



RESOLUTIONS FROM THE UNIONS

	Proposals from the unions	Recommendations of the Resolutions Committee	Recommendations of the Federal Bureau
1	<p>Proposal from the STT DU CIUSSS DE L'EST-DE-L'ÎLE-DE-MONTRÉAL - CSN (08-09 103)</p> <p>Full-time Regional VP</p> <p>Proposal to increase days of union leave for the Montréal, Laval and Grand-Nord Regional VP.</p> <p>Whereas the last reorganization of the FSSS-CSN's structures reduced the number of days of leave for all the Regional VPs;</p> <p>Whereas the Regional VP plays a key, central role in ensuring the consistency of regional actions and sharing information;</p> <p>Whereas there is a large number of unions (about 40) and members in the Montréal, Laval and Grand-Nord region;</p> <p>It is proposed that the union leave of the Montreal, Laval and Grand-Nord VP be increased from 3 to 5 days per week.</p> <p>Received on March 23</p>	<p>The Resolutions Committee recommends against this proposal.</p>	<p>The Federal Bureau endorses the Resolutions Committee's recommendation.</p>
2	<p>Proposal from the STT CISSS DE LA MONTÉRÉGIE – EST CSN - 08-25-134</p> <ul style="list-style-type: none"> - Whereas the Barrette reform imposed mega-structures on the unions; - Whereas a union advisor for a union with 6,000 members has a huge workload; - Whereas services to the unions are provided through the advisor and staff; 	<p>The Resolutions Committee recommends against this proposal.</p>	<p>The Federal Bureau endorses the Resolutions Committee's recommendation.</p>

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<ul style="list-style-type: none"> - Whereas the situation in eastern Montérégie is problematic; - Whereas FSSS - CSN unions have an advisor to handle their union's workload; - Whereas we must provide quality services to the members we represent; <p>The STT DU CISSS DE LA MONTÉRÉGIE EST - CSN requests that an additional union advisor be assigned full-time to the STT DU CISSS DE LA MONTÉRÉGIE EST - CSN, as we represent close to 6,000 members and a single advisor therefore has an excessive load of arbitration and grievance settlement meetings.</p> <p>We also request an additional staff member to help our two current staff members, who are overloaded.</p> <p>Received April 29, 2021</p>		
<p>3 Proposal from the SYNDICAT DES PARAMÉDICS LAURENTIDES-LANAUDIÈRE - CSN - 08-08-089</p> <p>Under most reimbursement policies, the FSSS-CSN makes payment only if the union's funds, including investments, are below a specified ceiling. In our case, because of the cost of the last strike, we took the initiative of building a strike fund in order to be well prepared for the current round of bargaining, if need be.</p> <p>Unfortunately, due to our foresight, we do not qualify for most reimbursements because of the money in our strike fund. We decided to increase our union dues to prepare for the bargaining talks and as a result our assistance has been cut off. Our members are being penalized.</p> <p>We therefore propose:</p> <ul style="list-style-type: none"> • That in all FSSS policies that provide for reimbursements to the unions, the strike fund be excluded from the calculation of the monies and investments held by the union. 	<p>The Resolutions Committee recommends that this proposal be accepted, in the following form:</p> <p>Moved that the Policy Guide to Support the FSSS Unions be amended to provide that: money set aside for a strike fund and investments related to a strike fund not be included in the calculation of the monies and investments held by the union. The union must submit a statement showing all the monies and investments it holds as well as the resolution of the</p>	<p>The Federal Bureau endorses the Resolutions Committee's recommendation.</p>

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		general meeting concerning the creation of the strike fund.	
4	<p>Proposal from the SYNDICAT DES PARAMÉDICS LAURENTIDES-LANAUDIÈRE - CSN - 08-08-089</p> <p>TRAINING SESSIONS OFFERED BY THE FSSS EDUCATION DEPARTMENT</p> <p>Update the \$150 lump sum reimbursement. This amount is clearly insufficient for many unions and as a result the training sessions are being shunned.</p> <p>We therefore propose that the policy be amended by establishing the following scale:</p> <p>When a member attends a training session offered by the FSSS Education Department, the Federation reimburses the union the lump sum of \$150 per day or a lump sum equalling 50% of the expenses arising directly from attendance at the training session. This amount includes the member's salary and expenses. If the training session is located more than 100 km from the member's union home base, the Federation reimburses, in addition to this lump sum, an amount per kilometre, in accordance with the applicable CSN policy and scale.</p>	<p>The Resolutions Committee recommends that this proposal be referred to the budget proposal and recommends the following rewording:</p> <p>When a member attends a training session offered by the FSSS Education Department, the Federation reimburses the union the lump sum of \$150 per day or \$225 per day for a delegate with an atypical schedule (more than 8 hours per day)...</p>	<p>The Federal Bureau endorses the Resolutions Committee's recommendation.</p>

