

**REPORT OF THE REGIONAL EXECUTIVE VICE-PRESIDENT  
PSAC-QUEBEC**

**TO THE NINTH PSAC-QUEBEC CONVENTION  
APRIL 21-23, 2017**

Dear Sisters and Brothers:

This report describes my activities as Regional Executive Vice-President since the last PSAC-Quebec Regional Triennial Convention in May 2014. My activities are set out under the following headings: Regionalization, Political and Social Action and Other Activities.

**Regionalization**

PSAC-Quebec 2017 Regional Triennial Convention

More than 200 delegates and observers will participate in the 2017 Convention. They will discuss resolutions on various topics, including our structures, and adopt a political position. Approximately 100 resolutions have been referred to Convention.

Quebec Council

The PSAC-Quebec Council met on a regular basis three to four times a year over the last cycle. I chaired all of the Council meetings. Generally, the Council dealt with regional issues while plugging into national campaigns such as the "We are all affected" campaign, defending public services and the universal childcare campaign. As well, the Quebec Council deals with union education, occupational health and safety, regional political action and regional finances.

Over the last cycle, the Quebec Council has grown, adding one seat since the 2014 Convention for a member representing the region's network for young workers.

The members of the Quebec Council have a mandate to mobilize members, through education and political action.

### Quebec National Officers' Meetings

Over the past three years, we continued to meet twice a year with the PSAC National Officers in Quebec.

These meetings promote dialogue and information-sharing. They also foster the commitment needed to reach our objectives. We are very proud of the spirit of cooperation that exists in our region.

### Participation in AGMs

During the last cycle, I was invited to speak at several annual general meetings of locals in all regions of Quebec.

I had the pleasure of meeting several hundred members and hearing their main concerns. It was a unique opportunity to explain our political positions and update them on the Phoenix pay system and bargaining with Treasury Board and the agencies.

### Student and Research Work Appreciation Week

In November 2016, we dedicated a week to the work of our members in universities and research centres. The objective of this appreciation week was to meet with them and discuss a workplace issue of concern to them.

The topic selected for this year's event was workplace harassment, a multi-faceted issue. I was surprised to learn of the prevalence of harassment in our educational institutions. An internal survey revealed that one in six people had experienced harassment in the workplace.

I also realized that, although we are addressing this issue, we are unfortunately not doing enough. Consultations with members are ongoing, in cooperation with local unions. Once they are complete, PSAC-Quebec will help to develop an action plan for the issue of workplace harassment.

### Transfer of Ste. Anne's Hospital

Over the last few years, we have worked continually to ensure the most seamless transition possible, not only for our members but also for veterans.

April 1, 2016 was an important date for PSAC and UVAE. On that day, members we have proudly represented for over 50 years changed their jurisdiction and union. We wish them all the best.

### Women, Equity Groups and Young Workers

Over the past three years, our members from these groups participated energetically in various activities organized by PSAC-Quebec and the FTQ, as well as organizing several events. Keep up the good work!

I would like to recognize the success of the first regional conference for racially visible members, held in November 2016.

### Political Action

The Political Action Committee (PAC) met regularly during the last cycle. Although the Conservatives were defeated during the 2015 election, political action remains central to our mandate and our activities were numerous and highly visible.

You will find a summary of PAC activities under the heading “Social and Political Action.”

### Union Education

The Education Committee met regularly during this last cycle to align member requests with course offerings. Our union education courses are increasingly popular, undoubtedly fuelled by the efforts of the Education Committee, Alliance facilitators and staff.

Over the last few years, the Committee developed bilingual, multi-content training for our university sector members. Simultaneous interpretation makes it much easier for members to participate.

### Finance

The Finance Committee met regularly during the cycle and submitted reports to the Quebec Council. The Committee will be submitting a clear and comprehensive report to Convention.

PSAC-Quebec is financially sound, despite a rather tight operational budget.

## Health and Safety

The Health and Safety Committee also met on a regular basis during the last cycle. Along with occupational health and safety union courses, the Committee organized Regional Health and Safety Days in 2015 and 2016. It is also organizing the Regional Health and Safety Conference to be held in Estrimont in September, which some 100 members are expected to attend.

In addition, the Committee made OSH training on prevention available to members to whom the Quebec Labour Code applies. This training is also available in English.

## PSAC-Quebec Communications

During the last cycle, we focused on public relations (interviews, press releases) and on posting information on the main social media sites.

These efforts were productive as the number of visitors on our various platforms has greatly increased. Our newsletter has also generated many visits on our various platforms.

Over the last few years, we have also launched videos and visual material viewed thousands of times. This viral success has increased our profile in social and traditional media.

As spokesperson for PSAC-Quebec, I gave dozens of interviews all over Quebec, including one on the Phoenix pay system fiasco, on RDI's "24/60" program.

