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The CSQ, serving people

In tune with the times

Present throughout Québec, the Centrale des syndicats du Québec (CSQ) has twelve federations that unite some 240 unions representing over 193,000 members of which about 70% are women.

CSQ members mainly work in education, childcare and, health and social services as well as in communications, community, recreation and municipal services. They represent 350 job titles.

Given the historical roots of the CSQ, close to 100,000 of its members work in education. All personnel (teachers, professionals and support staff) are represented, at all levels of instruction, from childcare centres to university. Since the 1980s, the CSQ has welcomed other public sector groups: that’s why there are more and more health and social services workers (nursing, professional and support staff as well as educators); they work in a variety of settings such as group homes, hospitals, CLSCs, health and social services centres, youth centres and health and social services agencies.

The CSQ’s action is inspired by its Declaration of Principles. This Declaration was adopted at the 33rd Congress of the CSQ. The Declaration of Principles defines the CSQ’s mission, values and the rights and freedoms it defends, as well as its orientations and practices.

In June 2000, the CEQ changed its name to the CSQ, to better reflect its evolution, diversity and development. The CSQ unites teaching, professional and support staff in school boards, CEGEPs and universities, childcare workers, nurses and health and social services sector employees as well as communications, community, recreation and municipal workers. It also includes an association of retired employees, which adds another dimension to its representative strength.

Over 193,000 people are united in a common vision of a union movement that undertakes to defend the values of equality, solidarity, freedom and cooperation, to fight against poverty, ignorance and exclusion and to strive to build a more fair and democratic society.

The action of the CSQ focuses on protecting the living and employment conditions of its members and is rooted in their professional, social and political concerns. The federations, profession-based groups and their affiliated unions all contribute to the evolution and vitality of the CSQ. This approach holds the best promise for a union confederation in tune with the times, serving people and defending progressive values.

At the CSQ, unions representing one or several personnel categories are organized into eleven profession-based federations and groups. In this way, the different categories of employees are united on the basis of their common interests. This kind of organization also means that federations and groups have the independence they require to define their union and professional priorities. United in federations or groups, the unions are able to fully develop while taking part, through the CSQ decision-making processes, in advancing the major social and political issues.

All the federations and groups are autonomous, and none can interfere with the union action of others.
The federations of the CSQ

Education

Fédération des syndicats l’enseignement (FSE-CSQ)
66,800 members

Fédération du personnel de soutien scolaire (FPSS-CSQ)
24,300 members

Fédération des professionnelles et professionnels de l’éducation du Québec (FPPE-CSQ)
6850 members

Fédération du personnel de soutien de l’enseignement supérieur (FPSES-CSQ)
5160 members

Fédération des enseignantes et enseignants de cégep (FEC-CSQ)
2950 members

Fédération du personnel professionnel des collèges (FPPC-CSQ)
1100 members

Fédération du personnel de l’enseignement privé (FPEP-CSQ)
2660 members

Fédération des intervenantes en petite enfance du Québec (FIPEQ-CSQ)
16,000 members

Health and social services

Fédération des syndicats de la santé et des services sociaux (F4S-CSQ)
1580 members

Fédération de la santé du Québec (FSQ-CSQ)
6800 members

Recreation and culture

Fédération du personnel du loisir, de la culture et du communautaire (FPLCC) (CSQ)
350 members

Retirement

Association des retraitées et retraités de l’éducation et des autres services publics du Québec AREQ (CSQ)
Close to 55,000 people make up AREQ. The CSQ is the only union confederation that unites its retired members in an association that offers them a complete range of services, with the right to representation at all democratic bodies of the CSQ and, in particular, access to social security services.

Groups and unions

Syndicat des chargées et chargés de cours de l’Université de Sherbrooke (SCCCUS-CSQ)
2395 members

Syndicat des professionnelles et professionnels de recherche de l’Université Laval (SPPRUL-CSQ)
579 members

Association des professeurs d’enseignement clinique de la Faculté de médecine de l’Université de Sherbrooke (CSQ)
993 members

Syndicat des responsables de formation pratique de l’Université Laval (SRFPUL-CSQ)
70 members

Syndicat des employés en radio-télédiffusion de Télé-Québec (SERT-CSQ)
151 members

Association des réalisateurs et réalisatrices de Télé-Québec (ARRTQ-CSQ)
24 members

Syndicat des employées et employés de MusiquePlus (CSQ)
104 members

Syndicat des employées et employés municipaux du Québec (CSQ)
9 members

Bargaining cartel with the FSE

Québec Provincial Association of Teachers (QPAT)
7100 members

Alliance des intervenantes en milieu familial (ADIM)

First union of self-employed workers

With the arrival of self-employed workers on the job market, union organizations have to adapt their traditional practices. The CSQ adopted an innovative approach by creating a new labour relations model to defend the rights of home childcare providers who work for childcare centres. The first association was founded in Laval, in fall 1997. As the result of a major union organizing campaign that kicked off in fall 2008 following the repeal of Bill 8, the CSQ now represents close to 12,500 home childcare providers belonging to 13 ADIMs throughout Québec.
**Unions the basic component**

At the CSQ, there are different types of organization depending on the group, that is, direct union affiliation or the integration of a union unit into an existing union. The CSQ promotes the grouping of unions into federations based on the professional interests of the members it represents. For example, it was the first and is still the only union confederation to group support staff in a single federation.

