

REPORT OF THE BY-LAWS REVIEW COMMITTEE TO 10th PSAC-QUEBEC CONVENTION

Subject to ratification by the convention, the following delegates were appointed to the By-Laws Committee:

Chair

Marc-André Gobeil President of the Saguenay/Lac Saint-Jean/Chibougamau/Chapais Area Council

Co-chair

Kristine Leclerc President of the Estrie/Bois-Francs Area Council

Members

Jean Cloutier President of Québec Area Council

Maryline Nadeau Women's Director (left the committee on February 20, 2020)

The By-Laws Committee met at the PSAC Quebec City office on February 5 and 6, 2020. It also met via Zoom on April 23, 2021.

The By-Laws Committee received 34 resolutions, numbered from S-1 to S-34. Unless otherwise indicated, all were submitted in French as the language of origin.

The Committee made recommendations of concurrence or non-concurrence on all its resolutions with the exception of S-2, S-12, S-13, S-14, S-17, S-19 and S-30, which were ruled out of order by the National President.

The Committee would also note that the fourth bullet of Resolution S-11 was ruled out of order by the National President.

The Committee received a new resolution, Resolution S-32, which incorporates S- 33 and S-34. The Committee recommends non-concurrence in this resolution since members may already engage in activism in the region where they live.

To expedite the work of convention, the Committee agreed that the Committee Chair and Co-Chair will automatically move and second all the Committee's recommendations.

Report format

The title and source (the originating body) of each resolution are included in the report.

Resolutions are included in the report rather than in a separate package, in the order of priority established by the Committee.

Resolutions ruled out of order, including an explanation for the National President's ruling are found in Appendix A. Composite resolutions are in Appendix B.

Finally, to streamline the text, Appendix C lists the acronyms used in this report.

The Committee established its priorities as follows:

Recommendations of concurrence

Resolution S-31A	Amendment to Provisions of the Regional Constitution Dealing with Delegate Entitlement and Voting Rights at Regional Conventions
Resolution S-26	New By-Law on PSAC-Quebec Equity Groups Committee
Resolution S-23	PSAC-Quebec Regulation 12
Resolution S-7	Financial Audit
Resolution S-1A	Convention Agenda
Resolution S-3	Election Procedures
Resolution S-29	Composition of PSAC-Quebec Convention Committees
Resolution S-25	PSAC-Quebec By-Law 8
Resolution S-22	PSAC-Quebec Regulation 7
Resolution S-24	PSAC-Quebec By-Law 4
Resolution S-5	Regional Council Representation at PSAC Convention
Resolution S-6A	Area Council Elections

Recommendations of non-concurrence

Resolution S-4	Second Alternate REVP
Resolution S-11A	Alternate Vice-President
Resolution S-20	Cost of Investigating a Local or DCL Officer
Resolution S-15	Modernization of Procedure
Resolution S-10	Representation on the Quebec Council
Resolution S-9	Area Council Officers Term of Appointment
Resolution S-18	PSAC-Quebec Pre-Convention Committees
Resolution S-32	Incorporating S-33 and S-34 – Self-Declaration of Workplace for PSAC-Quebec Members.

The Committee wishes to thank PSAC staff who contributed to the Committee's work and to the preparation of this report, particularly Lyne Beaumont (Committee Secretary) and Natalie Rainville (Committee Technical Advisor).

I would like to recognize the excellent preparation and collaboration of all Committee members which went a long way to making proceedings run smoothly.

The review process was meticulous, carefully thought out and very respectful. We hope our work will facilitate debate at convention.

Respectfully submitted on behalf of the Committee



Marc-André Gobeil
Chair of the Committee

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ORIGINATOR: Quebec Council

LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in amended Resolution S-31A, which reads as follows:

WHEREAS the 2018 PSAC National Triennial Convention amended the PSAC Constitution to define the scheduling, delegate formula and funding for all PSAC regional triennial conventions;

WHEREAS Section 16, Sub-Sections (5), (6), (7), (8), and (9) of the PSAC Constitution contain the new language;

WHEREAS the PSAC Constitution takes precedence over regional by-laws;

BE IT RESOLVED THAT language in By-Law 7 of the PSAC-Quebec Constitution, By-Laws and Resolutions of Record be replaced by the following:

Sub-Section (1)

Regional conventions shall take place over three (3) days commencing on a Friday.

Sub-Section (2)

For the purpose of representation at a PSAC regional triennial convention:

- (a) each local (components and DCLs) shall be entitled to one (1) delegate for the first one (1) to two hundred and fifteen (215) members and one (1) additional delegate for each additional two hundred and fifteen (215) members or fraction thereof;
- (b) up to twenty (20) members of their respective regional councils shall be delegates;
- (c) each active area council shall be entitled to elect one (1) delegate;
- (d) each active Regional Women's Committee shall be entitled to elect one (1) delegate;
- (e) each active Regional Human Rights or Equity Committee shall be entitled to elect one (1) delegate;
- (f) two (2) elected regional National Indigenous Peoples' Circle representatives

shall be delegates;

- (g) each Regional Young Workers Committee shall be entitled to elect (1) delegate;
- (h) component national officers shall be delegates in the region in which they live or work;
- (i) members of the NBoD and full-time component vice-presidents shall be entitled to delegate status in the caucus they have elected to participate in as per Section 19, Sub-Section 5 b).

Sub-Section (3)

- (a) Component officers as defined in component by-laws that meet the following criteria shall be delegates to their respective regional convention:
 - i) the officer must be a full-voting member of the component executive and elected by the component convention delegates or the membership at the national or regional level; and
 - ii) the officer must live or work in the region.
- (b) Delegation to a regional convention of any component officer not included in (a) above will require a recommendation from the National President and approval from the NBoD.

Sub-Section (4)

Remuneration of delegates shall be in accordance with Section 24, Sub-Section (21) of the PSAC Constitution.

Sub-Section (5)

No member shall attend more than one regional convention as a delegate per convention cycle.

Rationale

The Committee recommends concurrence in this resolution as these changes must be made to comply with the PSAC Constitution.

