

**REPORT FROM THE GENERAL RESOLUTIONS COMMITTEE
TO THE
NINTH PSAC-QUEBEC CONVENTION**

**APRIL 21 to 23, 2017
MANOIR SAINT-SAUVEUR**

Subject to ratification by Convention, the following delegates were designated members of the General resolutions Committee.

Chair:

Monique Déry Alternate Regional Executive Vice-President for Quebec

Co-chair:

Toufic El-Daher Director of PSAC-Quebec Equity Groups

Members:

France Fillion President of the Montreal Area Council

Annick Lamoureux President of the Laval/Laurentides/Lanaudière/Abitibi-Témiscamingue Area Council

Yolande Dostie President of the l'Estrie/Bois-Francs Area Council

Sébastien Paquette President of the ASSEP Local

The General Resolutions Committee met at the PSAC-Quebec Montréal Regional Office on January 31, February 1 and February 2, 2017.

During its deliberations, the Committee reviewed 70 resolutions. Unless otherwise indicated, all were originally submitted in French.

The Committee also looked at the updated Resolutions of Record, which include 63 resolutions.

To reduce the number of documents printed at Convention and to go green, PSAC-Quebec has developed a new way of presenting its Committee reports.

The title and originator (originating body) of the resolutions are included in the report.

General resolutions are included in the report rather than as a separate package. They follow the order of priority established by the Committee.

Combined general resolutions and original general resolutions used to create a combined general resolution are in Appendix A, based on the established order of priority.

Finally, Appendix B contains a list of acronyms for originators of resolutions dealt with in this report.

The Committee set the following order of priority:

Concurrence

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| 1) G-24 (Part 1)
(which covers G-24, G-22 and G-23) | Harassment |
| 2) G-46 | Mental Health in the Workplace |
| 3) G-47 | Domestic Violence |
| 4) G-1A (which covers G1, G-2,
G-59, G-60 and G-61) | Research Funding |
| 5) G-67A (which covers G-67, G-
68, G-69, G-70 and S-13, 2nd BIR) | Expansion of Organizing Unit |
| 6) G-62A (which covers G-62, G-
63, G-64, G65 and G-66) | Orphan clauses |
| 7) G-28A (which covers G-28, G29,
G-30, G31 and G-32) | Increase of minimum wage to \$15 per hour |
| 8) G-42 | Quebec election |
| 9) G-6 (which covers G-7) | Anti-Scab Legislation |
| 10) G-11 (which covers G-10 and G-
12) | Pay equity clause |
| 11) G-34A (which covers G-34 and
G-35) | Legal and social protection for workers in
atypical jobs |
| 12) G-48 | Reinvestment in Education |
| 13) G-5 (which covers G-3 and G-4) | Transparency and accessibility of PSAC bodies |
| 14) G-8 (which covers G-9) | Pension plan for organizations under federal
jurisdiction |
| 15) G-16 (which covers G-17 and
G18) | Enhancement of the Régie des rentes du Québec
(RRQ) |

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|-----|---|--|
| 16) | G-20 (which covers G-19) | Amendment to the Employment Insurance Act |
| 17) | G-25A (1st BIR) (which covers G-25, G26 and G-27) | Unpaid Internships |
| 18) | G-33 | Campaign to improve minimum working conditions |
| 19) | G-38A (which covers G-36, G-37 and G-38) | Commercialization of Knowledge |
| 20) | G-39A (which covers G-39, G-40 and G-41) | Progressive Tax System 1 |
| 21) | G-43 | New resolution on retirement benefits |
| 22) | G-45 | Union training vs. work-life balance |
| 23) | G-49 | Drug Costs |
| 24) | G-50 | Universal Drug Insurance Plan |
| 25) | G-51 | Scholarship to provide financial support to women pursuing graduate studies in Science, Technology, Engineering, Medicine and Math |
| 26) | G-55A (which covers G-55 and G-56) | Progressive Tax System 2 |
| 27) | G-57A (which covers G-57 and G-58) | Commercialization of Knowledge 1 |

Removal from the Resolutions of Record

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|-----|-------------------|--|
| 28) | 1996/GT-1 | Sharing of Area Council minutes among regions
Facilitators' Network |
| 29) | 1999/G-1 | |
| 30) | 2002/G-5 (Part 1) | Joint Career Transition Committee (JCTC) |
| 31) | 2002/G-15 | Participation of PSAC locals in FTQ Area Councils
Adoption of federal anti-scab legislation |
| 32) | 2005/G-1A | |
| 33) | 2005/G-4A | "Eau Secours", Quebec coalition for responsible water management |

34) 2005/G-6	PSAC-Quebec Website
35) 2005/G-15	(Note) Parallel court system in Canada
36) 2005/G-25	Unionized hotels and purchase of union-made goods
37) 2005/S-26A	(Note) PSAC structure committee
38) 2008 G-38	Promoting unionization
39) 2008 G-35	Security and Prosperity Partnership of North America (SPP)
40) 2008 G-26	Public Service Employment Act (PSEA)
41) 2008 G-12	Environmental responsibility at PSAC-Quebec activities
42) 2008 G-25	Public Service Employment Act (PSEA)
43) 2011 G-78	Financing of University Research
44) 2011 G-104	Commission of inquiry into the construction industry
45) 2011 G-55	Resolution for the FTQ campaign « Une retraite à l'abri des soucis »
46) 2011 G-7	Elimination of health tax
47) 2011 G-35	Minimum wage to reach the low-income cut-off
48) 2011 G-38	Review income tax for individuals and private business RRQ increase
49) 2011 G-56	
50) 2011-G-84	Training on Section 11 8 a) of the PSAC Constitution
51) 2014-G-1	PSAC-Quebec Political Action Plan 2014-2015 Transfer of Ste. Anne's Hospital

52) 2014-G-13	Orphan clauses
53) 2014-G-4A	Financing of University Research
54) 2014-G-7	Missing or murdered Aboriginal women
55) 2014-G-16	Availability of training in English
56) 2014-G-37	Training for members in the university sector
57) 2014-G-38	Opening of union education to community groups
58) 2014-G-43	
59) 2014-G-10	Budget Cuts In Granting Agencies
60) 2014-G-44	PSAC-Quebec subscribes to the Kyoto Protocol
<u>Non-Concurrence</u>	
61) G-24 (Part 2) (which covers G-24, G-22 and G-23)	Harassment
62) G-25A (2nd BIR) (which covers G-25, G26 and G-27)	Unpaid Internships
63) G-44	Importance and role of the union
64) G-52	Presence of a first-aid attendant at PSAC union meetings
65) G-53	Direct democracy

Recommendation to defer

66) G-15 (which covers G-13 et G-14)	Protective reassignment
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The Committee wishes to thank Marie-Ange Mundela (Committee secretary), Jérôme Messier (technical advisor to the Committee) and PSAC staff who contributed to the Committee's work and preparation of documents.

The General Resolutions Committee was tasked with reviewing a certain number of resolutions. Serious and pondered deliberations took place in a setting of great respect. I would like to thank all members of the General Resolutions Committee for their hard work and contribution.

Respectfully submitted on behalf of the Committee,

Monique Déry

A handwritten signature in black ink, appearing to read 'Monique Déry', with a long horizontal line extending to the right from the end of the signature.

Committee Chair

MD/mam
SEAQ/Unifor-2026 for SEESOCQ
Enclosure

Resolution G-24 (Part 1) (which covers Resolutions G-21, G-22 and G-23)

Originator: STEP 10800

The Committee has split resolution G-24 into two parts.

Part 1:

The Committee recommends concurrence in Part 1 of Resolution G-24, which reads as follows:

HARASSMENT

SOURCE: STEP 10800

LANGUAGE OF ORIGIN: F

WHEREAS close to one out of six student workers is a victim of harassment in the university work environment;

WHEREAS this is an under-reported problem;

BE IT RESOLVED THAT PSAC-Quebec commit to actively combatting harassment of any kind;

BE IT FURTHER RESOLVED THAT PSAC-Quebec provide financial, human and material resources to locals planning initiatives to address the problem.

Rationale:

The Committee recommends concurrence in the first BIR because it believes that we must act quickly to put a stop to the scourge of workplace harassment.

Resolution G-46

Mental Health in the Workplace

PSAC-Quebec Regional Women's Committee

The Committee recommends concurrence in Resolution G-46 which reads as follows:

WHEREAS mental health problems can have a negative impact on all aspects of a person's life, including the workplace, and in some settings where there is mental health support, there is still a stigma associated with talking about it;

WHEREAS the associated costs are 51 billion dollars, which include absenteeism, medication and health care, and one in five Canadians will experience mental health issues during their lifetime;

BE IT RESOLVED THAT PSAC prioritize mental health in the workplace and take the necessary steps to urge the federal and provincial governments to make mental health support a priority and compulsory in our workplaces.

Rationale:

The Committee recommends concurrence in this resolution because mental health affects everyone.

**Resolution G-47
Domestic Violence**

Originator: PSAC-Quebec Regional Women's Committee

The Committee recommends concurrence in Resolution G-47 which reads as follows:

WHEREAS domestic violence is an increasing problem and its repercussions have an impact on the workplace;

WHEREAS it is important for victims of domestic violence to know that their position and job stability will not be affected while they seek the help they and their family need;

WHEREAS it is vital for victims of domestic violence to have financial security from their employment to be able to leave an abusive spouse and take care of themselves and their family;

BE IT RESOLVED THAT PSAC negotiate the inclusion, in all of its collective agreements, of measures to support and protect victims of domestic violence, including leave with pay, and that it ensure that this issue remains a priority at the bargaining table;

BE IT FURTHER RESOLVED THAT PSAC pressure the federal and provincial governments to amend legislation to provide leave with pay to any victim of domestic violence and guarantee job security of all workers.

Rationale:

The Committee recognizes the importance and urgency of taking action in support of victims of domestic violence.

**Composite Resolution G-1A (which covers Resolutions G-1, G-2, G-59, G-60 and G-61)
Research Funding**

Originator: Montréal Area Council

The Committee created Composite Resolution G-1A further to Resolutions G-1 (Montréal Area Council), G-2 (SERUM 17751), G-59 (STEP 10800), G-60 (ASTRE 12555) and G-61 (ASSEP 17753), which reads as follows:

WHEREAS university unions represent more than 25,000 PSAC-Quebec members;

WHEREAS salaries paid to research employees depend on research grants awarded by federal and provincial government granting agencies and not on university operating budgets;

WHEREAS the funds granted undermine compliance with the salary scales found in collective agreements;

WHEREAS the public research funding structure creates job insecurity for all employees;

WHEREAS PSAC has a duty to defend the jobs of its members;

BE IT RESOLVED THAT, effective immediately, PSAC and PSAC-Quebec take political action to ensure that government granting agencies take into account wages negotiated into the collective agreement when allocating subsidies.

