



PSAC-QUEBEC CONSTITUTION, BY-LAWS AND RESOLUTIONS OF RECORD

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ACRONYMS USED IN THIS DOCUMENT

- APSAR: Association of Public Service Alliance Retirees
- CQSU: Conseil québécois des syndicats universitaires
- FTQ: Fédération des travailleurs et travailleuses du Québec
- DCL: Directly chartered local
- NAPC: National Aboriginal Peoples' Circle
- NHRC: National Human Rights Committee
- PSAC: Public Service Alliance of Canada
- PSAC-Quebec: Public Service Alliance of Canada, Quebec region
- REVP: Regional Executive Vice-President
- RYWC: Regional Young Workers' Committee

BY-LAW 1 NAME

Section 1

Pursuant to Section 16 of the PSAC Constitution, the organization of PSAC members in Quebec shall be known as "PSAC-Quebec."

BY-LAW 2 MANDATE AND OBJECTIVES

Section 1

To unite all Quebec members of the Public Service Alliance of Canada in a single democratic organization in order to promote social justice through education, political action and the mobilization of its members and the general public.

Section 2

- (a) To provide for a PSAC structure in Quebec that reflects the needs and reality of Quebec members while respecting the PSAC Constitution.
- (b) These By-Laws cannot contradict the PSAC Constitution;

Section 3

- (a) To group together component national and regional officers, locals and branches, regional women's committees, equity groups and regional young workers' committees representing PSAC members in Quebec.
- (b) To promote the organization of PSAC members in Quebec into area councils that are representative, visible, fair, equitable and respectful of the individual and collective rights of all PSAC members in Quebec.

Section 4

To implement an effective communications structure among PSAC members in all regions of Quebec.

BY-LAW 3 ORGANIZATION

Section 1

The Quebec Council shall

- (a) apply the PSAC policy according to the needs and situation of Quebec members;
- (b) address all issues of concern to PSAC members in Quebec;
- (c) identify the issues that the Regional Executive Vice-President for Quebec should bring before the PSAC Executive Committee and National Board of Directors;
- (d) meet at least three times a year prior to the meetings of the PSAC National Board of Directors;
- (e) organize a meeting at least once a year between the members of the PSAC-Quebec Council, component national and regional officers, members of the CQSU executive, coordinators of the regional women's committees, the recognized representative of the equity groups of a region, NAPC representatives living in Quebec and the coordinators of the regional young workers' committees, or their alternates, should the officer be unable to attend.

Section 2

- (a) The Political Action Committee, Education Committee, Finance Committee and Health and Safety Committee are standing committees of PSAC-Quebec and are recognized in these By-Laws.
- (b) All locals and branches that represent Quebec members only come under the jurisdiction of the PSAC-Quebec Council and are encouraged to participate in its activities and decision-making process.
- (c) All recognized PSAC-Quebec regional women's committees, regional equity group committees and regional young workers' committees shall come under the jurisdiction of the Quebec Council and are encouraged to

participate in its activities and decision-making process through the PSAC-Quebec area councils.

BY-LAW 4 STRUCTURE OF THE QUEBEC COUNCIL

Section 1

- (a) The Quebec Council shall consist of the Regional Executive Vice-President for Quebec, the alternate to the Regional Executive Vice-President for Quebec, a women's director, a director for equity groups, a director for directly chartered locals in Quebec, a president representing the Conseil québécois des syndicats universitaires (CQSU) and an area council president for each of the following eight regions:
- Estrie/Bois-Francs
 - Laval/Laurentides/Lanaudière/Abitibi-Témiscamingue
 - Québec/Québec-Métro
 - Saguenay/Lac St-Jean/Chibougamau/Chapais
 - Montérégie
 - Montréal
 - Bas St-Laurent/Gaspésie/Iles-de-la-Madeleine/Côte-Nord
 - Mauricie
- (b) The Regional Executive Vice-President for Quebec and the alternate to the Regional Executive Vice-President for Quebec shall be elected at the PSAC-Quebec Triennial Convention (in accordance with the provisions of By-Law 3).
- (c) Regions with more than one area council shall elect or select an area council president who shall sit on the Quebec Council as representative of the region.
- (d) Any such election or selection shall take place at an assembly of the members of the area councils of that region.
- (e) Area council presidents and executives shall be elected at an annual meeting of the area council of the region, in accordance with internal By-Laws or Regulations and in compliance with PSAC-Quebec Regulation 7.
- (f) The women's director and her alternate shall be elected by the members of the duly established PSAC-Quebec regional women's committees, in accordance with the following procedure:
- (i) a returning officer shall be appointed by the Regional Executive Vice-President for Quebec, in consultation with the coordinators of

- the regional women's committees and the incumbent women's director;
- (ii) the nominations procedure for these positions shall take place in the regional women's committees within the six months prior to the PSAC-Quebec Triennial Convention;
 - (iii) the women's director and her alternate shall be elected at least three months before the PSAC-Quebec Convention;
 - (iv) all women on the PSAC regional women's committees in Quebec may seek election;
 - (v) as stipulated in the PSAC Constitution, any component or DCL representative who has attended at least three meetings of the regional women's committee in her region in the past year shall be entitled to vote in the election of the PSAC-Quebec women's director and her alternate; and
 - (vi) the election of the women's director and her alternate shall be ratified by the PSAC-Quebec Triennial Convention.
- (g) The director for equity groups and his/her alternate shall be elected by any person already appearing on the lists of members of PSAC-Quebec equity group committees or any person who has participated in at least one activity or training session dealing solely with equity groups as a member of an equity group. All members from PSAC locals and branches who have self-identified as being gay, lesbian or bisexual, transgendered, Indigenous, racially visible or having a disability shall have the right to seek election as well as all PSAC-Quebec members of equity group committees.
- (h) The election of the director of equity groups and his/her alternate shall be held at a one-day seminar at least one month before the PSAC-Quebec Triennial Convention. This election shall be ratified by the PSAC-Quebec Triennial Convention.
- (i) The director for young workers and his/her alternate shall be elected by the members of the duly established PSAC-Quebec regional young workers' committees, in accordance with the following procedure:
- i) a returning officer shall be appointed by the Regional Executive Vice-President for Quebec, in consultation with the coordinators of the regional young workers' committees and the incumbent director for young workers;

- ii) the nominations procedure for these positions shall take place in the regional young workers' committees within the six months prior to the PSAC-Quebec Triennial Convention;
 - iii) the director for young workers and his/her alternate shall be elected at least three months prior to the PSAC-Quebec Triennial Convention;
 - iv) all young workers on the PSAC-Quebec regional young workers' committees may stand for nomination;
 - v) as stipulated in the PSAC Constitution, any component or DCL representative who has attended at least three meetings of the RYWC in his/her region in the past year shall be entitled to vote in the election for the PSAC-Quebec director for young workers and his/her alternate;
 - vi) the election of the director for young workers and his/her alternate shall be ratified by the PSAC-Quebec Triennial Convention.
- (j) The director for directly chartered locals, with the exception of the representative of the Quebec university sector and his/her alternate, shall be elected at the annual meeting of directly chartered locals, except that of the Quebec university sector, in accordance with their By-Laws or Regulations.
 - (k) The president representing directly chartered locals of the Quebec university sector and his/her alternate shall be elected at the annual meeting of directly chartered locals of the Quebec university sector, in accordance with their By-Laws or Regulations.

