

À L'OFFENSIVE!
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**PROPOSALS
FOR RECOMMENDATIONS
FROM THE UNION COUNCIL**



39th Congress
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Montreal



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Please be advised that the French version of the document titled « *Propositions de recommandations du conseil syndical* » is the official version.

In the event of any inconsistencies between the French and English translations, the French version shall prevail.

1. On the Offensive Against the Rise of the Right

1.1 That the CCMM–CSN mandate the Environment Committee to organize Just Transition Days dedicated to reflecting on degrowth and the democratization of the economy, in collaboration with sectoral committees, affiliated unions, the CSN, and civil society allies.

1.2 That the CCMM–CSN organize popular education activities for members of affiliated unions and the general public, with a particular focus on countering right-wing and far-right discourse.

1.3 That the CCMM–CSN organize a joint reflection and mobilization event, inviting union, community, and civic organizations committed to strategizing a collective offensive against capitalism and the social injustices it produces, while exploring and advancing viable alternatives.

1.4 That the CCMM–CSN mandate the International Solidarity Committee to deepen ties with local and international allies, in order to build coordinated resistance to the growing influence of political and economic right-wing and far-right movements across the continent.

2. On the Offensive to Protect Our Rights and Quality of Life

2.1 That the CCMM–CSN, in line with the mandate given to the Right to Work Committee at the 38th Congress, collaborate with the CSN, union allies, and civil society to defeat the Boulet reform and any attempt to undermine workers’ rights, and to ensure the implementation of the measures proposed in the Committee’s report.

2.2 That the CCMM–CSN demand the extension of the right to strike to non-unionized workers, as well as the recognition of the right to strike in response to political issues.

2.3 That the CCMM–CSN support the FNCC’s Information, a Public Good campaign and encourage its affiliated unions to do the same.

2.4 That the CCMM–CSN initiate a broad reflection on strategies to end our collective dependence on GAFAM.

3. On the Offensive Against All Forms of Discrimination

Whereas the CCMM–CSN’s Declaration of Principles and its historic positions against discrimination;

Whereas the importance of recognizing the specific challenges, realities, and needs of workers with disabilities;

Whereas ableism is an oppressive value system that positions so-called “able-bodied” individuals without visible or invisible disabilities as the social norm;

Whereas it is essential that all members feel included in our structures, demands, and actions;

Whereas the issues faced by people with visible or invisible disabilities—such as those related to neurodiversity, mobility, sensory, psychological, or cognitive differences—are complex and intersectional;

Whereas the CCMM–CSN has historically served as a driver of change within the CSN movement;

It is proposed :

3.1 That the Conseil central du Montréal métropolitain–CSN denounce the ableist impacts of government policies, including those stemming from budgetary austerity, and demand concrete measures and dedicated funding to combat ableism.

3.2 That the Conseil central du Montréal métropolitain–CSN establish an ad hoc committee composed, in part, of members who have lived experience with disability or are directly concerned by ableist systems, with the mandate to:

- Reflect on its practices;
- Revise by-laws, regulations, the Declaration of Principles, and policies to ensure accessibility, explicitly include the rights of people with disabilities, and eliminate ableist language;
- Adopt a proactive inclusion policy for people with disabilities;
- Develop a platform of demands;
- Mobilize and take political action against ableism.

3.2.1 That this work be carried out in collaboration with human rights organizations and research centers specializing in disability justice.

3.2.2 That a follow-up meeting be held within the first half of the mandate.

3.3 That the CCMM–CSN organize awareness and education initiatives on ableism and universal accessibility.

3.4 That the CCMM–CSN invite the CSN, its affiliated unions, and other labour organizations to mobilize and take action to counter ableism in the workplace and society at large.