Unions affiliated with the CSQ enjoy broad autonomy. They hold their own certification, control their internal affairs, and own and administer their own assets.

All unions have the right to direct representation on the decision-making bodies of their federation and those of the CSQ. In addition, members are frequently called upon to provide their opinion and to make decisions on major policies and the operations of their union organization.

The union local is in fact the basic component of democratic life at the CSQ. It has complete autonomy that is recognized throughout the organization. The General Assembly is the ultimate decision-making authority: it is where all the important decisions are made.

Through an advantageous distribution of union dues, which gives local unions the larger share, unions possess real means to undertake and implement a range of union and advocacy actions.

**Political structures for participation**

**Congress**

Congress is the ultimate authority at the CSQ: it determines general policies, major objectives, main courses of action and major priorities. All the unions are represented in this triennial decision-making process that brings together about 1000 delegates.

**General Council**

The General Council takes over between congresses: it defines the orientations and takes all the measures required to implement the decisions of the General Congress. It adopts the action plan and the budget. It brings together about 300 people representing all the unions and meets about five times a year.
Executive Council

The Executive Council is the executive body of the CSQ. It is composed of five people who are released full time from their duties to take the offices of president, three vice presidents, and a secretary-treasurer.

Executive Council members are elected at regular congresses for a three-year term. In accordance with the policies and the objectives established by the Congress and with the decisions of the General Council, the Executive Council is collectively responsible for the management of the CSQ. To this end, it carries out the necessary policy analysis, establishes priorities, develops programs of action and ensures democratic and political supervision. It defines and implements strategies for representation, public intervention, interaction with affiliated organizations and the mobilization of members.

Intersectoral Council

The Intersectoral Council is a coordinating and decision-making body; it is composed of about twenty individuals who represent the federations, groups, the Association des retraitées et retraités de l’éducation et des autres services publics du Québec (AREQ-CSQ) and the Executive Council of the CSQ.

Negotiation structures

In the public and parapublic sectors, the negotiation of employment conditions is the responsibility of the sectoral group that oversees the negotiation of province-wide content. Because of the public and political nature of these negotiations and the central role played by the government, public and parapublic sector negotiations require concerted action, well-formulated strategy and clear public interventions. The action undertaken by the components of the CSQ must be coordinated; such coordination implies the negotiation of certain issues at the common table or in alliance with others. Two bodies coordinate public and parapublic sector negotiations: the Intersectoral Negotiations Council and the General Negotiations Council.

Intersectoral Negotiations Council (CIN)

This body is composed of representatives of sectoral groups from the public and parapublic sectors. The mission of the CIN is to coordinate all negotiations in terms of strategy, content, information and action.

General Negotiations Council (CGN)

This body is composed of public and parapublic union representatives. The mission of the CGN is to decide on all issues submitted by the CIN and to determine overall strategy and issues linked to action and mobilization. It is also obligated to adopt demands and a settlement concerning intersectoral issues, establish operating rules and define the issues for the common table.
Committees and networks

The CSQ has adopted advisory committees under the control of the General Council in order to develop analyses and orientations. Several committees organize networks that unite representatives of the affiliates to create a place for discussion, information and training on all issues affecting the organization.

Sociopolitical Action Committee

The primary mandate of the Sociopolitical Action Committee is to advise the General Council about decisions pertaining to the CSQ’s social and political actions. More specifically, it must ensure that the General Council respects the political orientations established by congresses.

Education for a Sustainable Future Committee

The Education for a Sustainable Future Committee is responsible for discussion, analysis, facilitation and training. It also plays an advisory role with various decision-making bodies to ensure that sustainable future issues and the achievements of the Brundtland Green Establishments movement, such as environmental protection, resource conservation, the promotion of peace, non-violence, solidarity, human rights, democracy, cooperation and sustainable development are integrated as far as possible into the orientations and practices of the CSQ and its affiliated organizations.

Occupational Health and Safety Committee

The CSQ Occupational Health and Safety Committee is composed of five members elected by the General Council. Its mandate is to prepare the action plan and the orientations of the occupational health and safety sector. To this end, each year, it must decide on training sessions to be provided to members and prepare political networks in occupational health and safety.

The committee’s mandate is to:

• advise the CSQ on defining occupational health and safety policies;
• study bills and draft regulations, taking into consideration possibilities and limitations
• advise the CSQ on defining occupational health and safety priorities;
• advise the CSQ on establishing action programs;

• occasionally advise the CSQ on the interpretation to be conveyed with regard to legislation affecting occupational health and safety;
• advise the CSQ with regard to surveys or studies to be conducted in our ranks;
• carry out all other mandates assigned by the Executive Council or the General Council;
• promote the interests of unions with regard to the health and safety of members.

Youth Committee

The action of young members is supported and encouraged.

At the CSQ, young members have a committee. It gives them direct representation with the CSQ’s Executive Council and with General Council delegates. The Committee also ensures close monitoring of government policy concerning youth.

The Youth Committee is also mandated to support the emergence of a strong new generation of union members and to foster the adoption of practices that will expand the participation of young members at all levels of the CSQ. It also wishes to encourage youths to embrace international cooperation and international placements. Finally, it strives to mobilize young members particularly with respect to issues pertaining to work, the defence of the public services, the exercise of union rights, pay equity, and the balance between family, work and activism.