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5	<p>Proposal from the SYNDICAT DES PARAMÉDICS LAURENTIDES-LANAUDIÈRE - CSN - 08-08-089</p> <p>LOCAL SUPPORT FOR UNION LIFE</p> <p>Whereas there is a budget gap in the allocation for this policy, we propose that salaries related to union leave for local activities be included in support for union life.</p> <p>We therefore propose the following amendments:</p> <p>Add a paragraph to the policy to provide that the FSSS-CSN will reimburse 1 day's salary per day of activity actually performed, up to a maximum of 6 days for the planned duration.</p>	<p>The Resolutions Committee recommends against this proposal.</p>	<p>The Federal Bureau endorses the Resolutions Committee's recommendation.</p>
6	<p>Proposal from STT DU CISSS DE LANAUDIÈRE – CSN 08-07-061</p> <p>Update FSSS-CSN's OHS training program: emphasize mental health</p> <p>That the FSSS-CSN update its basket of occupational health and safety training courses and emphasize prevention in the area of psychological health; in particular, that it develop training sessions aimed at equipping union representatives to take care of members presenting with psychological distress.</p> <p>Received Sept. 10, 2021</p>	<p>The Resolutions Committee recommends that this proposal be accepted, in the following form:</p> <p>That the FSSS-CSN Health and Safety Committee work with the CSN to update its basket of occupational health and safety training courses and emphasize prevention in the area of psychological health; in particular, that it develop training sessions aimed at equipping union representatives to support members showing signs of psychological distress.</p>	<p>The Federal Bureau endorses the Resolutions Committee's recommendation.</p>

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<p>7 Proposal from the SYNDICAT DU PERSONNEL DE BUREAU, DES TECHNICIENS ET DES PROFESSIONNELS DE L'ADMINISTRATION DE LA SANTÉ ET DES SERVICES SOCIAUX DU SAGUENAY-LAC-ST-JEAN – CSN 08-13-113</p> <p>To change the CSN's reimbursement policy by amending point 3 concerning attendance at meetings of FSSS bodies (assistance to unions) as follows:</p> <p>4. For unions with more than \$50,000 in cash on hand but located more than 400 km from the site of the meeting, the FSSS will reimburse 100% of the expenses of the official delegate (or 75% of the expenses of the fraternal delegate, if eligible, for regional unions).</p> <p>(a) Unions that have more than \$50,000 in cash on hand but are located more than 400 km from the site of the meeting are entitled to compensation for their transportation costs according to the CSN scale. To promote the use of public transit, travel by inter-regional bus or plane is preferred but not required. The union must provide the invoice (in the case of air travel, the boarding passes must also be provided). Taxi expenses (except in the case of air travel) and parking fees are not reimbursable.</p> <p>(b) Accommodations will be reimbursed according to the CSN scale or, in the event that the member is unable to stay within the scale for specific and justified reasons, accommodations will be reimbursed at the actual cost, with the authorization of the FSSS and upon presentation of supporting documents (for accommodations outside the region, it is preferable that hotels recommended by the FSSS or the CSN be used), and if:</p> <ol style="list-style-type: none"> 1. A meeting starts the next morning and a trip of more than 400 kilometres (one way) must be made; 2. The last day of a meeting ends after 4:00 p.m. and the distance to be covered is more than 400 kilometres (return trip). 	<p>The Resolutions Committee recommends that this proposal be referred to the budget proposal and recommends the following rewording:</p> <p>4. For unions with more than \$50,000 in cash on hand but located more than 400 km from the site of the meeting.</p> <p>Unions that have more than \$50,000 in cash on hand but are located more than 400 km from the site of the meeting are entitled to compensation for their transportation costs according to the CSN scale. To promote the use of public transit, travel by inter-regional bus or plane is preferred but not required. The union must provide the invoice (in the case of air travel, the boarding passes must also be provided). Taxi expenses (except in the case of air travel) and parking fees are not reimbursable.</p> <p>Expenses are reimbursed according to the following scale: - 401 km to 499 km: 30% of transportation costs</p>	<p>The Federal Bureau endorses the Resolutions Committee's recommendation.</p>