Section 2

- (a) Should the president of an area council and his/her alternate leave at least six months before the next convention, the Regional Executive Vice-President for Quebec shall proceed with an election at a special meeting of the area council.
- (b) Should the director representing the DCL of Quebec or his/her alternate leave at least six months before the next convention, the Regional Executive Vice-President for Quebec shall proceed with an election at a special meeting of DCL of Quebec.
- (c) Should the president representing the DCLs in the Quebec university sector and members of CQSU or his/her alternate leave at least six months before the next Convention, the Regional Executive Vice-President for Quebec shall proceed with an election at a meeting of the DCLs of the Quebec university sector and members of the CQSU.

- (d) Should the women's director or her alternate leave the Quebec Council, at least six months before the next convention, the Regional Executive Vice-President for Quebec shall call an election, as provided in By-Law 4, Section 1(f), of these By-Laws.
- (e) Should the director of equity groups of the Quebec Council or his/her alternate leave at least six months prior to the next Convention, the Regional Executive Vice-President for Quebec shall call an election to be held at meetings of each PSAC area council. The director for equity groups or his/her alternate shall be elected by any persons whose name already appears on the membership lists of PSAC-Quebec Equity Group Committees or by any person who has participated in at least one activity or training session relating to equity groups solely as a member of an equity group, as stipulated in By-Law 4, Section 1(g), of these By-Laws.
- (f) Should the director for young workers or his/her alternate leave the Quebec Council at least six months before the next convention, the Regional Executive Vice-President for Quebec shall call an election, as provided in By-Law 4, Section 1(i), of these By-Laws.

BY-LAW 5 QUEBEC COUNCIL MEMBERS' ROLES AND RESPONSIBILITIES

Section 1

The Regional Executive Vice-President:

- (a) Performs the roles, responsibilities and mandates arising from the PSAC Constitution;
- (b) Interprets these By-Laws;
- (c) Is the official political spokesperson of PSAC-Quebec;
- (d) Chairs the PSAC-Quebec Regional Triennial Convention and the Quebec Council;
- (e) Produces a written narrative describing his/her activities at the PSAC-Quebec Regional Triennial Convention and at each meeting of the Quebec Council;
- (f) Can attend all PSAC-Quebec functions and has a right to speak;
- (g) Sits on the Fédération des travailleurs et travailleuses du Québec;

- (h) Sits on the FTQ Solidarity Fund;
- (i) When the Vice-President or the Alternate Vice-President acts as the Quebec REVP, shall have the same authority.

Section 2

The alternate to the Regional Executive Vice-President for Quebec shall:

- (a) replace the Regional Executive Vice-President for Quebec as necessary;
- (b) be responsible for certain issues or programs assigned by the Quebec Council;
- (c) attend all meetings of the Quebec Council and, if necessary, seminars, conventions and assemblies on behalf of the Council, etc.;
- (d) submit to each Quebec Council meeting a written, narrative and descriptive report of his/her activities and report to the Convention;
- (e) sits as an ex officio member of the Fédération des travailleurs et travailleuses du Québec;
- (f) attend area council meetings in other regions, with voice; participate in the area council of his/her choice. This choice is confirmed through a resolution adopted at a meeting of the Quebec Council.

Section 3

Area council presidents sitting on the Quebec Council shall:

- (a) be responsible for the area councils of the region under their responsibility and promote the establishment of those councils;
- (b) attend the meetings of the Quebec Council and act as the spokespersons of the members of the region under their responsibility;
- (c) submit to each Quebec Council meeting a written, narrative and descriptive report of their activities and those of the area councils of the region under their responsibility and report to the Convention;
- (a) ensure and promote representation in the various union bodies and community groups that defend the interests of the members of the region under their responsibility.

Section 4

The women's director shall:

- (a) be responsible for the PSAC Quebec regional women's committees and shall promote the creation of such committees;
- (b) attend the Quebec Council meetings and shall be the spokesperson for the PSAC Quebec regional women's committees;
- (c) submit to each Quebec Council meeting a written, narrative and descriptive report of her activities and those of PSAC Quebec regional women's committees and report to the Convention;
- (d) ensure and promote representation in the various union bodies and community groups that defend women's interests;
- (e) be entitled to attend meetings of the area councils of the other regions with voice;
- (f) sit as an ex officio member of the General Council of the FTQ.

Section 5

The director for equity groups shall:

- (a) be responsible for the PSAC Quebec equity group committees and shall promote the creation of such committees;
- (b) attend the Quebec Council meetings and shall be the spokesperson for the PSAC Quebec equity group members;
- (c) submit to each Quebec Council meeting a written, narrative and descriptive report of his/her activities and those of the PSAC Quebec equity group committees and report to the Convention;
- (d) ensure and promote representation in the various union bodies and community groups that defend the interests of the equity group members;
- (e) be entitled to attend the meetings of the area councils of the other regions with voice.

Section 6

The director representing DCLs of Quebec shall:

- (a) be responsible for ensuring and promoting representation in the various union bodies and community groups that defend the interests of the members of directly chartered locals of Quebec;
- (b) be responsible for the "sponsorship" program between directly chartered locals, which was developed to assist new directly chartered locals. This

program comes under the budget of the director representing the directly chartered locals;

- (c) attend Quebec Council meetings and be the spokesperson for Quebec DCLs;
- (d) submit to each Quebec Council meeting a written, narrative and descriptive report of his/her activities and those of the Quebec DCLs and report to the Convention;
- (e) be entitled to attend the meetings of the area councils of the other regions with voice.

Section 7

The president representing DCLs of the Quebec University sector members of CQSU shall:

- (a) ensure and promote representation within various labour and community groups advocating for Quebec DCL members;
- (b) participate in Quebec Council meetings and speak on behalf of DCLs of the Quebec university sector, members of the CQSU;
- (c) submit to each Quebec Council meeting, a written, narrative and descriptive report of his/her activities and those of DCLs of the Quebec university sector, members of the CQSU and report to Convention;
- (d) attend area council meetings in other regions with voice; participate in the area council of his/her choice with vote. This choice is confirmed through a resolution adopted at a regular meeting of the Quebec Council.

Section 8

The director for young workers shall:

- (a) be responsible for the PSAC-Quebec regional young workers' committees and shall promote their establishment;
- (b) attend meetings of the Quebec Council and represent the PSAC-Quebec regional young workers' committees;
- (c) submit to each Quebec Council meeting a written, narrative and descriptive report of his/her activities and those of the PSAC-Quebec regional young workers' committees, and shall report to the Convention;
- (d) ensure and promote representation in the various union bodies and community groups that advocate for youth;

- (e) be entitled to attend the meetings of the area councils of the other regions with voice.