Status of Women Committee

Currently, the Status of Women Committee is composed of five women chosen by the Réseau de la condition des femmes (status of women network) and elected by the General Council. The person in charge of the Committee is released from full-time duties. She is obligated to ensure the implementation of the Committee’s action plan, to oversee relations with the organization and the women’s movement and to represent the Committee on several political decision-making bodies. The other Committee members are released as needed based on the specific issues assigned to them.

Gay and Lesbian Rights Committee

The Gay and Lesbian Rights Committee is composed of five members. Three seats are reserved for women. If these positions cannot be filled, they are then open to all candidates, regardless of gender. These members are elected by the General Council and are responsible for discussion, analysis, intervention and representation so that the situation and the concerns of gay and lesbian CSQ members are taken into consideration.
Finance Committee

The Finance Committee is composed of five members. The member occupying the position of Secretary-Treasurer and a staff member occupying a position of administrative responsibility are ex officio members, without right to vote. The Finance Committee is responsible for the control and auditing of the administrative mandate entrusted to the Executive Council and to the CSQ’s management structure.

Statutes and By-Laws Committee

The Statutes and By-Laws Committee is composed of seven members, including five who are appointed by the General Council and two by the Executive Council. The committee must study all proposals for amendments to the statutes, and for amendments or abrogation of by-laws.

Standing Conciliation Board (CPC)

The Standing Conciliation Board is composed of three members and two members appointed as substitutes, chosen by the General Council. In the event of a dispute between affiliated organizations or between the CSQ and an affiliate, the task of the Standing Conciliation Board is to bring the parties to an agreement either on content or on a mechanism that will allow a settlement.

Networks for CSQ activists

Except for the Statutes and By-Laws Committee and the Finance Committee, all committees hold at least two regular network meetings each year. These networks bring together activists from the various federations. Special meetings may also be scheduled as required by circumstances. The networks provide members with a preferential opportunity to discuss their concerns and the issues that they must address. The networks are places for sharing information and training on all issues affecting the organization. They also provide an excellent opportunity to pursue union education on a variety of themes.

Dues

At the CSQ, the fair distribution of union dues allows real union autonomy. This reflects the need for vital activism that is directly tied to our vision of unionism and how important it is for activism to be experienced locally, above all.

The CSQ receives 0.54% of the union dues. It remits a portion (0.095%) to the federations that want to have access to services; an equalization fund is also set up directly from this 0.54% to help small unions, unions in remote regions and the federations take part in the democratic life of the CSQ.

Dues are established locally. The average at the CSQ is 1.63%.

For its daily activities, the CSQ administers an annual budget of close to $30 million. The CSQ has also established special funds to meet various needs.

Distribution of the CSQ portion

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<td>General Administration Fund</td>
<td>0.33%</td>
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<tr>
<td>Equalization Fund</td>
<td>0.075%</td>
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<tr>
<td>Union Resistance Fund</td>
<td>0.025%</td>
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<td>Independent Union Organization Fund</td>
<td>0.015%</td>
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A little background

History recap

Beginning as an association of rural school teachers, our union movement soon gained momentum and quickly became an essential force in social and political debate to advance the rights of workers.

1936 The Association catholique des institutrices rurales, which in 2000 became the Centrale des syndicats du Québec (CSQ), was founded in 1936 by Laure Gaudreault, a school teacher who was shocked by the salary and working conditions of teachers. Given the control that the Church exercised over the population and public affairs, the union movement encountered many obstacles.

1939 Founding of the Fédération provinciale des instituteurs ruraux.

1942 Léo Guindon founded the Fédération des instituteurs et institutrices des cités et villes.

1946 The era of the “grande noirceur” in Québec. The Union nationale, led by Maurice Duplessis, made life difficult for unions. Furthermore, Duplessis doggedly tried to destroy the Alliance des professeurs de Montréal, a powerful union of the time. Despite Duplessis’ avowed intentions, the union movement regained strength and radicalized to confront the opponent that strived to dismantle it. At this time, three federations merged to form the Corporation générale des instituteurs et institutrices catholiques de la province de Québec (CIC).

1967 The CIC became the Corporation des enseignants du Québec (CEQ); it abandoned its denominational character and undertook its first Québec-wide negotiations. The government of Québec adopted its first special legislation, Bill 25, which severely penalized striking teachers.

1974 The CEQ became a union confederation, the Centrale de l’enseignement du Québec, and endeavoured to bring together all workers in public education, health and social services, and private educational and recreational institutions.

1988 Lorraine Pagé was elected president of the CEQ; she became the first woman to become president of a Québec union confederation.

1992 The CEQ revised all of its statutes, its structure and its services at its 33rd Congress in June 1992.

1997 Following broad consultation, the CEQ held an orientation congress where the main themes were rapprochement between members and the organization, the revitalization of unionism in all institutions and the strengthening of solidarity.

1999 Monique Richard followed Lorraine Pagé as president of the CEQ.

2000 At its 36th Congress, the CEQ changed its name and became the Centrale des syndicats du Québec (CSQ) in order to better reflect the diversity of its membership.