BE IT FURTHER RESOLVED THAT PSAC and PSAC-Quebec lobby for an increase in these agencies' budgets to ensure that members' jobs are protected.

The Committee recommends concurrence in Resolution G-1A.

Rationale:

The Committee recommends concurrence in this resolution because it acknowledges the importance of supporting research while being in compliance with salaries that have been negotiated. The Committee also believes that budgets must be increased to maintain the number of research jobs.

Composite Resolution G-67A (which covers Resolutions G-67, G-68, G-69, G-70 and S-13-2nd BIR)

Expansion of Organizing Unit

Originator: ASSEP 17753

The Committee created Composite Resolution G-67A further to Resolutions G-67 (ASSEP 17753), G-68 (Québec Area Council), G-69 (ASTRE 12555), G-70 (STEP 10800) and S-13-2nd BIR (ASSEP 17753), which reads as follows:

WHEREAS unionization of the university sector is fragile in Quebec and virtually non-existent in the rest of Canada;

WHEREAS the unionization effort must be followed by a mobilization effort in order for it to be sustainable;

WHEREAS unionization is beneficial in all workplaces and regions;

BE IT RESOLVED THAT PSAC and PSAC-Quebec expand their organizing activities involving college and university students throughout Quebec and Canada;

BE IT FURTHER RESOLVED THAT PSAC and PSAC-Quebec expand the mandate of the organizing unit to strengthen certificates.

The Committee recommends concurrence in Resolution G-67A.

Rationale:

The Committee believes that all new union certification is a step forward in improving working conditions. Furthermore, it recognizes that it is equally important to maintain existing conditions.

Composite Resolution G-62A (which covers Resolutions G-62, G-63, G-64, G-65 and G-66)

Orphan clauses

Originator: STEP 10800

The Committee created Composite Resolution G-62A further to Resolutions G-62 (STEP 10800), G-63 (ASTRE 12555), G-64 (Montréal Area Council), G-65 (SERUM 17751) and G-66 (ASSEP 17753), which reads as follows:

WHEREAS those who have fought for decent working conditions must build on this legacy for future generations;

WHEREAS orphan clauses widen the gap between generations of workers;

WHEREAS orphan clauses have an adverse effect on new employees as pertains to their wages, pension plans, group insurance coverage and all other working conditions;

BE IT RESOLVED THAT PSAC and PSAC-Quebec take a stand against incorporating orphan clauses into collective agreements;

BE IT FURTHER RESOLVED THAT PSAC and PSAC-Quebec, along with their labour allies, lobby government at all levels to amend the Canada Labour Code and relevant provincial legislation accordingly.

The Committee recommends concurrence in Resolution G-62A.

Rationale:

The Committee believes that disparity in treatment is totally unacceptable and causes conflict between workers.

Composite Resolution G-28A (which covers Resolutions G-28, G-29, G-30, G-31 and G-32)

Increase of minimum wage to \$15 per hour

Originator: Québec Area Council

The Committee created Composite Resolution G-28A further to Resolutions G-28 (Québec Area Council), G-29 (Quebec Council), G-30 (ASSEP 17753), G-31 (STEP 10800) and G-32 (ASTRE 12555), which reads as follows:

WHEREAS minimum wage must be increased to allow all workers to live with dignity;

WHEREAS it is a mobilizing issue for Quebec society as a whole;

WHEREAS there are a number of campaigns under way to promote a minimum wage increase, and the lack of coordination among these campaigns is hindering progress as a whole;

BE IT RESOLVED THAT PSAC and PSAC-Quebec demand that the federal and provincial governments immediately raise minimum wage to \$15 per hour;

BE IT FURTHER RESOLVED THAT PSAC and PSAC-Quebec commit to pressuring the provincial and federal governments, FTQ affiliates and companies affiliated with the Fonds de solidarité FTQ so that they pay their employees a minimum wage of \$15 per hour;

BE IT FURTHER RESOLVED THAT PSAC and PSAC-Quebec participate in the merging of campaigns to increase minimum wage to \$15 per hour, namely with the 15plus.org campaign.

The Committee recommends concurrence in Resolution G-28A.

Rationale:

The Committee recognizes the importance and urgency of raising minimum wage to \$15 per hour.

Resolution G-42
Quebec election

Originator: Quebec Council

The Committee recommends concurrence in Resolution G-42 which reads as follows:

WHEREAS the Couillard government is similar to the former Harper government;

WHEREAS PSAC members in Quebec are subject to decisions of the Couillard government as workers and citizens, particularly in the areas of health, education and child care services;

WHEREAS thousands of PSAC members in Quebec rely on provincial government funding, particularly for postsecondary education;

BE IT RESOLVED THAT PSAC-Quebec develop a campaign in preparation for the 2018 Quebec election.

Rationale:

The Committee firmly supports this resolution, given the harmful impact of the Quebec Liberal government's destructive policies on the living conditions of our members and their families.

Resolution G-6 (which covers Resolution G-7)
Anti-Scab Legislation

Source: Montréal Area Council

The Committee recommends concurrence in Resolution G-6 which reads as follows:

WHEREAS the presence of scabs could lead to violent incidents;

WHEREAS the right to strike is critical and could facilitate a return to the bargaining table;

WHEREAS the presence of scabs undermines the power of unions when a strike is called;

WHEREAS Quebec has legislation to address this issue;

BE IT RESOLVED THAT PSAC continue to urge political parties to introduce anti-scab legislation similar to that which is in effect in Quebec;

BE IT FURTHER RESOLVED THAT PSAC promote this bill within its own structure, other unions and political parties in Parliament.

Rationale:

The Committee believes that the lack of such federal legislation violates the right of workers to negotiate on an equal footing with their employers.

Resolution G-11 (which covers Resolutions G-10 and G-12)

Pay parity clause

Originator: SERUM 17751

The Committee recommends concurrence in Resolution G-11 which reads as follows:

WHEREAS more than 50,000 Quebec workers from all walks of life have negotiated a pay equity clause with the public and parapublic sector (trailer clause);

WHEREAS the government wage policy (GWP) adopted on September 30, 2016 provides for lump sums of \$0.30 and \$0.16 per hour worked April 1, 2015 and April 1, 2019, respectively;

WHEREAS the intent of negotiating pay equity clauses was to apply the GWP, regardless of its form;

WHEREAS the government of Quebec refuses to award the lump sum payments to those subject to pay equity clauses;

WHEREAS many Quebec workers affected by this unfair measure earn less than \$15 per hour;

BE IT RESOLVED THAT PSAC-Quebec pressure the provincial government to grant lump sum payments agreed to under the 2015-2019 GWP to those subject to pay equity clauses linked to the GWP (trailer clause).

Rationale:

The Committee believes that employees who negotiated the trailer clauses are eligible to receive lump sum payments agreed to under the 2015-2019 GWP.

**Composite Resolution G-34A (which covers Resolutions G-34 and G-35)
Legal and social protection for workers in atypical jobs**

Originator: ASSEP 17753

The Committee created Composite Resolution G-34A further to Resolutions G-34 (ASSEP 17753) and G-35 (STEP 10800) which reads as follows:

WHEREAS the labour market has changed significantly over the past fifty years;

WHEREAS atypical employment has greatly increased and now makes up one third of the workforce;

WHEREAS labour legislation has not considerably evolved for several years and excludes workers in atypical jobs from the legal system;

WHEREAS PSAC represents many workers in atypical jobs;

BE IT RESOLVED THAT PSAC and PSAC-Quebec take a stand and actively advocate for better legal and social protection for workers in atypical jobs.

The Committee recommends concurrence in Resolution G-34A.

Rationale:

The Committee supports this resolution and recognizes that atypical work increases job insecurity.

Resolution G-48
Reinvestment in Education

Originator: Quebec Council

The Committee recommends concurrence in Resolution G-48 which reads as follows:

WHEREAS significant cuts to education have been made in the past two years;

WHEREAS the quality of education has seriously deteriorated;

WHEREAS society's future depends on the education of future generations;

BE IT RESOLVED THAT, immediately following the 2017 PSAC-Quebec Convention, PSAC-Quebec lobby the Quebec government to reinvest massively in education.

Rationale:

The Committee recognizes the importance of education for future generations.

Resolution G-5 (which covers Resolutions G-3 and G-4)
Transparency and accessibility of PSAC bodies

Originator: STEP 10800

The Committee recommends concurrence in Resolution G-5 which reads as follows:

WHEREAS PSAC is a large union with several bodies, and those bodies have a number of projects;

WHEREAS new members and delegates often have difficulty navigating around the union's various bodies;

WHEREAS a clear position book allows for meaningful tracking of the issues that are important to PSAC members;

BE IT RESOLVED THAT PSAC-Quebec ensure the availability and accessibility of the minutes of each of its bodies;

BE IT FURTHER RESOLVED THAT PSAC-Quebec develop and make available a central book stating its positions;

BE IT FURTHER RESOLVED THAT PSAC-Quebec pressure the PSAC National Office to develop and make available a position book;

BE IT FURTHER RESOLVED THAT PSAC-Quebec distribute documents explaining PSAC's structure, mandates and positions, and how each of its bodies operates.

Rationale:

The Committee believes that the information should be available to all members.

**Resolution G-8 [which covers Resolution G-9]
Pension plan for organizations under federal jurisdiction**

Originator: Montréal Area Council

The Committee recommends concurrence in Resolution G-8, which reads as follows:

WHEREAS the current federal government was elected on a promise to restore government respect for its employees and to ensure retirement security for Canadians;

WHEREAS the government recently introduced a bill [C-27] that would allow federally regulated employers to change their employees' pension plan, even retroactively in the case of employees who have already retired;

WHEREAS Hassan Yussuf, President of the Canadian Labour Congress, wrote a letter to the Minister of Finance, explaining in particular that Bill C-27 was introduced without prior notice or consultation with Canadians, pensioners or unions, and it proposes measures that directly contradict the election promises made to improve retirement security for Canadians;

[\[canadianlabour.ca/letter-finance-minister-bill-morneau-re-bill-c-27\]](http://canadianlabour.ca/letter-finance-minister-bill-morneau-re-bill-c-27)

BE IT RESOLVED THAT PSAC-Quebec actively support PSAC's National Office in doing everything it can to have Bill C-27 dropped or, at least, to ensure that the government does not take advantage of the bill to impose the same type of change unilaterally imposed on public service employees.

Rationale:

The Committee believes that PSAC-Quebec should actively and fully support PSAC national campaigns against Bill C-27.

