



**Plus
jamais
seules**

Intermediate and
family-type resources



Period for changes in union allegiance

YOU'RE NO LONGER ALONE

No. 1

INFO-RAIDING – NEWSLETTER FOR RIS-RTFs

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UNION DUES

In the CSN, the rate of dues is set by a general meeting of the members themselves. Dues are deducted from the remuneration paid to intermediate and family-type resources and vary depending on the number of persons receiving services. Dues correspond to 2% of taxable income,¹ capped at \$65 a month or \$780 a year. Once this maximum reached, you don't pay any more. In other organizations, you pay a set amount of dues, even if the number of residents living with you – and therefore your income – goes down.

In the CSN, the union can therefore dedicate more money to meeting its members' needs. From the total amount of dues collected, 56% goes directly to the CSN union, compared to only 13% at the FFARIQ and 20% at the ADREQ-CSD.

THE UNION MANAGES ITS OWN FINANCES

In the CSN, dues are administered by the union, not the central organization. The union keeps full control over its finances and how they are used, in accordance with the priorities decided by members. Not many organizations offer autonomy like this.

WHAT ARE DUES USED FOR?

Dues notably enable the union's elected representatives to carry out all the mandates they received from members at the general membership meeting, such as:

- intake and processing of members' applications and questions;
- enforcing rights set out in the group agreement;
- examining living and working conditions;
- filing and settling disagreements;
- prevention and defence work in occupational health and safety;
- union life and management of union activities.

YOUR DUES ALSO GIVE YOU ACCESS TO A WIDE RANGE OF SPECIALIZED SERVICES OFFERED BY THE CSN. THESE INCLUDE:

- developing, negotiating and enforcing the group agreement and providing support for the various committees the agreement creates;
- defending the union and social rights of members in court or before tribunals;
- analysing and setting up various pension and group insurance plans;
- providing various engineering, ergonomics and health and safety analyses;
- drawing up communications and information plans to make the demands of intermediate and family-type resources better known to the media and the general public;
- helping unions produce open and transparent financial statements;
- regional mobilization to support union members in achieving their goals;
- providing union training on collective bargaining, settling disputes, status of women, harassment, finances, etc.

1. i.e., after tax credits or deductions, depending on your tax bracket