Section 9

Members of the Quebec Council – General

- (a) An elected member of the PSAC-Quebec Health and Safety Committee shall sit on the FTQ Standing Committee on Occupational Health and Safety and Compensation for Employment Injuries.
- (b) An elected member of the PSAC-Quebec Education Committee shall sit on the FTQ Standing Education Committee.

BY-LAW 6 PSAC-QUEBEC TRIENNIAL CONVENTION

Section 1

- (a) PSAC-Quebec shall hold its Triennial Convention during the year preceding the PSAC National Triennial Convention.
- (b) The PSAC-Quebec Triennial Convention shall alternate between Montréal and Quebec (the cycle shall start with Montréal in 2005).
- (c) The Quebec Council may, at the request of two-thirds (2/3) of its members, call a Special Convention.
 - (d) The Quebec Council shall submit the report of the Triennial Convention within 90 days of the Convention and distribute it to all delegates.
- (a) The Quebec Council shall ensure that the Convention report or any other Convention-related correspondence is preferably produced in electronic format.

Section 2

The PSAC-Quebec Triennial Convention shall be chaired by the Regional Executive Vice-President for Quebec or, in his/her absence, by the alternate to the Regional Executive Vice-President for Quebec or by a co-chair selected by the Quebec Council.

Section 3

The PSAC-Quebec Triennial Convention shall:

- (a) adopt rules of procedure governing the processing of all matters before the PSAC-Quebec Triennial Convention;
- (b) examine all resolutions and issues brought to its attention by the Quebec Council, locals, branches, regional women's committees, regional young workers committees, area councils in good standing, the management of directly chartered locals, the CQSU and equity groups recognized by PSAC;
- (c) ratify the election of area council presidents sitting on the Quebec Council and their alternates, in accordance with By-Law 4, Section 1(e), of these By-Laws;
- (d) ratify the election of the women's director and her alternate in accordance with By-Law 4, Section 1(f), of these By-Laws;
- (e) ratify the election of the director for equity groups and his/her alternate in accordance with By-Law 4, Section 1(g), of these By-Laws;
- (f) ratify the election of the director for young workers and his/her alternate, in accordance with By-Law 4, Section 1(i), of these By-Laws;
- (g) ratify the election of the director for the directly chartered locals of Quebec and his/her alternate in accordance with By-Law 4, Section 1(i), of these By-Laws;
- (h) approve the election of the President representing locals of the Quebec university sector and members of the CQSU and his/her alternate, in accordance with By-Law 4, Section 1(k), of these By-Laws;
- (i) adopt the reports of the Regional Executive Vice-President for Quebec, the Alternate to the Regional Executive Vice-President, area council presidents, the women's director, the director for equity groups, the director for young workers, the director for directly chartered locals and the president of the Quebec university sector locals that are CQSU members sitting on the Quebec Council, in accordance with By-Law 5, Sections 1(e), 2(d), 3(c), 4(c), 5(c), 6(d), 7(c) and 8(c);
- (j) establish the budgetary provisions of the PSAC-Quebec for the subsequent period;
- (k) address all other administrative matters brought before it by the delegates in the manner prescribed by the rules of procedure adopted by the Convention for the orderly conduct of its business;
- (l) elect the representative of the directly chartered locals of Quebec who will sit on the PSAC-Quebec Education Committee. That person shall be elected by the DCL delegates with vote at the PSAC-Quebec Triennial Convention;

- (m) elect the representative of the directly chartered locals of Quebec who will sit on the PSAC-Quebec Health and Safety Committee. That person shall be elected by the DCL delegates with vote at the PSAC-Quebec Triennial Convention;
- (n) elect the representative of the directly chartered locals of Quebec who will sit on the PSAC-Quebec Finance Committee. That person shall be elected by the DCL delegates with vote at the PSAC-Quebec Triennial Convention.

BY-LAW 7 REPRESENTATION AND VOTING AT THE PSAC-QUEBEC TRIENNIAL CONVENTION

Section 1

- (a) Each local and branch of PSAC-Quebec shall be entitled to one delegate, with voice and vote, for every 250 members.
- (b) Each region shall be entitled to one delegate, with voice and vote, to represent all the duly established PSAC-Quebec regional women's committees.
- (c) Each region shall be entitled to one delegate, with voice and vote, to represent all the duly established PSAC-Quebec equity groups.
- (d) Each region shall be entitled to one delegate, with voice and vote, to represent all the duly established PSAC-Quebec regional young workers' committees.
- (e) Each area council shall be entitled to one delegate with voice and vote.
- (f) PSAC members elected to the National Aboriginal Peoples' Circle (NAPC), PSAC equity representatives elected to the Equal Opportunities Committee at PSAC Equity Conferences and component national officers, who are members of the Quebec Regional Caucus, shall be entitled to attend the PSAC-Quebec Triennial Convention as delegates, with voice and vote.

If these delegates are unable to attend the PSAC-Quebec Triennial Convention, they may be replaced by an alternate from their body or structure, provided the alternate is a member of the Quebec Regional Caucus.

- (g) Quebec Council members shall be ex officio delegates to any PSAC-Quebec Triennial Convention and the costs shall be borne by the Convention.

BY-LAW 8 AREA COUNCILS

Section 1

- (a) Pursuant to Section 14, Sub-section (1), of the PSAC Constitution, the Quebec Council shall promote the organization and operation of area councils in Quebec.
- (b) Except for the PSAC-Quebec Triennial Convention and pursuant to Section 14, Sub-section (5), of the PSAC Constitution, area councils shall be the primary link between the Quebec Council and component national and regional officers, locals and branches, regional women's committees, equity groups and regional young workers' committees.

Section 2

The creation of functioning PSAC area councils in the regions outlined under By-Law 4, Section 1(a), shall be the priority of the Quebec Council.

Section 3

Component national and regional officers, the PSAC-Quebec women's director, the PSAC-Quebec director for equity groups, the director for young workers, the director for DCLs and the President of the CQSU shall be entitled to join one area council in the region of their choice, with full voice and vote.

Section 4

A representative of each regional women's committee shall be a member of a PSAC Area Council executive in a given geographic jurisdiction, with full voice and vote.

Section 5

A representative of equity groups shall be a member of a PSAC area council executive in a given geographic jurisdiction, with full voice and vote. That person shall act as the link with the director for equity groups and shall be elected by members of the region's equity groups.

Section 6

One representative from each RYWC shall be a member of a PSAC area council executive in a given geographic jurisdiction, with full voice and vote.

Section 7

- (a) The regional women's committee, regional equity group committee and RYWC shall be represented on the area council by two delegates for each group, with the exception of members elected to the executive.
- (b) Locals shall be represented on the area council in accordance with Section 14, Sub-section (3), of the PSAC Constitution and Regulations, with the exception of members elected to the executive.

BY-LAW 9 FINANCES

Section 1

The Quebec Council shall be funded, inter alia, from the budget allocated by PSAC to Quebec.

Section 2

The Quebec Council's fiscal year shall be from January 1 to December 31. A committee of three members (who are not part of the Quebec Council) shall be appointed by the Council to conduct an annual audit of Council finances and expenditures. The report of the Audit Committee shall be presented at the first meeting of the year of the Quebec Council. A financial report will be filed at the PSAC-Quebec Triennial Convention.

