

10th PSAC-QUEBEC CONVENTION FINANCE COMMITTEE REPORT

Subject to ratification by the Convention, the following delegates were appointed to the Finance Committee.

Chair/Vice-Chair

Sébastien Paquette President, Conseil québécois des syndicats universitaires

Chair/Vice-Chair

Gérald Grenon President, Montérégie Area Council

Members

Sonia Gagné President, Bas Saint-Laurent/
Gaspésie/Îles-de-la-Madeleine/Côte-Nord Area Council

Konrad Lamour Former Director of DCLs of PSAC-Quebec

France Filion Director of DCLs of PSAC-Quebec

Lyne Cartier Observer

Personnel

Cathy Leclerc Administrative Assistant
Jean-Michel Fortin Regional Representative (in 2020)
Bertrand Lavoie Convention Assistant
Patrick Leblanc Regional Representative
Zita Kouakou Administrative Assistant

In preparation for what was supposed to be 2020 Convention, the Finance Committee met at PSAC's Montréal office on February 5 and 6, 2020.

Due to COVID-19, the Convention has been postponed until 2021. In preparation for the virtual Convention 2021, the Finance Committee met on the 23rd of April via Teams.

Brother Grenon and I exchanged our committee roles of President and Vice-President for the Credentials Committee.

The Committee would like to thank Cathy Leclerc, Assistant to the Regional Coordinator, Jean-Michel Fortin, former Regional Representative, Bertrand Lavoie, Convention Assistant, Patrick Leblanc, Regional Representative and Zita Kouakou, Assistant to the Quebec REVP, who contributed to the work of the Committee and helped prepare this report.

The Finance Committee was asked to review the financial statements of PSAC-Quebec and of its Reserve Fund for 2017, 2018, 2019 and 2020; prepare budget estimates for the 2020-2023 cycle; and review two resolutions. Unless otherwise noted, French is the language of origin of all resolutions. The title and originator (the originating body) of each resolution are included in the report.

Lastly, to streamline the text, Appendix C lists the acronyms of the originators that submitted the resolutions dealt with in this report.

The Finance Committee was also asked to decide on any registrations received after the cut-off time and date and to calculate the cost of general and By-Law-related resolutions. The review process was meticulous, carefully thought out and very respectful. I would like to thank all the members of the Finance Committee for their hard work and contributions.

Respectfully submitted on behalf of finance committee chair,

Sébastien Paquette
Chairperson

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The Committee proceeded as follows:

1 Analysis of 2 resolutions by the Finance Committee

The following resolutions were analyzed by the committee:

Resolution F-1 Regional Council Funding

Resolution F-2 Regional Council Funding

ORIGINATOR: Quebec Council

The Committee recommends concurrence with resolution F-1, which reads as follows:

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

WHEREAS the costs associated with members' salaries, accommodation, mileage and per diem have increased by 3% to 7% a year since 2006;

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

BE IT RESOLVED THAT PSAC-Quebec submit a resolution at the next PSAC Triennial Convention demanding that the annual budget of the regional councils be increased by \$50,000 per year, per region, for 3 years, to cover the growing expenses of union activities; and that the budget of the regional councils then include an annual cost-of-living adjustment.

Rationale:

The shortfall for regional councils since 2006 is evaluated at approximately 100% of cost increases. The resolution proposes a catch-up raise of approximately 90% over 3 years, followed by a cost-of-living adjustment.

M/S: Sébastien Paquette and Gérald Grenon

ORIGINATOR: Quebec Council

The Committee recommends **concurrence** with resolution F-1, which reads as follows:

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

WHEREAS the costs associated with members' salaries, accommodation, mileage and per diem have increased by 3% to 7% a year since 2006;

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

BE IT RESOLVED THAT PSAC-Quebec submit a resolution at the next PSAC Triennial Convention demanding that the annual budget of the regional councils be increased by \$400,000; that this amount be distributed in keeping with the existing distribution system, to cover the growing expenses of union activities; and that the budget of the regional councils then include an annual cost-of-living adjustment.

Rationale:

The shortfall for regional councils since 2006 is evaluated at approximately 100% of cost increases. The resolution proposes a catch-up raise of approximately 36% over the 1st year, followed by a cost-of-living adjustment.