Whereas the resolution adopted at the CCMM–CSN General Meeting on April 6, 2022;

Whereas the closed work permit under which certain workers are recruited renders them highly vulnerable to exploitation, amounting to what UN Special Rapporteur Tomoya Obokata has described as “contemporary forms of slavery,” as stated in his report published on July 22;

Whereas the recent measures announced by the governments of Quebec and Canada to “dissuade” employers from hiring temporary foreign workers will primarily harm those already present in the territory and most affected by this system;

Whereas the vast majority of undocumented migrants have lost their immigration status due to restrictive immigration policies and systemic loopholes, which disproportionately promote the use of temporary workers with closed permits;

Whereas immigrant workers continue to face exploitation at the hands of employment agencies and unscrupulous employers, compounded by the overall precarity of their legal and social standing;

Whereas anti-immigrant rhetoric is on the rise, scapegoating migrants for systemic issues such as the housing crisis and failures in the healthcare system;

Whereas the CCMM–CSN and the CSN are members of the Quebec Campaign for Regularization and Migrant Justice, which is calling on the federal government to abolish closed work permits, grant temporary foreign workers access to permanent residency, and implement a broad, inclusive program for regularization;

It is proposed :

3.5 That the CCMM–CSN continue its collaboration with allied organizations to demand the abolition of closed work permits for temporary foreign workers.

3.6 That the CCMM–CSN maintain its active involvement in the Quebec Campaign for Regularization and Migrant Justice, and invite all its members to mobilize in support of the campaign’s goal: the full and inclusive regularization of foreign workers living in Quebec.

Whereas the CCMM–CSN’s policy statements;

Whereas the historical positions of the CCMM–CSN;

Whereas the Canadian state has enacted colonial laws that remain in effect to this day;

Whereas we acknowledge the intergenerational trauma caused by the colonial policies of both federal and provincial governments;

Whereas the conclusions and recommendations of the Truth and Re-

conciliation Commission;

Whereas the findings and recommendations of the National Inquiry into Missing and Murdered Indigenous Women and Girls;

Whereas we support the action plan of the Assembly of First Nations of Quebec and Labrador (AFNQL);

Whereas the United Nations Declaration on the Rights of Indigenous Peoples;

It is proposed :

3.7 That the CCMM–CSN engage in the struggle against colonialism and neo-colonialism, in collaboration with its affiliated unions and international allies.

3.8 That the CCMM–CSN raise awareness among its affiliated unions about the systemic discrimination produced by colonial and neo-colonial structures.

3.9 That the CCMM–CSN organize educational and awareness-raising activities on the realities faced by Indigenous peoples, in collaboration with its Indigenous members.

3.10 That the CCMM–CSN evaluate its practices and commit to an ongoing process of decolonization.

4. Organized to Go on the Offensive

4.1 That the CCMM–CSN establish an advisory committee tasked with reviewing the organization of its political work, particularly with regard to the composition of the union council, intra-regional representation of affiliated unions, struggle fronts and their committees, the executive committee, the mobilization committee, and the mobilization network.

4.1.1 That the advisory committee be composed of two members of the executive committee (including the president), one member of the union council, two delegates to the CCMM–CSN general meeting, and the team coordinator.

4.1.2 That the advisory committee report on its work to the general assembly during the current mandate.

4.1.3 That the committee propose revisions to the structure of the central council and to the CCMM–CSN by-laws in time for the 40th Congress.

4.2 That the CCMM–CSN create a dedicated budget line titled “Special Projects” to fund one-off initiatives aimed at advancing its political positions among affiliated unions and in society at large, notably by providing release time for activists.

4.2.1 That a committee be established to oversee this fund and consider eligible projects, composed of two members of the executive committee (including the treasurer), one member of the union council, two delegates elected by the general meeting, and one representative of the employees on the work team.

4.3 That the CCMM–CSN develop popular education activities, in collaboration with allies in the CSN and the community sector, to engage affiliated unions and their members on issues aligned with the organization’s political positions and the interests of its members.

4.4 That the CCMM–CSN organize social, political, cultural, artistic, and sports activities on a regular basis throughout its mandate, to foster cohesion among affiliated unions, highlight the talents of their members, and promote solidarity as well as union and political consciousness.