ORIGINATOR: Area Council 5 – Saguenay / Lac-Saint-Jean / Chibougamau-Chapais

LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence in** Resolution S-26, which reads as follows:

WHEREAS PSAC-Quebec By-Laws and Regulations do not mention the PSAC-Quebec Equity Groups Committee and PSAC-Quebec regional equity groups committees.

BE IT RESOLVED THAT the PSAC-Quebec By-Laws be amended to include the following by-law:

PSAC-QUEBEC EQUITY GROUPS COMMITTEE

Section 1

PSAC-Quebec acknowledges the establishment of the PSAC-Quebec Equity Groups Committee and the PSAC-Quebec regional equity groups committees.

Section 2

The PSAC-Quebec Equity Groups Committee consists of the director for equity groups and the coordinators of the regional equity groups committees (Indigenous Peoples, Racially Visible Persons, Pride, Access and Human Rights) of Quebec.

Section 3

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

Section 4

The PSAC-Quebec regional equity groups committees shall select one coordinator per region who shall sit on the PSAC-Quebec Equity Groups Committee.

Section 5

The PSAC-Quebec Equity Groups Committee shall meet no less than twice (2x) per year.

Rationale

The Committee is of the opinion that these amendments are needed to reflect current practice.

ORIGINATOR: Area Council 5 – Saguenay / Lac-Saint-Jean / Chibougamau-Chapais

LANGUAGE: F

The Committee recommends **concurrence** in Resolution S-23, which reads as follows:

WHEREAS PSAC-Quebec Constitution and By-Laws cannot breach the PSAC Constitution;

WHEREAS paragraph 14(13)b) and Sub-Section 19(6) of the PSAC Constitution provide for the election of area council delegates at the PSAC National Triennial Convention;

WHEREAS PSAC-Quebec Regulation 12 is inconsistent with provisions of Sections 14 and 19 of the PSAC Constitution.

BE IT RESOLVED THAT PSAC-Quebec Regulation 12 be rescinded.

Rationale

The Committee recommends concurrence as the National President has recently struck down this regulation.

ORIGINATOR: Quebec Council

LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in Resolution S-7, which reads as follows:

WHEREAS PSAC strongly recommends that a chartered accounting firm be tasked with auditing the financial statements of PSAC-Quebec;

WHEREAS PSAC has been using this auditing process for a long time;

WHEREAS, to ensure transparency, PSAC-Quebec has brought in an accounting firm to audit its 2018 financial statements and will continue to do so going forward;

BE IT RESOLVED THAT By-Law 9 of the PSAC-Quebec By-Laws be amended as follows:

BY-LAW 9 FINANCE

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.~~ An annual audit shall be conducted by an accounting firm selected by the Quebec Council and the audit report shall be presented to it at the first meeting following receipt of the report. A financial report will be filed at the PSAC-Quebec Triennial Convention.

Rationale

The Committee feels that the Audit Committee is no longer needed as an independent accounting firm is now conducting audits.

ORIGINATOR: DCL – STEP 10800

LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in Resolution S-1A, which reads as follows:

WHEREAS the Regional Triennial Convention is PSAC-Quebec's supreme governing body;

WHEREAS regional triennial conventions are where fundamental issues are addressed, important decisions are made and major directions are chosen;

WHEREAS adequate preparation is essential for regional triennial conventions to run smoothly;

WHEREAS sending out an agenda would ensure better preparation of regional triennial conventions:

BE IT RESOLVED THAT a new sub-section (f) be added to Section 1 with the following wording:

Section 1, Sub-Section (f) – The Quebec Council shall send out a complete agenda to all components and all DCLs in the Quebec region at least fourteen (14) days before the date on which the regional triennial convention starts.

Rationale

The Committee believes this is a good practice to adopt.

ORIGINATOR: DCL – STEP 10800

LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in Resolution S-3, which reads as follows:

WHEREAS it is essential to get to know every candidate in the running for Executive Vice-President or alternate to the National Vice-President;

WHEREAS the candidates' plans, goals and intentions must be presented properly to enable delegates to vote for the best possible candidate;

WHEREAS a question period would be very helpful in presenting and clarifying the candidates' plans, goals and intentions:

BE IT RESOLVED THAT a new sub-section be inserted in By-law 3, to read as follows:

After the period during which all of the candidates are introduced, a plenary session shall be opened to give convention delegates an opportunity to ask questions of each individual candidate. The plenary session shall be limited to 15 minutes per candidate.

Rationale

The Committee feels that such a practice will only improve our organization's democratic process.

ORIGINATOR: Area Council 5 – Saguenay / Lac-Saint-Jean / Chibougamau-Chapais
LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in Resolution S-29, which reads as follows:

WHEREAS convention committees are currently composed exclusively of members of the Quebec Council;

WHEREAS the review of resolutions would be more representative of our membership if delegates who are not members of the Quebec Council were to attend convention committee meetings;

WHEREAS our organization's democratic process would gain from opening those committees to a larger number of members;

BE IT RESOLVED THAT PSAC-Quebec adopt the following regulation:

Composition of PSAC-Quebec Convention Committees

Each person sitting on the Quebec Council may sit on one convention committee.

The delegate for each area council at the PSAC-Quebec Regional Triennial Convention may sit on one PSAC-Quebec convention committee;

The expenses of delegates sitting on convention committees shall be covered by PSAC-Quebec in accordance with expense claim policies.

Rationale

The Committee agrees that adding members to convention committees would make the resolution review process more representative of our members. Furthermore, the formula proposed in the resolution is democratic as it provides a clear election process.

ORIGINATOR: Area Council 5 – Saguenay / Lac Saint-Jean / Chibougamau-Chapais
LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in Resolution S-25, which reads as follows:

WHEREAS PSAC-Quebec Constitution and By-Laws cannot breach the PSAC Constitution;

WHEREAS the delegate formula currently provided for in the PSAC-Quebec Constitution and By-Laws runs contrary to the PSAC Constitution;

BE IT RESOLVED THAT PSAC-Quebec By-Law 8 be amended as follows:

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, Paragraph 1(a), shall be the priority of the Quebec Council.