M/S: Sébastien Paquette and Gérald Grenon

2 Analysis of PSAC-Quebec and the Reserve Fund's financial statements and results for FY 2019 and 2020.

The Finance Committee examined all income and expenditure transactions in PSAC-Quebec and the Reserve Fund's accounts. This allowed us to adjust accounting entries based on the actual amounts allocated. (See Appendix A)

3 Review of 3 resolutions received from the General Committee

G-32 Pet Care Program
Originator: USJE 10088

G-81 Establishment of an environment and just transition committee
Originator: SERUM 17751

G-83 Creation of an Emergency Fund for members who have lost their income
Originator: UNE 10269

4 Examination of six resolutions proposed by the By-Law Committee

S-4 Second Alternate REVP
Originator: Quebec Council

S-5 Representation on the Quebec Council
Originator: Quebec Council

S-10 Representation on the Quebec Council
Originator: DCL – SERUM-17751

S-11 Alternate Vice-President
Originator: SERUM 17751

S-18 PSAC-Quebec Pre-Convention Committees
Source: ASSEP – DCL – PSAC 17753

S-29 Composition of PSAC-Quebec Convention Committees
Originator: Area Council 5 – Saguenay / Lac St-Jean / Chibougamau-Chapais

5 Budget Forecasts for 2020-2023

Based on actual expenses since the last convention, the committee has established an estimated budget for the next four years: 2020-2021-2022-2023. (See Appendix A)

For the financial year, the committee also took into account the guiding document for budget allocation by region and by project published by the National (separate document).

APPENDIX A

Financial documents

Financial Statements for 2017-19

	2016 (\$)	2017 (\$)	2018 (\$)
Cash at Bank, as of December 31	544,030.12	417,833.67	603,715.00
Outstanding cheques	122.68	21,547.98	1,939.22
Cash on Books	543,907.44		
Cancelled cheques			
Total Assets	543,907.44	396,285.69	601,775.78

	Budget 2017 (\$)	Actual balance as of Dec. 31, 2017 (\$)	Budget 2018 (\$)	Actual balance as of Dec. 31, 2018 (\$)	Budget 2019 (\$)	Actual balance as of Dec. 31, 2019 (\$)
Revenue						
1 PSAC Operating Grant	168,840.00	168,862.66	168,840.00	168,862.66	168,840.00	168,863.00
2 PSAC Political Action Grant	33,000.00	33,000.00	33,000.00	33,000.00	33,000.00	33,000.00
3 PSAC Grant to Organize Regional Convention	90,000.00	90,096.50	-	-		-
4 PSAC – Human Rights EG – National Budget	4,000.00	4,645.16	4,000.00	10,000.00	4,000.00	6,000.00
5 PSAC – Women – National Budget	11,000.00	12,307.68	11,000.00	15,384.00	11,000.00	12,000.00
6 PSAC – Area Councils – National Budget	6,500.00	6,836.40	6,500.00	8,000.00	11,000.00	11,752.00
7 PSAC – Young Workers – National Budget	-	6,500.00	4,000.00	10,000.00	4,000.00	7,580.00
8 PSAC – Communication	5,000.00	1,000.00	5,000.00	5,000.00	5,000.00	5,000.00
9 Convention Registration	14,000.00	19,400.00	-	-	-	-
10 Reimb. Convention information booth and lodging		1,870.80		-		-
11 Interest Income	4,000.00	6,590.79	4,000.00	10,191.72	4,000.00	14,103.59
12 Other (non-allocated)	6,000.00	11,179.29	10,000.00		10,000.00	10,672.70
13 Costs incurred (revenue) (reimb. Young Workers account – Shirt)	5,000.00	23,510.91	5,000.00	8,000.00	-	-
14 Reimb. PSAC for IRIS		10,000.00	-	-	-	-
15 Reimb. Hilton Québec for Convention deposit				3,000.00		-
16 Reimb. Dir. SLCD for PSAC Convention registration				300.00		-
PSAC-Quebec Total revenue	347,340.00	395,800.19	251,340.00	271,738.38	250,840.00	268,971.29