2003 Réjean Parent was elected president at the 37th Congress.

List of presidents

1946–1951: Léo Guindon (5 years)
1951–1965: Léopold Garant (14 years)
1965–1970: G.-Raymond Laliberté (5 years)
1970–1978: Yvon Charbonneau (8 years)
1978–1982: Robert Gaulin (4 years)
1982–1988: Yvon Charbonneau (6 years)
1988–1999: Lorraine Pagé (11 years)
1999–2003: Monique Richard (4 years)
2003–: Réjean Parent

Laure Gaudreault, through her daring, vision and perseverance, was a true pioneer of unionism in Québec. In 1936, in Charlevoix, she founded the first Québec union of rural school teachers. In 1946, she was co-founder and long-time vice president of the Corporation générale des instituteurs et institutrices catholiques de la province de Québec, which in 1974 became the Centrale de l’enseignement du Québec (CEQ) and since 2000, the Centrale des syndicats du Québec (CSQ).
Services at the CSQ

In addition to the services that unions adopt with the assistance of the significant share of union dues that belongs to them, these unions receive direct services from the CSQ through the dues they contribute. The model of service organization allows CSQ employees to develop recognized competence in their fields. As a result, members have access to extensive expertise in all leading areas of union action.

These services include:

**Labour relations**
- Definition of rights
- Analysis of jurisprudence
- Grievance arbitration
- Application of collective agreements

**Legal services**
- Representation based on labour law or other legislation
- Legal research
- Counsel for unions

**Field action service**
The field action service is composed of three sectors of activities: union education, mobilization action and regional coordination and union organizing.

The union education sector aims to support people who assume union duties at various levels of the organization, to transmit union knowledge and to encourage the sharing of the values and philosophy of the union movement.

Action and mobilization support the objectives that the CSQ pursues. These are defined by the CSQ’s mission, i.e., the defence of its membership, and more broadly, the establishment of a fairer, more democratic society. Action and mobilization also support local unions at grips with special situations.

Although the CSQ cannot rely upon an established regional structure to support its presence and coordinate its actions in the regions, the need to enhance the effectiveness of the CSQ’s action in the regions is broadly shared. A division of the territory into 17 regions was adopted in 2001, and regional representatives were designated. Many activities are increasingly held on a regional basis.

Union organizing at the CSQ is the essential focus for the development and consolidation of the organization. This responsibility is shared with the federations. Over the course of thirty years, the CSQ has grown from about 70,000 members to over 180,000 members working in education, health and social services, recreation, communications, community and culture.

Consolidation and organizational support
Development and recruitment
Application of the Labour Code

**Social Security**
- Pension plans (RRE, RREGOP, RRF, QPP)
- Occupational health and safety
- Employment insurance
- Group personal insurance
- Home and automobile insurance (RésAut)

**Negotiations**
The CSQ has adopted an organizational model for negotiations that fosters the participation of the greatest possible number of members throughout all the steps of the process leading to the signing of a collective agreement. Members are consulted as soon as the claims that form the basis of union demands are formulated. Consultations are held at every significant step of negotiations.

Union members are regularly informed of the progress of negotiations. The CSQ and the federations regularly publish newsletters for unions that relay the information to members in local newsletters or via other media.

Province-wide coordination for the public sector
Institutional negotiations for the private sector
Consultation with members
Research and documentation
Spokesperson and support for negotiation teams
Defence and promotion of pay equity

**Union education and facilitation**
Concern for education and information

To integrate new members and ensure the best possible union representation, the CSQ devotes a great deal of effort to union education, a constant concern that underpins all of its activities.
Basic education sessions are offered to members as part of an integrated program; many types of sessions are available: welcoming new unions, improving knowledge of the organization or improving knowledge of the role and responsibilities of elected officials.

Customized training programs
Greeting new unions
Training people with union responsibilities
Facilitation of conferences and events

**Women's issues**

Because the majority of its members are women, the CSQ has always placed strong emphasis on improving their living and working conditions.

Since it was founded in 1974, the Status of Women Committee has always been concerned with expanding the participation of women in union affairs at every level.

The Committee is also in charge of promoting the rights and specific interests of women, particularly during this time of major reforms to the public services.

A number of issues remain at the core of the Committee’s concerns and continue to be the focus of an ongoing struggle: the discrimination, violence and poverty that affect women in particular, the recognition of the work of women and access for girls to jobs of the future.

In tune with the times, the Status of Women Committee works together with organizations that defend the same interests.

Facilitation, promotion and training in unions
Transformation of union practices
Monitoring and promotion of the interests of women in terms of politics and negotiations
Intervention with youth

**Socio-political action**

Analysis of the economic, social and political situation
Coordination of inter-union, regional and province-wide solidarity
Liaison with various international union organizations

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**Professional affairs and research**

Studies and resources in education, public services, recreation, communications
Economic resources
Teaching activities
Education for a sustainable future
Organization of conferences
Research and action
Coordination of a province-wide network

**Communications**

The CSQ has made both internal and external communications a priority to ensure the participation of members. Its magazine *Nouvelles CSQ*, published five times per year with a circulation of 112,600, is the only Québec union publication to be distributed free of charge to all members. The CSQ also produces special publications on education and health as well as the review *Options*, which provides a more in-depth treatment of union-related and social topics.

The CSQ uses the latest communication tools to reach its members. All unions and federations receive information quickly through its e-mail network. The multimedia centre produces educational videos to support union and professional action. Both the public and the members can also learn about the CSQ on the website www.csq.qc.net, updated daily to stay on top of core union news.

