

**GENERAL RESOLUTIONS COMMITTEE REPORT  
TO THE  
10<sup>th</sup> PSAC-QUEBEC CONVENTION**

---

---

Subject to ratification by convention, the following delegates were designated members of the General Resolutions Committee:

**President:**

Djimy Théodore                      PSAC-Quebec Director of Equity Groups

**Members:**

Natasha Reynolds                  President of the Laurentides/Lanaudière/  
Abitibi-Témiscamingue Area Council

Jimmy Mailhot                      President of the Mauricie Area Council

Frédéric  
Boucher-Legault                      President of the Montreal Area Council

The General Resolutions Committee originally met at the Université TÉLUQ, room 12-243, 5800 rue Saint-Denis, suite 1105, Montréal, on February 4 and 5, 2020. Due to the pandemic that has persisted since March 2020, a second meeting was held online on April 23, 2021. Present at this meeting were Djimy Théodore, Frédéric Legault-Boucher, Jimmy Mailhot, Isabelle Renaud and Marie-Ange Mundela. Natasha Reynolds sent her regrets.

During its deliberations, the Committee reviewed 83 resolutions: 77 at the first meeting, and six new resolutions at the second meeting, including one late resolution (G-79). The late resolution will be addressed last by convention. All resolutions except for one were submitted in French as source language,

The General Resolutions Committee made recommendations of concurrence or non-concurrence on all its resolutions, with the exception of: G-4, G-29, G-34, G-35, G-48, G-50, G-53, G-73, G-74, G-75, G-76, and G-77 which were ruled out of order by the National President.

The Committee also looked at updating the Resolutions of Record, which included 48 resolutions.

General resolutions are incorporated into the report rather than presented in a separate package. They follow the order of priority established by the Committee.

General resolutions covered in another resolution deemed primary by the Committee as well as divided resolutions appear in Appendix A based on the established order of priority.

To expedite Convention work, the Committee decided that all its motions for recommendations were automatically considered to have been introduced and supported by the Committee Chair and members.

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

The Committee determined the following order of priority:

### Concurrence Resolutions

- |                                                              |                                                |
|--------------------------------------------------------------|------------------------------------------------|
| 1) G-1                                                       | Systemic Racism                                |
| 2) G-78                                                      | Bill 59 on modernization of the OHS and ARIAOD |
| 3) G-10A (which covers G-47)                                 | Fully Funded Maternity Leave                   |
| 4) G-9                                                       | Forced Sterilization of Indigenous Women       |
| 5) G-54                                                      | Introductory Course on Indigenous Rights       |
| 6) G-14A (which covers G-42, 1 <sup>st</sup> Be It Resolved) | Unpaid Internships                             |
| 7) G-13A (which covers G-41)                                 | Fighting Privatization                         |
| 8) G-12A (which covers G-39)                                 | Precarious Work                                |
| 9) G-5A (which covers G-57)                                  | Opposition to the PEQ Reform                   |
| 10) G-23                                                     | General Union Assemblies                       |
| 11) G-40A (which covers G-11)                                | Gender Oppression                              |
| 12) G-26                                                     | Target Benefit Pension Plans                   |
| 13) G-25                                                     | Environmental Responsibility                   |
| 14) G-21                                                     | Eliminating Single-Use Plastic                 |

- |     |                                       |                                                                                                         |
|-----|---------------------------------------|---------------------------------------------------------------------------------------------------------|
| 15) | G-27                                  | Permanent Federal Investment in Public Transit                                                          |
| 16) | G-28 – 3 <sup>rd</sup> Be It Resolved | Isolated Posts and Government Housing Directive (Rivière-au-Renard, Gaspé, Grande-Rivière and Chandler) |
| 17) | G-30 – 3 <sup>rd</sup> Be It Resolved | Isolated Posts and Government Housing Directive (Blanc-Sablon)                                          |
| 18) | G-70                                  | National Aid and Intervention Committee                                                                 |
| 19) | G-51                                  | Advanced Human Rights Education                                                                         |
| 20) | G-52                                  | Advanced Human Rights Education                                                                         |
| 21) | G-62                                  | Access to the PEQ for Postdocs                                                                          |
| 22) | G-58                                  | Opposition to Bill 40                                                                                   |
| 23) | G-2                                   | Commercialization of Knowledge                                                                          |
| 24) | G-6                                   | Access to Employment Insurance for Precarious Jobs                                                      |
| 25) | G-8                                   | Addition of Electronic Payments to the Modes of Payment Accepted by PSAC                                |
| 26) | G-18                                  | Membership List Format                                                                                  |
| 27) | G-31                                  | Lean Method and Negative Impact on Members                                                              |
| 28) | G-15                                  | No-Cost Public Transit for People in Low-Income Brackets                                                |
| 29) | G-43                                  | Status of Women Delegate in Every Local                                                                 |
| 30) | G-81                                  | Establishment of an Environment and Just Transition Committee                                           |