**Resolution G-16 [which covers Resolutions G-17 and G-18]
Enhancement of the Régie des rentes du Québec (RRQ)**

Originator: Montréal Area Council

The Committee recommends concurrence in Resolution G-16 which reads as follows:

WHEREAS 47% of retirees in Quebec need the Guaranteed Income Supplement [social assistance for retirees];

WHEREAS enhancement of the RRQ would improve coverage for all workers and would immediately raise the standard of living of the poorest;

WHEREAS low retirement income leads to slow economic growth and puts pressure on government-funded social services;

WHEREAS enhancement of the RRQ would significantly reduce the cost and risk of the existing supplemental pension plans while closing the gap between those with a pension and those without, which is both a social and a political issue;

WHEREAS employer-sponsored private pension plans are less and less common;

WHEREAS, according to the RRQ, only 27% of workers have “a high earning potential for income replacement”;

WHEREAS, with the exception of Quebec, all Canadian provinces have signed the Vancouver agreement on enhancing the Canada Pension Plan [CPP];

BE IT RESOLVED THAT PSAC-Quebec pressure the provincial government to enhance the Quebec Pension Plan [RRQ] to the level announced for the CPP in the Vancouver agreement.

Rationale:

The Committee believes that all citizens of Quebec have the right to a decent retirement.

**Resolution G-20 [which covers resolution G-19]
Amendment to the Employment Insurance Act**

Originator: SERUM 17751

The Committee recommends concurrence in Resolution G-20 which reads as follows:

WHEREAS over 60% of the Canadian population, both unionized and non-unionized, does not have access to disability insurance;

WHEREAS employment insurance is largely funded by workers and must be used to protect our wages;

BE IT RESOLVED THAT PSAC actively lobby to amend section 12[3][c] of the Employment Insurance Act, which provides for a cap of fifteen [15] weeks of benefits payable in case of illness and that this period be significantly extended to reflect the reality of claimants and the varying length of time they may require depending on the type of disability.

Rationale:

The Committee believes that fifteen [15] weeks of benefits payable in case of illness is clearly inadequate.

**Composite Resolution G-25A [which covers Resolutions G-25, G-26 and G-27]
Unpaid Internships**

Source: ASSEP 17753

The Committee created Composite Resolution G-25A further to Resolutions G-25 [ASSEP 17753], G-26 [Québec Area Council] and G-27 [STEP 10800], which reads as follows:

UNPAID INTERNSHIPS
ORIGINATOR: STEP 10800
LANGUAGE OF ORIGIN: F

WHEREAS many trainees and interns are currently not being paid for their 40-hour work week and must take on additional part-time work to make ends meet;

WHEREAS trainees and interns work as hard as employees and receive no remuneration;

WHEREAS an education should not be obtained at the expense of a student's quality of life;

BE IT RESOLVED THAT PSAC pressure the provincial and federal governments to prohibit unpaid placements and internships;

BE IT FURTHER RESOLVED THAT all trainees and interns working at PSAC, or for one of its bodies or locals, be remunerated.

The Committee recommends CONCURRENCE in the first BIR in Resolution G-25A.

Rationale:

The Committee believes that placements and internships should be remunerated.

**Resolution G-33
Campaign to improve minimum working conditions**

Originator: SETUE 10721

The Committee recommends concurrence in Resolution G-33 which reads as follows:

WHEREAS minimum working conditions are important to non-unionized workers and the most vulnerable unionized workers;

WHEREAS it is unacceptable for workers to live below the poverty line;

WHEREAS quality of life must not be restricted to the privileged;

BE IT RESOLVED THAT PSAC-Quebec demand that work schedules be provided to workers at least five [5] days in advance and that minimum wage be increased to \$15 per hour;

BE IT FURTHER RESOLVED THAT PSAC-Quebec advocate for ten [10] sick days per year for everyone, as well as for an increase in the minimum vacation leave for all workers to five [5] paid vacation weeks per year;

BE IT FURTHER RESOLVED THAT PSAC-Quebec make all of the political submissions needed to achieve these goals and that it produce information materials to advance these issues.

Rationale:

The Committee believes that good working conditions improve the quality of life of workers.

**Composite Resolution G-38A [which covers Resolutions G-36, G-37 and G-38]
Commercialization of Knowledge**

Originator: ASTRE 12555

The Committee created Composite Resolution G-38A further to Resolutions G-36 [ASSEP 17753], G-37 [STEP 10800] and G-38 [ASTRE 12555], which reads as follows:

COMMERCIALIZATION OF KNOWLEDGE
ORIGINATOR: ASTRE 12555
LANGUAGE OF ORIGIN: F

WHEREAS a society's future depends on the education of its future generations;

WHEREAS fundamental and applied research contributes to student education and advances the society that promotes it;

BE IT RESOLVED THAT PSAC call on the federal and provincial governments to reinvest in federal and provincial granting agencies;

BE IT FURTHER RESOLVED THAT PSAC insist on massive funding for fundamental and applied research intended for a non-commercial purpose;

The Committee recommends concurrence in Resolution G-38A.

Rationale:

The Committee recognizes the importance of supporting fundamental and applied research.

**Composite Resolution G-39A [which covers Resolutions G-39, G-40 and G-41]
Progressive Tax System 1**

Originator: ASSEP 17753

The Committee created Composite Resolution G-39A further to Resolutions G-39 [ASSEP 17753], G-40 [ASTRE 12555] and G-41 [STEP 10800]), which reads as follows:

PROGRESSIVE TAX SYSTEM 1
ORIGINATOR: ASSEP 17753
LANGUAGE OF ORIGIN: F

WHEREAS workers are doing more than their fair share to maintain high-quality public services;

WHEREAS the current tax system provides an unwarranted advantage to individuals whose income is well above average;

BE IT RESOLVED THAT PSAC call for the establishment of progressive tax measures such as bringing back the capital gains tax, adding tax brackets, increasing corporate taxes and combatting tax havens.

The Committee recommends concurrence in Resolution G-39A.

Rationale:

The Committee supports this resolution because it recognizes that there is a flagrant imbalance in the current tax system.

Resolution G-43
New resolution on retirement benefits

ORIGINATOR: USGE 10032

The Committee recommends concurrence in Resolution G-43 which reads as follows:

WHEREAS the union has been fighting for better conditions for members, including a pension plan;

WHEREAS a pre-retirement course would be very popular among members;

BE IT RESOLVED THAT PSAC provide a tailored pre-retirement course to all members;

BE IT FURTHER RESOLVED THAT the program be designed to provide information to members about their pension plan;

BE IT FURTHER RESOLVED THAT the program aim to better prepare members for their retirement.

Rationale:

The Committee believes that this resolution is relevant, as it will help all members plan their retirement.

Resolution G-45
Union training vs. work-life balance

Originator: AGR 10080

The Committee recommends concurrence in Resolution G-45 which reads as follows:

WHEREAS most union training takes place on Fridays and Saturdays;

WHEREAS Saturday is a day of rest based on most of our members' work schedules;

WHEREAS we are increasingly asking the employer to value and respect work-life balance, as well as personal well-being and mental health;

WHEREAS those involved in union work already give a great deal of their time in addition to their regular work;

BE IT RESOLVED THAT PSAC-Quebec establish a task force to study viable alternatives to decrease, as much as possible, the training that occurs on weekends, without increasing our members' dues.

Rationale:

The Committee recognizes the importance of work-life balance.

Resolution G-49
Drug costs

Source: Quebec Council

The Committee recommends concurrence in Resolution G-49 which reads as follows:

WHEREAS Quebec has entered into an agreement with pharmaceutical companies to purchase their medications at the best price available in Canada;

WHEREAS pharmaceutical companies have entered into secret agreements with other provinces at no benefit to Quebec;

WHEREAS pharmaceutical companies have failed to comply with the agreement with the government of Quebec concerning drug prices;

BE IT RESOLVED THAT PSAC-Quebec lobby the Quebec government to prosecute pharmaceutical companies that do not comply with the agreement on drug prices.

Rationale:

The Committee believes that there is unfair pricing of drugs across Canada.

Resolution G-50

Universal Drug Insurance Plan

Originator: Quebec Council

The Committee recommends concurrence in Resolution G-50 which reads as follows:

WHEREAS the cost of drugs is increasing exponentially in Quebec;

WHEREAS Canada is one of the Organisation for Economic Co-operation and Development (OECD) countries that has seen the greatest increase in the cost of drugs over the past decade;

WHEREAS the cost of drugs has stabilized in some OECD countries that have set up universal drug insurance plans;

WHEREAS the introduction of universal drug insurance could save us up to 2.7 billion, according to studies by Carleton University professor Marc-André Gagnon;

WHEREAS drugcost pressures on private plans will be untenable in the short term for both employers and workers;

BE IT RESOLVED THAT before PSAC-Quebec 2020 Convention, PSAC-Quebec lobby the provincial government to set up a universal drug insurance plan.

Rationale:

The Committee believes that the increase in drug costs must be curbed and that drugs must be more accessible to all Canadians.

Resolution G-51

Scholarship to provide financial support to women pursuing graduate studies in Science, Technology, Engineering, Medicine and Math

Originator: Québec Area Council

The Committee recommends concurrence in Resolution G-51 which reads as follows:

WHEREAS PSAC can take a leadership role in feminist struggles;

WHEREAS women are still under-represented in these graduate fields of study and the women enrolled in them routinely face various forms of sexism;

WHEREAS it is important to encourage women enrolled in these fields of study and given that a scholarship is a form of recognition and provides substantial financial support to students;

BE IT RESOLVED THAT PSAC undertake to establish a scholarship to recognize and encourage women in graduate programs in the fields of Science, Technology, Engineering, Medicine and Math.

Rationale:

The Committee agrees with this resolution because it considers women to be under-represented in these fields.

The following members of the Committee wish to be recorded against the Committee's recommendation: : Annick Lamoureux and Yolande Dostie.

Reason for non-concurrence:

The scholarship should not be offered for specific fields, but rather for all fields. Restricting the scholarship to specific fields creates discrimination.

**Composite Resolution G-55A (which covers Resolutions G-55 and G-56)
Progressive Tax System 2**

Originator: ASTRE 12555

The Committee created Composite Resolution G-55A further to Resolutions G-55 (ASTRE 12600) and G-56 (STEP 10800), which reads as follows:

PROGRESSIVE TAX SYSTEM 2
ORIGINATOR: ASTRE 12555
LANGUAGE OF ORIGIN: F

WHEREAS the media is saturated with talk about debt and the neo-liberal plan to get out of debt;

WHEREAS the Institut de recherche et d'informations socio-économiques (IRIS) conducts scientific research to benefit workers and does not have sufficient resources to meet its goals;

BE IT RESOLVED THAT PSAC and PSAC-Quebec promote research on progressive tax measures by financially supporting IRIS and asking its affiliates to do the same.

The Committee recommends concurrence in Resolution G-55A.

Rationale:

The Committee believes that the neo-liberal discourse in the media must be addressed.