BY-LAW 10 DISCIPLINE

The Quebec Council shall have the authority, by a two-thirds (2/3) majority vote at a regular meeting, to suspend or expel from the Quebec Council any officer who contravenes a provision of the PSAC Constitution.

BY-LAW 11 AMENDMENT OF BY-LAWS

Any amendment, deletion from or addition to these By-Laws shall become effective by approval of two-thirds (2/3) of the delegates voting at a PSAC-Quebec Triennial Convention.

Unless otherwise specified, any amendment, deletion from or addition to these By-Laws shall become effective at the time of its adoption.

BY-LAW 12 PSAC-QUEBEC WOMEN'S COMMITTEE

Section 1

PSAC-Quebec acknowledges the establishment of the PSAC-Quebec Women's Committee and the PSAC-Quebec regional women's committees.

Section 2

The PSAC-Quebec Women's Committee consists of the women's director and the coordinators of the regional women's committees.

Section 3

The mandate of the PSAC-Quebec Women's Committee is to ensure the continued activity of the regional women's committees, coordinate the regional conference, ensure that regional committees report on their activities, be informed on issues of concern to PSAC women, work to promote issues of concern to PSAC women and hold meetings or conference calls as needed and in conformity with PSAC-Quebec By-Laws.

Section 4

The PSAC-Quebec regional women's committees shall select a coordinator for each region to sit on the PSAC-Quebec Women's Committee.

Section 5

The PSAC-Quebec Women's Committee shall meet at least twice a year.

BY-LAW 13 PSAC-QUEBEC YOUNG WORKERS' COMMITTEE

Section 1

PSAC-Quebec acknowledges the establishment of the PSAC-Quebec Young Workers' Committee and the PSAC-Quebec regional young workers' committees.

Section 2

The PSAC-Quebec Young Workers' Committee consists of the director for young workers and the coordinators of the regional young workers' committees.

Section 3

The mandate of the PSAC-Quebec Young Workers' Committee is to ensure the continued activity of the regional young workers' committees, coordinate the young workers' camp, ensure that the regional committees report on their activities, be informed on issues of concern to PSAC's young workers, work to promote issues of concern to PSAC's young workers and hold meetings or conference calls as needed and in conformity with PSAC-Quebec By-Laws.

Section 4

The PSAC-Quebec regional young workers' committees shall select one coordinator per region who shall sit on the PSAC-Quebec Young Workers' Committee.

Section 5

The PSAC-Quebec Young Workers' Committee shall meet at least twice a year.

BY-LAW 14 GENERAL

Section 1

- (a) PSAC-Quebec Life Membership may be awarded to a member in good standing or a retired member who, through his/her personal dedication, has rendered exemplary service to the members of PSAC-Quebec.
- (b) The Quebec Council shall have sole authority to award the title of PSAC-Quebec Life Member, the rights and privileges of which it shall determine.
- (c) Application may be made to the Quebec Council by a PSAC-Quebec area council, a local or branch, the DCLs or a regional women's committee, regional equity group committee or RYWC.
- (d) A PSAC-Quebec Life Member shall have no vote at meetings and may not be elected to a position within PSAC-Quebec but will enjoy all other rights and privileges of a PSAC-Quebec membership in accordance with PSAC-Quebec Regulation 6.
- (e) The list of life members is included in Schedule C of the PSAC-Quebec By-Laws.

BY-LAW 15 REGULATIONS AND RESOLUTIONS OF RECORD

Section 1

- (a) PSAC-Quebec Regulations complement PSAC-Quebec By-Laws. The Regulations are attached in Schedule A of these By-Laws.
- (b) PSAC-Quebec Regulations are adopted, amended or revoked at a regular or extraordinary meeting of the Quebec Council with a two-thirds majority of the members present.
- (c) PSAC-Quebec Regulations are adopted, amended or revoked at a regular or special PSAC-Quebec convention with a two-thirds majority of the members present.

Section 2

- (a) Resolutions of record include all resolutions adopted at the regular or special PSAC-Quebec convention under way.
- (b) PSAC-Quebec resolutions of record are amended or revoked at a regular or special PSAC-Quebec convention by a simple majority of the members eligible to vote.

PSAC-Quebec resolutions of record are attached in Schedule B of these By-Laws.

BY-LAW 16 OATH OF OFFICE

I,, having been elected an officer of PSAC-Quebec, undertake to abide by and uphold these By-Laws and the PSAC Constitution, represent and defend the interests of PSAC-Quebec members, perform my duties and consistently promote PSAC-Quebec to all other unions.

SCHEDULE A Regulations

Regulation 1	Financial Regulations Governing the Activities of Quebec Council Members
Regulation 2	Guidelines Governing the PSAC-Quebec Reserve Fund
Regulation 3	Call for Nominations for Regional Executive Vice-President and Alternate Regional Executive Vice-President
Regulation 4	Issues and Resolutions Not Dealt With by the PSAC-Quebec Triennial Convention
Regulation 5	Language
Regulation 6	Life Members
Regulation 7	Area Councils
Regulation 8	Voluntary Membership of Members and Locals in Other Associations
Regulation 9	Resolutions of Record
Regulation 10	Media Platforms
Regulation 11	Products and Services Purchased by PSAC-Quebec
Regulation 12	Representation of the Quebec Council at the PSAC Triennial Convention

SCHEDULE B
List of resolutions of record



PSAC-QUEBEC REGULATIONS

As adopted by the Founding Convention in:
Saint-Hyacinthe, May 6 and 7, 1995

And amended by the PSAC-Quebec Triennial Convention in:

Quebec City, November 16 and 17, 1996
Trois-Rivières, May 15 and 16, 1999
Saint-Hyacinthe, May 4 and 5, 2002
Montréal, May 14 and 15, 2005
Quebec, June 6-7-8, 2014

REGULATION 1 FINANCIAL REGULATIONS GOVERNING THE ACTIVITIES OF QUEBEC COUNCIL MEMBERS

1. APPROVED ACTIVITIES FOR QUEBEC COUNCIL MEMBERS:

- (a) Reasonable expenses incurred by Quebec Council members to attend a founding meeting of an area council, a regional women's committee or regional equity group committee or any other activity aimed at creating one of the said committees or councils.
- (b) Quebec Council meetings.
- (c) Visits to locals.
- (d) Various union committees established by the Quebec Council.
- (e) Various committees approved by Convention.
- (f) The expenses of Quebec Council members for activities other than those mentioned above shall be preauthorized by the Quebec Council. In exceptional cases, unless exceptional circumstances exist, the Regional Executive Vice-President for Quebec shall preauthorize those expenses.

All activities are subject to these financial by-laws, save for the exceptions that have been listed in the following paragraphs.

2. MISCELLANEOUS

All claims must be accompanied by standard and official vouchers.

All purchase equipment expenditures exceeding \$250 must first be approved by the Quebec Council.

3. TRANSPORTATION

The kilometer rate shall be the same as that of PSAC.