Public relations
Internal communications network
Several regular publications: *Nouvelles CSQ, Options, CSQ News, Notes de recherche*
Documentation centre: library, administrative documents, dissemination of publications
Multimedia: Scriptovisual, audiovisual and Web sectors
English translation of CSQ documents based on current policy

**Administrative services**

Accounting
Due collection system
Support for information for unions
IT logistical support
Political representation
With the Québec and federal governments
With various government departments and agencies, in particular:
- Conseil consultatif du travail et de la main-d’œuvre (CCTMO)
- Commission administrative des régimes de retraite et d’assurances (CARRA)

With parliamentary commissions and other agencies in relation to various issues subject to consultation

Technical services
Real property management
Telephony management
Office space management

CSQ personnel
In addition to the resources available to the federations and the unions throughout Québec, the CSQ has a team of about 170 people working in the head office in Montréal and the Québec City office who provide the affiliated organizations and members with services.

Some personnel members act as advisors to the CSQ and its affiliated federations and unions, and others are employees who provide the administrative and technical support services required to ensure effective operations at the CSQ.

All e-mail addresses are listed in the CSQ Bottin on the Web site csq.qc.net.

The CSQ logo
At the core of the CSQ logo is a circle, symbolizing human beings. The circle represents not only CSQ members but also the people they work for every day. The organization defends its members, but it does so while embracing the interests of the people the members serve.

The circle is also a symbol of compactness, unity and solidarity. A spiral surrounds the circle. It surrounds it because the members are at the heart of the action—but at the same time, the spiral unfurls to encompass the beneficiaries of public services, the people that the members are responsible for every day.

The members are therefore at the heart of the movement but they also make up this movement. They provide services to the public. They take care of people—each and every individual.

The CSQ is also a force for progress, a force in motion that makes things happen, changes situations and prompts society to evolve: that is the meaning of the spiral, a universal symbol not only of movement and motion, but also of debate, sharing, struggle and the vitality of our organization.
For an ecological peaceful democratic world in solidarity;

Brundtland Green Establishments (BGE)

Over the course of just a few years, the CSQ has become an uncontested leader in the field of education for a sustainable future.

A large network of activists has formed and works in Québec’s schools and CEGEPs, as well as in a number of childcare centres. In coming years, all of the sectors in which the CSQ works—health and social services, recreation, community groups, communications—will be called upon to join the movement.

The activists of the BGE network have succeeded in sharing their enthusiasm for the cause of the environment with thousands of young Quebeckers. Hundreds of diverse, original projects, putting conservation and environmental protection into practice, attest to the commitment of these young people.

The collective vision of environmental protection has taken the form of earning the status of a Brundtland Green Establishment. To date, more than 1,000 institutions have secured this coveted status. Enriched with the vitality and the experience of its vast network of activists, the CSQ has adopted a platform for sustainability education that proposes a unifying vision of the environment, rights, democracy, solidarity and cooperation.

The International Solidarity Fund

The International Solidarity Fund was established by the CSQ and OXFAM-Québec. The objective is to generate the financing needed to carry out projects in international cooperation, sustainable development and humanitarian aid through fundraising and by setting up a bank of volunteers, mainly from CSQ members.

Funds are raised not only from contributions from individuals, unions and associations, but also from the sale of fair-trade products.

Fonds de Solidarité Internationale
OXFAM-QUÉBEC-CSQ

Équita
Fair trade
OXFAM-Québec – CSQ

“Solidarity in everyday life or changing the world . . . one cup at a time!”

Created in 1997, Équita is the trademark of Fair trade OXFAM-Québec, a subsidiary of OXFAM-Québec and the CSQ. Équita sells fair-trade-certified food products such as coffee, tea, chocolate, sugar, rice and spices.

Funding campaigns with a taste for solidarity

Looking for a way to fund your activities in your institution? Do you want your project to combine local and international solidarity? Want to support the cause of fair trade in Québec? Are you really hoping that your campaign raises the funds you need to carry out your activities? With fair trade, you’ll reach all these goals!

For information: OXFAM-Québec – 514-925-6001 or 1 877-925-6001
www.commerceequitable.com
Protections RésAut CSQ

In 1986, in partnership with La Sécurité, now La Personnelle, the CSQ created an optional home, automobile and business insurance plan for its members. Over the years, La Personnelle, a leading group insurance provider, has proven to deliver reliable, quality service to members of the CSQ and its affiliated organizations.

With Protections RésAut CSQ, we have:
- superior quality coverage;
- personalized service and sound advice from qualified experts;
- competitive rates and exclusive discounts;
- a compensation service accessible 24/24, 7/7;
- practical payment terms either through interest-free equal deductions or interest-free salary deductions without fees;
- participation in the plan’s benefits;
- exemption from premiums from the 13th to the 24th month of disability.

Because of the benefits negotiated by the CSQ, we can save on home, automobile and business insurance.

To request a tender, and join the some 50,000 members who have chosen this plan, simply call 1 888 GROUPES.

For more information: visit the Web site of La Personnelle, exclusively reserved to members of the CSQ and its affiliated organizations: http://www.csq.lapersonnelle.com

The Fondation Monique Fitz-Back for sustainable development education

The Fondation Monique Fitz-Back is a Canadian charitable organization devoted to advancing education for sustainable development and environmental sustainability. It promotes mobilization for and commitment to these issues.

