

The Committee determined the following order of priority:

Presentation of the financial statements for PSAC-Quebec, the Reserve Fund and the Local Development Fund for the 2014-2016 cycle

Presentation of the budget for PSAC-Quebec and the Reserve Fund for the 2017-2019 cycle

Resolution F-17 Increase in Funding for Regional OHS Conferences

Resolution F-9 Support for the Institut de recherche et d'informations socio-économiques (IRIS)

Resolution F-16 Funding for Regional Conventions

Resolution F-12 Funding for Area Councils

Resolution F-14 Cost-of-Living Adjustment for Area Councils

Resolution F-1 Conseil québécois des syndicats universitaires

Resolution F-4 Affordability of the PSAC-Quebec Convention

Resolution F-5 Funding for Area Councils and Regional Committees

Resolution F-8 Funding for Area Councils and Regional Committees

Resolution F-19 Strike Fund

**Resolution F-17 (which encompasses Resolution F-18)
INCREASE IN FUNDING FOR REGIONAL OHS CONFERENCES**

ORIGINATOR: Montérégie Area Council

The Committee recommends the **adoption** of Resolution F-17, which reads as follows:

WHEREAS regional OHS conferences are underfunded in comparison to other regional conferences;

WHEREAS health and safety are a national priority for PSAC and concern everyone;

WHEREAS in recent years, OHS has come under constant attack by the federal government;

BE IT RESOLVED that the allocation for regional OHS conferences be increased to match those for other regional conferences.

Rationale:

The Committee agrees with this resolution and recommends that it be adopted for submission to the next PSAC Convention.

**Resolution F-9 (which encompasses Resolutions F-10 and F11)
SUPPORT FOR THE INSTITUT DE RECHERCHE ET D'INFORMATIONS SOCIO-ÉCONOMIQUES (IRIS)**

ORIGINATOR: ASSEP 17753

The Committee recommends the **adoption** of Resolution F-9, which reads as follows:

WHEREAS the media are saturated with neoliberal discourse on the economy and debt management;

WHEREAS IRIS is a left-leaning scientific research body with a labour perspective;

BE IT RESOLVED THAT PSAC-Quebec provide IRIS with financial support so that it can act as a counterbalance to neoliberal discourse.

Rationale:

The Committee recommends that this resolution be adopted, given that PSAC-Quebec has been supporting IRIS since 2009, and the resolution will have no additional financial impact on the current budget.

Resolution F-16

FUNDING FOR REGIONAL CONVENTIONS

ORIGINATOR: Quebec Council

The Committee recommends the **adoption** of Resolution F-16, which reads as follows:

WHEREAS REVPs and their alternates are elected at the regional triennial conventions;

WHEREAS the regional conventions can submit resolutions to the PSAC National Triennial Convention and ought to have independent oversight of the activities in their region;

WHEREAS PSAC does not fully fund members' attendance at their regional triennial conventions:

BE IT RESOLVED THAT regional conventions be fully funded by PSAC.

Rationale:

The Committee feels that full funding of regional conventions would increase participation by locals in their convention and make them more democratic.

Resolution F-12 (which encompasses Resolution F-13)

FUNDING FOR AREA COUNCILS

ORIGINATOR: Montérégie Area Council

The Committee recommends the **adoption** of Resolution F-12, which reads as follows:

WHEREAS area councils have had the same operating budget for at least 10 years;

WHEREAS the costs associated with members' salaries, accommodation, mileage and *per diem* payments go up every year;

WHEREAS area councils must be adequately funded to carry out their mandates;

BE IT RESOLVED THAT the budgets of the area councils be doubled.

Rationale:

The Committee considers it important to substantially increase the budgets of area councils because they have been working with the same operating budget since 2006.

**Resolution F-14 (which encompasses Resolution F-15)
COST-OF-LIVING ADJUSTMENT FOR AREA COUNCILS**

ORIGINATOR: Quebec Council

The Committee recommends the **adoption** of Resolution F-14, which reads as follows:

WHEREAS area councils have had the same operating budgets for at least 10 years and they do not include a cost-of-living adjustment;

WHEREAS the costs associated with members' salaries, accommodation, mileage and *per diem* payments go up every year;

WHEREAS area councils must be adequately funded to carry out their mandates:

BE IT RESOLVED THAT the budgets of the area councils include an annual cost-of-living adjustment.

Rationale:

The Committee considers it important that the budgets of the area councils include an annual cost-of-living adjustment because they have been working with the same operating budgets since 2006. An annual cost-of-living adjustment would prevent us from continually having to ask for budget increases.