17	FDR - OHS (for the Quebec City regional acct.)	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	3,571.00
18	FDR – FTQ – Reimb. OHS Training		173,715.59		85,296.52		123,472.40
19	FDR – FTQ – Reimb. FTQ Fund College				8,507.85		
	Total Revenue FDR	10,000.00	183,715.59	10,000.00	103,804.37	10,000.00	127,043.40
	Total Actual Revenue PSAC-Quebec + FDR		579,515.78	261,340.00	375,542.75	\$260,840.00	396,014.69

		Budget 2017 (\$)	Actual balance as of Dec. 31, 2017 (\$)	Budget 2018 (\$)	Actual balance as of Dec. 31, 2018 (\$)	Budget 2019 (\$)	Actual balance as of Dec. 31, 2019 (\$)
	Expenses:						
1	Meetings with the Quebec Council	42,000.00	51,112.76	42,000.00	21,520.53	42,000.00	72,522.26
2	Quebec National Officers' meetings	13,000.00	26,931.52	13,000.00	3,629.83	13,000.00	27,079.77
3	Standing committee meetings	13,000.00	4,807.55	13,000.00	2,238.50	13,000.00	8,921.12
4	Area Council Funding (regional)	32,000.00	32,000.00	32,000.00	32,000.00	32,000.00	32,000.00
5	PSAC – Area Councils – National Budget	6,500.00	6,925.50	6,500.00	8,000.00	11,000.00	11,752.00
6	Funding for Alternate REVP	4,000.00	3,249.05	4,000.00	793.47	4,000.00	5,371.39
7	PSAC – Director for Women – National Budget for Women	11,000.00	12,307.68	11,000.00	15,384.00	11,000.00	12,000.00
8	Funding for the Director for Women and Women's Network	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00	10,000.00
9	Funding for Director for EGs and EG network (regional)	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00	8,000.00
10	PSAC – Human Rights EG – National Budget	4,000.00	4,645.16	4,000.00	10,000.00	4,000.00	6,000.00
11	Funding for Director for DCLs	5,000.00	-	5,000.00	300.00	5,000.00	5,000.00
12	Funding for CQSU	5,000.00	-	5,000.00	10,000.00	5,000.00	5,000.00
13	Funding for Director for Young Workers and network	10,000.00	9,118.81	10,000.00	18.90	10,000.00	-
14	PSAC – Director for Young Workers Network – National Budget	6,000.00	4,500.00	4,000.00	-	-	-
15	Disbursements for Young Workers file (before account was opened)		2,283.88		-		-
16	Resolution for funding Applicable to FTQ Convention	23,840.00	30,154.76	23,840.00	-	23,840.00	23,861.74
17	Donations (non-allocated)	6,000.00	5,157.86	10,000.00	5,050.03	6,000.00	1,800.00

18	Other (non-allocated) (\$4,000 from \$5,000 regional comm. cheque)	4,000.00	372.22	10,000.00	310.78	4,000.00	0.50
19	Visa + Registraire des entreprises fees	100.00	237.73		94.00		35.00
20	PSAC – Costs incurred (expenditures)	5,000.00	21,920.69	5,000.00	8,000.00	5,000.00	8,000.00
21	Participation in golf tournaments				2,160.00		-
22	Regional communication (\$1,000 from \$5,000 regional comm. cheque)	1,000.00	-	1,000.00	-	1,000.00	-
23	Grant – Associations of retired persons	1,000.00	-	1,000.00	-	1,000.00	-
24	Political Action	33,000.00	38,309.88	33,000.00	10,364.16	33,000.00	34,798.68
25	Quebec Convention 2017	180,000.00	175,434.89	10,000.00		20,000.00	-
26	Quebec Convention 2020 (admission)						2,400.00
27	Financial Audit						10,922.63
PSAC-Quebec Total expenses		423,440.00	447,469.94	261,340.00	147,864.20	281,840.00	285,465.09

		Budget 2017	Actual balance as of Dec. 31, 2017 (\$)	Budget 2018	Actual balance as of Dec. 31, 2018 (\$)	Budget 2019	Actual balance as of Dec. 31, 2019 (\$)
28	FDR - OHS Training including \$10,000 for Quebec City regional account		10,000.00		10,000.00	10,000.00	
29	FDR – FTQ Fund College						
30	FDR – OHS Training		266,667.59		9,788.46		26,538.47
31	FDR – non-allocated Convention registr.				2,400.00		
Total Expenditures FDR			276,667.59		22,188.46		26,538.47
Total Actual Expenditures PSAC-Quebec + FDR			724,137.53		170,052.66		312,003.56
Revenue - PSAC-Quebec expenditures		(76,100.00)	(51,669.75)	(10,000.00)	123,874.18	(11,000.00)	(16,493.80)
Revenue - FDR expenditures			(92,952.00)		81,615.91		100,504.93
			(144,621.75)		205,490.09		84,011.13
Revenue – Actual Expenditures			(144,621.75)		205,490.09		84,011.13