4. SALARY REIMBURSEMENTS

Salary reimbursements take effect each time a member is required to be absent from work to carry out his/her union duties. (This provision is in compliance with the PSAC policy that calls for the reimbursement of compensatory time or vacation leave).

5. ACCOMMODATION

Accommodation shall be authorized when costs are equal to or less than travel expenses. All participants in union activities (with the exception of activities in point 1. above) shall be entitled to accommodation the night before if the distance to be traveled exceeds 100 km one way, provided the meeting starts at 9 a.m.

6. FINANCIAL REGULATIONS THAT APPLY TO THE EXCEPTIONS ALREADY ADOPTED BY CONVENTION CANNOT BE AMENDED BY ANY OTHER BODY.

REGULATION 2 GUIDELINES GOVERNING THE PSAC-QUEBEC RESERVE FUND

1. SOURCE

The reserve fund is made up of the sum of various subsidies received from the FTQ for health and safety training given to the PSAC and the balance of the education assistance fund once earmarked for the PSAC and known as the Labour Organization Assistance Program (PAOS). Expenses subsidized by these savings are deducted from this amount.

2. ADMINISTRATION AND CONTROL

The reserve fund is administered by the Quebec Council on the recommendation of the Finance Committee and the Regional Executive Vice-President for Quebec. This fund is managed separately from the budget allotment made to the Quebec Region by the PSAC Convention. The financial statements will be produced annually. The delegated authority of the reserve fund is composed of the Regional Executive Vice-President for Quebec, the chair of the PSAC-Quebec Finance Committee and the PSAC regional coordinator for Quebec. Two (2) of three (3) signatures are required to issue cheques from this fund.

The Regional Executive Vice-President for Quebec shall have custody of the investments and update the transactions when investments are renewed or redeemed.

3. FUNDING AND ACCESSIBILITY

The reserve fund is accessible through the Quebec Council for union activities of PSAC-Quebec members. It is a complement and not an inexhaustible source of funding. All efforts should thus be made so that these activities are fully funded from existing PSAC budgets.

The reserve fund shall be used to fund various union activities such as conferences, conventions, training activities, mobilization, organizing, health and safety, special events, etc. Requests shall first be approved by the Quebec Council.

The Regional Executive Vice-President for Quebec has the flexibility to release the funds necessary to finance an activity without prior authorization from the Quebec Council, provided it has this cash withdrawal approved at the subsequent meeting.

A simple majority vote is required to release funds. The Regional Executive Vice-President for Quebec shall cast the deciding vote in the event of a tie.

4. NOTES AND PROCEDURES

A cost estimate for an activity must be submitted to the Finance Committee for review before the request for funding is put on the agenda of a Quebec Council meeting.

The estimate shall include the following details:

- Nature of the activity
- Costs including wage loss, childcare expenses, travelling expenses, meals, incidentals, accommodation (in accordance with PSAC's reimbursement policy)
- Cost of material, if required.

The reserve fund shall honor the supporting documentation up to the amount approved by the Quebec Council. Under exceptional circumstances, an advance can be given on request for a reservation or to hold someone's place.

REGULATION 3

CALL FOR NOMINATIONS FOR REGIONAL EXECUTIVE VICE-PRESIDENT AND ALTERNATE REGIONAL EXECUTIVE VICE-PRESIDENT

Call for nominations Quebec Region

This is the official call for nominations for the position of Regional Executive Vice-President (REVP) and Alternate Regional Executive Vice-President for the Quebec Region. Elections for these positions will be held at the PSAC-Quebec Triennial Convention on (DATE) in (LOCATION).

A nominations form is attached to this letter for each of these positions.

As a result of a decision by delegates at the 2003 PSAC National Triennial Convention, and for the first time in our Union's history, Regional Executive Vice-Presidents and their Alternates are being elected in the regions, at their respective Regional Conventions. Any PSAC member in good standing in the Quebec Region is entitled to run for these two positions.

As Regional Coordinator, I have been assigned the responsibility for sending out the call for nominations, receiving the nominations in advance of the Regional Convention, and working with the Nominations Committee at the Convention itself.

Here's how the procedure will work and what to do if you want to run for office.

Nominations Procedure

A Nominations Committee will be appointed by the Quebec Council and ratified on the Convention floor. The Chairperson of the Nominations Committee, a member of the AEC or a former member of the AEC is appointed by the Quebec Council and will conduct the election of REVP and Alternate REVP.

In advance of the Convention, in my capacity as Regional Staff Coordinator, I have been tasked with facilitating the nomination process. I am also responsible for ensuring that the nominations are filed with the Nominations Committee in writing, signed by the nominator and seconder, each of whom must be an accredited delegate to the PSAC-Quebec Triennial Convention.

Eligibility for Office

Candidates nominated for the position of REVP and Alternate REVP do not have to be a delegate to the Convention, but must be a member in good standing and live or work in the Quebec Region. However the nominator and seconder must be delegates to the PSAC-Quebec Triennial Convention.

Submitting the Nomination Form

You will find attached a Nomination Form for the position of Regional Executive Vice-President and Alternate Regional Executive Vice-President.

Nominees who will not be present at the Regional Convention must submit a nomination form to me prior to the start of the Regional Convention.

Nominees who will be present at Convention can submit a nomination form to me prior to the start of the Regional Convention, or submit a nomination form to the Nominations Committee during Convention, or be nominated from the floor at the Regional Convention.

The Election Process

Given that the election of the REVP and Alternate REVP in the regions was decided at the 2003 PSAC National Triennial Convention – which took place after our last Regional Convention – changes to the Regional By-Laws outlining the new election procedure for the REVP and Alternate REVP will have to be made on the Convention floor.

Need Further Information?

For further information on the PSAC-Quebec Triennial Convention, please go to our website. Feel free to contact me should you have any questions on the nomination process outlined above.

Signed by

In solidarity,

Regional Staff Coordinator
Quebec Region

c.c.: National President

**Nomination Form
Regional Executive Vice-President
QUEBEC REGION**

Name of nominee :

Person accepting nomination :

(signature)

Local :

Component :

Membership Number :

Nominator * :

(signature)

Secunder * :

(signature)

* Must be a delegate to the Convention !

Nomination Form
Alternate Regional Executive Vice-President
QUEBEC REGION

Name of nominee :

Person accepting nomination :

(signature)

Local :

Component :

Membership Number :

Nominator * :

(signature)

Secunder * :

(signature)

* Must be a delegate to the Convention !

REGULATION 4 ISSUES AND RESOLUTIONS NOT DEALT WITH BY THE PSAC-QUEBEC TRIENNIAL CONVENTION

All issues and resolutions the Convention has not dealt with shall be referred to the Quebec Council, which shall examine them and follow up on these outstanding issues no later than 90 days following the Convention, with the exception of resolutions dealing with increases in dues or amendments to the PSAC-Quebec By-Laws and Regulations.

The Council's disposal of all issues and resolutions of the Convention shall be published and include the rationale for all decisions and the recorded votes for all decisions. This shall be distributed to all Convention delegates.

REGULATION 5 LANGUAGE

1. General

- a) The language of work in internal and external PSAC-Quebec communications is French.
- b) PSAC-Quebec will issue internal and/or external communications in English upon request.