**Resolution F-1 (which encompasses Resolutions F-2 and F-3)
CONSEIL QUÉBÉCOIS DES SYNDICATS UNIVERSITAIRES**

ORIGINATOR: ASSEP 17753

The Committee recommends the **rejection** of Resolution F-1, which reads as follows:

WHEREAS the university sector is in a uniquely precarious position and its geographical distribution makes it costly to ensure member representation;

WHEREAS the university locals cannot afford provincial representation of their issues of concern while defending their local and continuing their studies;

WHEREAS PSAC has a number of university locals and protection of the collective interests of its dues-paying members requires a coordinator for this purpose;

WHEREAS a coordinator for this purpose would enable the CQSU to be more of a rallying focus, make it more autonomous and free the representatives and political officers assigned to it;

BE IT RESOLVED THAT PSAC-Quebec grant 20 hours per week of union release time to the CQSU.

Rationale:

PSAC-Quebec's base operating budget is \$168,840, and it is fully allocated. The Committee estimates that this resolution would cost at least \$20,800 a year.

Resolution F-4

AFFORDABILITY OF THE PSAC-QUEBEC CONVENTION

ORIGINATOR: SESUM 17750

The Committee recommends the **rejection** of Resolution F-4, which reads as follows:

WHEREAS some PSAC-Quebec locals are in a financially precarious position;

WHEREAS registration fees for the PSAC-Quebec Convention are high, which is counter-democratic;

BE IT RESOLVED THAT PSAC-Quebec amend its by-laws to mitigate the locals' financial difficulties;

BE IT FURTHER RESOLVED THAT PSAC-Quebec reimburse the registration fees for the PSAC-Quebec Convention that were paid by locals in a financially precarious position.

Rationale:

The first resolution is vague and does not refer to an existing by-law.

The Committee feels that the second BIR does not specifically define what constitutes a local in a financially precarious position, so the Committee is unable to calculate the cost of the resolution and assess its impact on the PSAC-Quebec budget.

Resolution F-5 (which encompasses Resolutions F-6 and F-7)
FUNDING FOR AREA COUNCILS AND REGIONAL COMMITTEES
ORIGINATOR: ASSEP 17753

The Committee recommends the **rejection** of Resolution F-5, which reads as follows:

WHEREAS area councils and regional committees are invaluable to union action locally;

WHEREAS they are not adequately funded;

WHEREAS with increased funding they could carry out useful initiatives for the locals in the region;

BE IT RESOLVED THAT PSAC-Quebec increase the funding for area councils and regional committees.

Rationale:

The Committee agrees with the resolution in principle, but until PSAC has increased PSAC-Quebec's operating budget, no increase to the funding for area councils and regional committees is possible.

Resolution F-8
FUNDING FOR AREA COUNCILS AND REGIONAL COMMITTEES
ORIGINATOR: STEP 10800

The Committee recommends the **rejection** of Resolution F-8, which reads as follows:

WHEREAS area councils, the CQSU and regional committees are invaluable to union action locally;

WHEREAS they are not adequately funded;

WHEREAS with increased funding they could carry out useful initiatives for the locals in the region;

BE IT RESOLVED THAT the budgets of area councils, the CQSU and regional committees be doubled;

BE IT FURTHER RESOLVED THAT the budgets of area councils, the CQSU and regional committees include an annual cost-of-living adjustment.

Rationale:

The Committee agrees with the resolution in principle, but until PSAC has increased PSAC-Quebec's operating budget and included an annual cost-of-living adjustment, no increase to

the funding or annual cost-of-living adjustment for the area councils, CQSU and regional committees is possible.

**Resolution F-19 (which encompasses Resolutions F-20 and F-21)
STRIKE FUND**

ORIGINATOR: ASSEP 17753

The Committee recommends the **rejection** of Resolution F-19, which reads as follows:

WHEREAS part-time workers are entitled to only 70% strike pay;

WHEREAS strike fund dues are a significant portion of total dues for locals consisting primarily of part-time workers;

WHEREAS dues rates geared to income are already factored into special dues;

WHEREAS many part-time members have joined PSAC in recent years and PSAC ought to accommodate their situation;

BE IT RESOLVED THAT strike fund dues for members who work part time and whose annual salary is \$30,000 or less be set at \$.70 per member per month.

Rationale:

The Committee recommends that this resolution be rejected because the proposed formula would be too complicated logistically for PSAC and for the employers who have to deduct the dues.

PSAC-QUEBEC – 2014/2015/2016 FISCAL YEARS
PSAC-QUEBEC RESERVE FUND – 2014/2015/2016 FISCAL YEARS
LOCAL DEVELOPMENT FUND – 2014 FISCAL YEAR

The Committee reviewed the financial statements for PSAC-Quebec, the Reserve Fund and the Local Development Fund for the 2014-2016 cycle (see Appendix 1 of the Report).

The Committee examined the documents submitted and recommends that they be officially submitted to the Ninth PSAC-Quebec Convention.