Section 3

Component national and regional officers, PSAC-Quebec women's director, director for equity groups, director for young workers, 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.~~

Section 4

- (a) Each constitutionally-recognized affiliated regional committee shall be represented on the area council in accordance with Section 14, Sub-Section (4) and (5), of the PSAC Constitution and Regulations, with the exception of members elected to the executive.
- (b) Locals shall be represented on the area council in accordance with Section 14, Sub-Sections (3 4 and 5), of the PSAC Constitution and Regulations, with the exception of members elected to the executive.

Rationale

As it is currently worded, By-Law 8 contradicts the PSAC Constitution (Sub-Section 14(4) which provides for area council representation). The PSAC Constitution takes precedence and therefore, the National President has recommended that our Constitution and By-Laws be amended.

Maryline Nadeau wished to be recorded against the Committee's recommendation.

ORIGINATOR: Area Council 5 – Saguenay / Lac Saint-Jean / Chibougamau-Chapais

LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in Resolution S-22, which reads as follows:

WHEREAS PSAC-Quebec Regulation 7, as it is currently worded, is creating some confusion as to annual meetings, elections and adoption of financial statements;

WHEREAS Canadian accounting standards require annual financial statements to be submitted at the latest 90 days after the end of the fiscal year;

WHEREAS Sub-Section 14(13) of the PSAC Constitution provides for one area council meeting being the annual meeting at which time officers are elected and financial and other reports presented;

BE IT RESOLVED THAT PSAC-Quebec Regulation 7 be amended as follows:

REGULATION 7 AREA COUNCILS

To ensure consistency 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.~~

a) ~~b)~~ Area council officers ~~members~~ shall be 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

- a) The area councils shall call meetings at regular intervals at least four (4) times a year, including the annual general meeting.
- b) The annual meeting at which time officers shall be elected and financial and other reports presented shall be held no later than the 90th day after the end of the fiscal year.

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 no later than thirty (30) days after the date these annual meetings were held.
- c) In order to receive their annual financing, area councils must fulfill the obligations in 4(a) and 4(b).
- d) The fiscal year of an area council shall correspond to the calendar year, from January 1 to December 31.

5. Amendments to the By-Laws of area councils

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

BE IT FURTHER RESOLVED THAT 2020 being a transition year, the area councils will not be required to hold elections. For greater clarity, the next election of all area councils shall be held between January 1, 2021, and April 1, 2021.

Rationale

The Committee feels that these changes will eliminate inconsistencies and bring Regulation 7 in line with the PSAC Constitution.

ORIGINATOR: Area Council 5 – Saguenay / Lac Saint-Jean / Chibougamau-Chapais

LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in Resolution S-24, which reads as follows:

WHEREAS PSAC-Quebec By-Law 4 is neither clear nor consistent regarding the election of directors and alternates for women's, equity and young workers groups;

WHEREAS the establishment of area councils has reached its limit;

BE IT RESOLVED THAT PSAC-Quebec By-Law 4 be amended as follows:

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 young workers, 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-Saint-Jean/Chibougamau/Chapais
 - Montérégie
 - Montréal
 - Bas Saint-Laurent/Gaspésie/Îles-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) (c) Area council presidents and officers 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 DGL 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; and~~
 - ~~vi) the election of the director for young workers and his/her alternate shall be ratified by the PSAC-Quebec Triennial Convention.~~
- (d) Each women's, equity and young workers group director and alternate shall be elected by members of their respective regional 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 committees and the incumbent director;
 - ii) the nominations procedure for these positions shall take place in the regional committees within the six months prior to the PSAC-Quebec Triennial Convention;
 - iii) the director and his/her alternate shall be elected at least three months prior to the PSAC-Quebec Triennial Convention;
 - iv) all members on the PSAC-Quebec regional 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 regional committee in his/her region in the past year shall be entitled to vote in the election for the PSAC-Quebec director and their alternate; and
 - vi) this election shall be ratified by the PSAC-Quebec Triennial Convention.
- (j) (e) The director for directly chartered locals, with the exception of the representative of the Quebec university sector and their 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) (f) 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 Quebec DCLs or his/her alternate leave at least six (6) months before the next convention, the Regional Executive Vice-President for Quebec shall proceed with an election at a special meeting of Quebec DCLs.
- (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.~~
- (d) Should the director of the women's, equity or young workers groups or their alternate leave at least six (6) months before the next convention, the Regional Executive Vice-President for Quebec shall call an election, as provided in By-Law 4, Paragraph 1(d), of these By-Laws.

Rationale

The Committee feels that these changes would simplify the wording and make it easier to understand how committees operate.

ORIGINATOR: Quebec Council

LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in Resolution S-5, which reads as follows:

WHEREAS every regional council must be equitably represented at the PSAC National Triennial Convention;

BE IT RESOLVED THAT the members of each regional council automatically become delegates to the PSAC National Triennial Convention, to a maximum of 20 members.

BE IT FURTHER RESOLVED THAT the PSAC Constitution be amended accordingly.

Rationale

The Committee considered the merit of this resolution and would like it to be debated at the PSAC National Triennial Convention.

SOURCE: Quebec Council

LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in composite Resolution S-6A, which reads as follows:

WHEREAS it is difficult to participate fully in the various regional bodies with a one-year term only;

WHEREAS area councils need stability in order to carry out their mandates;

WHEREAS regional and national conventions operate on a three-year (3) cycle;

BE IT RESOLVED THAT Section 14, Paragraph 13(a), of the PSAC Constitution be amended as follows:

- a) Area council meetings shall be held at least four (4) times a year. One such meeting shall be designated the annual meeting, at which officers shall be elected for a three-year (3) term, and/or financial and other reports shall be presented.

Rationale

The Committee considered the merit of this resolution and would like it to be debated at PSAC's triennial convention.