OTHER MOTIONS

5. Unionization

Whereas the historic positions of the CCMM–CSN;

Whereas the need to pursue our unionization efforts; ;

It is proposed :

To receive the unionization report;

5.1 That the CCMM–CSN continue its longstanding collaboration with the Unionization Department.

6. Car-Sharing Reimbursement

Whereas road transport accounts for one-third of greenhouse gas emissions in Quebec;

Whereas greenhouse gas emissions from road transport have increased by 37% since 1990;

Whereas the number of personal vehicles has grown three times faster than Quebec's population over the same period;

Whereas the average personal car is parked and unused 95% of the time;

Whereas the manufacturing of an electric vehicle accounts for nearly 90% of its carbon footprint;

Whereas “the electric car generates the same problems of road congestion, loss of natural spaces due to urban sprawl and road construction, heat islands caused by parking infrastructure, sedentary lifestyles, and road injuries and fatalities”;

Whereas these issues highlight the urgent need to reduce the number of personal vehicles in Quebec, electric or otherwise;

It is proposed :

6.1 That the CCMM–CSN reimburse the cost of car-sharing services (e.g., Communauto) used by its elected representatives and employees in the course of their duties, upon presentation of supporting documents, and without reimbursement of mileage or membership fees;

6.2 That the CCMM–CSN call on the CSN to reach an agreement with Communauto to make car-sharing vehicles permanently available at 1601 De Lorimier, allowing elected representatives and employees of the CSN and its affiliated organizations to access them easily for work-related travel.

OTHER MOTIONS FROM AFFILIATED UNIONS

7. Proposal from the Syndicat des Travailleurs des Épiciers Unis Métro-Richelieu–CSN

Whereas there is currently no registry of recycling companies within the CCMM–CSN;

Whereas all CSN organizations participate in the meetings of the CSN’s National Environmental Coordination;

Whereas the National Environmental Coordination has, to date, held only two meetings;

Whereas many unions still lack an environmental committee;

It is proposed :

7.1 That the CCMM–CSN exert the necessary pressure on the CSN to increase the number of meetings of the National Environmental Coordination to a minimum of four per year;

7.2 That the CCMM–CSN establish a registry of recycling companies to be made available to unions, enabling them to better advocate for recycling practices with employers;

7.3 That the CCMM–CSN organize regional Just Transition Days.

Union Council Recommendation: That the proposal be submitted to the Congress as amended.

8. Proposal from the Syndicat national des employé-es du CHU Ste-Justine

Whereas the current socio-political climate;

Whereas ongoing cuts in the workplace;

Whereas the lack of mental health resources, with no foreseeable improvements in the short, medium, or long term;

Whereas the mental health of our members is deteriorating;

Whereas local union representatives have become frontline responders when members are in crisis, and are regularly exposed to human distress and trauma;

It is proposed :

That the Conseil central du Montréal métropolitain–CSN add recurring training on compassion fatigue (vicarious trauma) to its training offerings.

Union Council Recommendation: That the proposal be rejected and that the intent of the mandate be addressed within the framework of recommendation 4.3.

9. Proposal from the Syndicat du Personnel enseignant du Collège Ahuntsic

Whereas social, sexist, racist, political, and anti-union attacks are multiplying and demand that we strengthen our organizational capacities;

Whereas the need to equip ourselves with political and popular education tools to train our members;

Whereas it is essential to create spaces where experiences of past and current struggles can be shared;

Whereas training camps, such as those offered by Labor Notes, have proven effective;

It is proposed :

9.1 That the CCMM–CSN create an ad hoc Political and Activist Training Committee;

9.2 That the purpose of this committee be to organize training camps to provide workers with the political tools needed to organize both in and beyond the workplace;

9.3 That these training camps include opportunities for activists from diverse backgrounds to share their knowledge and experiences;

9.4 That the committee work closely with the fronts of struggle and the union council to ensure alignment with CCMM–CSN mandates;

9.5 That the committee be composed of one elected member of the executive committee, one employee, three delegates from affiliated unions (and one member of the education committee)*, all duly elected at the general meeting.

Union Council Recommendation: That this proposal be adopted as amended.