**Composite Resolution G-57A (which covers Resolutions G-57 and G-58)
Commercialization of Knowledge 1**

ORIGINATOR: STEP 10800

The Committee created Composite Resolution G-57A further to Resolutions G-57 (STEP 10800) and G-58 (ASSEP 17753), which reads as follows:

COMMERCIALIZATION OF KNOWLEDGE 1

ORIGINATOR: STEP 10800

LANGUAGE OF ORIGIN: F

WHEREAS knowledge is not a commodity and the production of knowledge must benefit the advancement of humanity as a whole;

WHEREAS the way research is funded is intrinsically linked to its production;

WHEREAS PSAC is a key player in defending knowledge workers;

BE IT RESOLVED THAT PSAC-Quebec publicly condemn budget cuts within federal and provincial granting agencies;

BE IT FURTHER RESOLVED THAT PSAC-Quebec conduct a study on the direct impact of these cuts on the student employees, research professionals and postdoctoral fellows it represents.

The Committee recommends concurrence in Resolution G-57A.

Rationale:

The Committee estimates the cost of such a study to be approximately two thousand dollars (\$2,000). That amount would be deducted from the political action budget.

Removal from the Resolutions of Record

The Committee recommends removing the following set of resolutions:

1996/GT-1 Sharing of Area Council minutes among regions

BE IT RESOLVED THAT Area Councils share minutes of their meetings;

BE IT FURTHER RESOLVED THAT every Area Council prepare a summary of activities being held in other regions, when necessary and timely.

Rationale:

This provision is now in the PSAC-Quebec By-Laws.

1999/G-1 Facilitators' Network

BE IT RESOLVED THAT PSAC-Quebec commit to activating the Facilitators' Network in Quebec;

BE IT FURTHER RESOLVED THAT, as of the fall of 1999, all PSAC-Quebec union education courses, except for in-residence courses, be delivered or observed by at least one member facilitator.

Rationale:

The Alliance Facilitators (AF) network is up and running under the purview of the Education Committee.

2002/G-5 (Part 1) Joint Career Transition Committee (JCTC)

BE IT RESOLVED THAT regional offices send minutes of this committee to all PSAC-Quebec bodies (Quebec Council, national officers, locals).

Rationale:

The Joint Career Transition Committee no longer exists.

2002/G-15 Participation of PSAC locals in FTQ Area Councils

BE IT RESOLVED THAT regions encourage locals to participate in FTQ Area Councils.

Rationale:

This resolution is part of Regulation 8 of PSAC-Quebec's By-Laws and Regulations.

2005/G-1A Adoption of federal anti-scab legislation

BE IT RESOLVED THAT PSAC-Quebec make every effort and devote all of its energies to supporting a bill in order to have the House of Commons bring in anti-strikebreaker legislation that would cover federal government workers.

Rationale:

This resolution is covered in Resolutions 2005 G-1A and 2001 G-121 Adoption of federal anti-scab legislation

2005/G-4A "Eau Secours", Quebec coalition for responsible water management

BE IT RESOLVED THAT PSAC-Quebec support "Eau Secours", the Quebec coalition for responsible water management;

BE IT FURTHER RESOLVED THAT PSAC-Quebec urge locals to support "Eau secours", the Quebec coalition for responsible water management.

Rationale:

This resolution is covered in Resolution 2008 G-11. Amendment to the Canada Labour Code (anti-scab legislation). However, the Committee noticed an error in the title of the resolution. It should be read now : "Eau secours", the Quebec coalition for responsible water management.

2005/G-6 PSAC-Quebec Website

BE IT RESOLVED THAT PSAC-Quebec make its website more user-friendly;

BE IT FURTHER RESOLVED THAT PSAC-Quebec create a “What’s new” component to be regularly updated.

Rationale:

This resolution is covered in Regulation 10 of PSAC-Quebec’s By-Laws and Regulations.

2005/G-15 (Note) Parallel court system in Canada

BE IT RESOLVED THAT PSAC-Quebec mobilize and denounce any attempt to institute in Canada a parallel court system, including a religious tribunal;

BE IT FURTHER RESOLVED THAT PSAC-Quebec mobilize and denounce any attempt to adopt legal provisions that are either sexist or contrary to basic human rights;

BE IT FURTHER RESOLVED THAT PSAC-Quebec urge the next PSAC Triennial Convention to adopt a similar resolution.

Note: Unfortunately, this resolution was not referred to the 2006 PSAC Convention as planned because it was forgotten. However, after checking with the PSAC National Office, a similar resolution was referred to the 2006 PSAC Convention General Resolutions Committee and will be debated at that Convention to be held in Toronto, from May 1 to 5, 2006.

Rationale:

This resolution of record was passed at the 2006 PSAC Convention. Moreover, it is a political position adopted by PSAC-Quebec.

2005/G-25 Unionized hotels and purchase of union-made goods

BE IT RESOLVED THAT the source of goods be researched for every purchase made by PSAC-Quebec and PSAC;

BE IT RESOLVED THAT, when there is a call for tender on these goods, a minimum standard be established: union/Quebec/Canada-made, according to Quebec, Canadian or North American manufacturing standards;

BE IT FURTHER RESOLVED THAT the same criteria apply to the choice of hotels.

Rationale:

This resolution is covered in Regulation 11 of PSAC-Quebec's By-Laws and Regulations.

2005/S-26A (Note) PSAC structure committee

BE IT RESOLVED THAT that a committee made up of members in good standing be struck once this resolution has been adopted to study the national and regional union structure as a whole;

BE IT FURTHER RESOLVED THAT this committee report to the next PSAC Triennial Convention in 2006 and that, subsequently, recommendations be submitted to the PSAC Triennial Convention in 2009.

Note: This resolution was under "By-laws" although it should have been under "General resolutions".

Rationale:

The committee disbanded after fulfilling its mission.

2008 G-38 Promoting unionization

BE IT RESOLVED THAT PSAC-Quebec commit to promoting within all PSAC bodies, including the National Triennial Convention, the allocation of resources necessary for organizing and strengthening Quebec locals.

Rationale:

This resolution is covered in General Resolution 2017 G-67A.

2008 G-35 Security and Prosperity Partnership of North America (SPP)

BE IT RESOLVED THAT PSAC-Quebec denounce the SPP, its bargaining process and its devastating effects on the environment, the economy and the sovereignty of Quebec and Canada;

BE IT FURTHER RESOLVED THAT PSAC-Quebec support action criticizing and denouncing the security and prosperity partnership of North America.

Rationale:

This resolution is obsolete.

2008 G-26 Public Service Employment Act (PSEA)

BE IT RESOLVED THAT PSAC-Quebec pressure the federal government to reinstate the former staffing system so that candidates applying for a federal government position be classified by rank.

Rationale:

This resolution is obsolete.

2008 G-12 Environmental responsibility at PSAC-Quebec activities

BE IT RESOLVED THAT PSAC-Quebec prepare a guide on the organization of environmentally responsible activities (conferences and conventions);

BE IT FURTHER RESOLVED THAT PSAC-Quebec request that all bodies organizing events be as environmentally responsible as possible.

Rationale:

This resolution is obsolete.

2008 G-25 Public Service Employment Act (PSEA)

BE IT RESOLVED THAT PSAC-Quebec pressure the Public Service Commission (PSC) so that the process include rather than exclude all Canadians;

BE IT FURTHER RESOLVED THAT PSAC-Quebec lobby the PSC so that anyone wishing to apply for a position at the PSC may also do so by mail or fax.

Rationale:

This resolution is obsolete.

2011 G-78 Financing of University Research

BE IT RESOLVED THAT PSAC-Quebec engage in political action so that governmental granting agencies take into account wages negotiated into collective agreements when allocating grants, starting now;

BE IT FURTHER RESOLVED THAT PSAC-Quebec is working toward increasing the budgets of these organizations to maintain the jobs of its members.

Rationale:

This resolution is covered in General Resolution 2017 G-1A.

2011 G-104 Commission of inquiry into the construction industry

BE IT RESOLVED THAT PSAC-Quebec lobby the Quebec government so that a commission of inquiry be set up as soon as possible to look into the construction industry.

Rationale:

The matter is closed (refer to the Charbonneau Commission).

2011 G-55 Resolution for the FTQ campaign « Une retraite à l'abri des soucis »

BE IT RESOLVED THAT PSAC-Quebec urge its members to pressure federal members of Parliament and members of the National Assembly to support improving the Régime des rentes du Québec and its equivalent in other provinces, such as the Canada Pension Plan.

Rationale:

This resolution is covered in General Resolution 2017 G-16.

2011 G-7 Elimination of health tax

BE IT RESOLVED THAT PSAC-Quebec lobby the provincial government and/or candidates from all parties during the next provincial election campaign to abolish the health tax;

BE IT FURTHER RESOLVED THAT PSAC-Quebec directly and actively denounce any type of deductible.

Rationale:

This resolution is obsolete. Elimination of the health tax is expected in 2017.

2011 G-35 Minimum wage to reach the low-income cut-off

BE IT RESOLVED THAT PSAC-Quebec pressure the Quebec government to increase minimum wage to \$10.90 per hour as of May 1, 2012;

BE IT FURTHER RESOLVED THAT PSAC-Quebec also ensure that the Quebec government automatically increase the minimum wage based on the Consumer Price Index (CPI) from the previous year.

Rationale:

This resolution is covered in General Resolution 2017 G-28A.

2011 G-38 Review income tax for individuals and private business

BE IT RESOLVED THAT PSAC-Quebec pressure the Quebec government to gradually create several new tax brackets for individuals whose income exceeds \$77,140 (the last provincial tax bracket at this time) so that the most highly paid members of society pay their fair share of taxes;

BE IT FURTHER RESOLVED THAT PSAC-Quebec pressure the Quebec government to gradually adjust the tax rate on profits for all private businesses on the Quebec territory so that it is equal to the share paid by individuals.

Rationale:

This resolution is covered in General Resolution 2017 G-39A.

2011 G-56 RRQ increase

BE IT RESOLVED THAT PSAC-Quebec lobby the Quebec government to double RRQ benefits to increase minimum benefits for all Quebecers and set the cap at a higher wage level.

Rationale:

This resolution is covered in General Resolution 2017 G-16.

2011-G-84 Training on Section 11 8 a) of the PSAC Constitution

BE IT RESOLVED THAT PSAC-Quebec establish and provide necessary training pursuant to the requirements of PSAC Constitution Article 11 8 a).

Rationale:

This resolution is covered under multi-content training for the university sector.

2014-G-1 2014-2015 PSAC-Quebec Political Action Plan

BE IT RESOLVED THAT PSAC-Quebec implement a response plan to stop the rise of the right wing in its tracks, both in the National Assembly and in the Commons;

BE IT FURTHER RESOLVED THAT PSAC-Quebec concentrate the lion's share of its resources in the Quebec region from now until the federal election in 2015;

BE IT FURTHER RESOLVED THAT PSAC-Quebec involve its members in this response campaign and work in co-operation with other unions and with civilian society.