## Bargaining and Labour Disputes

Much collective bargaining is carried out regionally on behalf of approximately 45 units, most of which are directly chartered locals (DCLs). These units alone represent over half of the PSAC-Quebec membership, or 25,000 members.

During the last cycle, bargaining generally resulted in an agreement, without a labour dispute. In some cases, however, the parties turned to mediation, arbitration or strike action.

Over the last three years, there were five strikes in the region. Members of STEP (Université Laval), SÉSUM (Université de Montréal) and AMUSE (McGill University) all went on strike for one to five days. Strikes at UQAM (SÉtuE) and the Old Port of Montréal (SEVPM) lasted four and five months respectively.

I salute those members who decided to push back to obtain fair working conditions that met their expectations.

## Organizing

An increase in regional bargaining units can be traced directly to the excellent work of our organizers. During the last cycle, we unionized ten or so new units, welcoming approximately 3,000 new members. Our recruitment efforts have resulted in a stable membership of 40,000 workers, numbering 45,000 at peak times.

I would like to extend a great big welcome to the lecturers at the École nationale d'administration publique, the most recent unit to join PSAC-Quebec.

### Legal Matters

As part of its service regionalization, PSAC has approved legal services for Quebec. Working out of the Montreal regional office, our legal advisor handles tens of files, assisting locals with their issues with various employers.

## **Political and Social Action**

### Municipal, Provincial and Federal Elections

Municipal elections will be held this fall in Quebec. We will do our utmost to impress upon our members the importance of voting. Here is an overview of our accomplishments in recent years, both federally and provincially.

Provincially, our objective is to foil Couillard's austerity plan which is strikingly similar to that put forward by the Conservative Party of Canada. We must mobilize to put a stop to it in 2018. From now until the provincial elections, we will maintain a very high profile in traditional and social media. Our goal is to create awareness among our membership and the general public about the negative impact of re-electing the Liberals.

Federally, in some ways we have reached our objective of defeating the Conservatives. However, we must now rebuild what was destroyed over ten years. We must hold Justin Trudeau's Liberals to account. The work continues.

### 19th of Every Month

During the last cycle, we launched a mobilization campaign for the 2015 federal election. At noon on the 19<sup>th</sup> of every month, our members gathered to speak out against the Conservative government's decisions. The campaign lasted until Election Day on October 19, 2015.

I would like to thank all members who contributed to the success of this 18-month-long awareness and action campaign.

### \$15 Minimum Wage

Over the last year, we were actively engaged in the FTQ \$15 minimum wage campaign. The objective was to pressure the governments and employers to pay a living wage.

In 2016, almost 2,000 PSAC-Quebec members were earning less than \$15 an hour. Effective bargaining helped to reduce that number. By 2019, almost every PSAC-Quebec member will be entitled to a living wage of more than \$15 an hour. An awesome victory, but the fight goes on!

I salute our members at the Old Port of Montréal for their determination. They were on the line for five months, made enormous sacrifices and put up quite a fight for the \$15 minimum wage. I thank them for their courage.

### Meetings with MPs

During the cycle, I met several times with federal MPs in all regions of Quebec. I also met with National Revenue minister Diane Lebouthiller in her riding when she visited the Shawinigan Tax Centre.

### Partnership with the Institut de recherche et d'informations socio-économiques (IRIS)

During this cycle, we decided to continue our partnership with IRIS. Its mission is similar to that of the Canadian Centre for Policy Alternatives (CCPA) and this partnership offers opportunities for the future.

## Other Activities

### PSAC

As a member of the AEC and the NBoD, I defended the interests of all members of the Quebec region before PSAC bodies. I was also responsible for the portfolios assigned to me: PA bargaining, the National Aboriginal Peoples' Circle and organizing.

### Conventions and Conferences

During the cycle, I attended the PSAC National Triennial Convention in Québec City and the Human Rights Conference. I also chaired several meetings of the National Aboriginal Peoples' Circle. In 2014, I presided over the elections for several components which held their conventions in the Quebec region.

### FTQ Board, General Council and Convention

Many PSAC-Quebec members attended the most recent FTQ Convention, which took place in Montreal in late November 2016.

I would like to wish a happy retirement to Sister Marcelle Perron, outgoing FTQ Vice-President for the status of women.

Lastly, I participated in several meetings of the FTQ Board of Directors and General Council along with our delegation.

### FTQ Solidarity Fund

During the cycle, I participated in several meetings of the Solidarity Fund's Board of Directors and its New Economy Committee.

Let me close by thanking you for your support and your solidarity. The past three years have been very busy and difficult. I won't soon forget the federal election, the bargaining, the strikes, the Phoenix pay system fiasco and the Student and Research Work Appreciation Week.

Let's keep working together!

Respectfully submitted,

Magali