Setting its Sights on the Future
Mission, Orientations and Practices
A true force for social progress, the Centrale des syndicats du Québec (CSQ) is inspired by the fundamental values of equality, solidarity, social justice, freedom, democracy and cooperation.

A proactive organization, the CSQ vigorously defends the living and working conditions of the 180,000 members it represents. Rooted in the members’ professional, social and political concerns, it acts with diligence and conviction to promote public services and to influence the government’s economic and societal choices, in the interests of the population.
The Strength of Tightly Woven Diversity

Linking childcare, education, health and social services, the CSQ is a theatre for major debate drawing on a wealth of ideas and viewpoints that reflect its diversity.

United in a common vision of a committed union movement, its twelve federations representing over 230 unions and its unique association of retired employees have contributed to its growth and dynamism for over 65 years.

A Strong Representative Voice of the Public Services

The CSQ is undoubtedly the most representative organization of public services in Québec. It unites teachers, professionals and support staff working in school boards, CEGEPs and universities; childcare workers and home childcare providers; nurses and personnel in the health and social services sector as well as communications, community and recreation workers. It is also the only union organization that unites its retired members in an association that offers them a complete range of services.
A Comprehensive Mission, a Constant Struggle

The promotion and defence of the economic, professional and societal interests of its members is the CSQ’s primary mission. Because it believes in a more just, democratic society, it has also adopted the following mission:

- strive to improve the living conditions of workers in Québec from an economic, cultural and societal viewpoint;
- promote and protect social rights, such as the right to education, health, work and decent living conditions;
- protect and extend democratic rights and in particular, the right to unionize, to negotiate and to exercise freedom of union action;
- participate actively in promoting the recognition, respect and defence of sexual diversity;
- promote and protect women’s rights.
Drawing on fundamental freedoms and human rights, as defined by the International Bill of Human Rights of the United Nations and the international instruments that supplement it, the CSQ is committed to protecting and promoting:

- the rights of children and youth, particularly with respect to education and health;
- the rights of the elderly, particularly the right to grow old in security and with dignity;
- the right of the people of Québec to self-determination as a French, intercultural and secular society, with deference to the historical rights of the Anglophone community and the national rights of Aboriginal peoples;
- the rights to information and freedom of the press, essential in any democratic society.

From the standpoint of equity between nations and individuals, the CSQ is also actively involved in promoting sustainable development which respects the environment and ensures the sustainability of resources and ecosystems.
Targeted Orientations

The CSQ believes that defending the interests and aspirations of its members and of all workers in Québec can be accomplished by combining protest action with professional and sociopolitical actions.

As a result, it commits to defending and promoting a number of orientations arising from motions passed by its democratic decision-making bodies, including:

- valuing the work of its members;
- quality of life in workplaces, specifically through the elimination of sexism, racism, homophobia and multiple forms of harassment;
- the elimination of job insecurity;
- equality, pay equity and full employment;
- the accessibility and quality of public services;
- free public education and health systems;
- fair distribution of wealth;
- the democratization of the State, institutions and society;
- the national aspirations of the Québec people, particularly their cultural and linguistic interests;
- international solidarity.
Exemplary Democratic Union Practices

Democratic practices are fundamental to the CSQ. To encourage the participation of the greatest possible number of members in union affairs, the organization has implemented a variety of measures over the years, including a union equal opportunity program designed to boost the representation of women at all levels of the organization. It has also established a youth network to foster the involvement of a new generation of union members.

At the CSQ, unions are the real grassroots units. For this reason, the organization commits, along with its federations, its unions and its Association to respecting and fulfilling, in solidarity, the mandates determined by democratic bodies, while recognizing pluralism of ideas and the right to dissidence.

Furthermore, the CSQ implements and promotes cooperative union practices, such as the sharing of resources among its diverse components, to foster quality of life in union activism.

The CSQ also commits to cooperating with organizations in Québec and elsewhere that share common values and orientations, while preserving its independence from the State and political parties.
The Executive Council of the CSQ

From left to right:

Daniel B. Lafrenière
Secretary-Treasurer

Louise Chabot
1st Vice-President

Réjean Parent
President

Pierre Jobin
3rd Vice-President

Sylvie Simoneau
2nd Vice-President
In June 2009, the CSQ ushered in a new three-year period with its 39th Congress. At the core of its action plan are targeted priorities and objectives inspired by its values and its profound commitment to societal issues.
Improve the working conditions of the members and promote the protection of workers’ rights

This major priority involves a series of objectives that revolve in part around negotiations. In 2010, the CSQ will indeed strive to negotiate the best possible collective agreements for the public sector, in collaboration with its union partners. In addition, it will strive to conduct coordinated negotiations of collective agreements for affiliated childcare centre workers. It will also endeavour to obtain, by fall 2010, an initial collective agreement for the 12,000 home childcare providers it represents.

But that’s not all! The CSQ will also implement, monitor and maintain pay equity for the groups it represents in the public and institutional sectors, while pursuing work on pay relativity for certain personnel categories.

Drawing on research, it will readily intervene in the public and political arenas to improve the working conditions of its members.

The CSQ will work tirelessly to require the government to improve The Act respecting Labour Standards and to institute true framework legislation on work-family balance for both the public and private sectors.

It will also strive to ensure that governments and employers respect the rights of workers and whenever necessary, it will intervene before the courts to assert their rights.

While analyzing unionism in Aboriginal communities and the means to promote it, it will focus on the impact of mergers of Nunavik’s administrative entities on its members working in these communities.
Priority No 2

Contribute to the establishment of a more just and democratic society while influencing the societal and political choices of governments

In order to create a positive public opinion favouring the defence and promotion of the public services and of its personnel, the CSQ will intervene in the public and political arenas to:

- oppose any movement on the part of the State to relinquish responsibility and to privatize services;
- obtain a fairer tax system and adequate funding of the public services;
- make education a national priority;
- give priority to establishing childcare centres in disadvantaged communities.

Through its action, the CSQ will strive to promote solidarity, the right to information, democracy, citizenship and sustainable development for a viable future as well as the values of non-violence, respect, tolerance and cooperation.
Priority No 3

Continue to grow as an organization and as an agent of social change

Over the course of the three-year period, the CSQ will strive to strengthen its power of influence through political action.

It will also strive to maintain a dynamic union culture calling on the commitment of all members, while carefully preparing the new generation of union members and providing its activists with the training they need to exercise their union responsibilities.
Over the years, the CSQ has contributed to the development of Québec society and the well-being of the public.

A real source of pride for everyone!