### Non-Concurrence Resolutions

- |     |     |                                                       |
|-----|-----|-------------------------------------------------------|
| 31) | G-3 | Reasons for Inadmissibility of Convention Resolutions |
|-----|-----|-------------------------------------------------------|

32) G-7	Selection of Delegates to National or Regional Conferences
33) G-16	Universal Public Drug Coverage
34) G-17	Preservation, Dedication to and Enhancement of Public Service
35) G-19	Wage Consolidation for University Research Personnel
36) G-20	Amendment to the <i>Employment Insurance Act</i>
37) G-22	Employment Insurance Commission Liaison Officers
38) G-24	Implementation of a Composting Service in PSAC Offices
39) G-28 – 1 <sup>st</sup> and 2 <sup>nd</sup> Be It Resolved	Isolated Posts and Government Housing Directive (Rivière-au-Renard, Gaspé, Grande-Rivière and Chandler)
40) G-30 – 1 <sup>st</sup> and 2 <sup>nd</sup> Be It Resolved	Isolated Post and Government Housing Directive (Blanc-Sablon)
41) G-32	Pet Care Program
42) G-33A (which covers G-63)	National Aid and Intervention Committee - NAIC
43) G-36	Medical Expense Adjustment
44) G-37	<i>Canada Labour Code</i>
45) G-38	Anti-Oppression and Anti-Discrimination Training for PSAC NBoD
46) G-42 – 2 <sup>nd</sup> Be It Resolved	Unpaid Internships
47) G-44	Universal Drug Coverage
48) G-45A (which covers G-59)	\$15 MINIMUM WAGE
49) G-46	Family Policy

- |                                                  |                                                      |
|--------------------------------------------------|------------------------------------------------------|
| 50) G-49                                         | Mental Health in the Workplace                       |
| 51) G-55A (which covers G-65, G- 67, G-68, G-71) | Promote Carpooling in the Context of PSAC Activities |
| 52) G-56A (which covers G-64, G- 66, G-69, G-72) | Amend Section 4.6.6 of the PSAC Travel Policy        |
| 53) G-60                                         | Opposition to Bill 9                                 |
| 54) G-61                                         | Improving the GWP                                    |
| 55) G-80                                         | Telework and volunteering                            |
| 56) G-82                                         | Costs associated with telework                       |
| 57) G-83                                         | Creation of an Emergency Fund                        |
| <br><u>Late resolution</u>                       |                                                      |
| 58) G-79                                         | Climate change                                       |

### Out of order resolutions

- |          |                                                                                                                                                                                                                                                                        |
|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 59) G-4  | Resolutions Not Dealt with at Convention                                                                                                                                                                                                                               |
| 60) G-29 | Isolated Posts and Government Housing Directive (IPGHD)                                                                                                                                                                                                                |
| 61) G-34 | Union Leave for Regional Women's Committee Meetings                                                                                                                                                                                                                    |
| 62) G-35 | Voice for Women                                                                                                                                                                                                                                                        |
| 63) G-48 | Forced Sterilization of Indigenous Women                                                                                                                                                                                                                               |
| 64) G-50 | Representation of Black and Racialized Persons in Management Positions                                                                                                                                                                                                 |
| 65) G-53 | Bill 21                                                                                                                                                                                                                                                                |
| 66) G-73 | PSAC National Triennial Convention and PSAC Regional Convention Participation Fees                                                                                                                                                                                     |
| 67) G-74 | PSAC National Triennial Convention and PSAC Regional Convention Participation Fees                                                                                                                                                                                     |
| 68) G-75 | PSAC National President's Interpretation                                                                                                                                                                                                                               |
| 69) G-76 | Human Rights Education                                                                                                                                                                                                                                                 |
| 70) G-77 | Role of the alternate to the women's director, the director for equity groups, the director for young workers, the director for directly chartered locals, including university sector DCLs, and the president for Quebec university sector DCLs that are CQSU members |

### Withdrawal from the Resolutions of Record Book

- |                |                                                             |
|----------------|-------------------------------------------------------------|
| 71) 2014-G-3   | Freedom to Demonstrate                                      |
| 72) 2014-G-29A | Union Leave for Members with Precarious and Atypical Status |

73) 2014-G-15	Blood Donations
74) 2017-G-71	Performance Bonuses at Public Services and Procurement Canada (PSPC)
75) 2017-G-42	Quebec Election
76) 2017-G-11	Pay Equity Clause
77) 2017-G-8	Pension Plan for Organizations Under Federal Jurisdiction
78) 2017-G-16	Enhancement of the Quebec Pension Plan (QPP)
79) 2017-G-49	Drug Costs

The Committee would like to thank Marie-Ange Mundela (Committee Secretary), Carlin Doutre and his replacement, Isabelle Renaud (technical advisors to the Committee) and all PSAC staff who contributed to the Committee's work and the preparation of documents.