2. PSAC-Quebec Triennial Convention

- a) The PSAC-Quebec Triennial Convention will take place simultaneously in French and English and all official documents will be submitted in French and English.

REGULATION 6 LIFE MEMBERS

1. PSAC-Quebec recognizes members appearing on Schedule C as life members as per By-Law 13, Section 1.

2. Rights and privileges of life members

a) During the Induction Convention, life members are invited to the Convention and not required to pay any registration fees. Their expenses are reimbursed like those of any delegate,

b) The life member is invited to Conventions held thereafter and not required to pay registration fees.

If a life member takes part in an ad hoc committee on behalf of PSAC-Quebec, the expenses he/she incurs shall be reimbursed as per PSAC policy.

REGULATION 7 AREA COUNCILS

To ensure uniformity in the operation of its area councils, PSAC-Quebec has prescribed the following guidelines:

1. Mandate of area councils

The area council is the body that supports, unites and interconnects locals on its territory. Its mandate is to create solidarity between members and build bridges with civilian society. Its role is to be in the action to mobilize and rally around issues affecting members through education and political action.

2. Composition of area councils

- a) The executive councils of area councils must consist of a minimum of three (3) positions, including one president, one vice-president and one secretary-treasurer.
- b) Members of the executive council of area councils are elected each year as per section 14 of the PSAC Constitution.

Elections must take place between September 1 and November 30 each year.

- c) If the position of president or his/her alternate is vacant within six (6) months before the PSAC-Quebec Regional Triennial Convention is held, an election shall be held as per By-Law 4, Section 2(a).

3. Meeting frequency

The area councils shall call meetings at regular intervals at least four (4) times a year, including the Annual General Meeting.

4. Obligations relating to the financing of area councils

- a) For the purpose of keeping PSAC-Quebec aware of regional issues, area councils shall send to the Office of the REVP the minutes of these meetings, including the minutes of the Annual General Meeting. These minutes shall be sent no later than thirty (30) days after the date these meetings were held.
- b) A detailed annual financial report of each area council must be sent to the Office of the PSAC-Quebec REVP sent no later than thirty (30) days after the date these meetings were held.
- c) In order to receive their annual financing, area councils must fulfill the obligations in 4(a) and 4(b).

5. Amendments to the By-Laws of area councils

Area councils must inform PSAC-Quebec of all amendments to their By-Laws.

REGULATION 8 VOLUNTARY MEMBERSHIP OF MEMBERS AND LOCALS IN OTHER ASSOCIATIONS

1. PSAC-Quebec recommends that its area councils encourage the participation of locals in FTQ area councils.
2. PSAC-Quebec recommends to all area councils, regional women's committees, regional equity group committees and locals in the Quebec region that they become members of the Public Service Alliance Retirees Association (PSARA) and that they promote membership in PSARA to their members.

REGULATION 9 REVIEW OF PSAC-QUEBEC RESOLUTIONS OF RECORD

The Quebec Council shall appoint a three-member committee that will be responsible for reviewing resolutions of record during the calendar year preceding the PSAC-Quebec Regional Triennial Convention.

The Committee shall submit a report to the Quebec Council on the amendments to be made no later than the end of the calendar year preceding the PSAC-Quebec Regional Triennial Convention. Then, if appropriate, the Quebec Council will submit one or more resolutions to the PSAC Regional Triennial Convention.

REGULATION 10 MEDIA PLATFORMS

PSAC-Quebec is committed to maintaining a user-friendly Internet site that is updated regularly and to maintaining accounts on the most popular social media.

REGULATION 11 PRODUCTS AND SERVICES PURCHASED BY PSAC-QUEBEC

Where possible, PSAC-Quebec encourages the purchase of union-made products and union-provided services.

Where possible, products and services, in addition to being union-provided, shall come from Quebec or elsewhere in Canada.

REGULATION 12 REPRESENTATION OF THE QUEBEC COUNCIL AT THE PSAC TRIENNIAL CONVENTION

To ensure that the Quebec Council is fully represented at the PSAC Triennial Convention, PSAC-Quebec recommends the following guidelines:

1. The chairs of the area councils are ex officio delegates to the PSAC Triennial Convention.
2. Should the chair of a regional committee attend the PSAC Triennial Convention on behalf of a body other than his/her regional committee, the Quebec Council shall appoint a substitute.
3. Should the chair of a regional committee be absent from the PSAC Triennial Convention, a substitute shall be appointed by his/her area council.



PSAC-QUEBEC

RESOLUTIONS OF RECORD

As amended at the
PSAC-Quebec Triennial Convention in:

Québec City, November 16 and 17, 1996
Trois-Rivières, May 15 and 16, 1999
Saint-Hyacinthe, May 4 and 5, 2002
Montreal, May 14 and 15, 2005
Québec City, May 30 and 31 and June 1, 2008
Laval, May 27, 28 and 29, 2011
Québec City, June 6, 7 and 8, 2014

SCHEDULE B RESOLUTIONS OF RECORD

- 1996/GT-1 Sharing of area council minutes among regions
- 1999/G-1 Facilitators Network
- 2002/G-5 (Part 1) Joint Career Transition Committee (JCTC)
- 2002/G-6 Education vs. joint PSAC/employer training
- 2002/G-15 Participation of PSAC locals in FTQ area councils
- 2005/G-1A Adoption of federal anti-scab legislation
- 2005/G-4A Quebec's Eau Secours coalition for responsible water management
- 2005/G-6 PSAC-Quebec website
- 2005/G-15 Parallel court system in Canada
- 2005/G-25 Unionized hotels and purchase of union-made goods
- 2005/S-26A PSAC structure Committee
- 2005 G-1A and 2001 G-121 Adoption of federal anti-scab legislation
- 2008 G-11 Amendment to the Canada Labour Code (anti-scab legislation)
- 2008 G-27 Bilingualism within the Canadian Armed Forces
- 2008 G-38 Promotion of unionization
- 2008 G-32 (Part 1) Financial crisis affecting postsecondary education
- 2008 G-19 Speakers' notes
- 2008 G-34 Free education
- 2008 G-35 Security and Prosperity Partnership of North America (SPP)
- 2008 G-26 Public service Employment Act (PSEA)
- 2008 G-12 Environmental responsibility at PSAC-Quebec activities
- 2008 G-25 Public Service Employment Act (PSEA)
- 2011 G-119A Protective reassignment of pregnant or breastfeeding workers – amendment to the Occupational Health and Safety Act
- 2011-G-44 Improved employment insurance for workers who are ill
- 2011 G-78 Funding of academic research
- 2011 G-63 Language of work
- 2011 G-104 Commission of inquiry into the construction industry
- 2011 G-112 Integrated occupational health and safety management system in the private and public sectors
- 2011 G-116 Increase in the number of occupational health and safety inspectors in Quebec
- 2011 G-18 Water and human rights
- 2011 G-19 Campaign against privatization of our public water systems within the comprehensive Economic and Trade agreements (CETA)
- 2011 G-21 Support for Eau secours
- 2011 G-55 Resolution for the FTQ "Une retraite à l'abri des soucis" (A worry-free retirement) campaign
- 2011 G-1 Public, universal and tariff-free health system
- 2011 G-7 Elimination of health tax
- 2011 G-35 Minimum wage to reach the low-income cut-off
- 2011 G-59 Guaranteed Income Supplement (GIS) increase