PSAC-QUEBEC – 2017/2018/2019 BUDGET

The Committee hereby presents the budget for PSAC-Quebec and the Reserve Fund for the 2017-2019 cycle (see Appendix 2 of the Report).

The Committee examined the documents submitted and recommends that they be officially submitted to the Ninth PSAC-Quebec Convention.

RESOLUTIONS REFERRED TO THE FINANCE COMMITTEE FOR COSTING

The General Resolutions Committee forwarded one resolution (G-57) to the Finance Committee for costing purposes. After reading and discussing the resolutions, the Finance Committee finds that the cost breakdown for them would be the following:

Preamble:

PSAC-Quebec has an annual operating budget of \$168,840 as well as a political action budget of \$33,000, for a total of \$201,840. Except for the political action budget which is spent based on the political action plans submitted to it, PSAC-Quebec's budget is fully allocated.

The Committee estimates that the first BIR would cost approximately \$250 (news release: \$150; social media campaign: \$100; staff cost: \$0). The \$250 would be covered by the political action budget.

In addition, the Finance Committee has two options to propose for the second BIR.

Option 1:

The Committee estimates that IRIS could carry out a custom study for approximately \$20,000. This amount would be covered by the political action budget.

Option 2:

PSAC-Quebec could hire an intern for a 10-week period, paid for by the Fund. The cost to PSAC-Quebec would be approximately \$2,000, representing the salary portion that is not reimbursed by the Fund. This amount would be covered by the political action budget.

APPENDIX A RESOLUTIONS

COMBINED RESOLUTIONS

FINANCE

F-18
(combined with F-17)

INCREASE IN FUNDING FOR REGIONAL OHS CONFERENCES
ORIGINATOR: UNDE 10511
LANGUAGE OF ORIGIN: F

WHEREAS regional OHS conferences are underfunded in comparison to other regional conferences;

WHEREAS health and safety are a national priority for PSAC and concern everyone;

WHEREAS in recent years, OHS cases has come under constant attack by the federal government;

BE IT RESOLVED that the allocation for regional OHS conferences be increased to match those for other regional conferences.

SUPPORT FOR THE INSTITUT DE RECHERCHE ET D'INFORMATIONS SOCIO-ÉCONOMIQUES (IRIS)
ORIGINATOR: SERUM 17751
LANGUAGE OF ORIGIN: F

WHEREAS the media are saturated with neoliberal discourse on the economy and debt management;

WHEREAS the think tanks responsible for this right-wing discourse receive financial support from employers' organizations;

WHEREAS IRIS is a left-leaning scientific research body with a labour perspective;

BE IT RESOLVED THAT PSAC-Quebec provide IRIS with financial support so that it can act as a counterbalance to neoliberal discourse.

FINANCE

F-11
(combined with F-9)

SUPPORT FOR THE INSTITUT DE RECHERCHE ET D'INFORMATIONS SOCIO-ÉCONOMIQUES (IRIS)

ORIGINATOR: Montreal Area Council

LANGUAGE OF ORIGIN: F

WHEREAS the media are saturated with neoliberal discourse on the economy and debt management;

WHEREAS the think tanks responsible for this right-wing discourse receive financial support from employers' organizations;

WHEREAS IRIS is a left-leaning scientific research body with a labour perspective;

BE IT RESOLVED THAT PSAC-Quebec provide IRIS with financial support so that it can act as a counterbalance to neoliberal discourse.

FINANCE

F-13
(combined with F-12)

FUNDING FOR AREA COUNCILS
ORIGINATOR: Quebec Council
LANGUAGE OF ORIGIN: F

WHEREAS area councils have had the same operating budget for at least 10 years;

WHEREAS the costs associated with members' salaries, accommodation, mileage and *per diem* payments go up every year;

WHEREAS area councils must be adequately funded to carry out their mandates;

BE IT RESOLVED THAT the budgets of the area councils be doubled.

FINANCE

F-15
(combined with F-14)

COST-OF-LIVING ADJUSTMENT FOR AREA COUNCILS
ORIGINATOR: Montérégie Area Council
LANGUAGE OF ORIGIN: F

WHEREAS area councils have had the same operating budgets for at least 10 years and they do not include a cost-of-living adjustment;

WHEREAS the costs associated with members' salaries, accommodation, mileage and *per diem* payments go up every year;

WHEREAS area councils must be adequately funded to carry out their mandates:

BE IT RESOLVED THAT the budgets of the area councils include an annual cost-of-living adjustment.