ORIGINATOR: Quebec Council

LANGUAGE OF ORIGIN: F

The Committee recommends **non-concurrence** in Resolution S-4, which reads as follows:

WHEREAS the Alternate REVP may decline the REVP position should it become vacant;

WHEREAS electing a second alternate would avoid costly elections should the alternate turn down the REVP position;

WHEREAS Paragraph (4) (a) of Section 16 stipulates that regional triennial conventions “will elect an REVP, an Alternate REVP (A/REVP) and, where provided for in Regional By-Laws, a second Alternate REVP”:

BE IT RESOLVED THAT PSAC-Quebec elect a second alternate to the Quebec REVP at the next PSAC triennial convention;

BE IT FURTHER RESOLVED THAT should the position of Second Alternate become vacant, it is to remain so until the next regional triennial convention.

Rationale

The resolution does not define the role of this second REVP alternate nor does it provide clear instructions as to how this position would be incorporated into the PSAC-Quebec structure.

ORIGINATOR: SERUM 17751

LANGUAGE OF ORIGIN: F

The Committee recommends **non-concurrence** in amended Resolution S-11A, which reads as follows:

WHEREAS directly chartered local (DCL) members make up half of the PSAC-Quebec membership;

WHEREAS organizing campaigns constantly increase the number of DCLs in Quebec;

WHEREAS most DCLs and the federal public service are not governed by the same jurisdictions which complicates union issues for PSAC-Quebec;

WHEREAS there is only one REVP;

BE IT RESOLVED THAT PSAC-Quebec amend its By-Laws and Regulations to:

- add a second alternate vice-president;
- ensure that one alternate vice-president be from the federal public service and the other be from the DCLs;
- that the second vice-president be elected during the elections at the 2020 PSAC-Quebec Convention.

Rationale

The resolution does not define the role of this second alternate REVP nor does it provide clear instructions as to how this position would be incorporated into the PSAC-Quebec structure.

ORIGINATOR: DC – UQTR ASTRE 12555

LANGUAGE OF ORIGIN: F

The Committee recommends **non-concurrence** in Resolution S-20, which reads as follows:

WHEREAS unions must be free from harassment and bullying;

WHEREAS Regulation 19 of the PSAC Constitution outlines the policy for investigating allegations of harassment or bullying;

WHEREAS investigations into membership discipline can become very costly and penalize the local and victims wishing to file a complaint;

BE IT RESOLVED THAT PSAC-Quebec submit the following amendment to Regulation 19 at the next PSAC triennial convention:

“The fees relating to the investigation of a local or DCL member or officer shall be shared between the local or DCL and the higher courts. The maximum contribution that may be required from a local or DCL for an investigation is equal to 5% of the total of the dues remitted to the local or DCL in the twelve months preceding the investigation.”

Rationale

Only DCLs that have chosen to retain all union dues must pay for the full cost of an investigation. Their service agreement does not provide for cost-sharing in this situation.

ORIGINATOR: UTE 10007

LANGUAGE OF ORIGIN: F

The Committee recommends **non-concurrence** in Resolution S-15, which reads as follows:

WHEREAS hardcopy versions of Bourinot's Rules of Order are impossible to find in 2020;

WHEREAS not having access to the rules of order violates principles of natural justice;

BE IT RESOLVED THAT PSAC-Quebec send the following resolution to the next PSAC convention:

BE IT FURTHER RESOLVED to replace the word "Bourinot" with "Robert" in section 31 of PSAC Regulation 12.

Rationale

The Committee acknowledges that the problem is real and that this matter should be reviewed by the AEC. However, the solution outlined in the resolution is not the most appropriate as there are differences between the two codes of procedure.

ORIGINATOR: DCL – SERUM-17751

LANGUAGE OF ORIGIN: F

The Committee recommends **non-concurrence** in Resolution S-10, which reads as follows:

WHEREAS directly chartered local (DCL) members make up half of the PSAC-Quebec membership;

WHEREAS non-student university DCLs represent more than 5,000 members in Quebec;

WHEREAS there is only one representative of the university sector on the Quebec Council;

WHEREAS non-student university DCLs and student university DCLs do not share the same union issues;

WHEREAS one of the mandates of PSAC-Quebec is “to provide for a PSAC structure in Quebec that reflects the needs and reality of Quebec members”;

BE IT RESOLVED THAT PSAC-Quebec amend its By-Laws to create a new seat on the Quebec Council reserved for a representative from the non-student university DCLs, and that this person be elected at the 2020 PSAC-Quebec Convention.

Rationale

The Committee feels that the PSAC-Quebec structure currently provides for representation of non-student university DCLs. Refer to PSAC-Quebec By-Law 5, Section 6.

ORIGINATOR: Laval, Laurentides, Lanaudière and Abitibi-Témiscamingue Area Council

LANGUAGE OF ORIGIN: F

The Committee recommends **non-concurrence** in Resolution S-9, which reads as follows:

BECAUSE it is both advisable and efficient to maintain stability among area council officers in order to build and maintain a significant capacity to mobilize members belonging to those area councils;

PSAC WILL ensure that the area councils support terms of three (3) years for elected members constituting their executive; and

PSAC WILL ensure that this takes place on a rotational basis so that not all positions on their executive are subject to election at the same time; and

PSAC WILL forward the present resolution, in accordance with the procedure established in this regard, at the next PSAC-Quebec Convention, so that the By-Laws and Regulations be amended accordingly.

Rationale

The Committee feels that this resolution is vague and that establishing rotation during a triennial cycle is not achievable.

Source: ASSEP – DCL – PSAC 17753

LANGUAGE OF ORIGIN: F

The Committee recommends **non-concurrence** in Resolution S-18, which reads as follows:

WHEREAS it is important for members to be well represented and to provide input on pre-convention committees;

WHEREAS it is important to assess the impact of resolutions on the membership as a whole before they are debated at convention;

BE IT RESOLVED THAT members of the Quebec Council be part of one of the PSAC-Quebec pre-convention committees;

BE IT FURTHER RESOLVED THAT one member from the components and one member from the DCLs, neither of whom are members of the Quebec Council, also be appointed to each of the pre-convention committees;

BE IT FURTHER RESOLVED THAT for each of the three groups (equity, women and young workers), a second active person who is not a member of the Quebec Council also be appointed to one of the pre-convention committees;

BE IT FURTHER RESOLVED THAT these appointees be nominated by the REVP on recommendation by the Quebec Council members.