Rationale:

The political action plan in this resolution has already been carried out.

2014-G-13 Transfer of Ste. Anne's Hospital

BE IT RESOLVED THAT PSAC-Quebec pressure the governments;

BE IT FURTHER RESOLVED THAT PSAC-Quebec do everything in its power to protect the interests of Ste. Anne's Hospital employees.

Rationale:

This resolution is obsolete. The transfer has already been completed.

2014-G-23 Creation of a Standing Committee on Pensions on the PSAC NBoD

BE IT RESOLVED THAT PSAC, Quebec Region, support and request the creation of a standing pensions committee on the PSAC National Board of Directors, with a mandate to assist and mobilize PSAC and APSAR members.

Rationale:

This resolution is obsolete. A pension committee is already in place at PSAC.

2014-G-4A Orphan clauses

BE IT RESOLVED THAT PSAC-Quebec's position is against incorporating orphan clauses in collective agreements;

BE IT FURTHER RESOLVED THAT PSAC-Quebec, along with all of its union allies, pressure the various levels of government to amend the Canada Labour Code and the relevant provincial legislation to this effect.

Rationale:

This resolution is covered in General Resolution 2017 G-62A.

2014-G-7 FINANCING OF UNIVERSITY RESEARCH

BE IT RESOLVED THAT PSAC-Quebec engage in political action so that governmental granting agencies take into account wages negotiated into collective agreements when allocating grants, starting now;

BE IT FURTHER RESOLVED THAT PSAC-Quebec is working toward increasing the budgets of these organizations to maintain the jobs of its members.

Rationale:

This resolution is covered in General Resolution 2017 G-1A.

2014-G-16 Missing or murdered Aboriginal women

BE IT RESOLVED THAT PSAC-Quebec encourage its members to pressure federally and provincially elected officials to immediately launch, in consultation with the Aboriginal women and their representatives, a national commission of inquiry on missing or murdered aboriginal women.

Rationale:

A national inquiry has been ordered.

2014-G-37 Availability of training in English

BE IT RESOLVED THAT PSAC-Quebec begin offering some of its basic courses in English at least once a year, including courses on grievance resolution, introductory courses for union local officers, and courses on occupational health and safety, ways of dealing with the employer and political action;

BE IT FURTHER RESOLVED THAT these courses be offered, if at all possible, on weekends.

Rationale:

PSAC-Quebec also offers training in English.

2014-G-38 Training for members in the university sector

BE IT RESOLVED THAT the PSAC-Quebec Education Department develop and offer, in collaboration with the Conseil québécois des syndicats universitaires (CQSU), a training program specific to the university sector.

Rationale:

Multi-content training is already available.

2014-G-43 Opening of union education to community groups

BE IT RESOLVED THAT the FTQ, Area Councils and the affiliated unions invite community groups of their choice to take union training with their members.

Rationale:

This resolution was not admissible at the 2014 Convention because PSAC-Quebec does not have authority on the issue.

2014-G-10 Budget cuts in granting agencies

BE IT RESOLVED THAT PSAC-QUEBEC denounce the budget cuts of federal and provincial granting agencies;

BE IT FURTHER RESOLVED THAT PSAC-Quebec demand massive funding for fundamental and applied research intended for a non-commercial purpose;

BE IT FURTHER RESOLVED THAT PSAC-QUEBEC produce a study on the direct impacts of cuts on student employees, research professionals and postdoctoral fellows.

Rationale:

This resolution is covered in General Resolution 2017 G-1A and 2017 G-57A.

2014-G-44 PSAC-Quebec subscribes to the Kyoto Protocol

BE IT RESOLVED THAT PSAC-Quebec pressure the federal government to have Canada regain its place among the leading countries working to reduce the effect of climate change on the environment.

Rationale:

Canada made a commitment at the 21st Conference of Parties (COP21) (which encompasses the Kyoto Protocol) in November 2015.

Resolutions with recommendation for rejection

Composite Resolution G-24 (Part 2) (which covers Resolutions G-21, G-22 and G-23)

Harassment

Originator: STEP 10800

Part 2:

The Committee recommends non-concurrence in Part 2 of Resolution G-24 which reads as follows:

HARASSMENT

ORIGINATOR: STEP 10800

LANGUAGE OF ORIGIN: F

WHEREAS close to one out of six student workers is a victim of harassment in the university work environment;

WHEREAS this is an under-reported problem;

BE IT RESOLVED THAT PSAC-Quebec commit to actively combatting harassment of any kind;

BE IT FURTHER RESOLVED THAT PSAC-Quebec provide financial, human and material resources to locals planning initiatives to address the problem.

Rationale:

The Committee recommends that the second BIR be rejected, because PSAC-Quebec does not have the authority to adopt a resolution that would require an increase in union dues.

**Composite Resolution G-25A (which covers Resolutions G-25, G-26 and G-27)
Unpaid Internships**

Originator: ASSEP 17753

The Committee created Composite Resolution G-25A further to Resolutions G-25 (ASSEP 17753), G-26 (Québec Area Council), G-27 (STEP 10800), which reads as follows:

UNPAID INTERNSHIPS
ORIGINATOR: STEP 10800
LANGUAGE OF ORIGIN: F

WHEREAS many trainees and interns are currently not being paid for their 40-hour work week and must take on additional part-time work to make ends meet;

WHEREAS trainees and interns work as hard as employees and receive no remuneration;

WHEREAS an education should not be obtained at the expense of a student's quality of life;

BE IT RESOLVED THAT PSAC pressure the provincial and federal governments to prohibit unpaid placements and internships;

BE IT FURTHER RESOLVED THAT all trainees and interns working at PSAC, or for one of its bodies or locals, be remunerated.

The Committee recommends NON-CONCURRENCE in the second BIR in divided Resolution G-25A.

Rationale:

PSAC does not have authority over other PSAC bodies and its locals. Nonetheless, the Committee would like to point out that PSAC-Quebec pays all of its interns as prescribed in its employees' collective agreement.

Resolution G-44

Importance and role of the union

ORIGINATOR: USGE 10036

The Committee recommends non-concurrence in Resolution G-44, which reads as follows:

WHEREAS the union has been fighting to obtain better working conditions for members, including benefits

WHEREAS members must be made aware of the importance of our union;

BE IT RESOLVED THAT PSAC tailor its training to all of its members on the importance of being represented by a union;

BE IT FURTHER RESOLVED THAT the training be aimed at informing, mobilizing and educating PSAC members.

Rationale:

PSAC-QUEBEC already offers courses, including Talking Union Basics.

Resolution G-52

Presence of a first aid attendant at PSAC union meetings

Originator: Québec Area Council

The Committee recommends non-concurrence in Resolution G-52, which reads as follows:

WHEREAS during union meetings (conventions, training sessions and conferences) members spend several days working outside their workplace;

WHEREAS a medical event (cardiovascular, fall or other accident) requiring first-aid could happen at any time during those meetings or in the night;

WHEREAS PSAC supports a safe and healthy workplace for all, as well as occupational health and safety;

BE IT RESOLVED THAT during all PSAC meetings:

- 1) a first-aid kit be on hand;
- 2) a person with CPR training be identified as the first-aid attendant.

Rationale:

The Committee believes that it is impossible to apply this resolution.

Resolution G-53
Direct democracy

Originator: SESUM 17750

The Committee recommends non-concurrence in Resolution G-53, which reads as follows:

WHEREAS organized labour is facing many problems related to such things as representation, the image of unionism in society, and diversity;

WHEREAS the first step toward renewing union structures in order to have better representation is to give minority groups a voice;

BE IT RESOLVED THAT PSAC-Quebec review its structures and culture to promote the participation of all groups;

BE IT FURTHER RESOLVED THAT PSAC-Quebec ensure that the elected representatives are drivers of direct democracy and encourage everyone's participation in its various bodies.

Rationale:

The Committee believes that all groups are already encouraged to participate.

Recommendation to defer

Resolution G-15 (which covers Resolutions G-13 and G-14)
Protective reassignment

Originator: ASSEP 17753

WHEREAS about 90% of women employed in Quebec are entitled to protective reassignment when they are pregnant;

WHEREAS workers under federal jurisdiction are not entitled to paid protective reassignment;

WHEREAS some female workers find themselves working in conditions that are dangerous for them and their children;

BE IT RESOLVED THAT PSAC-Quebec lobby the government of Canada, urging it to reach an administrative agreement with the government of Quebec so that all women workers in Quebec be entitled to protective reassignment.

Rationale:

The Committee recommends deferral of this resolution, given that it was already adopted at PSAC-Quebec's 2011 and 2014 conventions and that it appears in the resolution of record book (see 2011 G-119A Preventive withdrawal and re-assignment of a pregnant or breast-feeding worker- Amendment to the Act Respecting Occupational Health and Safety).

APPENDIX “A” RESOLUTIONS

- COMBINED RESOLUTIONS
- ORIGINAL RESOLUTIONS USED TO DRAFT A
COMPOSITE RESOLUTION

GENERAL

G-21

(combined with G-24)

HARASSMENT

ORIGINATOR: Québec Area Council

LANGUAGE OF ORIGIN: F

WHEREAS close to one out of six student workers is a victim of harassment in the university work environment;

WHEREAS this is an under-reported problem;

BE IT RESOLVED THAT PSAC-Quebec commit to actively combatting harassment of any kind and provide resources to locals planning initiatives to address the problem.

GENERAL

G-22

(combined with G-24)

HARASSMENT

ORIGINATOR: ASSEP 17753

LANGUAGE OF ORIGIN: F

WHEREAS close to one out of six student workers is a victim of harassment in the university work environment;

WHEREAS this is an under-reported problem;

BE IT RESOLVED THAT PSAC-Quebec commit to actively combatting harassment of any kind and provide resources to locals planning initiatives to address the problem.

GENERAL

G-23

HARASSMENT
ORIGINATOR: ASTRE 12555
LANGUAGE OF ORIGIN: F

WHEREAS close to one out of six student workers is a victim of harassment in the university work environment;

WHEREAS this is an under-reported problem;

BE IT RESOLVED THAT PSAC-Quebec commit to actively combatting harassment of any kind and provide resources to locals planning initiatives to address the problem.

GENERAL

G-2

(combined with G-1A)

RESEARCH FUNDING
ORIGINATOR: SERUM 17751
LANGUAGE OF ORIGIN: F

WHEREAS PSAC-Quebec university unions represent more than 25,000 members;

WHEREAS salaries paid to research employees depend on research grants awarded by federal and provincial government granting agencies and not on university operating budgets;

WHEREAS the funds granted undermine compliance with the salary scales found in collective agreements;

WHEREAS the public research funding structure creates job insecurity for all employees;

WHEREAS PSAC has a duty to defend the jobs of its members;

BE IT RESOLVED THAT, effective immediately, PSAC take political action to ensure that government granting agencies take into account wages negotiated into the collective agreement when allocating subsidies;

BE IT FURTHER RESOLVED THAT PSAC lobby for an increase in these agencies' budgets to ensure that members' jobs are protected.

