
 - Youth Committee Presentation
- 10:45 a.m. Break**
- 11 a.m. Plenary session (Room 520)**
- Amortization period
- 11:50 a.m. Explanation of the Election Procedure by the Election Chair**

12 p.m.

Lunch and vote

- **Executive Committee and Union Council Elections – 1st Round
Room 524 B-C)**

2 p.m.

Plenary session (Room 520)

- Election Chair's Report
- Executive Committee and Union Council Elections – 2nd round (if necessary)
- Recommendation to the General Meeting
- Inauguration of Newly Elected Executive Committee and Union Council Members
- Closing remarks by the Chairperson

5 p.m.

Adjournment

N.B. This schedule is subject to change.

Solidarity Evening

SOIRÉE FESTIVE

8 mai 2025, de 17 h à 22 h 30
Au Palais des congrès
Salle 720

Boissons et nourriture seront servies.



ANIMATION
DANSE
JEU-QUESTIONNAIRE
PRIX DE PRÉSENCE
AVEC BARBADA !

Conseil central
DU MONTRÉAL MÉTROPOLITAIN  **CSN**

Congress Operation

Schedule

Opening

Monday, May 5, 2025 10 a.m.
 Room 520, Palais des congrès de Montréal

Closing

Friday, May 9, 2025 5 p.m.
 The congress may close earlier, depending on progress.

Dates	Session Hours	Breaks	Lunch
May 5	10 a.m. to 5 p.m.	3:30 p.m.	12:30 to 2 p.m.
May 6	9 a.m. to 5 p.m.	11 a.m. and 3:30 p.m.	12:30 to 2 p.m.
May 7	9 a.m. to 5 p.m.	10:45 a.m. and 3:45 p.m.	12:30 to 2 p.m.
May 8	9 a.m. to 5:30 p.m.	10:45 a.m. and 3:45 p.m.	12:30 to 2 p.m.
May 9	9 a.m. to 5 p.m.	10:45 a.m.	12:30 to 2 p.m.

The Palais des congrès will be open from 8 a.m. each day.

Take this opportunity to visit the booths hosted by our committees, allies, and sponsors!

Congress Registration

Rooms 524 B-C

Registration Hours

May 5 8 a.m. to 4 p.m.
 May 6 8 a.m. to 4 p.m.
 May 7 8 a.m. to 4 p.m.
 May 8 8 a.m. to 12 p.m.

To vote or stand for election, you must be officially registered. Please register in Rooms 524 B-C.

Registration closes on Thursday, May 8 at 12 p.m.

The registration room will be closed for lunch from 12:30 to 1:45 p.m. daily, except on Monday, May 5.

Want to bring an urgent and important matter before Congress?

That's what privilege motions are for!

All requests must be submitted in writing to the Congress Secretariat (Room 522 B) by 4 p.m. on Wednesday, May 7.

The Privilege Motions Committee will then decide which questions will be dealt with during the congress at the meeting on Thursday, May 8, at 11 a.m.

Booth Schedule

The booths are a vibrant space for exchange and solidarity. Committees from active fronts of struggle, CSN confederal departments, allies, and sponsors will be on hand to connect directly with convention delegates.

You'll also find booths hosted by Unions in Conflict and the Object of Solidarity—a chance to meet comrades in struggle, express support, and contribute to their causes.

Booths are open daily from 8 a.m. to 5 p.m.

The Object of Solidarity booth will be open all week. Let's show our generosity to the workers defending their rights and striving to improve their working conditions!