The General Resolutions Committee was tasked with reviewing all the general resolutions received. Serious and pondered deliberations took place in a setting of great respect. I would like to thank all members of the General Resolutions Committee for their hard work and their contribution.

Respectfully submitted on behalf of the Committee,

Djimy Théodore  
Committee Chair

*DT/mam*

*Encl.*

# Contents

<b>Concurrence Resolutions</b> .....	14
Resolution G-1 .....	14
Systemic Racism.....	14
Resolution G-10A (which covers resolution G-47) .....	15
Fully-Funded Maternity Leave.....	16
Resolution G-9 .....	16
Forced Sterilization of Indigenous Women.....	16
Resolution G-54 .....	17
Introductory Course on Indigenous Rights .....	17
Resolution G-14A (which covers resolution G-42 – 1 <sup>st</sup> Be It Resolved) .....	18
Unpaid Internships .....	18
Resolution G-13A (which covers resolution G-41) .....	18
Fighting Privatization .....	18
Resolution G-12A (which covers resolution G-39) .....	19
Precarious Work.....	19
Resolution G-5A (which covers resolution G-57) .....	20
Opposition to the PEQ Reform.....	20
Resolution G-23 .....	21
General Union Assemblies.....	21
Resolution G-40A (which covers resolution G-11) .....	22
Gender Oppression.....	22
Resolution G-26 .....	22
Target Benefit Pension Plans.....	22
Resolution G-25 .....	23
Environmental Responsibility .....	23
Resolution G-21 .....	24
Eliminating Single-Use Plastic.....	24



Resolution G-27 .....	24
Permanent Federal Investment in Public Transit.....	24
Resolution G-28 – 3 <sup>rd</sup> Be It Resolved .....	25
Isolated Posts and Government Housing Directive (Rivière-au-Renard, Gaspé, Grande-Rivière and Chandler) .....	25
Resolution G-30 – 3 <sup>rd</sup> Be It Resolved .....	26
Isolated Posts and Government Housing Directive (Blanc Sablon).....	26
Resolution G-70 .....	27
National Aid and Intervention Committee .....	27
Resolution G-51 .....	28
Advanced Human Rights Education.....	28
Resolution G-52 .....	28
Advanced Human Rights Education.....	28
Resolution G-62 .....	29
Access to the PEQ for Postdocs .....	29
Resolution G-58 .....	29
Opposition to Bill 40 .....	29
Resolution G-2 .....	30
Commercialization of Knowledge .....	30
Resolution G-6 .....	31
Access to Employment Insurance for Precarious Jobs .....	31
Resolution G-8 .....	32
Addition of Electronic Payments to the Modes of Payment Accepted by PSAC.....	32
Resolution G-18 .....	32
Membership List Format.....	32
Resolution G-31 .....	33
Lean Method and Negative Impact on Members.....	33
Resolution G-15 .....	34
No-Cost Public Transit for People in Low-Income Brackets .....	34
Resolution G-43 .....	34
Status of Women Delegate in Every Local .....	34

<b>Non-Concurrence Resolutions</b> .....	36
Resolution G-3 .....	36
Reasons for Inadmissibility of Convention Resolutions.....	36
Resolution G-7 .....	36
Selection of Delegates to National or Regional Conferences.....	36
Resolution G-16 .....	37
Universal Public Drug Coverage .....	37
Resolution G-17 .....	38
Preservation, Dedication to and Enhancement of Public Service.....	38
Resolution G-19 .....	38
Wage Consolidation for University Research Personnel.....	38
Resolution G-20 .....	39
Amendment to the Employment Insurance Act .....	39
Resolution G-22 .....	40
Employment Insurance Commission Liaison Officers .....	40
Resolution G-24 .....	40
Implementation of a Composting Service in PSAC Offices .....	40
Resolution G-28 – 1 <sup>st</sup> and 2 <sup>nd</sup> Be It Resolved.....	41
Isolated Post and Government Housing Directive (Rivière-au Renard, Gaspé, Grande-Rivière and Chandler) .....	41
Resolution G-30 – 1 <sup>st</sup> and 2 <sup>nd</sup> Be It Resolved.....	42
Isolated Post and Government Housing Directive (Blanc Sablon) .....	42
Resolution G-32 .....	43
Pet Care Program .....	43
Resolution G-33A (which covers resolution G-63) .....	43
National Aid and Intervention Committee - NAIC .....	43
Resolution G-36 .....	44
Medical Expense Adjustment.....	44
Resolution G-37 .....	45
<i>Canada Labour Code</i> .....	45