PSAC-Quebec + FDR						
Simply Accounting Cash at end		399,285.69	As of Dec 31, 2017	601,775.78	As of Dec 31, 2018)	688,224.16 (As of Dec 31, 2019)
Outstanding cheques		21,547.98		1,939.22		9,209.97
Cash at Caisse Populaire		420,833.67	As of Dec 31, 2017	603,715.00	As of Dec 31, 2018	697,434.13 (As of Dec 31, 2019)

Non-allocated PSAC-Quebec expenditures = non-allocated project and

PSAC-Quebec Budget and Reserve Fund for 2020-2023 cycle

	Budget 2020 (\$)	Budget 2021 (\$)	Budget 2022 (\$)	Budget 2023 (\$)
PSAC-Quebec revenue				
PSAC Operating Grant	168,840.00	168,840.00	168,840.00	168,840.00
PSAC Political Action Grant	33,000.00	33,000.00	33,000.00	33,000.00
PSAC – Human Rights EG – National Budget	4,000.00	4,000.00	4,000.00	4,000.00
PSAC – Women – National Budget	1,000.00	11,000.00	11,000.00	11,000.00
PSAC - Area Councils - National Budget	11,000.00	11,000.00	11,000.00	11,000.00
PSAC – Young Workers – National Budget	4,000.00	4,000.00	4,000.00	4,000.00
PSAC – Communication	5,000.00	5,000.00	5,000.00	5,000.00
Interest Income	10,000.00	10,000.00	10,000.00	10,000.00
Costs incurred (revenue) (reimb. RL Fund, reimb. Dir. for Women)	5,000.00	5,000.00	5,000.00	5,000.00
PSAC-Quebec Total revenue	251,840.00	251,840.00	251,840.00	251,840.00

Reserve funds revenue (RF)				
FDR - OHS (for the Quebec City regional acct.)	3,571.00	3,571.00	3,571.00	3,571.00
FDR – FTQ – Reimb. OHS Training	100,000.00	100,000.00	100,000.00	100,000.00
Total FR Revenue	103,571.00	103,571.00	103,571.00	103,571.00
Total anticipated revenue PSAC+FR	355,411.00	355,411.00	355,411.00	355,411.00

	Budget 2020 (\$)	Budget 2021 (\$)	Budget 2022 (\$)	Budget 2023 (\$)
PSAC-Quebec Expenditures				
Meetings with the Quebec Council	50,000.00	50,000.00	50,000.00	50,000.00
Quebec National Officers' meetings	20,000.00	20,000.00	20,000.00	20,000.00
Standing committee meetings	6,000.00	6,000.00	6,000.00	6,000.00
Area Council Funding (regional)	32,000.00	32,000.00	32,000.00	32,000.00
PSAC Area Council – national budget	11,000.00	11,000.00	11,000.00	11,000.00
Funding for Alternate REVP	4,000.00	4,000.00	4,000.00	4,000.00
PSAC – Director for Women – National Budget for Women	11,000.00	11,000.00	11,000.00	11,000.00
Funding for the Director for Women and Women's Network	10,000.00	10,000.00	10,000.00	10,000.00
Funding for Director for EGs and EG network (regional)	8,000.00	8,000.00	8,000.00	8,000.00
PSAC – Human Rights EG – National Budget	4,000.00	4,000.00	4,000.00	4,000.00
Finances for DCL Branch	5,000.00	5,000.00	5,000.00	5,000.00