BE IT FURTHER RESOLVED THAT a PSAC-Quebec Regulation be added accordingly.

Rationale

The Committee is of the opinion that the appointment process proposed in this resolution is not democratic as it provides no election process. Furthermore, it concentrates the power in the hands of the Regional Executive Vice-President.

Resolution S-32

Incorporating S-33 and S-34 – Self-Declaration of Workplace for PSAC-Quebec Members

ORIGINATOR: PSAC-Quebec Region 08 Area Council (Lower St. Lawrence, Gaspé, Iles-de-la-Madeleine and North Shore)

LANGUAGE OF ORIGIN: F

The Committee recommends **non-concurrence** in amended Resolution S-32, which reads as follows:

WHEREAS many PSAC members have been teleworking since the start of the COVID-19 pandemic and this reality will have a lasting transformative effect on the workplaces of many members;

WHEREAS the closure of a large majority of offices allows workers to work from various locations and accept teleworking positions in different regions;

WHEREAS pursuant to Section 2, Sub-Section (2a) of its By-Laws and Regulations, PSAC-Quebec must “provide for a PSAC structure in Quebec that reflects the needs and reality of Quebec members while respecting the PSAC Constitution”;

WHEREAS we believe that member involvement and engagement are dependent on a recognition of their needs and reality;

BE IT RESOLVED THAT PSAC-Quebec recognize that its members’ workplaces have become extremely diverse since the massive increase of teleworking due to the COVID-19 pandemic;

BE IT FURTHER RESOLVED THAT PSAC-Quebec allow teleworking members who so wish to identify to the union that their residence is their workplace and place of union activism. Those members could thereby become involved in all PSAC-Quebec structures (e.g., area council and committees) in the region from which they telework;

BE IT FURTHER RESOLVED THAT PSAC-Quebec amend its By-Laws and Regulations upon the Convention’s adoption of this resolution and notify its members of this new possibility.

Rationale

The resolution does not specify the desired amendments to the Constitution. Furthermore, pursuant to Section 14, Sub-Section (5) of the PSAC Constitution, members may already engage in activism in the region where they live.

APPENDIX A

Resolutions
ruled out of order

BY-LAWS

S-2

DEFINITION OF MEMBER

ORIGINATOR: DCL – STEP 10800

LANGUAGE OF ORIGIN: F

WHEREAS PSAC wishes to be inclusive in how it defines a PSAC member;

WHEREAS workers with precarious employment should be considered full members of PSAC-Quebec;

WHEREAS over 10,000 student workers have joined PSAC in recent years with the expectation of being considered full members:

BE IT RESOLVED THAT a new sub-section (h) be added to section 1 of the By-Laws (8), to read as follows:

By-law 7, Sub-Section 1 (h) Members from university student locals shall remain PSAC members for up to one year after their contract ends. Members from university student locals elected for a position within the local may continue representing the local as long as the dues on union leave for the university student local are paid.

Ruling of the National President

Out of order. Section 4 of the PSAC Constitution provides a definition of a PSAC member.

BY-LAWS

S-12

AUTOMATIC DELEGATION TO PSAC NATIONAL CONVENTION
ORIGINATOR: PSAC-Quebec Regional Women's Committee
LANGUAGE OF ORIGIN: F

WHEREAS Alternate REVPs, Directors of Women's and Equity Committees, Young Workers Committee and directly chartered locals (DCLs) representatives as well as presidents of the university sector DCLs are not delegates to PSAC National Convention even though all other members of the Quebec Council are automatically delegated to attend;

WHEREAS the aforementioned officers serve on the Quebec Council and work on key portfolios between conventions;

WHEREAS they have knowledge and expertise that would contribute to the effectiveness of the discussions and would provide considerable support during national conventions;

WHEREAS PSAC acknowledges the importance of interregional discussion and strategy development for various portfolios;

WHEREAS PSAC committees and policies ought to encourage greater parity and representation at its events;

BE IT RESOLVED THAT all members of the Quebec Council automatically become delegates to PSAC National Convention;

BE IT FURTHER RESOLVED THAT PSAC-Quebec cover the costs of this participation as it does with all automatic delegations.

Ruling of the National President

Out of order. The originator is not authorized to refer resolutions to convention. See PSAC-Quebec By-Law 6, paragraph 3 b).

BY-LAWS

S-13

RECOGNITION OF STATUS OF WOMEN AND/OR EQUITY ACTIVITIES AS MEETINGS

ORIGINATOR: USJE 10180

LANGUAGE OF ORIGIN: F

WHEREAS PSAC-Quebec and PSAC National wish to promote a more representative participation of their members.

WHEREAS women experience challenges with work-life balance and their community and union involvement add to their mental burden;

WHEREAS a working group on gender equity has been promoting women's participation at all levels of our union;

WHEREAS women are an intersectional group that may also include young workers and equity groups (Indigenous peoples, racialized persons, persons with disabilities and LGBTQ2+);

WHEREAS funds allocated to Regional Women's Committees have not been adjusted to the cost of living in over 10 years and some by-laws and regulations may present another barrier to women's participation;

WHEREAS PSAC wishes to increase participation and mobilization of women and other groups.

BE IT RESOLVED THAT PSAC allow greater flexibility in bylaws and regulations in order that activities related to the status of women be considered a meeting of members of a Regional Women's Committee and/or other groups.

Ruling of the National President

Out of order. The President has the exclusive power of interpretation. The current interpretation is clear. See PSAC Constitution, paragraph 13 (1) b). The Be it Resolved should have introduced a clear, new action.

BY-LAWS

S-14

ELECTRONIC MEMBERSHIP
ORIGINATOR: UTE 10007
LANGUAGE OF ORIGIN: F

WHEREAS updating membership lists from paper cards takes an undue amount of time;

BE IT RESOLVED THAT PSAC-Quebec send the following resolution to the next PSAC convention:

BE IT RESOLVED THAT the words “or sent electronically” be added after the word “signed” in paragraph 4(2)a of the PSAC Constitution.