Resolution G-38 .....	45
Anti-Oppression and Anti-Discrimination Training for PSAC NBoD .....	45
Resolution G-42 – 2 <sup>nd</sup> Be It Resolved .....	46
Unpaid Internships .....	46
Resolution G-44 .....	47
Universal Drug Coverage .....	47
Resolution G-45A (which covers resolution G-59) .....	47
\$15 Minimum Wage .....	47
Resolution G-46 .....	48
Family Policy .....	48
Resolution G-49 .....	49
Mental Health in the Workplace .....	49
Resolution G-55A (which covers resolutions G-65, G-67, G-68 and G-71) .....	50
Promote Carpooling in the Context of PSAC Activities.....	50
Resolution G-56A (which covers resolutions G-64, G-66, G-69 and G-72).....	51
Amend Section 4.6.6 of the PSAC Travel Policy.....	51
Resolution G-60 .....	52
Opposition to Bill 9 .....	52
Resolution G-61 .....	52
Improving the GWP .....	52
Resolution G-80 .....	52
Telework and Volunteering.....	52
Resolution G-82 .....	52
Costs Associated with Telework.....	52
Resolution G-83 .....	52
Creation of an Emergency Fund for Members who have Lost their Income.....	52
<b>Late resolution</b> .....	<b>52</b>
Resolution G-79 .....	52
Climate change .....	52

<b>Inadmissible resolutions</b> .....	56
Resolution G-4 .....	56
Resolutions Not Dealt With at Convention .....	56
Resolution G-29 .....	57
Isolated Posts and Government Housing Directive (IPGHD) .....	57
Resolution G-34 .....	58
Union Leave for Regional Women’s Committee Meetings .....	58
Resolution G-35 .....	58
Voice for Women.....	58
Resolution G-48 .....	59
Forced Sterilization of Indigenous Women.....	59
Resolution G-50 .....	59
Representation of Black and Racialized Persons in Management Positions.....	59
Resolution G-53 .....	60
Bill 21 .....	60
Resolution G-73 .....	61
PSAC National Triennial Convention and PSAC Regional Convention Participation Fees ...	61
Resolution G-74 .....	62
PSAC National Triennial Convention and PSAC Regional Convention Participation Fees ...	62
Resolution G-75 .....	62
PSAC National President’s Interpretation.....	62
Resolution G-76 .....	63
Human Rights Education.....	63
Resolution G-77 .....	64
Role of the alternate to the women’s director, the director for equity groups, the director for young workers, the director for directly chartered locals, including university sector DCLs, and the president for Quebec university sector DCLs that are CQSU members.....	64
<b>Withdrawal from the Resolutions of Record Book</b> .....	65

The Committee recommends mass withdrawal of the following resolutions:.....	65
2014-G-3 .....	65
Freedom to Demonstrate Peacefully .....	65
2014-G-29A.....	65
Union Leave for Members With Precarious and Atypical Status .....	65
2014-G-15 .....	65
Blood Donations .....	65
2017-G-71 .....	65
Performance Bonuses at Public Services and Procurement Canada (PSPC) .....	65
2017-G-42 .....	66
Quebec Election .....	66
2017-G-11 .....	66
Pay Equity Clause .....	66
2017-G-8 .....	66
Pension Plan for Organizations Under Federal Jurisdiction .....	66
2017-G-16 .....	66
Enhancement of the Quebec Pension Plan (QPP).....	66
2017-G-49 .....	67
Drug Costs .....	67
<b>APPENDIX A</b> .....	68
ENCOMPASSED RESOLUTIONS.....	68
<b>APPENDIX B</b> .....	85
LIST OF RESOLUTIONS WITHDRAWN FROM THE RESOLUTIONS OF RECORD BOOK .....	85
<b>APPENDIX C</b> .....	86
ACRONYMS .....	86

## Concurrence Resolutions

Resolution G-1  
Systemic Racism  
Originator: STEP 10800  
Language of origin: F

The Committee recommends **concurrence** in resolution G-1, which reads as follows:

**WHEREAS** systemic racism is the social production of inequality based on race in the decisions to which people are subject and the manner in which they are treated;

**WHEREAS** systemic racism is an obstacle to solidarity, mobilization and union strength;

**WHEREAS** racial inequality is a result of the way that economic, cultural and political life is organized within a society;

**WHEREAS** systemic racism is a form of violence that advances under cover, without a single or clearly distinguished guilty party, and that is detected mainly by its effects;

**WHEREAS** systemic obstacles persist and prevent immigrants and visible minority members from accessing and maintaining employment or advancing in their careers;

**WHEREAS** the unemployment rate for the immigrant population in Quebec is twice that of Canadian-born citizens, and 43% of immigrants are overqualified for their employment, as compared with 29.7% of native-born Quebecers;

**WHEREAS** a number of studies have been carried out on this subject in recent years;

**BE IT RESOLVED THAT** the Quebec Council take a public stand against any form of systemic racism;

**BE IT FURTHER RESOLVED THAT** the Quebec Council adopt a policy designed to eliminate systemic racism;

**BE IT FURTHER RESOLVED THAT** the Quebec Council, in conjunction with its Racially Visible Action Committee, launch a national information campaign on systemic racism and good ways of eliminating it.