**The addition of a representative from the education committee was adopted at the last general meeting and will be brought back for ratification at the May congress.*

10. Proposal from the Syndicat des employé-es de l'événementiel–CSN

10.1 That the CCMM–CSN expand its training offer beyond the typical Monday to Friday, 9 a.m. to 5 p.m. schedule, to improve access for a broader range of members.

Union Council Recommendation: That this proposal be adopted as proposed.

10.2 That the CCMM–CSN offer communication and public relations training to its members to better equip them for public-facing struggles.

Union Council Recommendation: That this proposal be rejected and that the mandate be carried out within the framework of recommendation 4.3.

11. Proposal from the Syndicat des employé-es du Cégep du Vieux Montréal

Whereas the CCMM–CSN, the CSN and affiliated unions have a historic position in support of oppressed populations;

Whereas the term “able-bodied diversity” refers to the diversity of deaf, disabled and neurodivergent people, including those living with visible and invisible disabilities, as well as those with mental health conditions;

Whereas ableism is the discrimination experienced by people of all abilities;

Whereas ableism can affect everyone, which makes it a cross-cutting issue;

Whereas workers who have had a work accident or been off work can experience ableism;

Whereas people of all abilities face discrimination in hiring;

Whereas universal accessibility and the anti-ableist struggle are intersectional and impact historically oppressed groups including, but not limited to, women, 2SLGBTQIA+ individuals, First Nations people and people of immigrant background;

Whereas equity, diversity, inclusion and accessibility are principles that must be promoted and protected in the workplace and society;

Whereas recent government cuts to employment integration organizations increase hiring discrimination and hinder the inclusion of people with diverse abilities;

Whereas the Charter of Rights and Freedoms states: “Every person has a right to full and equal recognition and exercise of his human rights and freedoms, without distinction, exclusion or preference based on [...] a handicap or the use of any means to palliate a handicap.”

It is proposed :

11.1 That the CCMM–CSN mobilize its members and organize awareness-raising activities on ableism and universal accessibility;

11.2 That the CCMM–CSN negotiate with the government to implement concrete anti-ableist measures in the workplace;

11.3 That the CCMM–CSN revise its constitution and by-laws to make them accessible, explicitly integrate the rights of people with disabilities, remove ableist language, and adopt a proactive inclusion policy;

11.4 That the CCMM–CSN create a committee of people concerned by disability diversity to address ableism, and to engage in political action in collaboration with human rights organizations, research centers, student committees and other unions;

11.5 That the CCMM–CSN invite other unions to join the anti-ableist struggle;

11.6 That the CCMM–CSN invite the CSN to take concrete action against ableism in the workplace.

Union Council Recommendation: That this proposal be rejected and that proposal 3.1 be adopted instead

12. Proposal from the Syndicat des professeur-e-s du Cégep du Vieux Montréal

12.1 That the CCMM–CSN take a position in favour of CDPQ divestment from companies associated with violations of human rights and international law in Palestine.

Union Council Recommendation: Reject this proposal and treat it as a question of privilege.

13. Proposal from the Syndicat des enseignantes et enseignants du Collège Montmorency

Whereas the ambitious ecological resolutions adopted by the CCMM–CSN at its last congress, and the need to develop broad alliances to achieve these mandates;

Whereas the success of the campaigns led by Travailleuses et travailleurs pour la justice climatique (TJC) since its creation (launch of the États généraux de l'éducation pour la transition écologique et sociale, workers' assemblies in the aeronautics, forestry and natural gas sectors, organization of climate-related strikes and demonstrations);

Whereas some ten unions affiliated to CCMM–CSN are already members of TJC;

Whereas the CCMM–CSN actively collaborates with TJC in its activities and in the realization of its vision of an egalitarian society in which economic production respects planetary limits and is organized by and for the community;

It is proposed :

13.1 That the CCMM–CSN continue to actively collaborate with TJC in its activities and in the realization of its vision of an egalitarian, democratic and regenerative society;

13.2 That the CCMM–CSN invite its unions to become members of TJC and to support the organization financially.

Union Council Recommendation: Adopt this proposal as amended.