



## Our salary demands and inflation How to modify a bargaining demand—or not

Over the past few weeks, some members have been questioning the monetary demands that the STTRC-CSN has brought to the table. Given the current increase in the cost of living, members are raising a legitimate point: wouldn't it be appropriate to up our salary demands?

In fact, a notice of motion to this effect should be tabled at the regular general meeting to be held on Saturday, April 30, 2022. We would like this issue to be debated within our ranks, in accordance with our rules of order.



How is it possible to change a salary demand that was adopted by the members of the STTRC-CSN at the general meeting of October 2, 2021, at which the entire list of demands submitted to the employer on October 14, 2021 was ratified?

It should be said at the outset that the bargaining committee cannot change the list of demands that it is negotiating on behalf of the union's 2,800 members as it sees fit. Our bargaining committee carries out the mandates it is given by the STTRC-CSN general meeting.

Under the democratic rules by which our CSN-affiliated union is governed, any decision made at a general meeting may be debated again, and possibly changed, after a notice of motion has been filed. For details of the procedure, see:

- Article 9.8.1 of our union's Constitution and Bylaws <https://www.scrs.qc.ca/wp-content/uploads/2021/05/2021-Statuts.pdf>
- Article 34 of the CSN's Rules of Order [https://www.csn.qc.ca/wp-content/uploads/2022/04/2021\\_code\\_regles\\_proced\\_csn.pdf](https://www.csn.qc.ca/wp-content/uploads/2022/04/2021_code_regles_proced_csn.pdf)

In short, the rules say:

- A member who wants to reopen a motion carried at a general meeting must have attended the meeting at which the vote was taken;
- The member must submit a notice of motion at a general meeting to announce their intention to reopen the previous decision. The notice of motion:
  - o Does not have to be seconded
  - o Cannot be debated
  - o Is not voted on (since the member is only announcing their intention to reopen the debate)

- The notice of motion is voted on only at the next meeting, so that all members of the union can be properly notified. In the case at hand, the question that will be put to a vote would essentially be: Does the general meeting wish to reconsider the salary demands adopted on October 2, 2021?
- If a majority of members agree that the decision should be debated again, then a new salary proposal could be submitted to the meeting for adoption.



We have outlined the process for reviewing a decision made at a general meeting under our union's Constitution and Bylaws and our Rules of Order. However, there are also legal and strategic issues involved in changing our bargaining demands.

The Bureau syndical has started considering the various facets of the question. Like you, we have seen the recent upsurge in inflation and the agreements that are being reached at other organizations.

Between now and the next general meeting, we will share the results of our reflections and discussions with the membership. As we said, changing demands that have already been submitted involves not only legal but also political and strategic issues.

The Bureau syndical wants to have the most open debate possible, in keeping with the democratic values on which our practices are based.

A mediator appointed by the Federal Mediation and Conciliation Service will be at our upcoming bargaining sessions, as a result of a request by both parties. **For the time being, our main objective remains: through our communication, bargaining and mobilization efforts, force CBC / Radio-Canada to negotiate on the basis of the problems raised and the solutions put forward by the employees we represent.** So we must actively and publicly show our support for our bargaining committee. It is important that members use the glasses and cups, wear the caps and buttons, and participate in the activities that will be organized in the coming weeks.