### **Rationale:**

The Committee recommends concurrence in this resolution because it aligns with PSAC's mission.

## **Resolution G-78**

### **Bill 59 on modernization of the OHSA and ARIAOD**

Source: SERUM 17751

Source language: F

The Committee recommends **concurrence** in Resolution G-78, which reads as follows:

**WHEREAS** PSAC-Quebec's objective is to promote social justice through education, political action and the mobilization of its members and the general population;

**WHEREAS** PSAC-Quebec considers that current workplace health and safety legislation must be modernized to better protect Quebec employees;

**WHEREAS** in its current form, Bill 59 is saving billions of dollars at the expense of the most underprivileged employees;

**BE IT RESOLVED THAT** PSAC-Quebec:

- Oppose Bill 59 in its current form;
- Support the FTQ in its national campaign against Bill 59;
- Ensure that modernization of the OHSA and ARIAOD provides better protection for employees.

#### **Rationale:**

The Committee recommends concurrence; as an affiliate, PSAC-Quebec already participates in the FTQ campaign and must continue to fight for its members' right to health and safety. Given that the members are affected by Bill 59 at both the provincial and federal levels, the PSAC-Quebec Convention as a body must oppose the Bill.

**Resolution G-10A (which covers Resolution G-47)  
Fully Funded Maternity Leave**

Originator: Laval, Laurentides, Lanaudière and Abitibi-Témiscamingue Area Council  
Language of origin: F

The Committee created resolution G-10A to address resolutions G-10 (Laval, Laurentides, Lanaudière and Abitibi-Témiscamingue Area Council) and G-47 (Regional Women's Committee-Region 9).

The Committee recommends **concurrence** in resolution G-10A, which reads as follows:

**BECAUSE** choosing to become a parent in 2020 entails considerable costs to properly care for the child;

**BECAUSE** in the first year of an infant's life, the mother's presence is beneficial, if not essential, to the baby's development;

**BECAUSE** many mothers are single parents and are often the main breadwinner;

**BECAUSE** maternity leave often entails additional costs for mothers whose career and retirement benefits may even suffer;

**BECAUSE** the amount a mother receives on maternity leave is only a percentage of her usual salary;

**PSAC WILL** lobby the various levels of government and the group pension plans to provide 100% maternity leave and pension benefits during maternity leave.

**Rationale:**

The Committee recommends concurrence in this resolution because it deems that women should not be financially disadvantaged after giving birth.

Resolution G-9

Forced Sterilization of Indigenous Women

Originator: Laval, Laurentides, Lanaudière and Abitibi-Témiscamingue Area Council  
Language of origin: F

The Committee recommends **concurrence** in resolution G-9, which reads as follows:

**BECAUSE** Indigenous women are known to be overrepresented as victims of femicide in Canada and the National inquiry into the missing and murdered Indigenous women and girls in Canada confirms this violence; and

**BECAUSE** PSAC-Quebec denounces the injustices experienced by Indigenous women; and



**BECAUSE** Indigenous women who consider that they were sterilized against their will are rallying in protest; and

**BECAUSE** the Women's Committees protect women's rights over their own body and their ability to make decisions freely about their own life; and

**BECAUSE** Indigenous women experience discrimination by the healthcare system, the judicial system and government agencies:

**PSAC WILL** take a stand against the forced sterilization of women.

**Rationale:**

The Committee recommends concurrence in this resolution because it is in keeping with PSAC practices.

**Resolution G-54**

**Introductory Course on Indigenous Rights**

Originator: Quebec Region Equity Groups Committee

Language of origin: F

The Committee recommends **concurrence** in resolution G-54, which reads as follows:

**WHEREAS** our First Nations brothers and sisters have suffered great abuse and discrimination over the last five centuries;

**WHEREAS** the National Inquiry into Missing and Murdered Indigenous Women and Girls has issued a damning report against the federal government;

**WHEREAS** the Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Quebec levelled severe criticism at the government of Quebec;

**WHEREAS** we are all concerned by the treatment of our Indigenous brothers and sisters;

**BE IT RESOLVED THAT** PSAC undertake to provide and maintain an introductory course on the reality and rights of Indigenous peoples at least once per budget cycle.

