



Report of Sébastien Paquette, CQSU Coordinator
to the 2021 PSAC-Quebec Convention

Multi-Content Course for the University Sector

In recent years, CQSU has worked with education officers to maintain multi-content training and try to improve and update it to address members' specific needs. The course is the only one that fully addresses the needs of new local officers. The intensive two-day course provides the most in-depth introduction possible to a number of key topics. In other words, it is a union education course (sometimes the first one) that equips executive committee members to carry out their work during their term, which often lasts one year. Naturally, we have had to adapt to the pandemic.

Quebec Council Committees

I have served on the Quebec Council's Education Committee since the beginning of my first term, in 2017. In recent years, the greatest obstacle to delivering all the courses our members need is a lack of funding.

I was a member of PSAC-Quebec's By-Law Committee, which reviewed the by-laws and recommended updates to bring them into alignment with the national PSAC Constitution, which was amended at 2018 Convention.

I am now a member of the Finance Committee. Our discussions have been very productive in preparing the budget for submission to the 2020 PSAC-Quebec Convention.

I recently participated in an ad hoc committee to rethink PSAC-Quebec's Young Workers committees, with a view to engaging them to become active members.

Conferences and Meetings

My colleagues and I attended the DCL conference in November 2018 and the bargaining round table for the university sector in March 2019. We were promised these meetings at the 2018 National Convention, where almost every DCL representative was taken aback. They were an opportunity for the DCLs to tell PSAC how it could improve DCL representation and mutual relations. One idea came up often: the DCLs need NBoD representation to have a voice in decisions that concern them.

A great deal of work remains to decentralize services currently provided by the Ottawa office back to the regional offices, where proximity increases service efficiency, given equal resources.

We also met twice with the Representation Section in the past year, prompted by our REVP, Yvon Barrière. These meetings resulted in mutually constructive discussion to improve the handling of grievances referred to arbitration.

Pre-Convention Meetings

Before conventions that took place over the past three years, CQSU organized pre-convention meetings for its members and the university sector to discuss the resolutions submitted and the effect they would have on our membership.

CGEU

In August 2019, I was a delegate at the Coalition of Graduate Employee Unions (CGEU) convention. The coalition is redefining its role, and the purpose of the conference was to form ties among the academic unions within every central union, both in North America and elsewhere, and look at the potential for joint lobbying and mobilizing for university unionization. After discussion with our American colleagues, we realized that their situation may be worse than our own, and that right-to-work laws, in all their hypocrisy, may well spread north of the border, like an infection, if we are not sufficiently wary.

FTQ

In May and June 2018, I attended the FTQ Solidarity Fund College, a five-week in-residence course that examined the trade union movement in the larger social framework.

I attended FTQ Convention in November 2019 and spoke in favour of a resolution to update the Fight for \$15 campaign, concerning which I had been interviewed by CKIA-FM the week before. I also served on the Commissions Committee, which focused mainly on the digitalized economy, a topic that had previously been discussed at the FTQ's expanded Education Committee in September 2019, at which I represented PSAC-Quebec.

Reform of the PEQ

The third version of this reform came into force in May 2020. Since then, the CAQ government has systematically refused any discussion on the subject. The CQSU has joined the mobilization to oppose this unjust reform. For many workers and students who were in Quebec prior to this reform, it is clearly a betrayal. Quebec went abroad touting the PEQ to attract them, then once they settled in the province, they learned through this brutal reform that the government was renouncing the project to which they had committed themselves. Processing times for applications have been extended to several years, work experience during studies is no longer recognized, and the grandfather clause was designed to exclude almost everyone. Mobilization is ongoing and may continue until the next election campaign.

\$15 Minimum

I participated in the \$15 Minimum campaign, increasing my involvement particularly in the past year. While its initial goal will be reached within a few years, it will not be through appropriate government action but rather by catching up with inflation. Meanwhile, the gap is widening between the legal minimum wage and minimum needed wage. For that reason, a

new objective will be defined in 2021. I hope everyone supports updating this campaign that seeks social justice by aiming to lift people out of poverty.

Phoenix and Other Items

Although the members of the university sector are not affected by the Phoenix fiasco, we support our brothers and sisters in the federal public service who have had to carry this millstone around their necks for four years now. I took part in every Phoenix action I could, as did many of my co-workers. We did what we could to support the cause, and will, of course, continue to do so.

I also took part in rallies to support bargaining or struggling locals, particularly at Montreal Airport in response to its management's cowardly actions against our brothers and sisters in reception positions.