FINANCE

F-2
(combined with F-1)

CONSEIL QUÉBÉCOIS DES SYNDICATS UNIVERSITAIRES
ORIGINATOR: ASTRE 12555
LANGUAGE OF ORIGIN: F

WHEREAS the university sector is in a uniquely precarious position and its geographical distribution makes it costly to ensure member representation;

WHEREAS the university locals cannot afford provincial representation of their issues of concern while defending their local and continuing their studies;

WHEREAS PSAC has a number of university locals and protection of the collective interests of its dues-paying members requires a coordinator for this purpose;

WHEREAS a coordinator for this purpose would enable the CQSU to be more of a rallying focus, make it more autonomous and free the representatives and political officers assigned to it;

BE IT RESOLVED THAT PSAC-Quebec grant 20 hours per week of union leave to the CQSU.

FINANCE

F-3
(combined with F-1)

CONSEIL QUÉBÉCOIS DES SYNDICATS UNIVERSITAIRES
ORIGINATOR: STEP 10800
LANGUAGE OF ORIGIN: F

WHEREAS the university sector is in a uniquely precarious position and its geographical distribution makes it costly to ensure member representation;

WHEREAS the university locals cannot afford provincial representation of their issues of concern while defending their local and continuing their studies;

WHEREAS PSAC has a number of university locals and protection of the collective interests of its dues-paying members requires a coordinator for this purpose;

WHEREAS a coordinator for this purpose would enable the CQSU to be more of a rallying focus, make it more autonomous and free the representatives and political officers assigned to it;

BE IT RESOLVED THAT PSAC-Quebec grant 20 hours per week of union leave to the CQSU.

FINANCE

F-6
(combined with F-5)

FUNDING FOR AREA COUNCILS AND REGIONAL COMMITTEES

ORIGINATOR: Quebec Area Council

LANGUAGE OF ORIGIN: F

WHEREAS area councils and regional committees are invaluable to union action locally;

WHEREAS they are not adequately funded;

WHEREAS with increased funding they could carry out useful initiatives for the locals in the region;

BE IT RESOLVED THAT PSAC-Quebec increase the funding for area councils and regional committees.

FINANCE

F-7
(combined with F-5)

FUNDING FOR AREA COUNCILS AND REGIONAL COMMITTEES
ORIGINATOR: ASTRE 12555
LANGUAGE OF ORIGIN: F

WHEREAS area councils and regional committees are invaluable to union action locally;

WHEREAS they are not adequately funded;

WHEREAS with increased funding they could carry out useful initiatives for the locals in the region;

BE IT RESOLVED THAT PSAC-Quebec increase the funding for area councils and regional committees.

FINANCE

F-20
(combined with F19)

STRIKE FUND
ORIGINATOR: STEP 10800
LANGUAGE OF ORIGIN: F

WHEREAS part-time workers are entitled to only 70% strike pay;

WHEREAS strike fund dues are a significant portion of total dues for locals consisting primarily of part-time workers;

WHEREAS dues rates geared to income are already factored into special dues;

WHEREAS many part-time members have joined PSAC in recent years and PSAC ought to accommodate their situation;

BE IT RESOLVED THAT strike fund dues for members who work part time and whose annual salary is \$30,000 or less be set at \$.70 per member per month.

FINANCE

F-21

(combined with F-19)

STRIKE FUND

ORIGINATOR: ASTRE 12555

LANGUAGE OF ORIGIN: F

WHEREAS part-time workers are entitled to only 70% strike pay;

WHEREAS strike fund dues are a significant portion of total dues for locals consisting primarily of part-time workers;

WHEREAS dues rates geared to income are already factored into special dues;

WHEREAS many part-time members have joined PSAC in recent years and PSAC ought to accommodate their situation;

BE IT RESOLVED THAT strike fund dues for members who work part time and whose annual salary is \$30,000 or less be set at \$.70 per member per month.

APPENDIX B

ACRONYMS

of originators that have submitted resolutions dealt with in this Report

AEC:	Alliance Executive Committee
ASSEP:	Association for Union Solidarity of Polytechnique Montreal
ASTRE:	Association syndicale des travailleurs(es) étudiants(es) de l'UQTR
CQSU:	Conseil québécois du secteur universitaire
FTQ:	Fédération des travailleurs et travailleuses du Québec
IRIS:	Institut de recherche et d'informations socio-économiques
MUNACA:	McGill University Non-Academic Certified Association
NYWC:	National Young Workers' Committee
REVP:	Regional Executive Vice-President
RYWC:	Regional Young Workers' Committees
SERUM:	Syndicat des employé(e)s à la recherche de l'Université de Montréal
SESUM:	Syndicat des étudiant(e)s salarié(e)s de l'Université de Montréal
SÉTUE:	Syndicat des étudiant-e-s employé-e-s de l'UQAM
STEP:	Syndicat des travailleurs et travailleuses étudiants et postdoctoraux de l'Université Laval
UNDE:	Union of National Defence Employees