Funding for CQSU	5,000.00	5,000.00	5,000.00	5,000.00
PSAC – Director for Young Workers – National Budget	4,000.00	4,000.00	4,000.00	4,000.00
Funding for Director for Young Workers and network (regional)	10,000.00	10,000.00	10,000.00	10,000.00
Resolution for funding Applicable to FTQ Convention	23,840.00	23,840.00	23,840.00	23,840.00
Donations and sponsorships	6,000.00	6,000.00	6,000.00	6,000.00
Communication and other (non-allocated)	5,000.00	5,000.00	5,000.00	5,000.00
Annual fees	100.00	100.00	100.00	100.00
PSAC – Costs incurred (expenditures)	5,000.00	5,000.00	5,000.00	5,000.00
Grant to associations of retired persons	1,000.00	1,000.00	1,000.00	1,000.00
Political Action	33,000.00	33,000.00	33,000.00	33,000.00
Ad hoc training project	-	-	50,000.00	50,000.00
PSAC-Quebec Total expenses	253,940.00	253,940.00	303,940.00	303,940.00

	Budget 2020	Budget 2021	Budget 2022	Budget 2023
FDR Expenditures				
FDR OHS reimbursement including \$10,000 for Quebec City regional account	3,571.00	3,571.00	3,571.00	3,571.00
FDR – OHS Training reimbursement	100,000.00	100,000.00	100,000.00	100,000.00
FDR – FTQ Fund College		-		
Total Expenditures FDR	103,571.00	103,571.00	103,571.00	103,571.00
Total Projected Expenditures PSAC-Quebec + FDR	357,511.00	357,511.00	407,511.00	407,511.00

Gap				
Projected Revenue – Projected Expenditures PSAC-Quebec and FDR	(2,100.00)	(2,100.00)	(52,100.00)	(52,100.00)

Financial statement for 2020

	2019 (\$)
Cash at Bank, as at December 31	697,434.13
Outstanding cheques	9,209.97
Cash on Books	688,224.16
Cancelled cheques	-
Total Assets	688,224.16

		Budget 2020 (\$)	Actual balance as of Dec. 31, 2020 (\$)
Revenue			
1	PSAC Operating Grant	168,840.00	168,863.00
2	PSAC Political Action Grant	33,000.00	33,000.00
3	PSAC – Human Rights EG – National Budget	4,000.00	6,000.00
4	PSAC – Women – National Budget	11,000.00	12,000.00
5	PSAC Area Council - national budget	11,000.00	11,752.00
6	PSAC – Young Workers – National Budget	11,370.00	12,870.00
7	PSAC – Communication	5,000.00	5,000.00
8	Interest Income	10,000.00	7,945.43
9	Other (non-allocated)		1,795.00
10	Costs incurred (revenue) (reimb. RL Fund, reimb. Dir. for Women)	5,000.00	
	PSAC-Quebec Total revenue	259,210.00	259,225.43

1	FDR - OHS (for PSAC-Quebec OHS Committee)	3,571.00	3,571.00
2	FDR – FTQ – Reimb. OHS Training	100,000.00	64,208.24
3	FDR – FTQ – Reimb. Fund College		-
	Total FR Revenue	103,571.00	67,779.24
			\$ -
	PSAC-Quebec Total actual revenue	362,781.00	327,004.67

		Budget 2020 (\$)	Actual balance as of Dec. 31, 2020 (\$)
Expenses			
1	Meetings with the Quebec Council	50,000.00	3 445.36
2	Quebec National Officers' meetings	20,000.00	334.85
3	Standing committee meetings	6,000.00	1,407.97
4	Area Council Funding (regional)	32,000.00	32,000.00
5	PSAC Area Council - national budget	11,000.00	11,752.00
6	Funding for the Director for Women and Women's Network (regional)	10,000.00	10,000.00
7	PSAC – Director for Women – National Budget for Women	11,000.00	12,000.00
8	Funding for Director for EGs and EG network (regional)	8,000.00	8,000.00
9	PSAC – Human Rights EG – National Budget	4,000.00	6,000.00
10	Funding for Director for Young Workers and network (regional)	-	10,000.00