**Rationale:**

The Committee recommends concurrence in this resolution because it recognizes the importance of human rights education and awareness.

**Resolution G-14A (which covers the 1<sup>st</sup> Be It Resolved in resolution G-42)  
Unpaid Internships**

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

Language of origin: F

The Committee created resolution G-14A to address resolutions G-14 and G-42 – 1<sup>st</sup> Be It Resolved (Laval, Laurentides, Lanaudière and Abitibi-Témiscamingue Area Council).

The Committee recommends **concurrence** in resolution G-14A, which reads as follows:

**BECAUSE** internships are defined as the performance of actual duties such as producing or distributing a good or providing a service in a real work context (a definition that does not include observation internships); and

**BECAUSE** internships represent a significant workload for students, who must also juggle academic and family obligations, as well as paid work; and

**BECAUSE** most unpaid internships are clustered in female-dominated areas of study and work (teaching, social work, early childhood education, communication, nursing), perpetuating gender inequalities; and

**BECAUSE** unpaid internships are not protected by labour legislation; and

**BECAUSE** internships that do not fall under an educational institution's responsibility are not covered by the CNESST under section 10 of the *Act respecting industrial accidents and occupational diseases*:

**PSAC WILL** lobby the provincial and federal governments to prohibit unpaid internships at every academic level.

**Rationale:**

The Committee recommends this resolution because all work deserves to be paid.

**Resolution G-13A (which covers resolution G-41)  
Fighting Privatization**

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

Language of origin: F

The Committee created resolution G-13A to address resolutions G-13 (Laval, Laurentides, Lanaudière and Abitibi-Témiscamingue Area Council) and G-41 (Montérégie Women's Committee, Region 6).

The Committee recommends **concurrence** in resolution G-13A, which reads as follows:

**BECAUSE** PSAC is a leader in mobilization and certification; and

**BECAUSE** most PSAC members work in the public sector; and

**BECAUSE** PSAC advocates for the preservation of quality public services that are accessible to all; and

**BECAUSE** PSAC aims to reduce contracting-out and strengthen the social safety net:

**PSAC WILL** continue to train, educate and mobilize its members concerning contracting-out and its impact on our collective agreements and wages, and the creation of future public sector jobs.

**Rationale:**

The Committee recommends concurrence in this resolution because it aligns with PSAC's mission to fight privatization through existing campaigns.

**Resolution G-12A (which covers resolution G-39)**

**Precarious Work**

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

Language of origin: F

The Committee created resolution G-12A to address resolutions G-12 (Laval, Laurentides, Lanaudière and Abitibi-Témiscamingue Area Council) and G-39 (Montérégie Women's Committee, Region 6).

The Committee recommends **concurrence** in resolution G-12A, which reads as follows:

**BECAUSE** precarious employment is on the rise; and

**BECAUSE** it replaces stable, permanent jobs and makes the future unpredictable; and

**BECAUSE** precarious employment infringes on workers' rights; and

**BECAUSE** millions of workers in precarious jobs do not have the protection of labour laws, social security and pension plans:

**PSAC WILL** work with provincial and federal union organizations to urge the Government of Canada and provincial and territorial governments to enact legislation that will put an end to precarious employment and promote equal treatment for workers in precarious jobs;

**PSAC WILL** support workers in precarious jobs and work towards organizing them and affiliating them with a union.

**Rationale:**

The Committee recommends concurrence in this resolution because it aligns with PSAC's mission to protect precarious jobs through existing campaigns.

**Resolution G-5A (which covers resolution G-57)**

**Opposition to the PEQ Reform**

Originator: CD-STEP 10800

Language of origin: F

The Committee created resolution G-5A to address resolutions G-5 (CD-STEP 10800) and G- 57 (ASSEP-PSAC 17753).

The Committee recommends **concurrence** in resolution G-5A, which reads as follows:

**WHEREAS** many PSAC-Quebec members were directly affected by the recent measures to suspend and reform the PEQ;

**WHEREAS** PSAC-Quebec has always been committed to vigorously defending the rights of all of its members;

**WHEREAS** stakeholders from a variety of sectors - political, economic, labour, regional and education - have strongly stressed the importance of the PEQ;

**WHEREAS** the PEQ contributes to Quebec's attractiveness and visibility;

**WHEREAS** the PEQ undeniably contributes to the vitality of regions;

**WHEREAS** all education is useful and necessary to Quebec's development;

**WHEREAS** the government has committed to carrying out consultations before proposing any new reform of the PEQ;

**BE IT RESOLVED THAT** PSAC-Quebec express its concerns over the impact of the CAQ's reform of the PEQ on Quebec's international reputation and its ability to attract and retain the talent necessary for its development and increased visibility;

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec participate as required in consultations to which the government referred in its announcement of the PEQ reform;

**BE IT RESOLVED THAT** PSAC-Quebec oppose any reform that would limit the current scope of the PEQ;

**BE IT RESOLVED THAT** PSAC-Quebec require that, in the event of such reform, the government maintain a grandfather clause applicable to any temporary foreign student(s) or foreign worker(s) present on the territory at the time its reform comes into effect.