The foundation was established in order to carry on the work of Monique Fitz-Back in the fields of education, the environment and health.

The foundation funds the actions of various organizations working in education and research in sustainable development, environmental sustainability, a healthy environment, healthy living conditions, places of learning and work places.

Through a partnership with the Brundtland Green Establishments, the Fondation Monique Fitz-Back carries out its mission in education for sustainable development. Furthermore, through the Environment-Cancer Fund created by the Cancer Research Society (CRS), the Fondation Monique Fitz-Back takes action in health and research on environmental sustainability.

The mission of the Environment-Cancer Fund (ECF) is to promote awareness and scientific research on the relationship between the environment and the development of cancer. It funds projects on exposure to carcinogens in the environment through the creation of Monique Fitz-Back research chairs.

The Fondation Monique Fitz-Back sur l’éducation au développement durable: 320 boulevard St-Joseph Est, Québec, Québec G1K 9K7
Publications of the CSQ

Nouvelles CSQ

An official publication of the CSQ, Nouvelles CSQ magazine has been published for twenty-six years and distributed to 112,600 members. Produced by the CSQ communications service, Nouvelles CSQ is published five times yearly and features highly diversified content. It informs readers of the priority issues in education and health and social services that address their social and professional concerns while documenting the everyday professional experience of all categories of CSQ members. It also reports on books, television shows, plays, teaching practices, services, and training sessions.

Nouvelles CSQ magazine is also published in English as CSQ News.

Cahier santé

The Cahier santé has a circulation of 15,500 and deals with the specific problems and issues of the health and social services sector.

Cahier collégial

The Cahier collégial is a joint publication of the CSQ and the Fédération du personnel de soutien de l’enseignement supérieur (FPSES), the Fédération du personnel professionnel des collèges (FPPC) and the Fédération des enseignantes et enseignants du cégep (FEC). Its circulation is 6,000.

Options

The review Options takes a thematic approach. It examines issues such as commercialism in education, violence, neoliberalism, population aging, education and other topics. It is published once yearly.

In addition, CSQ federations, affiliated groups and AREQ also produce their own publications.

www.csq.qc.net

A Web portal tailored to the specific needs and interests of affiliated unions

The mission of the CSQ’s Internet service is to provide members and the public with up to the minute information on the claims, decisions, positions and actions of the CSQ. It posts the CSQ’s public documents as quickly as possible, including research notes, briefs and memoranda, editorials, press releases and our publications.

The CSQ’s Internet service also aims to support the federations and the local unions in their efforts to modernize communications with their members by offering modern Web site design and development services tailored to the needs of unions.

New information is published daily on the CSQ Web portal. The portal contains several sites that convey the diverse realities and mandates of our organization. Some have been designed to reflect the affiliation sector of the unions. This is the case for the Éducation et formation and Santé et services sociaux Web sites. Some sites reflect special mandates such as the sites of the Hemispheric Secretariat on Education and the Secrétariat inter-syndical des services publics. Others are designed to address specific themes, such as the CSQ International site and the Travail et Société site. Finally, some of the sites originate with projects on the social and community involvement of our organization, such as the Brundtland Green Establishments, La Terre dans votre assiette, La Terre comprise and Les plus beaux poèmes des enfants du Québec.

In addition, the CSQ proposes sites for purchasing promotional articles, books and videos.
Modernizing communications of the affiliated unions: a central mission

Unions who wish to do so can have the CSQ’s multimedia centre team design their Web site at a lower cost than in the private sector. In this way, these unions gain access to photo and video banks, to daily headlines and to the specialized content of the sites on the CSQ portal. The sites produced by the multimedia centre are entirely automated and include several tools such as headline managers, Flash banners, automated calendars, slide managers, forums, surveys and automated site maps. The sites produced by the CSQ are hosted on the CSQ’s Web servers. The Web team provides employees of affiliated unions with the training they require to update their sites and also provides them with support. The multimedia centre also advises affiliated unions on choosing software applications and the equipment required to maintain their sites.

List CSQ portal sites

www.csq.qc.net (gateway portal)
www.education.csq.qc.net
www.sante.csq.qc.net
www.international.csq.qc.net
www.evb.csq.qc.net
www.promotions-articles.csq.qc.net
www.promotions-livres.csq.qc.net
www.promotions.videos.csq.qc.net
www.travail.csq.qc.net
www.securitesociale.csq.qc.net

Other thematic sites produced by the CSQ:

www.sisp.qc.net
terre.csq.qc.net
eav.csq.qc.net/terrecomprise
eav.csq.qc.net/terre

Some recent sites designed by the CSQ for the affiliates:

Education sector

www.lignery.csq.qc.net
www.sem.csq.qc.net
www.fec.csq.qc.net
www.fppc.csq.qc.net

Health and social services sector

www.fsq.csq.qc.net
www.siisneq.csq.qc.net

Visual media library

http://promotions-videos.csq.qc.net

The visual media selection includes publications and theme documents describing our policy positions, our claims, our values and our support for social and humanitarian causes.

The CSQ online library

promotions-livres.csq.qc.net

This online library contains works published or co-published by the CSQ. The collection includes thematic publications and leaflets that reflect the orientations of the CSQ, its claims and its values as well as its support for various social and humanitarian causes.