11	PSAC – Director for Young Workers Network – National Budget (+ committee start-up funding)	12,870.00	12,870.00
12	Funding for Alternate REVP	4,000.00	537.12
13	Funding for Director for DCLs	5,000.00	5,000.00
14	Funding for CQSU	5,000.00	5,000.00
15	Resolution for funding Applicable to FTQ Convention	23,840.00	1,400.17
16	Donations and sponsorships (non-allocated)	6,000.00	2,329.55
17	Communication and other (non-allocated)	5,000.00	-
18	Annual fees (Visa + Registraire des entreprises)	100.00	96.00
19	PSAC – Costs incurred (expenditures)	5,000.00	
20	Participation in golf tournaments	-	500.00
21	Regional communication (\$1,000 from \$5,000 regional comm. cheque)	5,000.00	-
22	Grant to associations of retired persons	1,000.00	-
23	Political Action	33,000.00	4,792.33
24	Quebec Convention 2020 (admission)	-	-
25	Financial Audit (professional fees)	14,500.00	1, 107.15
26	Ad hoc training project		-
	PSAC-Quebec Total expenses	272,310.00	140,572.50

		Budget 2020 (\$)	Actual balance as of Dec. 31, 2020 (\$)
17	FDR (for PSAC-Quebec OHS Committee)	3,571.00	45.97
18	FDR – FTQ Fund College		
19	FDR – OHS Training	100,000.00	87,763.39
30	FDR convention registr. non-allocated		
	Total Expenditures FDR	103,571.00	87,809.36
	Total Actual Expenditures PSAC-Quebec + FDR		228,381.86
	Revenue - PSAC-Quebec expenditures	(13,100.00)	118,652.93
	Revenue - FDR expenditures	-	(20,030.12)
		(13,100.00)	98,622.81
	Revenue – Actual Expenditures PSAC-Quebec + FDR		98,622.81

Change in other assets between 2020 & 2019, particularly Accounts Receivable and Prepaid Expenses:	14,831.40
Change in Accounts Payable between 2020 and 2019:	24,283.14

Total change **39,114.54**

Quickbooks cash	747,732.43
Outstanding cheques as at December 31, 2020	-
Cash at Caisse Populaire as at December 31, 2020	747,732.43

APPENDIX B RESOLUTIONS

PET CARE PROGRAM
ORIGINATOR: USJE 10088
LANGUAGE OF ORIGIN: F

It has been shown that some pets cannot be left alone for a certain period of time depending on the type of animal and its state of health.

Pet care fees can entail significant costs for members who live alone and need to travel for long periods of time.

Refusing to reimburse pet care fees hinders members living alone who wish to participate in PSAC events, particularly if these require overnight stays, which disadvantages these members.

ACTION REQUIRED: That PSAC adopt a pet care policy and reimburse pet care expenses according to the needs of each type of animal and its state of health if members need to attend activities that require overnight stays.

Committee Remark:

After perusal, the Finance Committee suggests that the General Resolutions Committee submit resolution G-32 to the floor.

If it is adopted on the floor, it can then be submitted to the PSAC Convention (for cost evaluation).

ESTABLISHMENT OF AN ENVIRONMENT AND JUST TRANSITION COMMITTEE

ORIGINATOR: SERUM 17751

LANGUAGE OF ORIGIN: F

WHEREAS the Quebec government presented its disappointing “Plan for a Green Economy” in November 2020;

WHEREAS the world of work will be affected by climate change and it will be necessary to transition to a low-carbon economy;

WHEREAS the energy transition provides an opportunity to help change the world of work in a fair and equitable manner;

BE IT PROPOSED THAT PSAC-Quebec:

- Form a standing committee over the next three-year cycle to address environmental matters and achieve a just transition;
- Provide the standing committee with the human and financial resources it needs to effectively conduct its work;
- Encourage each regional council to create a position for an environment and just transition officer on their executive;
- Lobby PSAC National to create a national environment and just transition committee.

Costing

Daily cost per person: \$500

Number of meetings/year: 4

Number of people attending: 3

$\$500 \times 4 \times 3 = \$6,000$

CREATION OF AN EMERGENCY FUND FOR MEMBERS WHO HAVE LOST THEIR INCOME

ORIGINATOR: UNE 10269

LANGUAGE OF ORIGIN: F

WHEREAS several of our members are experiencing difficulties due to circumstances such as job loss, a work accident, problems at home, illness, or another issue affecting them or their family members, or due to some other extraordinary situation;

WHEREAS several of our members have no more income as a result of problems with insurance companies such as Sun Life;

WHEREAS several of our members have no more income because they have used up their employment, sick leave or disability insurance benefits;

