Following the 2012 Congress, our Centrale made a commitment to union renewal in order to improve the representativeness of our organization and the effectiveness of our collective action.

More than 2000 members from across Québec, as well as university researchers, took part in this important reflection led by the special Commission on union renewal.

The Commission's mandate was clear: paint a picture of our union life, examine our processes, and reflect on preferred courses of action.

The Commission also addressed the need for change in the culture of the organization, both in our ways of thinking and our actions. Throughout this process, it sought what motivates day-to-day action by the greatest number of individuals in order to determine the most effective approaches.
UNION RENEWAL IN BRIEF

A PROCESS THAT IS NOW IN OUR DNA

The 2015 Congress made union renewal the focus of its work. Since then, it fuels all of our actions.

Here is a brief overview of the principles of union renewal.

For a bottom-up democratic process
- Prioritize proximity relations in our actions
- Promote integration of the next generation of activists
- Be welcoming and encourage mentorship
- Build the democratic process and union action around the concerns and motivations of member;
- Make the deliberative and consultative process more thorough, effective, and inclusive

For more effective union action
- **Strengthen** collective action to ensure a more human and rewarding work life
- **Fight** against arbitrary management decisions, heavy workloads, and job insecurity
- **Recognize** that prioritizing mandates makes for more effective actions
- **Ensure** that the sociopolitical aspect of union life resonates with all of our components
- **Support** regional coordination and make it more effective
- **Develop** leadership
- **Reinforce** the practical and strategic dimensions of training
- **Facilitate** sharing between members and the union structure
- **Follow up** to ensure decisions taken are implemented and entrenched.