Promotional articles

Proudly showing our colours

Let’s proudly show our sense of belonging to the CSQ! The union organization service offers a choice of clothing and other promotional objects bearing the CSQ logo.

To view and select available articles, consult the Articles promotionnels section on the CSQ Extranet.
Our partners

Faithful to its mission, the CSQ firmly commits to defending and promoting the interests and aspirations of its members. It commits to representing them wherever required.

In a spirit of solidarity, the CSQ commits to collaborating with agencies that share common values and orientations, in Québec and elsewhere.

Defence of workers’ rights

Conseil consultatif du travail et de la main-d’œuvre (CCTM)
cctm.gouv.qc.ca

The work of the CSQ with the CCTM consists of advising the Minister of Labour on policies and programs concerning labour and the work force. Balancing work, family and productivity is an issue that particularly concerns us.

Commission des partenaires du marché du travail (CPMT)
cptm.gouv.qc.ca

Under the jurisdiction of the Ministère du Travail, the CPMT is mandated to advise Emploi-Québec on major orientations and policies concerning employment and work force programs and to administer the Act to promote workforce skills development and recognition. The CSQ is represented on various CPMT committees (learning, women, youth, social economy, adaptation of employees with disabilities). The CPMT has regional boards that include representatives of CSQ-affiliated organizations.

Comité de retraite de la Commission administrative des régimes de retraite et d’assurance (CARRA)
carra.gouv.qc.ca

Under the chairmanship of CARRA, this parity committee brings together representatives of union organizations and the Conseil du trésor. Since 1995, it has exercised increased power over the management of our pension plans.

Conseil de la famille et de l’enfance
cfe.gouv.qc.ca

The Conseil produces an annual report on the situation and the needs of families and children. It develops vigilance activities by producing briefs and memoranda on family policy, economic support and taxation. Its mandate is to advise the government and to contribute to guiding its policies for the benefit of families and children.

Conseil d’administration de la Régie des rentes du Québec (RRQ)
rrq.gouv.qc.ca

Its mandate is to oversee the administration of the Régie and to make recommendations to the Minister of Revenue concerning the Québec Pension Plan.
SSQ Vie is an insurer that mainly offers group insurance. The
CSQ relies on this insurer for personal insurance plans. It has
the highest sales in this area. The Board of Directors’ mandate is
to oversee the administration of the company.

A venture capital firm for Québec SMEs, the Fund is commit-
ted to job creation and offers RRSPs with superior tax advantages.
The Solidarity Fund QFL contributes to Quebec’s economic
development by investing in all sectors of the economy.

Its Board of Directors authorizes the Fund’s investments. The
participation of the CSQ stems from the CSQ-QFL protocol and
the CSQ Solidarity Fund protocol. Many CSQ members have
invested RRSP funds in the Solidarity Fund.

This financial institution, committed to an economy of soli-
darity and ethical and responsible finance, manages all the
institutional accounts of the CSQ. The Board of Directors is
composed of representatives of union, community, cooperative
and cultural agencies.

Since 1986, the CSQ has collaborated with La Personnelle,
group home and automobile insurance, in order to offer mem-
bers of the affiliated organizations a custom home and auto-
mobile insurance product: Protections RésAut CSQ.

The Web site of La Personnelle is reserved for members of
the CSQ and affiliated organizations: csq.lapersonnelle.com

A protocol between union confederations and UQAM on
services to collectivities makes research and training activities
accessible to union organizations.

The Centre’s goal is to produce research on interventions in
the schools and to publish the results in the wider community.

Established as an initiative of the CRIRES and supported by the
CSQ, the CTREQ’s mission is to produce a variety of tools based
on research on educational success. It also aims to meet diverse
needs in intervention and to validate research through transfer.

The mission of the Conseil is to encourage concerted action
among cooperatives, to facilitate research and testing of new
cooperative practices, to promote cooperative education and to
strengthen cooperative sectors.
Solidarity

Centre International de solidarité ouvrière (CISO)
ciso.qc.ca

The CISO’s mission is education on international solidarity in union organizations; it organizes conferences, tours, practicums and training tools and sessions.

Oxfam-Québec
oxfam.qc.ca

Non-governmental organization working for international cooperation and development that also provides emergency rescue and humanitarian assistance. Its program focuses on education, health and sustainable development projects in some twenty countries where it sends international volunteers.

RECYC-QUÉBEC-Société québécoise de récupération et de recyclage
RECYC-QUEBEC.gouv.qc.ca

RECYC-QUÉBEC is a crown corporation under the control of the Minister of Sustainable Development, Environment and Parks. Its purpose is to promote, develop and foster the reduction, re-use, recuperation and recycling of containers, packaging, substances or products and their conversion in a perspective of resource conservation. RECYC-QUÉBEC has been a partner of the Brundtland Green Establishments movement from the outset. Its decision to invest in education and young Quebeckers is based on the belief that young people and schools can become a significant force for social change in ensuring the protection of our environment and the conservation of resources.

Coalitions

Collectif pour un Québec sans pauvreté
http://pauvreté.qc.ca

Coalition uniting community agencies and union organizations that raises public awareness of neoliberal government policies and strives to mobilize public opposition to these policies.

Coalition Solidarité Santé
solidaritesante.qc.ca

The purpose of this Coalition is to defend a public, accessible, universal, free, healthcare system. It unites more than fifty union and community organizations.