Monday, May 5

Object of Solidarity
Fondation
Bâtirente
Caisse d'économie solidaire
Leucan
MCE Conseils

Tuesday, May 6

Object of Solidarity
LGBT+ Committee
International Solidarity Committee
Status of Women Committee
Education Committee
Youth Committee

Wednesday, May 7

Object of Solidarity
Right to Work Committee
Au bas de l'échelle
Environment Committee
Health and Social Services Committee
Occupational Health and Safety Action Committee
Union des travailleuses et travailleurs accidentés ou malades
Immigration and Intercultural Relations Committee
Centre des travailleuses et travailleurs immigrants

Thursday, May 8

Object of Solidarity
Unions in Conflict
Fédération nationale de la communication et de la culture-CSN
Entraide
Unionization
CSN Finance Department
CSN IT Department

Friday, May 9

Object of Solidarity

Rooms

Welcoming delegates	Foyer
Help for small unions	522 B
Interpretation equipment	520
Message center	522 B
Registration	524 B-C
Booths	Foyer
Exhibition hall	525 A-B
Voting hall	524 B-C
Executive Committee room	522 C
General Secretariat	522 B
Housekeeping	523 A-B
Welcome session for new delegates	524 A



**For more information, please contact the
General Secretariat of the Congress,
in room 522 B**

**Open May 5 to 8, 8 a.m. to 4 p.m. and
May 9, 8 a.m. to 12 p.m.**

General questions

Nomination forms

Messages to delegates

Questions of privilege

Lost & found, Etc.

Useful Informations

Welcome Session for New Delegates

A special welcome session is organized for all delegates attending a CCMM–CSN congress for the first time. This session is designed to introduce new participants to the Conseil central, its structures, and the congress' procedures and operations. We warmly encourage all new delegates to attend to help ensure they get the most out of their congress experience. The welcome session will take place on Monday, May 5, from 8:30 a.m. to 9:30 a.m., in room 524 A.

Financial Assistance for Small, Organizing, Striking or Locked-Out Unions

If your union is small, organizing, on strike, or locked out, it may be eligible for financial assistance from the Conseil central to attend the congress. For more information, visit Room 522 B during regular hours.

39th Congress Newsletter

Would you like to meet our information officer, Geneviève Lambert-Pilotte? She'll be happy to connect with you. Please leave your contact details at the Congress Secretariat (Room 522 B). Deadline for submitting texts or messages: 12 p.m.

Object of Solidarity

This year's solidarity item is available at a dedicated booth throughout the week. We encourage you to buy several and share them with your members—every purchase supports unions in conflict and their members!

Plenary Interpretation Service

As in past congresses, simultaneous interpretation will be available for English-speaking delegates and for presentations made in languages other than French. Interpretation equipment can be picked up at the back of the plenary hall, near the technical control room.

Congress General Secretariat

Need to pass along a message or get in touch with someone? Visit the General Secretariat in Room 522 B. Please note: No photocopying service is available on site.

Messages for Plenary Broadcast

Messages must be written and submitted at least one hour before each break and handed in to the General Secretariat (Room 522 B). Only authorized messages will be broadcast.

General Secretariat Hours

The general secretariat is open from May 5 to 8, from 8 a.m. to 4 p.m., and on May 9, from 8 a.m. to 12 p.m.

Posting and Distribution of Documents

Planning to distribute or post materials such as leaflets, flyers, or newsletters? You must first obtain authorization from Bertrand Guibord, General Secretary of the Conseil central, or his representatives: Guillaume Vézina or Geneviève Lambert-Pilotte. Please drop off your materials at the Congress Secretariat (Room 522 B) for approval.

Lost and Found

Lost something? Please contact the Congress Secretariat (Room 522 B) for assistance).

Checkroom

There will be no formal checkroom service during the congress. To ensure security, room doors will be locked when sessions are adjourned and reopened at the start of the next session. On Thursday, May 8, Room 523 A-B will serve as a temporary checkroom starting at 5:30 p.m., to help facilitate participation in the Solidarity Evening in Room 720.

Paramedical Assistance & First Aid

If you need first aid or paramedical support, please contact the General Secretariat (Room 522 B) or any member of the Congress Orderly Service.

In Case of Emergency – Security Operations Centre

For urgent medical or safety issues, do not dial 911 directly. Instead, dial 555 on any Palais des congrès intercom to reach the Security Operations Centre. Palais security will handle the emergency and coordinate any necessary services.