**Rationale:**

The Committee recommends concurrence in this resolution because it believes that an educated and well-trained population contributes to Quebec's socioeconomic development.

**Resolution G-23**

**General Union Assemblies**

Originator: CD-SERUM 17751

Language of origin: F

The Committee recommends **concurrence** in resolution G-23, which reads as follows:

**WHEREAS** the labour movement has been faced with a series of setbacks and loss of influence on society since the 1980s;

**WHEREAS** the labour movement is struggling to acknowledge this dynamic and reassess its position;

**WHEREAS** the FTQ calls for the application of the received mandate to hold general union assemblies;

**BE IT RESOLVED THAT** PSAC-Quebec:

- position itself to ensure that general interunion assemblies are organized and are open to all members and non-unionized workers, and that this approach results in achievement-oriented resolutions;
- notify its area councils and locals of this demand.

**Rationale:**

The Committee recommends concurrence in this resolution because these general assemblies will allow for self-analysis and ensure the sustainability of the labour movement.

## **Resolution G-40A (which covers resolution G-11)**

### **Gender Oppression**

Originator: Montérégie Women's Committee, Region 6

Language of origin: F

The Committee created resolution G-40A to address resolutions G-40 (Montérégie Women's Committee, Region 6) and G-11 (Laval, Laurentides, Lanaudière and Abitibi-Témiscamingue Area Council).

The Committee recommends **concurrence** in resolution G-40A, which reads as follows:

**WHEREAS** PSAC and the Regional Women's Committees support the global movement against gender oppression;

**WHEREAS** women must take their fight beyond protests and awareness-raising;

**WHEREAS** the #MeToo movement woke the world up to the scourge of sexual harassment;

**WHEREAS** the elections of Donald Trump in the United States and Jair Bolsonaro in Brazil have resulted in massive protests against their sexist attitudes and in a women's rights movement;

**BE IT RESOLVED THAT** PSAC continue to play an active role in improving women's economic and social status so they can escape all forms of violence and their repercussions in order to lead safe and independent lives.

#### **Rationale:**

The Committee recommends concurrence in this resolution as this struggle aligns with PSAC's direct mission to advocate for women's rights.

## **Resolution G-26**

### **Target Benefit Pension Plans**

Originator: CD-SERUM 17751

Language of origin: F

The Committee recommends **concurrence** in resolution G-26, which reads as follows:

**WHEREAS** with a target benefit pension plan, the burden of risk is transferred from the employer to the employees and retirees, even though they are the least able to bear the risk;

**WHEREAS** the majority of retirees with the lowest income are women;

**WHEREAS** half of all retirees need the Guaranteed Income Supplement to live in Quebec;

**WHEREAS** the employer apparently stands to benefit most from a target benefit plan because it retains the freedom to both establish it and potentially put an end to it, while its participants now bear all of the financial risk;

**BE IT RESOLVED THAT** PSAC take a stand against:

- target benefit pension plans;
- converting existing defined benefit pension plans to target benefit pension plans.

**Rationale:**

The Committee recommends concurrence in this resolution as it believes this is the most effective way of securing the future retirement income of working Canadians.

**Resolution G-25  
Environmental Responsibility**

Originator: CD-SERUM 17751

Language of origin: F

The Committee recommends **concurrence** in resolution G-25, which reads as follows:

**WHEREAS** climate change and its environmental impact are becoming a major issue worldwide;

**WHEREAS** every individual and collective act matters;

**WHEREAS** PSAC, through its affiliation with the FTQ, is engaged in just energy transition, GHG reduction and the fight against global warming;

**BE IT RESOLVED THAT:**

- PSAC implement policies to reduce its environmental footprint during its activities (conventions, committees, training, meetings) and issue environmental responsibility expectations and recommendations for hotels and convention centres used by PSAC;
- share with participants the approximate carbon footprint of all its events.

**Rationale:**

The Committee recommends concurrence in this resolution. It believes in the importance of raising members' awareness and establishing an environmentally responsible policy for its events.