Public Education Network

Pan-Canadian network uniting university student associations, university unions, the Canadian Teachers’ Federation, the Canadian Labour Congress and the CSQ. Mainly focused on higher education, it addresses the privatization of education, commercialization in education institutions and the growing influence of business on education.

Fédération des femmes du Québec (FFQ)
ffq.qc.ca

This non-partisan political lobby group aims to promote and defend the interests and the rights of women. The FFQ adopts positions on various issues concerning the status of women. It is very active in fighting the poverty and impoverishment of women and in defending rights and social gains.

S.O.S. Water! Coalition Eau Secours
eausecours.org

The Coalition promotes responsible water management and is composed of environmental, community, union, rural and university organizations. Its purpose is to mobilize the public with respect to the protection of aquatic resources. It promotes sustainable development.
Coalition contre les ateliers de misère (anti-sweatshop coalition)
ciso.qc.ca/ateliersdemisere

This Coalition unites a number of Québec agencies from the union, student and international cooperation sectors. The Coalition’s mission is to raise public awareness of the existence of sweatshops in the garment industry and to take action to improve working conditions in sweatshops.

Coalition des Sans-Chemise
sanschemise.net

The Sans-Chemise movement was founded in 2000, in Charlevoix. It brings together social actors in the regions who are fighting to obtain improvements to the Employment Insurance Act.

The Québec Network on Continental Integration (RQIC)
rqic.alternatives.ca

Coalition composed of grass-roots, union, international cooperation, community, environmental and research organizations. Its objective is to propose a vision of development for the Americas in a framework of respect for social, labour, and human rights and to promote democracy, involvement, respect for the environment, and the eradication of poverty throughout the hemisphere. It aims to provide information and education on hemispheric integration, to create linkages between organizations and hemispheric networks and to support actions that promote real development. Union confederations and many non-governmental organizations (NGOs) are members.

Solidarité rurale
solidarite-rurale.qc.ca

Solidarité rurale is a coalition that aims to develop solidarity between civil society groups with respect to the issues of rural life. The Union des producteurs agricoles (UPA) and the union confederations are members.

Institut de coopération pour l’éducation des adultes (ICEA)
icea.qc.ca

The institute aims to promote adult education, particularly with a view to strengthening recognition of the right to lifelong learning.

Affiliations

Education International (EI)
ei-ie.org

EI has 29 million members. It unites education workers in over 166 countries and territories. Providing a union counterbalance to the various global governance organizations, it further the cause of education employees and protects their union and professional rights. It promotes peace, democracy, social justice, equality and respect for human rights through the development of education.

Comité syndical francophone de l’éducation et de la formation (CSFEF)
csfef.org

Committee representing a network of over 40 teachers’ union organizations from close to 40 countries of the Francophonie. The Committee is an international, non-governmental organization recognized by the international organizations of the Francophonie. It organizes international cooperation projects in rights and citizenship education, in the capacity building of union organizations and in the development of education in the Francophonie.

Public Service International (PSI)
world-psi.org

PSI unites public sector employees who are members of over 600 unions in over 140 countries. Its 20 million members work in virtually every area of the public sector. It defends the cause of the members it represents and promotes public services. It also constitutes a union counterbalance to the various global governance organizations.

Canadian Commission for UNESCO
unesco.ca

UNESCO intervenes in education, science and culture. Every member country sets up a commission divided into sectoral commissions for each of these three areas. A sectoral commission meets with education stakeholders, among others. Since education is of provincial jurisdiction, Canada’s involvement is conducted through the Council of Ministers of Education (Canada). The sectoral commission intervenes on education issues in Canada of concern to the mission of UNESCO.

Secrétariat intersyndical des services publics (SISP): a new alliance defending the public services
sisp.qc.net

The Secrétariat intersyndical des services publics (SISP) was founded through an agreement between the Centrale des syndicats du Québec (CSQ), the Syndicat de la Fonction publique du Québec (SFPQ) and the Syndicat de professionnelles et professionnels du gouvernement du Québec (SPGQ) and aims to build a new alliance to defend and promote the public services. The defence and promotion of the public services provided to Quebeckers, in education, health and social services, childcare and services directly provided by the government are priorities for the SISP. The Secretariat intersyndical des services publics (SISP) brings together 234,000 members from the three organizations.

Confederation of Educators of the Americas (CEA)

A hemispheric union organization uniting teachers’ unions in Québec and all of the countries of Latin America. Its goals are to defend rights, education workers and to promote free, public education.

Joining the CSQ

If you wish to join the CSQ or want to obtain information about unionizing, contact the union organizing team.

Union organizing
Centrale des syndicats du Québec
9405 rue Sherbrooke Est, Montréal, Québec H1L 6P3

Telephone: Julie Gravel 514-356-8888, ext. 2410
or 1 800-465-0897 • Fax: 514-798-0455
E-mail: poursesyndiquer@csq.qc.net

Head office – Montréal
9405 rue Sherbrooke Est
Montréal, Québec H1L 6P3
Telephone: 514-356-8888
Fax: 514-356-9999

Québec City office
320 rue Saint-Joseph Est, bureau 100
Québec, Québec G1K 9E7
Telephone: 418-649-8888
Fax: 418-649-8800

All e-mail addresses are available in the Bottin de la CSQ at www.csq.qc.net