Transportation

The Place d'Armes metro station is directly connected to the Palais des congrès, located at 201 Viger Avenue West. A Bixi bike-sharing station is also conveniently located nearby.

Looking for a change of pace between sessions? Take a break and explore the Congress Exhibition Hall!

Video screenings from our allied groups

"Palestine Vivra" exhibit

Celebrating 50 years of the Comité intersyndical du Montréal métropolitain

Drop by Room 525 A-B, we'll see you there!



A Congress Is for Talking!

The heart of a congress is conversation: meeting others, exchanging ideas, and building solidarity. At the 39th CCMM–CSN Congress, we’re making space for many ways to express yourself and share your perspectives.

Don’t hesitate to switch seats during the congress, join a new table, meet someone you don’t know! Many unions have told us they want this congress to be a space for connection. And the best way to connect is simply to talk to fellow delegates, especially those you haven’t met before.

Plenary Sessions

These are the congress’s traditional spaces for discussion: at the microphone, in the main hall, before everyone. They’re essential for debating and voting on proposals. But we know that not everyone feels comfortable speaking in front of a large crowd. That’s why we’re also offering other ways to participate and make your voice and your union’s position heard.

Caucuses

Before each plenary debate, we’ll take a few minutes for informal caucuses at each table, in a quick brainstorming format. It’s a chance to exchange thoughts with those around you about the proposals on the table. Even brief, these caucuses help surface ideas, clarify positions, and enrich the larger conversation.

Roundtables

Roundtables are key moments for exchange and reflection during the congress. While they won’t focus on specific proposals, they will help us gather valuable insights that will shape how we carry out the mandates adopted during the congress. These conversations will surface the issues most important to unions and their members, as well as the needs of unions seeking to get more involved in the struggle.

Using the Wooclap platform

To make it easier for everyone to contribute ideas, share opinions, and ask questions, we’ll be using the Wooclap platform throughout the congress. This tool lets you send messages in real time during discussions, helping us reduce pressure on the plenary sessions while ensuring every voice is heard. Your input on Wooclap will help us identify priorities, concerns, and needs related to the topics being discussed and ensure they’re reflected in the actions that follow.

Using Wooclap is easy: just go to **Wooclap.com** and enter the event code RSKSXB. No need to install an application on your phone!

Instructions for Round Tables

At the start of the session, everyone should briefly introduce themselves with: name, job title, and home union. Please keep it short—we want to make time for discussion!

Each table should designate a facilitator to guide the discussion as well as a note-taker.

The facilitator makes sure that all topics are covered and that as many people as possible have a chance to speak. Contributions should be short and to the point. Try not to repeat ideas that have already been said; if you agree with something, say so right away and move on. You can also use the platform (see below) to highlight points of agreement.

Note-taking should provide a general overview of what was said, focusing on the most important ideas. It's not a writing contest; notes just need to be clear and legible. Don't worry about style or grammar; you don't even need to write full sentences, as long as the meaning is clear. These notes won't be shared publicly without being reviewed and edited. Of course, you should discuss the questions put to you, but if there is anything else you feel is relevant, you should make a note of it.

In addition to the written notes, each delegate is encouraged to use the Wooclap platform to share ideas they find interesting or important. If you hear something that resonates or seems worth highlighting, write it on the platform. This way, we'll have a snapshot of what was said both at each table and across the room.

Members of the CCMM–CSN union council will be present to answer questions and support your discussions as needed. Don't hesitate to reach out to them.

Have great discussions!

**Send us your comments directly using the
Wooclap platform**

Simply go to www.wooclap.com and enter the event code

RSKSXB

Your input is vital and will help us better understand and interpret the mandates given to us by the congress!

Rules of Procedure

General Procedure

Representation

The Congress consists of official delegates or their substitutes, appointed by affiliated unions. These delegates must have their credentials verified by the Credentials Committee and be accredited by the Congress. Each affiliated union in good standing is entitled to a number of delegates based on the average annual dues-paying membership from the previous year.