GENERAL

G-59

(combined with G-1A)

RESEARCH GRANTS
ORIGINATOR: STEP 10800
LANGUAGE OF ORIGIN: F

WHEREAS PSAC is now representing many university workers;

WHEREAS federal and provincial governments have established granting agencies to fund research;

WHEREAS several university workers depend on research funds from granting agencies;

WHEREAS granting agencies do not take into account wages negotiated into collective agreements when granting research funding;

BE IT RESOLVED THAT PSAC-Quebec lobby federal and provincial governments to urge granting agencies to consider wage conditions included in collective agreements when funding research.

GENERAL

G-60
(combined with G-1A)

RESEARCH GRANTS
ORIGINATOR: ASTRE 12555
LANGUAGE OF ORIGIN: F

WHEREAS PSAC is now representing many university workers;

WHEREAS federal and provincial governments have established granting agencies to fund research;

WHEREAS the employment of several university workers depends on research funds from granting agencies;

WHEREAS granting agencies do not take into account wages negotiated into collective agreements when granting research funding;

BE IT RESOLVED THAT PSAC lobby federal and provincial governments to urge granting agencies to consider wage conditions included in collective agreements.

GENERAL

G-61

(combined with G-1A)

RESEARCH GRANTS
ORIGINATOR: ASSEP 17753
LANGUAGE OF ORIGIN: F

WHEREAS PSAC is now representing many university workers;

WHEREAS federal and provincial governments have established granting agencies to fund research;

WHEREAS the employment of several university workers depends on research funds from granting agencies;

WHEREAS granting agencies do not take into account wages negotiated into collective agreements when granting research funding;

BE IT RESOLVED THAT PSAC lobby federal and provincial governments to urge granting agencies to consider wage conditions included in collective agreements.

GENERAL

G-67

(combined with G-67A)

EXPANSION OF THE ORGANIZING UNIT

ORIGINATOR: ASSEP 17753

LANGUAGE OF ORIGIN: F

WHEREAS unionization of the university sector is fragile in Quebec and virtually non-existent in the rest of Canada;

WHEREAS the unionization effort must be followed by a mobilization effort in order for it to be sustainable;

WHEREAS unionization is beneficial in all workplaces and regions;

BE IT RESOLVED THAT PSAC expand its organizing activities involving college and university students throughout Quebec and Canada;

BE IT FURTHER RESOLVED THAT PSAC expand the mandate of the organizing unit to strengthen certificates.

GENERAL

G-68

(combined with G-67A)

EXPANSION OF ORGANIZING UNIT

ORIGINATOR: Québec Area Council

LANGUAGE OF ORIGIN: F

WHEREAS unionization of the university sector is fragile in Quebec and virtually non-existent in the rest of Canada;

WHEREAS the unionization effort must be followed by a mobilization effort in order for it to be sustainable;

WHEREAS unionization is beneficial in all workplaces and regions;

BE IT RESOLVED THAT PSAC expand the unionization of college and university environments throughout Quebec and Canada;

BE IT FURTHER RESOLVED THAT PSAC expand the mandate of the organizing unit to strengthen certificates.

GENERAL

G-69

(combined with G-67A)

EXPANSION OF ORGANIZING UNIT
ORIGINATOR: ASTRE 12555
LANGUAGE OF ORIGIN: F

WHEREAS unionization of the university sector is fragile in Quebec and virtually non-existent in the rest of Canada;

WHEREAS the unionization effort must be followed by a mobilization effort in order for it to be sustainable;

WHEREAS unionization is beneficial in all workplaces and regions;

BE IT RESOLVED THAT PSAC expand its organizing activities involving college and university students throughout Quebec and Canada;

BE IT FURTHER RESOLVED THAT PSAC expand the mandate of the organizing unit to strengthen certificates.

GENERAL

G-70

(combined with G-67A)

Expansion of Organizing Unit
ORIGINATOR: STEP 10800
LANGUAGE OF ORIGIN: F

WHEREAS unionization of the university sector is fragile in Quebec and virtually non-existent in the rest of Canada;

WHEREAS the unionization effort must be followed by a mobilization effort in order for it to be sustainable;

WHEREAS unionization is beneficial in all workplaces and regions;

BE IT RESOLVED THAT the mandate of PSAC-Quebec's organizing unit be expanded to strengthen certificates;

BE IT FURTHER RESOLVED THAT PSAC-Quebec expand its organizing activities involving college and university students throughout Quebec;

BE IT FURTHER RESOLVED THAT PSAC-Quebec offer its support to the other PSAC regions in their organizing activities within the university community.

GENERAL

G-62

(combined with G-62A)

ORPHAN CLAUSES
ORIGINATOR: STEP 10800
LANGUAGE OF ORIGIN: F

WHEREAS those who have fought for decent working conditions must build on this legacy for future generations;

WHEREAS orphan clauses widen the gap between generations of workers;

WHEREAS orphan clauses have an adverse effect on new employees as pertains to their wages, pension plans, group insurance coverage and all other working conditions;

BE IT RESOLVED THAT PSAC-Quebec take a stand against incorporating orphan clauses into collective agreements;

BE IT FURTHER RESOLVED THAT PSAC-Quebec, along with all of its labour allies, lobby government at all levels to amend the Canada Labour Code and relevant provincial legislation accordingly.

GENERAL

G-63

(combined with G-62A)

ORPHAN CLAUSES
ORIGINATOR: ASTRE 12555
LANGUAGE OF ORIGIN: F

WHEREAS those who have fought for decent working conditions must build on this legacy for future generations;

WHEREAS orphan clauses widen the gulf between generations of workers;

WHEREAS orphan clauses have an adverse effect on new employes as pertains to their wages, pension plans and group insurance coverage;

WHEREAS FTQ and PSAC-Quebec took a stand against orphan clauses at their last convention;

BE IT RESOLVED THAT PSAC take a stand against incorporating orphan clauses into collective agreements;

BE IT FURTHER RESOLVED THAT PSAC, along with all of its labour allies, lobby government at all levels to amend the Canada Labour Code and relevant provincial legislation accordingly.

GENERAL

G-64

(combined with G-62A)

ORPHAN CLAUSE

ORIGINATOR: MONTRÉAL AREA COUNCIL

LANGUAGE OF ORIGIN: F

WHEREAS the definition of wages covers more than the wages paid directly to a worker each pay period. It includes any payment made by the employer in return for work, i.e. vacation pay, sick leave, floating holidays and termination notices;

Trust Général du Canada c. Marois, [1986] R.J.Q.1029 (C.A.)

WHEREAS salary includes all of the benefits with a monetary value that are owed for work performed or services rendered, including pension plans and group insurance;

Leduc c. Habitabec inc., D.T.E.90T-751(T.A.). Decision upheld by the Court of Appeal D.T.E. 94T-1240 (C.A.)

BE IT RESOLVED THAT PSAC-Quebec require the provincial government to introduce legislative reform to eliminate the creation of orphan clauses, especially with regard to pension plans;

BE IT FURTHER RESOLVED THAT PSAC-Quebec give precedence to the fight to abolish the disparity in treatment when negotiating its collective agreements.

GENERAL

G-65

(combined with G-62A)

ORPHAN CLAUSE
ORIGINATOR: SERUM 17751
LANGUAGE OF ORIGIN: F

WHEREAS the definition of wages covers more than the wages paid directly to a worker each pay period. It includes any payment made by the employer in return for work, i.e. vacation pay, sick leave, floating holidays and termination notices;

Trust Général du Canada c. Marois, [1986] R.J.Q.1029 (C.A.)

WHEREAS salary includes all of the benefits with a monetary value that are owed for work performed or services rendered, including pension plans and group insurance;

Leduc c. Habitabec inc., D.T.E.90T-751(T.A.). Decision upheld by the Court of Appeal D.T.E. 94T-1240 (C.A.)

BE IT RESOLVED THAT PSAC-Quebec require the provincial government to introduce legislative reforms to eliminate the creation of orphan clauses, especially with regard to pension plans;

BE IT FURTHER RESOLVED THAT PSAC-Quebec give precedence to the fight to abolish the disparity in treatment when negotiating their collective agreements.

GENERAL

G-66

(combined with G-62A)

ORPHAN CLAUSE
ORIGINATOR: ASSEP 17753
LANGUAGE OF ORIGIN: F

WHEREAS those who have fought for decent working conditions must build on this legacy for future generations;

WHEREAS disparity clauses widen the gap between generations of workers;

WHEREAS orphan clauses have an adverse effect on new employees as pertains to their salaries, pension plans and group insurance coverage;

WHEREAS the FTQ and PSAC-Quebec took a stand against orphan clauses at their last convention;

BE IT RESOLVED THAT PSAC take a stand against incorporating orphan clauses into collective agreements;

BE IT FURTHER RESOLVED THAT PSAC, along with all of its labour allies, lobby government at all levels to amend the Canada Labour Code and relevant provincial legislation accordingly.

GENERAL

G-28

(combined with G-28A)

INCREASE OF MINIMUM WAGE TO \$15 PER HOUR

ORIGINATOR: Québec Area Council

LANGUAGE OF ORIGIN: F

WHEREAS minimum wage must be increased to allow all workers to live with dignity;

WHEREAS it is a mobilizing issue for Quebec society as a whole;

WHEREAS there are a number of campaigns underway to promote a minimum wage increase, and the lack of coordination among these campaigns is hindering progress as a whole;

BE IT RESOLVED THAT PSAC demand that the federal and provincial governments immediately raise the minimum wage to \$15 per hour;

BE IT FURTHER RESOLVED THAT PSAC commit to pressuring the provincial and federal governments, FTQ affiliates and companies affiliated with the Fonds de solidarité FTQ to pay their employees a minimum wage of \$15 per hour;

BE IT FURTHER RESOLVED THAT PSAC participate in the merging of campaigns to increase minimum wage to \$15 per hour, namely with the 15plus.org campaign.

GENERAL

G-29

(combined with G-28A)

MINIMUM WAGE OF \$15 PER HOUR
ORIGINATOR: Quebec Council
LANGUAGE OF ORIGIN: F

WHEREAS full-time workers must increasingly turn to food banks and are unable to break the vicious cycle of poverty and debt;

WHEREAS the current minimum wage keeps families impoverished and in survival mode, forcing them to cut back on essentials because they cannot afford more;

WHEREAS at the February 2016 FTQ General Council, affiliates approved a resolution for a sweeping campaign to increase minimum wage in Quebec to \$15 to combat steadily increasing financial insecurity and inequality;

WHEREAS many PSAC-Quebec members earn less than \$15 an hour;

BE IT RESOLVED THAT PSAC-Quebec campaign for a minimum wage of \$15 per hour.