Ruling of the National President

Out of order. PSAC is not opposed to electronic membership cards. However, this system is not legally recognized in all jurisdictions. In fact, except in Quebec, they have no legal value for members governed by Treasury Board.

BY-LAWS

S-17

A STRONGER ORGANIZING CAPACITY
SOURCE: DCL – ASSEP – PSAC 17753
LANGUAGE OF ORIGIN: F

WHEREAS some employers, including in the university sector, have aggressively and steadfastly worked at dismantling existing union certification over recent years, and those efforts must be neutralized;

WHEREAS positions covered by some certificates are atypical, temporary and have a high turnover rate;

WHEREAS losing certification means a loss of rights for members and a loss of income for PSAC;

WHEREAS PSAC must remain able to react in a timely manner in future urgent situations;

BE IT RESOLVED THAT PSAC-Quebec lobby PSAC to constitute and maintain full and permanent organizing teams for each region;

BE IT FURTHER RESOLVED THAT the organizing team be used to strengthen existing accreditations that are at risk, or could be at risk in the near future, and that this work be carried out as a preventive measure;

BE IT FURTHER RESOLVED THAT these positions become permanent positions at PSAC;

BE IT FURTHER RESOLVED THAT Section 7 of the PSAC Constitution be amended accordingly.

Ruling of the National President

Out of order. PSAC Constitution Section 7, paragraph (2)(g) deals with the responsibility for assigning work to staff, which belongs to the AEC.

BY-LAWS

S-19

ELECTION OF A SECOND ALTERNATE REVP
ORIGINATOR: UNDE 10501
LANGUAGE OF ORIGIN: F

WHEREAS the Regional Executive Vice-President (REVP) is elected at the PSAC-Quebec Triennial Convention;

WHEREAS the alternate REVP is elected at the same convention;

WHEREAS it may happen that the REVP or the alternate does not complete their term in office;

BE IT RESOLVED THAT an election be held among all members of the Quebec Council to appoint a second alternate VP;

BE IT FURTHER RESOLVED THAT this election be held at the first Quebec Council meeting after the triennial convention.

Ruling of the National President

Out of order. The second alternate REVP must be elected by convention delegates. See PSAC Constitution Section 16, paragraph (4)(a).

BY-LAWS

S-30

ADDITION OF A DIRECTOR FOR EACH EQUITY GROUP (Indigenous Circle, racially visible, GLBT and members with disabilities) ON THE QUEBEC COUNCIL

ORIGINATOR: CEIU-Quebec Regional Executive

LANGUAGE OF ORIGIN: F

WHEREAS PSAC-Quebec seeks to unite all its members to promote social justice through mobilization of its members and the general public;

WHEREAS equity group members are sometimes marginalized or underrepresented at various levels of the union;

WHEREAS if these members are to mobilize and engage, they must be represented on various decision-making bodies within the union;

WHEREAS Quebec is the only region that does not have one member per equity group on its regional council;

BE IT RESOLVED THAT a director be elected for each equity group;

BE IT FURTHER RESOLVED THAT those elected directors sit on the Quebec Council; and

BE IT FURTHER RESOLVED THAT they represent the Quebec Region on the PSAC National Human Rights Committee.

Ruling of the National President

Out of order, primarily because the originator is not authorized to refer resolutions to convention (see PSAC-Quebec Constitution By-Law 6, paragraph 3 b), which also negates the issue of it being a late resolution. In other words, even if the resolutions had been timely, they could not have been considered or reviewed because of their originator. It may have been a good idea for CEIU-Quebec to go through a local, a Regional Women's Committee or an area council, for instance, to submit its resolutions.

APPENDIX B

Resolutions covered
in other resolutions

BY-LAWS

S-1 (covered in Resolution S-1A)

CONVENTION AGENDA
ORIGINATOR: DCL – STEP 10800
LANGUAGE OF ORIGIN: F

WHEREAS the regional triennial convention is PSAC-Quebec's supreme governing body;

WHEREAS regional triennial conventions are where fundamental issues are addressed, important decisions are made and major directions are chosen;

WHEREAS adequate preparation is essential for regional triennial conventions to run smoothly;

WHEREAS sending out an agenda would ensure better preparation of regional triennial conventions:

BE IT RESOLVED THAT a new sub-section (f) be added to Section 1 with the following wording:

Section 1, Sub-Section (f) – The Quebec Council shall send out a complete agenda to all components and all DCLs in the Quebec region at least fourteen (14) days before the date on which the regional triennial convention starts.

BY-LAWS

S-6 (covered in Resolution S-6A)

AREA COUNCIL ELECTIONS
ORIGINATOR: Quebec Council
LANGUAGE OF ORIGIN: F

WHEREAS it is difficult to participate fully in the various regional bodies with a one-year term only;

WHEREAS area councils need stability in order to carry out their mandates;

WHEREAS regional and national conventions operate on a three-year (3) cycle;

BE IT RESOLVED THAT Section 14, Paragraph 13(a), of the PSAC Constitution be amended as follows:

- a) Area council meetings shall be held at least four (4) times a year. One such meeting shall be designated the annual meeting, at which officers shall be elected for a three-year (3) term, and/or financial and other reports shall be presented.

BY-LAWS

S-8 (covered in Resolution S-5)

EX OFFICIO DELEGATE TO THE PSAC NATIONAL CONVENTION

ORIGINATOR: Laval, Laurentides, Lanaudière and Abitibi-Témiscamingue Area Council

LANGUAGE OF ORIGIN: F

WHEREAS alternate REVPs, directors of women's, equity and young workers committees, directly chartered locals (DCLs) representatives as well as presidents of the academic sector DCLs are not delegates to PSAC's national convention even though all other members of the Quebec Council are automatically delegated to attend;

WHEREAS the aforementioned officers serve on the Quebec Council and work on key portfolios between conventions;

WHEREAS they have knowledge and expertise that would contribute to the effectiveness of the discussions and would provide considerable support during national conventions;

WHEREAS PSAC acknowledges the importance of interregional discussion and strategy development for various portfolios;

WHEREAS PSAC committees and policies ought to encourage greater parity and representation;

BE IT RESOLVED THAT all members of the Quebec Council automatically become delegates to PSAC's national convention;

BE IT FURTHER RESOLVED THAT PSAC cover the costs of this participation as it does with all automatic delegations.