Delegate Calculation:

1 à 399 members	2 delegates
400 à 599 members	3 delegates
600 à 799 members	4 delegates

For every additional 200 members, one more delegate is added.

Unions may appoint substitute delegates, though the number of substitutes cannot exceed the number of official delegates.

Members of the Conseil central's Executive Committee and the Trade Union Council are considered official delegates to the congress.

Powers

The congress is the highest authority of the Conseil central. It reviews and approves the reports submitted to it, adopts the financial statements for the past three years, and approves the budget for the upcoming term. It also establishes the mandates to be carried out over the next three years.

The congress elects the members of the Executive Committee, the Union Council, and other committees outlined in the by-laws and regulations. Only the congress has the power to amend the statutes and regulations of the Conseil central.

Quorum

The quorum for the convention is 20% of the official delegates registered at the opening of the congress.

Congress Participation and Identification

All official delegates accredited by the congress have the right to speak and vote. To encourage broad participation, priority is given to delegates who have not yet spoken on an issue before allowing a second turn for a delegate who has already contributed (maximum 5 minutes for the first round, 3 minutes for the second round).

Alternate delegates, members of the CSN Executive Committee, federations, other central councils, and movement employees may speak but do not have the right to vote.

Visitors admitted by the congress may neither speak nor vote.

Elections Procedure

Nominations

Nomination forms for positions on the Executive Committee and the Union Council are available at the Congress Secretariat in Room 522 B.

To nominate a candidate, the form must be supported by five official delegates, signed by the candidate, and include a clear indication of the position they are standing for. Completed nomination forms must be submitted to the Congress General Secretariat by noon on Thursday, May 8, 2025.

Nominations will take place during the plenary session on Thursday, May 8, at 4:45 pm. A designated time will follow immediately after the announcement of nominations for candidates to present statements for the elected positions. Completed nomination forms will be distributed to delegates during the congress. A special 39th Congress newsletter will be dedicated to the elections, allowing candidates to share their candidacies in the format authorized by the Elections Chair.

Elections

The polling station will be located in Rooms 524 B-C and will be open on Friday, May 9, 2025, from 12:00 p.m. to 2 p.m. The Election Secretary will appoint a scrutineer and a secretary for each polling station.

Each candidate may designate one official representative per polling station. Representatives must present a letter of proxy signed by the candidate to the deputy returning officer.

Voting Procedure

The Election Secretary will provide pre-printed ballot papers, each in a distinct color corresponding to the position being contested.

The list of accredited official delegates will be organized alphabetically and divided evenly among scrutineers.

At the polling stations, clearly marked alphabet letters will help delegates identify where to vote.

Voting is conducted by secret ballot, under the supervision of the Chair of Elections.

Each official delegate must wear their identification badge (white roundel) visibly when arriving at a polling station.

The deputy returning officer initials the ballot paper before handing it to the official delegate who comes forward to vote. After the ballots have been deposited in the ballot box, the scrutineer crosses out the name of the delegate who has just voted. This delegate votes by marking with a cross or a check the box corresponding to the name of the candidate of his or her choice.

Candidates are elected by an absolute majority of the votes cast. If no candidate receives an absolute majority, the candidate with the fewest votes is eliminated in each subsequent round of voting.

Immediately after the polls close the deputy returning officer, in the presence of the representatives of the candidates on site, counts the ballots and reports to the election secretariat. The secretary of the elections proceeds with the general tabulation, in the presence of the

deputy returning officers, the secretaries and the representatives who wish to attend, verifies the compilation and reports without delay to the president of the elections, who communicates the results of the vote to the representatives of the candidates.

At the opening of the congress session following the election, the Elections Chair officially announces the results of the ballot to the assembly. If no further balloting is required, the Chair proclaims the elected candidates and, at the close of the Congress, proceeds with the installation of the new members of the Executive Committee and the Union Council of the Conseil central du Montréal métropolitain–CSN.

Any contestation of the election must be submitted within thirty (30) days of the close of the convention. Only a defeated candidate may contest the election, and only for the position for which they were a candidate.