WHEREAS several of our members have difficulty making ends meet in extraordinary circumstances such as the pandemic, which has been going on since March 2020;

BE IT RESOLVED THAT PSAC create an Emergency Fund with an initial investment of two million dollars (\$2,000,000.00), and that an amount equivalent to \$0.25 per member per paycheque be subsequently deducted to provide assistance to those who request it so that they can meet their families' needs with respect and dignity once all other remedies have been exhausted;

BE IT FURTHER RESOLVED THAT PSAC create said fund as soon as possible, as many of our members are living on the edge, in terms of both financial resources and mental health;

BE IT FURTHER RESOLVED THAT PSAC form a special committee made up of a maximum of 5 members including one equity group member;

Committee Remark:

The resolution will be tabled as written at the 2022 National Convention if it is adopted and does not result in costs for PSAC-Quebec.

SECOND ALTERNATE REVP
ORIGINATOR: Quebec Council
LANGUAGE OF ORIGIN: F

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.

Committee Remark:

As the Second Alternate-REVP is not a member of the Quebec Council, this position does not entail any additional costs.

REGIONAL COUNCIL REPRESENTATION AT CONVENTION

ORIGINATOR: Quebec Council

LANGUAGE OF ORIGIN: F

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.

Committee Remark:

Resolution S-5 is within the jurisdiction of the National.

REPRESENTATION ON THE QUEBEC COUNCIL

ORIGINATOR: SERUM-17751

LANGUAGE OF ORIGIN: F

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 delegate from the non-student university DCLs, and that said delegate be elected at the 2020 PSAC-Quebec Convention.

Cost estimate for one additional person on the Quebec Council

Average actual expenses over the last three years:

2017: \$51,112.76

2018: \$21,520.53

2019: \$72,522.26

Total: \$145,155.55

Annual average: $\$145,155.15 / 3 = \mathbf{\$48,385.18}$ per year for 14 members

Annual cost per person, and therefore for an additional person:

$\$48,385.18 / 14 = \mathbf{\$3,456.60}$ per year

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.

Committee Remark:

If the member sits on the Quebec Council, the cost will be the same as the estimate for resolution S-10, to which would be added the equivalent of the budget allocated to the Alternate REVP, which is currently \$4,000.

PSAC-QUEBEC PRE-CONVENTION COMMITTEES

ORIGINATOR: ASSEP 17753

LANGUAGE OF ORIGIN: F

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 the 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.

Costing

Daily cost per person: : \$500
Number of meeting days: : 2
Number of people attending : 9

Cost over three years: $\$500 \times 2 \times 9 = \$9,000$

Notes:

1. As the convention is fully funded by the National, this amount would be added to the National's convention budget.
2. As the budget for the convention, including pre-convention meetings, is limited, excess expenses may be charged to the region.

COMPOSITION OF PSAC-QUEBEC CONVENTION COMMITTEES

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

LANGUAGE OF ORIGIN: F

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 (1) convention committee.

The delegate for each active Area Council at the PSAC-Quebec Triennial Convention may sit on one (1) PSAC-Quebec Convention Committee;

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

Costing

Daily cost per person : \$500
Number of meeting days: : 2
Number of people attending : 8

Cost over three years: $\$500 \times 2 \times 8 = \$8,000$

The annual cost would be : $\$8,000 / 3 = \mathbf{\$2,666}$

Notes:

1. As the convention is fully funded by the National, this amount would be added to the National's convention budget.
2. As the budget for the convention, including pre-convention meetings, is limited, excess expenses may be charged to the region.

The meeting was adjourned at 4:30 p.m. on February 6, 2020.
The meeting was adjourned at 12:30 p.m. on April 23, 2021.

APPENDIX C

ACRONYMS

of originators that have submitted resolutions dealt with in this report:

ASSEP:	Association for Union Solidarity of Polytechnique Montreal
CQSU :	Conseil québécois des syndicats universitaires
MUNACA:	McGill University Non-Academic Certified Association
NEU:	Nunavut Employees Union
SERUM:	Syndicat des employé(e)s de la recherche de l'Université de Montréal
USJE:	Union of Safety and Justice Employees
SESUM:	Syndicat des étudiant(e)s salarié(e)s de l'Université de Montréal
REVP:	Regional Executive Vice-President