BY-LAWS

S-11 (covered in Resolution S-11A)

ALTERNATE VICE-PRESIDENT
ORIGINATOR: SERUM 17751
LANGUAGE OF ORIGIN: F

WHEREAS directly chartered local (DCL) members make up half of the PSAC-Quebec membership;

WHEREAS organizing campaigns constantly increase the number of DCLs in Quebec;

WHEREAS most DCLs and the federal public service are not governed by the same jurisdictions which complicates union issues for PSAC-Quebec;

WHEREAS there is only one REVP;

BE IT RESOLVED THAT PSAC-Quebec amend its By-Laws and Regulations to:

- add a second alternate vice-president;
- ensure that one alternate vice-president be from the federal public service and the other be from the DCLs;
- that the second vice-president be elected during the elections at the 2020 PSAC-Quebec Convention;
- that the vice-president who receives the most votes be the first alternate vice-president.

BY-LAWS

S-16 (covered in Resolution S-6A)

ELECTION OF REGIONAL OFFICERS
ORIGINATOR: UTE 10007
LANGUAGE OF ORIGIN: F

WHEREAS it is difficult to participate fully in the various regional bodies with a one-year term only;

WHEREAS area councils need stability in order to carry out their mandates;

WHEREAS regional and national conventions operate on a three-year (3) cycle;

BE IT RESOLVED THAT PSAC-Quebec send the following resolution to the next PSAC convention:

BE IT RESOLVED THAT the following wording be added to the end of PSAC Section 14, paragraph (12) (a) of the PSAC Constitution:

In the year preceding the regional convention, the general assembly will elect officers for a three-year term.

BY-LAWS

S-21
(combined with S-25)

PSAC-QUEBEC BY-LAW 8
ORIGINATOR: Mauricie Area Council
LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in Resolution S-21, written as follows:

WHEREAS PSAC-Quebec Constitution and By-Laws cannot breach the PSAC Constitution;

WHEREAS the delegate formula currently provided for in the PSAC-Quebec Constitution and By-Laws runs contrary to the PSAC Constitution;

BE IT RESOLVED THAT By-Law 8 of the By-Laws of PSAC-Quebec be amended as follows:

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 liaise with the Director of Equity Groups and shall be elected by members of equity groups in the region.

Section 6:

A 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.

Section 4

(a) Each constitutionally-recognized affiliated regional committee shall be represented on the area council in accordance with Section 14, Sub-Section (4), of the PSAC Constitution and Regulations, 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 **4**), of the PSAC Constitution and Regulations, with the exception of members elected to the executive.

Rationale

The Committee recommends concurrence. As it is currently worded, By-Law 8 contradicts the PSAC Constitution (Sub-Section 14(4), which provides for area council representation). The PSAC Constitution takes precedence and therefore, the National President has recommended that our Constitution and By-Laws be amended.

Maryline Nadeau wished to be recorded against the Committee's recommendation.

The interpretation of the National President, Chris Aylward, is as follows:

By-Law 8, Section (4), (5), (6) and (7): should be amended to remove the word 'executive'.

Section 14, Sub-Section (4) of the PSAC Constitution defines the composition of Area Councils and the delegate entitlement of union bodies to each Area Council. It does not define the membership of the Area Council Executive, as that is done by the By-Laws of each Area Council. Section 14, Sub-Section (6) confirms that Area Councils shall be governed under the provision of By-Laws established and agreed-upon by each Area Council, which must conform to the PSAC Constitution. Therefore, it is the By-Laws of each Area Council that would define the composition of the Area Council Executive, and the election process for the Executive – not the PSAC-Quebec Regional By-Laws.

By-Law 8, Section (7): both (a) and (b) need to be amended.

Section (7)(a) provides 2 delegates for each Regional Women’s Committee, Regional Equity Group Committee and RYWC to an Area Council. This contravenes Section 14, Sub-Section (4) of the PSAC Constitution, which provides for 1 delegate per Constitutionally-recognized regional committee to an Area Council.

Section (7)(b) cites the wrong section of the PSAC Constitution. The correct citation is Section 14, Sub-Section (4) and (5), not (3). As significant changes were made to Section 14 (and other sections) of the Constitution at the 2018 PSAC National Triennial Convention, I would ask that a review of the Quebec By-Laws be conducted to ensure current and correct citations of the PSAC Constitution.

Regulation 12: should be rescinded in its entirety.

1. Section 19, Sub-Section (6) of the PSAC Constitution provides 1 delegate per Area Council to a PSAC National Triennial Convention. There is no such thing as “ex-officio delegates” and each Area Council is afforded one delegate at Convention, not more.

2. Regional Committees do not send delegates to the PSAC National Triennial Convention, so I am unclear on how this guideline would be employed. Further, it is not the role of the Quebec Regional Council to name a substitute delegate for a regional committee. Any union body entitled to send delegates to a PSAC Convention (National or Regional) is responsible to elect their delegate(s) and an appropriate number of alternates. If a delegate is unable to attend Convention, they would be replaced by an alternate.

As recently discussed at the AEC, only the elected regional committee representatives are eligible to be the delegates at the regional convention. An alternate only gains the status of elected regional committee representative once the representative steps down and is formally replaced by the alternate.

3. Again, a regional committee does not send delegates to the PSAC National Triennial Convention. As per our current practice, a delegate would be replaced by an alternate elected for this purpose, not selected by the Area Council.