GENERAL

G-30

(combined with G-28A)

INCREASE OF MINIMUM WAGE TO \$15 PER HOUR
ORIGINATOR: ASSEP-PSAC 17753
LANGUAGE OF ORIGIN: F

WHEREAS minimum wage must be increased to allow all workers to live with dignity;

WHEREAS it is a mobilizing issue for Quebec society as a whole;

WHEREAS there are a number of campaigns underway to promote a minimum wage increase, and the lack of coordination among these campaigns is hindering progress as a whole;

BE IT RESOLVED THAT PSAC demand that the federal and provincial governments immediately raise the minimum wage to \$15 per hour;

BE IT FURTHER RESOLVED THAT PSAC pressure the provincial and federal governments, FTQ affiliates and companies affiliated with the Fonds de solidarité FTQ to pay their employees a minimum wage of \$15 per hour;

BE IT FURTHER RESOLVED THAT PSAC participate in the merging of campaigns to increase the minimum wage to \$15 per hour, namely with the 15plus.org campaign.

GENERAL

G-31

(combined with G-28A)

INCREASE OF MINIMUM WAGE TO \$15 PER HOUR
ORIGINATOR: STEP 10800
LANGUAGE OF ORIGIN: F

WHEREAS the minimum wage must be increased to allow all workers to live with dignity;

WHEREAS it is a mobilizing issue for Quebec society as a whole;

WHEREAS there are a number of campaigns underway to promote a minimum wage increase, and the lack of coordination among these campaigns is hindering progress as a whole;

BE IT RESOLVED THAT PSAC-Quebec demand that the federal and provincial governments immediately raise the minimum wage to \$15 per hour;

BE IT FURTHER RESOLVED THAT PSAC-Quebec pressure the provincial and federal governments, FTQ affiliates and companies affiliated with the Fonds de solidarité FTQ to pay their employees a minimum wage of \$15 per hour;

BE IT FURTHER RESOLVED THAT PSAC participate in the merging of campaigns to increase the minimum wage to \$15 per hour, namely with the 15plus.org campaign.

GENERAL

G-32

(combined with G-28A)

INCREASE OF MINIMUM WAGE TO \$15 PER HOUR

ORIGINATOR: ASTRE 12555

LANGUAGE OF ORIGIN: F

WHEREAS the minimum wage must be increased to allow all workers to live with dignity;

WHEREAS it is a mobilizing issue for Quebec society as a whole;

WHEREAS there are a number of campaigns underway to promote a minimum wage increase, and the lack of coordination among these campaigns is hindering progress as a whole;

BE IT RESOLVED THAT PSAC demand that the federal and provincial governments immediately raise the minimum wage to \$15 per hour;

BE IT FURTHER RESOLVED THAT PSAC pressure the provincial and federal governments, FTQ affiliates and companies affiliated with the Fonds de solidarité FTQ to pay their employees a minimum wage of \$15 per hour;

BE IT FURTHER RESOLVED THAT PSAC participate in the merging of campaigns to increase minimum wage to \$15 per hour.

GENERAL

G-7

(combined with G-6)

ANTI-SCAB LEGISLATION
ORIGINATOR: SERUM 17751
LANGUAGE OF ORIGIN: F

WHEREAS the presence of scabs could lead to violent incidents;

WHEREAS the right to strike is critical and could facilitate a return to the bargaining table;

WHEREAS the presence of scabs undermines the power of unions when a strike is called;

WHEREAS Quebec has legislation to address this issue;

BE IT RESOLVED THAT PSAC continue to urge political parties to introduce anti-scab legislation similar to that which is in effect in Quebec;

BE IT FURTHER RESOLVED THAT PSAC promote this bill within its own structure, other unions and political parties in Parliament.

GENERAL

G-10

(combined with G-11)

PAY EQUITY CLAUSE

ORIGINATOR: Montréal Area Council

LANGUAGE OF ORIGIN: F

WHEREAS more than 50,000 Quebec workers from all walks of life have negotiated a pay equity clause with the public and parapublic sector (trailer clause);

WHEREAS the government wage policy (GWP) adopted on September 30, 2016 provides for lump sum payments of \$0.30 and \$0.16 per hour worked for April 1, 2015 and April 1, 2019, respectively;

WHEREAS the intent of negotiating pay equity clauses was to apply the GWP, regardless of its form;

WHEREAS the Government of Quebec refuses to award the lump sum payments to those subject to pay equity clauses;

WHEREAS many Quebec workers affected by this unfair measure earn less than \$15 per hour;

BE IT RESOLVED THAT PSAC-Quebec pressure the provincial government to grant the lump sum payments agreed to under the 2015-2019 GWP to those who fall under the pay equity clauses linked to the GWP (trailer clause).

GENERAL

G-12

(combined with G-11)

PAY EQUITY CLAUSE
ORIGINATOR: ASSEP 17753
LANGUAGE OF ORIGIN: F

WHEREAS more than 50,000 Quebec workers from all walks of life have negotiated a pay equity clause with the public and parapublic sector (trailer clause);

WHEREAS the government wage policy (GWP) adopted on September 30, 2016 provides for lump sum payments of \$0.30 and \$0.16 per hour worked for April 1, 2015 and April 1, 2019, respectively;

WHEREAS the intent of negotiating pay equity clauses was to apply the GWP, regardless of its form;

WHEREAS the Government of Quebec refuses to award the lump sum payments to those subject to pay equity clauses;

WHEREAS many Quebec workers affected by this unfair measure earn less than \$15 per hour;

BE IT RESOLVED THAT PSAC-Quebec pressure the provincial government to grant the lump sum payments agreed to under the 2015-2019 GWP to those subject to the pay equity clauses linked to the GWP (trailer clause).

GENERAL

G-34

(combined with G-34A)

LEGAL AND SOCIAL PROTECTION FOR WORKERS IN ATYPICAL JOBS

ORIGINATOR: ASSEP 17753

LANGUAGE OF ORIGIN: F

WHEREAS the labour market has changed significantly over the past 50 years;

WHEREAS atypical employment has greatly increased and now makes up one third of the workforce;

WHEREAS labour legislation has not considerably evolved for several years and excludes workers in atypical jobs from the legal system;

WHEREAS PSAC represents many workers in atypical jobs;

BE IT RESOLVED THAT PSAC take a stand and actively advocate for better legal and social protection for workers in atypical jobs.

GENERAL

G-35

(combined with G-34A)

LEGAL AND SOCIAL PROTECTION FOR WORKERS IN ATYPICAL JOBS

ORIGINATOR: STEP 10800

LANGUAGE OF ORIGIN: F

WHEREAS the labour market has changed significantly over the past 50 years;

WHEREAS atypical employment has greatly increased and now makes up one third of the workforce;

WHEREAS labour legislation has not considerably evolved over the last several decades and excludes workers in atypical jobs from the legal system;

WHEREAS PSAC represents many workers in atypical jobs;

BE IT RESOLVED THAT PSAC-Quebec take a stand and actively advocate for better legal and social protection for workers in atypical jobs.

GENERAL

G-3

(combined with G-5)

TRANSPARENCY AND ACCESSIBILITY OF PSAC BODIES

ORIGINATOR: ASSEP 17753

LANGUAGE: F

WHEREAS PSAC is a large union with several bodies, and those bodies have a number of projects;

WHEREAS new members and delegates often have difficulty navigating around the union's various bodies;

WHEREAS a clear position book allows for meaningful tracking of the issues that are important to PSAC members;

BE IT RESOLVED THAT PSAC-Quebec ensure the availability and accessibility of the minutes of each of its bodies;

BE IT FURTHER RESOLVED THAT PSAC-Quebec develop a central book stating its positions;

BE IT FURTHER RESOLVED THAT PSAC-Quebec pressure the PSAC National Office to develop a position book;

BE IT FURTHER RESOLVED THAT PSAC-Quebec distribute documents explaining PSAC's structure, mandates and positions, and how each of its bodies operates.

GENERAL

G-4
(combined with G-5)

TRANSPARENCY AND ACCESSIBILITY OF PSAC BODIES
ORIGINATOR: ASTRE 12555
LANGUAGE OF ORIGIN: F

WHEREAS PSAC is a large union with several bodies, and those bodies have a number of projects;

WHEREAS new members and delegates often have difficulty navigating around the union's various bodies;

WHEREAS a clear position book allows for meaningful tracking of the issues that are important to PSAC members;

BE IT RESOLVED THAT PSAC-Quebec ensure the availability and accessibility of the minutes of each of its bodies;

BE IT FURTHER RESOLVED THAT PSAC-Quebec develop a central book stating its positions;

BE IT FURTHER RESOLVED THAT PSAC-Quebec pressure the PSAC National Office to develop a position book;

BE IT FURTHER RESOLVED THAT PSAC-Quebec distribute documents explaining PSAC's structure, mandates and positions, and how each of its bodies operates.

GENERAL

G-9

(combined with G-8)

PENSION PLAN FOR ORGANIZATIONS UNDER FEDERAL JURISDICTION

ORIGINATOR: National 10259

LANGUAGE OF ORIGIN: F

WHEREAS the current federal government was elected on a promise to restore government respect for its employees and to ensure retirement security for Canadians;

WHEREAS the government recently introduced a bill (C-27) that would allow federally regulated employers to change their employees' pension plan, even retroactively in the case of employees who have already retired;

WHEREAS Hassan Yussuf, President of the Canadian Labour Congress, wrote a letter to the Minister of Finance, explaining in particular that Bill C-27 was introduced without prior notice or consultation with Canadians, pensioners or unions, and it proposes measures that directly contradict the election promises made to improve retirement security for Canadians;

(Canadianlabour.ca/letter-finance-minister-bill-morneau-re-bill-c-27)

BE IT RESOLVED THAT PSAC-Quebec actively support PSAC's National Office in doing everything it can to have Bill C-27 dropped or, at least, to ensure that the government does not take advantage of the bill to impose the same type of change unilaterally imposed on public service employees.

GENERAL

G-17

(combined with G-16)

ENHANCEMENT OF THE RÉGIE DES RENTES DU QUÉBEC (RRQ)
ORIGINATOR: ASSEP–PSAC 17753
LANGUAGE OF ORIGIN: F

WHEREAS 47% of retirees in Quebec need the Guaranteed Income Supplement (social assistance for retirees);

WHEREAS enhancement of the RRQ would improve coverage for all workers and would immediately raise the standard of living of the poorest;

WHEREAS low retirement income leads to slow economic growth and puts pressure on government-funded social services;

WHEREAS enhancement of the RRQ would significantly reduce the cost and risk of the existing supplemental pension plans while closing the gap between those with a pension and those without, which is both a social and a political issue;

WHEREAS employer-sponsored private pension plans are less and less common;

WHEREAS according to the RRQ, only 27% of workers have “sufficient earning potential for income replacement”;

WHEREAS, with the exception of Quebec, all Canadian provinces have signed the Vancouver agreement on enhancing the Canada Pension Plan (CPP);

BE IT RESOLVED THAT PSAC-Quebec pressure the provincial government to enhance the Quebec Pension Plan (RRQ) to the level announced for the CPP in the Vancouver agreement.