- 2011 G-136 Human rights in Palestine
- 2011 G-38 Review of income tax for individuals and private business
- 2011 G-12 Shale gas development projects
- 2011 G-25 Fair and equitable royalties
- 2011 G-31A Putting our economy to work for the public and for communities
- 2011 G-56 Increase in QPP benefits
- 2011 G-76 Grants for graduate students
- 2011 G-100 Young workers camp
- 2011 G-84 Training on Section 11(8)(a) of the PSAC Constitution
- 2014 G-1 PSAC-Quebec's 2014-2015 political action plan
- 2014 G-3 Freedom to demonstrate peacefully
- 2014 G-13 Transfer of Ste. Anne's Hospital
- 2014 G-23 Creation of a Standing Committee on Pensions on the PSAC-NBoD
- 2014 G-24 Grievance arbitration process
- 2014 G-29A Union leave for members with precarious and atypical working conditions
- 2014 G-4A Pay disparity clauses
- 2014 G-7 Funding for university research
- 2014 G-15 Blood donation
- 2014 G-37 Availability of training in English
- 2014 G-38 Training for members in the university sector
- 2014 G-43 Making union education available to community groups
- 2014 G-10 Budget cuts in granting agencies
- 2014 G-14 Green environment
- 2014 G-44 PSAC-Quebec signs the Kyoto protocol
- 2014 G-19 Teleworking

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.

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.

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).

2002/G-6 Education vs. joint PSAC/Employer training

BE IT RESOLVED THAT PSAC-Quebec, through its Education committee, promote joint learning in the workplace and provide information so that locals and national officers negotiate such joint training.

2002/G-15 Participation of PSAC locals in FTQ area councils

BE IT RESOLVED THAT regions encourage locals to participate in FTQ area councils.

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

BE IT RESOLVED THAT PSAC-Quebec take all necessary measures to support a plan to have the House of Commons adopt anti-scab legislation for federal public service workers.

2005/G-4A Quebec's Eau Secours coalition for responsible water management

BE IT RESOLVED THAT PSAC-Quebec support Quebec's Eau Secours coalition for responsible water management;

BE IT RESOLVED THAT PSAC-Quebec urge locals to support Quebec's Eau Secours 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" page to be regularly updated.

2005/G-15 Parallel court system in Canada

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

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

BE IT 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 overlooked. 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.

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 the PSAC;

BE IT RESOLVED THAT, when there is a call for tender on these goods, a minimum standard be established: union-/Quebec-/Canadian-made, depending on whether they are manufactured in Quebec, Canada or North America;

BE IT FURTHER RESOLVED THAT the same criteria apply to the choice of hotels for conventions, meetings, seminars and other activities.

2005/S-26A PSAC Structure Committee

BE IT RESOLVED 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.”

2005 G-1A and 2001 G-121 Adoption of federal anti-scab legislation

BE IT RESOLVED THAT PSAC-Quebec make every effort to support any initiative leading to the adoption by the House of Commons of anti-scab legislation for federal public service workers.

2008 G-11 Amendment to the Canada Labour Code (anti-scab legislation)

BE IT RESOLVED THAT PSAC-Quebec include this issue in its next political lobbying campaign;

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

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

2008 G-27 Bilingualism in the Canadian Armed Forces

BE IT RESOLVED THAT PSAC-Quebec lobby all parties to have universal bilingualism recognized and reinstated within the Canadian military.

2008 G-38 Promotion of 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.

2008 G-32 (Part 1) Financial crisis affecting postsecondary education

BE IT RESOLVED THAT PSAC-Quebec lobby the authorities to demand that the resolution to the present crisis in Quebec universities not undermine employees' working conditions nor increase tuition fees for students;

BE IT RESOLVED THAT PSAC-Quebec denounce the use of public private partnerships (PPP) and other commercial ventures to fund education;

BE IT FURTHER RESOLVED THAT PSAC-Quebec support the action taken by PSAC unions to protect employees' working conditions and students' learning conditions.

2008 G-19 Speakers' notes

BE IT RESOLVED THAT PSAC-Quebec provide equal support to all student associations and federations that are fighting for better access to postsecondary education and free education.

2008 G-34 Free education

BE IT FURTHER RESOLVED THAT PSAC-Quebec denounce any attempt to fund postsecondary education by increasing tuition fees, given that education ought to be free.

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.

2008 G-26 Public Service Employment Act (PSEA)

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

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 of its bodies that are organizing events be as environmentally responsible as possible.

2008 G-25 Public Service Employment Act (PSEA)

BE IT RESOLVED THAT PSAC-Quebec lobby the PSC so that no Canadian be excluded from the process;

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

2011 G-119A Protective reassignment of pregnant or breastfeeding workers – amendment to the Occupational Health and Safety Act

BE IT RESOLVED THAT the PSAC and PSAC-Quebec urge the Canadian government to reach an administrative agreement with the government of Quebec so that all women workers be entitled to protective reassignment, as provided under the QPIP and the CSST.

2011-G-44 Improved employment insurance for ill workers

BE IT RESOLVED THAT PSAC-Quebec demand that the federal government amend the Employment Insurance Act so that workers who are ill may receive up to 50 weeks of Employment Insurance benefits with no waiting period.

2011 G-78 Funding of academic research

BE IT RESOLVED THAT PSAC-Quebec engage in political action to ensure that, effective immediately, employees' negotiated wages be taken into account by government granting agencies when they allocate subsidies;

BE IT FURTHER RESOLVED THAT PSAC-Quebec work to increase budgets for these organizations to ensure that its members retain their employment.

2011 G-63 Language of work

BE IT RESOLVED THAT PSAC-Quebec demand that the *Charter of the French language* apply to all workers in Quebec.

2011 G-104 Commission of inquiry into the construction industry

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

2011 G-112 Integrated occupational health and safety management system in the private and public sectors

BE IT RESOLVED THAT PSAC-QUEBEC lobby all governments and other unions to ensure that integrated occupational health and safety management systems become compulsory in the public and private sectors.

2011 G-116 Increase in the number of occupational health and safety inspectors in Quebec

BE IT RESOLVED THAT PSAC-Quebec lobby the Quebec government to considerably increase the number of inspectors at the CSST.

2011 G-18 Water and human rights

BE IT RESOLVED THAT PSAC-Quebec recognize and affirm that access to clean water is a basic human right;

BE IT FURTHER RESOLVED THAT PSAC-Quebec urge the federal and Quebec governments to add access to clean water to their human rights legislation;

BE IT FURTHER RESOLVED THAT PSAC-Quebec call upon both levels of government to support the recognition of water as a human right in international law.