BY-LAWS

S-27 (covered in Resolution S-29)

COMPOSITION OF PSAC-QUEBEC CONVENTION COMMITTEES

ORIGINATOR: Estrie/Bois-Francs Area Council

LANGUAGE OF ORIGIN: F

BE IT RESOLVED THAT the delegate from each area council to the PSAC-Quebec Regional Triennial Convention may sit on one (1) of the PSAC-Quebec Convention Committees;

BE IT FURTHER RESOLVED THAT their expenses shall be covered by PSAC-Quebec in accordance with expense claim policies.

BY-LAWS

S-28 (covered in Resolution S-29)

COMPOSITION OF PSAC-QUEBEC CONVENTION COMMITTEES

ORIGINATOR: Mauricie Area Council

LANGUAGE OF ORIGIN: F

WHEREAS the 2017 convention debriefing session prompted a recommendation to add delegates who are not members of the Quebec Council to convention committees;

WHEREAS the review of resolutions would be more representative of our membership if delegates were present;

BE IT RESOLVED THAT the person elected by each area council as delegate to the PSAC-Quebec Triennial Convention shall sit on one (1) PSAC-Quebec convention committee (By-Laws Resolutions, General Resolutions, Finance);

BE IT FURTHER RESOLVED THAT the expenses related to the presence of these delegates on one of the convention committees shall be covered by PSAC-Quebec in accordance with expense claim policies.

BY-LAWS

S-31

AMENDMENT TO PROVISIONS OF THE REGIONAL CONSTITUTION DEALING WITH DELEGATE ENTITLEMENT AND VOTING RIGHTS AT REGIONAL CONVENTIONS

ORIGINATOR: Quebec Council

LANGUAGE OF ORIGIN: F

WHEREAS the 2018 PSAC National Triennial Convention amended the PSAC Constitution to define the scheduling, delegate formula and funding for all PSAC regional conventions;

WHEREAS Section 16, Sub-Sections (5), (6), (7), (8), and (9) of the PSAC Constitution contain the new language regarding regional conventions;

WHEREAS the PSAC Constitution takes precedence over the regional by-laws;

BE IT RESOLVED THAT language in By-Law 7 of PSAC-Quebec Constitution, By-Laws and Resolutions of Record be replaced with the following:

Sub-Section (1)

Regional conventions shall take place over three (3) days commencing on a Friday.

Sub-Section (2)

For the purpose of representation at a PSAC regional triennial convention:

- (j) each local (components and DCLs) shall be entitled to one (1) delegate for the first one (1) to two hundred and fifteen (215) members and one (1) additional delegate for each additional two hundred and fifteen (215) members or fraction thereof;*
- (k) up to twenty (20) members of their respective regional councils shall be delegates;*
- (l) each active area council shall be entitled to elect one (1) delegate;*
- (m) each active regional women's committee shall be entitled to elect one (1) delegate;*
- (n) each active regional human rights and equity committee shall be entitled to elect one (1) delegate;*
- (o) two (2) elected regional National Indigenous Peoples' Circle representatives shall be delegates;*

- (p) each regional young workers committee shall be entitled to elect (1) delegate;*
- (q) component national officers shall be delegates in the region in which they live or work;*
- (r) members of the NBoD and full-time component vice-presidents shall be entitled to delegate status in the caucus they have elected to participate in as per Section 19, Paragraph 5 b).*

Sub-Section (3)

- (c) Component officers as defined in component By-Laws that meet the following criteria shall be delegates to their respective regional convention:
 - i) the officer must be a full-voting member of the component executive and elected by the component convention delegates or the membership at the national or regional level; and*
 - ii) the officer must live or work in the region.**
- (d) Delegation to a regional convention of any component officer not included in (a) above will require a recommendation from the National President and approval from the NBoD.*

Sub-Section (4)

Remuneration of delegates shall be in accordance with Section 24, Sub-Section (21) of the PSAC Constitution.

Sub-Section (5)

No member shall attend more than one regional convention as a delegate per convention cycle.

BY-LAWS

S-33 and S-34 (incorporated in S-32)

TITLE: SELF-DECLARATION OF WORKPLACE FOR PSAC-QUEBEC MEMBERS

ORIGINATOR: PSAC-Quebec Region 08 Area Council (Lower St. Lawrence, Gaspé, Iles-de-la-Madeleine and North Shore)

LANGUAGE OF ORIGIN: F

The Committee recommends non-concurrence in amended Resolution S-32, which reads as follows:

WHEREAS many PSAC members have been teleworking since the start of the COVID-19 pandemic and this reality will have a lasting transformative effect on the workplaces of many members;

WHEREAS the closure of a large majority of offices allows workers to work from various locations and accept teleworking positions in different regions;

WHEREAS pursuant to Section 2, Sub-Section (2a) of its By-Laws and Regulations, PSAC-Quebec must “provide for a PSAC structure in Quebec that reflects the needs and reality of Quebec members while respecting the PSAC Constitution”;

WHEREAS we believe that member involvement and engagement are dependent on a recognition of their needs and reality;

BE IT RESOLVED THAT PSAC-Quebec recognize that its members’ workplaces have become extremely diverse since the massive increase of teleworking due to the COVID-19 pandemic;

BE IT FURTHER RESOLVED THAT PSAC-Quebec allow teleworking members who so wish to identify to the union that their residence is their workplace and place of union activism. Those members could thereby become involved in all PSAC-Quebec structures (e.g., area council and committees) in the region from which they telework.

BE IT FURTHER RESOLVED THAT PSAC-Quebec amend its By-Laws and Regulations upon the Convention’s adoption of this resolution and notify its members of this new possibility.

APPENDIX C

Acronyms used in this report

ASSEP	Association pour une solidarité syndicale de l'École Polytechnique
ASTRE	Association syndicale des travailleurs(es) étudiants(es) de l'UQTR
AEC	Alliance Executive Committee
FTQ	Fédération des travailleurs et travailleuses du Québec
UTE	Union of Taxation Employees
CEIU	Canada Employment and Immigration Union
SERUM	Syndicat des employés de la recherche de l'Université de Montréal
USJE	Union of Safety and Justice Employees
DCL	Directly chartered local
STEP	Syndicat des travailleurs et travailleuses étudiants et postdoctoraux de l'Université Laval
UNDE	Union of National Defence Employees