GENERAL

G-18

(combined with G-16)

ENHANCEMENT OF THE RÉGIE DES RENTES DU QUÉBEC (RRQ)

ORIGINATOR: SERUM 17751

LANGUAGE OF ORIGIN: F

WHEREAS 47% of retirees in Quebec need the guaranteed income supplement (social assistance for retirees);

WHEREAS enhancement of the RRQ would improve coverage for all workers and would immediately raise the standard of living of the poorest;

WHEREAS low retirement income leads to slow economic growth and puts pressure on government-funded social services;

WHEREAS enhancement of the RRQ would significantly reduce the cost and risk of the existing supplemental pension plans while closing the gap between those with a pension and those without, which is both a social and a political issue;

WHEREAS employer-sponsored private pension plans are less and less common;

WHEREAS according to the RRQ, only 27% of workers have “sufficient earning potential for income replacement”;

WHEREAS, with the exception of Quebec, all Canadian provinces have signed the Vancouver agreement on enhancing the Canada Pension Plan (CPP);

BE IT RESOLVED THAT PSAC-Quebec pressure the provincial government to enhance the Quebec Pension Plan (RRQ) to the level announced for the CPP in the Vancouver agreement.

GENERAL

G-19

(combined with G-20)

AMENDMENT TO THE EMPLOYMENT INSURANCE ACT
ORIGINATOR: MONTRÉAL AREA COUNCIL
LANGUAGE OF ORIGIN: F

WHEREAS over 60% of the Canadian population, both unionized and non-unionized, does not have access to disability insurance;

WHEREAS employment insurance is largely funded by workers and must be used to protect our wages;

BE IT RESOLVED THAT PSAC actively lobby to amend section 12(3)(c) of the Employment Insurance Act, which provides for a cap of fifteen (15) weeks of benefits payable in case of illness and that this period be significantly extended to reflect the reality of claimants and the varying length of time they may require depending on the type of disability.

GENERAL

G-25

(combined with G-25A)

UNPAID INTERNSHIPS
ORIGINATOR: ASSEP 17753
LANGUAGE OF ORIGIN: F

WHEREAS many trainees and interns are currently not being paid for their 40-hour work week and must take on additional part-time work to make ends meet;

WHEREAS trainees and interns work as hard as employees and receive no remuneration;

WHEREAS an education should not be obtained at the expense of a student's quality of life;

BE IT RESOLVED THAT PSAC pressure the provincial and federal governments to prohibit unpaid placements and internships;

BE IT FURTHER RESOLVED THAT all trainees and interns working at PSAC, or for one of its bodies or locals, be remunerated.

GENERAL

G-26

(combined with G-25A)

UNPAID INTERNSHIPS

ORIGINATOR: Québec Area Council

LANGUAGE OF ORIGIN: F

WHEREAS many trainees are currently not being paid for their 40-hour work week and must take on additional part-time work to make ends meet;

WHEREAS trainees and interns work as hard as employees and receive no remuneration;

WHEREAS an education should not be obtained at the expense of a student's quality of life;

BE IT RESOLVED THAT PSAC pressure the provincial and federal governments to prohibit unpaid placements and internships;

BE IT FURTHER RESOLVED THAT all trainees and interns working at PSAC, or for one of its bodies or locals, be remunerated.

GENERAL

G-27

(combined with G-25A)

UNPAID INTERNSHIPS
ORIGINATOR: STEP 10800
LANGUAGE OF ORIGIN: F

WHEREAS many trainees and interns are currently not being paid for their 40-hour work week and must take on additional part-time work to make ends meet;

WHEREAS trainees and interns work as hard as employees and receive no remuneration;

WHEREAS an education should not be obtained at the expense of a student's health or quality of life;

BE IT RESOLVED THAT PSAC-Quebec pressure the provincial and federal governments to prohibit unpaid placements and internships at any location or in any form;

BE IT FURTHER RESOLVED THAT all trainees and interns working at PSAC, or for one of its bodies or locals, be remunerated.

GENERAL

G-36

(combined with G-38A)

COMMERCIALIZATION OF KNOWLEDGE
ORIGINATOR: ASSEP 17753
LANGUAGE OF ORIGIN: F

WHEREAS a society's future depends on the education of its future generations;

WHEREAS fundamental and applied research helps train students and advances the society that promotes it;

BE IT RESOLVED THAT PSAC call on the federal and provincial governments to reinvest in federal and provincial granting agencies;

BE IT FURTHER RESOLVED THAT PSAC insist on massive funding for fundamental and applied research intended for a non-commercial purpose.

GENERAL

G-37

(combined with G-38A)

COMMERCIALIZATION OF KNOWLEDGE 2
ORIGINATOR: STEP 10800
LANGUAGE OF ORIGIN: F

WHEREAS a society's future depends on the education of its future generations;

WHEREAS fundamental and applied research helps train students and advances the society that promotes it;

BE IT RESOLVED THAT PSAC-Quebec call on the federal and provincial governments to reinvest in federal and provincial granting agencies;

BE IT FURTHER RESOLVED THAT PSAC-Quebec insist on massive funding for fundamental and applied research intended for a non-commercial purpose.

GENERAL

G-38

(combined with G-38A)

COMMERCIALIZATION OF KNOWLEDGE
ORIGINATOR: ASTRE 12555
LANGUAGE OF ORIGIN: F

WHEREAS a society's future depends on the education of its future generations;

WHEREAS fundamental and applied research helps train students and advances the society that promotes it;

BE IT RESOLVED THAT PSAC call on the federal and provincial governments to reinvest in federal and provincial granting agencies;

BE IT FURTHER RESOLVED THAT PSAC insist on massive funding for fundamental and applied research intended for a non-commercial purpose.

GENERAL

G-39

(combined with G-39A)

PROGRESSIVE TAX SYSTEM 1
ORIGINATOR: ASSEP 17753
LANGUAGE OF ORIGIN: F

WHEREAS workers are doing more than their fair share to maintain high-quality public services;

WHEREAS the current tax system gives an unwarranted advantage to individuals whose income is well above average;

BE IT RESOLVED THAT PSAC call for the establishment of progressive tax measures such as bringing back the capital gains tax, adding tax brackets, increasing corporate taxes and combatting tax havens.

GENERAL

G-40

(combined with G-39A)

PROGRESSIVE TAX SYSTEM 1
ORIGINATOR: ASTRE 12555
LANGUAGE OF ORIGIN: F

WHEREAS workers are doing more than their fair share to maintain high-quality public services;

WHEREAS the current tax system gives an unwarranted advantage to individuals whose income is well above average;

BE IT RESOLVED THAT PSAC call for the establishment of progressive tax measures such as bringing back the capital gains tax, adding tax brackets, increasing corporate taxes and combatting tax havens.

GENERAL

G-41

(combined with G-39A)

PROGRESSIVE TAX SYSTEM 1
ORIGINATOR: STEP 10800
LANGUAGE OF ORIGIN: F

WHEREAS workers are doing more than their fair share to maintain high-quality public services;

WHEREAS the current tax system gives an unwarranted advantage to individuals whose income is well above average;

BE IT RESOLVED THAT PSAC-Quebec call for the establishment of progressive tax measures such as bringing back the capital gains tax, adding tax brackets, increasing corporate taxes and combatting tax havens.

GENERAL

G-55

(combined with G-55A)

PROGRESSIVE TAX SYSTEM 2
ORIGINATOR: ASTRE 12555
LANGUAGE OF ORIGIN: F

WHEREAS the media is saturated with talk about debt and the neo-liberal plan to get out of debt;

WHEREAS the Institut de recherche et d'informations socio-économiques (IRIS) conducts scientific research to benefit workers and does not have sufficient resources to meet its goals;

BE IT RESOLVED THAT PSAC promote research on progressive tax measures by financially supporting IRIS and asking its affiliates to do the same.

GENERAL

G-56

(combined with G-55A)

PROGRESSIVE TAX SYSTEM 2
ORIGINATOR: STEP 10800
LANGUAGE OF ORIGIN: F

WHEREAS the media is saturated with talk about debt and the neo-liberal plan to get out of debt;

WHEREAS the Institut de recherche et d'informations socio-économiques (IRIS) conducts scientific research to benefit workers and does not have sufficient resources to meet its goals;

BE IT RESOLVED THAT PSAC-Quebec promote research on progressive tax measures by financially supporting IRIS.

GENERAL

G-57

(combined with G-57A)

Commercialization of Knowledge 1
ORIGINATOR: STEP 10800
LANGUAGE OF ORIGIN: F

WHEREAS knowledge is not a commodity and the production of knowledge must benefit the advancement of humanity as a whole;

WHEREAS the way research is funded is intrinsically linked to its production;

WHEREAS PSAC is a key player in defending knowledge employees;

BE IT RESOLVED THAT PSAC-Quebec publicly condemn budget cuts within federal and provincial granting agencies;

BE IT FURTHER RESOLVED THAT PSAC-Quebec conduct a study on the direct impacts of these cuts on the student employees, research professionals and postdoctoral fellows it represents.

GENERAL

G-58

(combined with G-57A)

COMMERCIALIZATION OF KNOWLEDGE
ORIGINATOR: ASSEP-PSAC 17753
LANGUAGE OF ORIGIN: F

WHEREAS knowledge is not a commodity and the production of knowledge must benefit the advancement of humanity as a whole;

WHEREAS the way research is funded is intrinsically linked to its production;

WHEREAS PSAC is a key player in defending knowledge workers;

BE IT RESOLVED THAT PSAC condemn budget cuts within federal and provincial granting agencies;

BE IT FURTHER RESOLVED THAT PSAC conduct a study on the direct impacts of cuts on student employees, research professionals and postdoctoral fellows.

APPENDIX “B”

ACRONYMS

of originators submitting resolutions
dealt with in this report

AGR	Agriculture Union
ASSEP	Association pour une solidarité syndicale de l'École Polytechnique
ASTRE	Association syndicale des travailleurs et étudiantes travailleuses de l'Université du Québec à Trois-Rivières.
UNE	Union of National Employees
SERUM	Syndicat des employés de la recherche de l'Université de Montréal
SESUM	Syndicat des étudiant-e-s salarié-e-s de l'Université de Montréal
STEP	Syndicat des travailleuses et travailleurs étudiants et postdoctoraux de l'université Laval
USGE	Union of Solicitor General Employees