2011 G-19 Campaign against privatization of our public water systems within the Comprehensive Economic and Trade agreements (CETA)

BE IT FURTHER RESOLVED THAT PSAC-Quebec lobby all levels of government, particularly municipal governments, to make them aware of the dangers of privatizing water.

2011 G-21 Support for Eau Secours

BE IT RESOLVED THAT PSAC-Quebec support Eau Secours by becoming a member;

BE IT FURTHER RESOLVED THAT PSAC-Quebec urge locals in Quebec to show their support by becoming members of the Eau Secours coalition.

2011 G-55 Resolution for the FTQ “Une retraite à l’abri des soucis” (A worry-free retirement) campaign

BE IT RESOLVED THAT PSAC-Quebec urge its members to lobby federal members of Parliament and members of the National Assembly to support improvements to the Québec Pension Plan and its equivalent in the other provinces: the Canada Pension Plan.

2011 G-1 Free public, universal health care system

BE IT RESOLVED THAT PSAC-Quebec demand a free public, universal health care system.

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 health care deductible.

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

BE IT RESOLVED THAT PSAC-Quebec lobby the Quebec government to increase the 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.

2011 G-59 Guaranteed Income Supplement (GIS) increase

BE IT RESOLVED THAT PSAC-Quebec lobby the Canadian government to immediately increase the Guaranteed Income Supplement by at least 15% to reduce poverty in the elderly population.

2011 G-136 Human rights in Palestine

BE IT RESOLVED THAT PSAC-Quebec take a position in favour of establishing a just and lasting peace in the Middle East;

BE IT FURTHER RESOLVED THAT PSAC-Quebec demand the establishment of a Palestinian state based on the 1967 borders, pursuant to UN resolutions, and that Palestinian refugees have a right of return;

BE IT FURTHER RESOLVED THAT PSAC-Quebec support the Boycott, Divestment, Sanctions movement against apartheid in Israel and raise awareness among its members.

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

BE IT RESOLVED THAT PSAC-Quebec lobby the Quebec government to gradually introduce several new tax brackets for individuals whose income exceeds \$77,140 (presently the top provincial tax bracket) so that the highest paid citizens pay their fair share of taxes;

BE IT ALSO RESOLVED THAT PSAC-Quebec lobby the Quebec government to gradually adjust the tax rate on profits for all private businesses in Quebec to equal the share paid by individuals.

2011 G-12 Shale gas development projects

BE IT RESOLVED THAT PSAC-Quebec demand that the Quebec government impose a moratorium on shale gas development projects until the population has been surveyed through a referendum.

2011 G-25 Fair and equitable royalties

BE IT RESOLVED THAT PSAC-Quebec demand that the Quebec government adopt a policy to establish fair and equitable royalties for private sector operators in natural and energy resources;

BE IT FURTHER RESOLVED THAT PSAC-Quebec demand that the Quebec government invest the product of these royalties in public services.

2011 G-31A Putting our economy to work for the public and for communities

BE IT RESOLVED THAT PSAC-Quebec lobby the Quebec government to gradually create an economy based on cooperation and government control of key sectors, including various types of energy and natural resource development, ensuring that the people of Quebec reap the benefits of this development;

BE IT RESOLVED THAT PSAC-Quebec lobby the Quebec government to gradually create an economy based on cooperation and nationalize certain key strategic sectors, particularly energy and natural resources.

2011 G-56 Increase in QPP benefits

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

2011 G-76 Grants for graduate students

BE IT RESOLVED THAT PSAC-Quebec call upon the federal and provincial governments to substantially increase, as of this year, the number of grants allocated to graduate students as well as the budgets allocated for grants.

2011 G-100 Young workers' camp

BE IT RESOLVED THAT PSAC-Quebec create a young workers' camp based on the FTQ model to promote inclusion, commitment and training of young union members.

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 Section 11(8)(a) of the PSAC Constitution.

2014 G-1 PSAC-Quebec's 2014-2015 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 fightback campaign and work in cooperation with other unions and outside the public service.

2014 G-3 Right to peaceful demonstration

BE IT RESOLVED THAT PSAC-Quebec denounce and demand the abolition of all legislation that restricts the right to peaceful demonstration.

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

BE IT RESOLVED THAT PSAC-Quebec lobby the governments;

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

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

BE IT RESOLVED THAT PSAC's 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 PSARA members.

2014 G-24 Grievance arbitration process

BE IT RESOLVED THAT PSAC's Quebec Region lobby the PSAC National Office to significantly expedite the grievance arbitration process.

2014 G-29A Union leave for members with precarious and atypical working conditions

BE IT RESOLVED THAT PSAC-Quebec object to PSAC's current practice regarding union leave for members with precarious and atypical working conditions;

2014 G-4A Pay disparity clauses

BE IT RESOLVED THAT PSAC-Quebec object to the inclusion of pay disparity clauses in collective agreements;

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

2014 G-7 Funding for university research

BE IT RESOLVED THAT PSAC-Quebec lobby to ensure that government agencies paying out grants take negotiated wages into account, effective immediately;

BE IT FURTHER RESOLVED THAT PSAC-Quebec work to increase the budgets of these organizations to maintain its members' employment.

2014 G-15 Blood donation

BE IT RESOLVED THAT PSAC-Quebec and the affiliated unions make people in Quebec and elsewhere in Canada aware of the Héma-Québec and Canadian Blood Services surveys on blood donation, which exclude potential male donors who have had sexual relations with a man in the past five years;

2014 G-16 Missing and murdered Indigenous women

BE IT RESOLVED THAT PSAC-Quebec encourage its members to lobby federally and provincially elected officials to immediately launch, in consultation with indigenous women and their representatives, a National Inquiry into Missing and Murdered Indigenous Women.

2014 G-37 Availability of training in English

BE IT RESOLVED THAT the PSAC-Quebec Education Department begin offering some of its basic courses in English at least once a year, including courses on grievance handling, 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 shall be offered, if at all possible, on weekends.

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 CQSU, a training program specific to the university sector.

2014 G-43 Making union education available 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.

2014 G-10 Budget cuts in granting agencies

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

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

BE IT FINALLY RESOLVED THAT PSAC-Quebec produce a study on the direct impact of these cuts on student employees, research professionals and post-doctoral fellows.

2014 G-14 Green environment

BE IT RESOLVED THAT PSAC-Quebec consider developing a green policy for all of its activities.

2014 G-44 PSAC-Quebec signs the Kyoto protocol

BE IT RESOLVED THAT PSAC and PSAC-Quebec lobby the federal government to have Canada regain its place among the countries that are climate change leaders.

2014 G-19 Teleworking

BE IT RESOLVED THAT PSAC-Quebec lobby governments to recognize teleworking.

SCHEDULE C LIFE MEMBERS

Awarded Life Membership in:	Last Name	First Name
2008	Bertrand	Marcel
2008	Coupal	René
2008	Genest	Réjean
2011	Bélanger	Gilles
2011	Brunette	Denis
2011	Fortin	Jean-Paul
2011	Labonté	Bernard
2011	Soucy	Yolande
2014	Alarie	Pierre
2014	Jalbert	Ghislaine
2014	Pont	Neus
2014	Turcq	Jérôme