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<p>(c) Meals</p> <p>BREAKFAST</p> <p>Breakfast will be reimbursed according to the CSN scale if the distance travelled is 400 km or more (one-way) and if:</p> <p>1. The member had to sleep out of town the night before.</p> <p>SUPPER</p> <p>Supper will be reimbursed according to the CSN scale if the distance travelled is 400 km or more (one-way) and if:</p> <p>1. The meeting starts the next morning and a trip of more than 400 kilometres (one way) must be made;</p> <p>Compensation is per the applicable CSN scales.</p> <p>(a) In the absence of a collective agreement (first collective agreement not signed), the FSSS reimburses the lost wages of one official delegate per union (in this case, the membership ceiling does not apply) and the expenses are reimbursed at 100%.</p> <p>(b) When the collective agreement does not provide for the reimbursement of wages by the employer (private sectors), the FSSS reimburses a lump sum of \$225 per day for an official delegate per union or \$337.50 per day for a delegate with an atypical schedule (12 hours). For RSGs and RI-RTFs, in the case of a replacement, the FSSS reimburses a lump sum of \$180 per day for one official delegate per union.</p> <p>(c) For unions located more than 400 kilometres from the site of the meeting, the FSSS also reimburses a lump sum of \$225 per day, or \$337.50 per day for a delegate with an atypical schedule (12 hours) for a round trip (one day for outbound and one day for return).</p>	<p>- 500 km to 599 km: 50% of transportation costs - 600 km to 699 km: 70% of transportation costs - 700 km and more: 80% of transportation costs</p> <p>Wage reimbursement and allowance (...) (c) For unions located more than 400 kilometres from the event, the FSSS also reimburses a lump sum of \$225 per day, or \$337.50 per day for a delegate with an atypical schedule (12 hours) for a round trip (one day for outbound and one day for return).</p>	

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<p>(...)</p> <p>Received Sept. 13, 2021</p>		
<p>8 Proposal from the STT du CISSS du Centre-Sud de Montréal 08-09-400</p> <p>Proposed:</p> <p>That the FSSS support the development of numerical indicators to monitor the progress of racialized and Indigenous people in union bodies, using the method adopted in equal opportunity programs and statistical analysis of the current representation of racialized people (members of visible and ethnic minorities), women, people with disabilities, and Indigenous people.</p> <p>That the FSSS adjust and correct those rules of management and practice in union bodies that might potentially exclude or disadvantage members of groups that are victims of discrimination.</p> <p>That the FSSS commit to encouraging an inclusive, intersectional workplace model through the implementation of numerical representation targets and a requirement to achieve them.</p> <p>That the FSSS support its affiliated unions in demanding corrective measures to ensure that members of groups that are victims of discrimination are represented in proportion to their presence on the labour market in all types of jobs at the organizations where the unions have members.</p> <p>That the FSSS commit to promoting a wage equity law to ensure that jobs occupied predominantly by members of groups that are victims of discrimination are properly valued.</p> <p>Received October 8, 2021</p>	<p>The Resolutions Committee recommends that this proposal be referred to the FSSS federal committees and recommends the following rewording:</p> <p>That the FSSS federal committees work collaboratively, within their jurisdictions and respecting the jurisdictions of confederal committees, to carry out mandates aimed at ensuring equal opportunity and equal treatment in employment for racialized people, women, people with disabilities and Indigenous people.</p> <p>That the FSSS, in collaboration with all relevant FSSS federal committees, develop indicators for the purpose of representation analysis.</p>	<p>The Federal Bureau endorses the Resolutions Committee's recommendation.</p>

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	That the FSSS and its unions commit to promoting the inclusion of members of ethnic minorities, women, members of visible minorities, people with disabilities and Indigenous people, and their participation in union life.	