**Resolution G-21**  
**Eliminating Single-Use Plastic**

Originator: CD-SERUM 17751

Language of origin: F

The Committee recommends **concurrence** in resolution G-21, which reads as follows:

**WHEREAS** plastic is everywhere and is used in many single-use products;

**WHEREAS** plastic pollution is a crisis that affects the whole planet;

**WHEREAS** the situation has pushed major companies to change their habits and environmental groups are intensifying their efforts on this issue;

**WHEREAS** significant behaviour changes are usually achieved through binding legislation;

**BE IT PROPOSED THAT** PSAC add its voice to those of citizens, associations and businesses urging the various levels of government to ban single-use plastic.

**Rationale:**

The Committee recommends concurrence in this resolution because it recognizes the negative impact of single-use plastic on the environment.

**Resolution G-27**  
**Permanent Federal Investment in Public Transit**

Originator: CD-SERUM 17751

Language of origin: F

The Committee recommends **concurrence** in resolution G-27, which reads as follows:

**WHEREAS** public transit improves public health by encouraging an active mode of transportation and improving air quality;

**WHEREAS** public transit projects are designed, carried out and operated by thousands of unionized workers;

**WHEREAS** the climate crisis requires that efforts be intensified to accelerate our transition to a green economy and quality jobs in sustainable sectors;

**BE IT RESOLVED THAT** PSAC demand that the federal government:

- financially support transit authorities to enable them to invest as needed into reinforcing existing equipment and developing new public transit services;



- implement a permanent program dedicated to funding the operation of public transit systems.

**Rationale:**

The Committee recommends concurrence in this resolution because it recognizes the need for public transit and its impact on the economy.

**Resolution G-28 – 3<sup>rd</sup> Be It Resolved**

**Isolated Posts and Government Housing Directive (Rivière-au-Renard, Gaspé, Grande-Rivière and Chandler)**

Originator: UHEW 10016

Language of origin: F

The Committee recommends **concurrence** in the 3<sup>rd</sup> Be It Resolved of resolution G-28 which reads as follows:

**WHEREAS** an Isolated Posts and Government Housing Directive was issued by the National Joint Council (NJC);

**WHEREAS** PSAC members sit on the National Joint Council;

**WHEREAS** the list of cities eligible for the isolated post allowance appears in Appendix A of this Directive;

**WHEREAS** the point rating for eligibility of the cities listed in Appendix A is subject to review;

**WHEREAS** the municipalities of Rivière-au-Renard, Gaspé, Grande-Rivière and Chandler are no longer eligible for the isolated post allowance and federal employees working in these municipalities have lost their isolated post allowance;

**WHEREAS** since these municipalities were removed from Appendix A, transportation services, the population, services and other factors required to calculate the point rating have decreased and even disappeared, as is the case for the rail service;

**WHEREAS** there was no recent review for the municipalities of Rivière-au-Renard, Gaspé, Grande-Rivière and Chandler.

**BE IT FURTHER RESOLVED THAT** regional and national PSAC officers lobby federal ministers to ensure that employees who previously received the isolated post allowance may once again receive it.

**Rationale:**

The committee recommends concurrence in the 3<sup>rd</sup> Be It Resolved only because it believes it is unacceptable for members to be financially disadvantaged because they work in remote regions.

**Resolution G-30 – 3<sup>rd</sup> Be It Resolved  
Isolated Post and Government Housing Directive (Blanc-Sablon)**

Originator: UHEW 10016

Language of origin: F

The Committee recommends **concurrence** in the 3<sup>rd</sup> Be It Resolved of resolution G-30 which reads as follows:

**WHEREAS** an Isolated Posts and Government Housing Directive was issued by the National Joint Council (NJC);

**WHEREAS** PSAC members sit on the National Joint Council;

**WHEREAS** the list of cities eligible for isolated post allowance is included in Appendix A of this Directive;

**WHEREAS** the point rating for eligibility of the cities listed in Appendix A is subject to review;

**WHEREAS** the point rating of the municipality of Blanc-Sablon was reduced and federal employees working in this municipality saw a reduction in their isolated post allowance;

**WHEREAS** the point rating causing this decrease is minimal;

**WHEREAS** level of service and other factors have not increased significantly;

**BE IT FURTHER RESOLVED THAT** regional and national PSAC officers lobby federal ministers to ensure that employees who previously received the isolated post allowance may once again receive it.

**Rationale:**

The committee recommends concurrence in the 3<sup>rd</sup> Be It Resolved only because it believes it is unacceptable for members to be financially disadvantaged because they work in remote regions.

## **Resolution G-70**

### **National Aid and Intervention Committee**

Originator: UNDE 10526

Language of origin: F

The Committee recommends **concurrence** in resolution G-70, which reads as follows:

**WHEREAS** we know that some representatives were subjected to excessive disciplinary action going as far as termination in the context of their duties and responsibilities as representatives of the Union of National Defence Employees (UNDE);

**WHEREAS** we are witnessing a growing trend of employers taking excessive and/or unfair action against representatives and certain active local members;

**WHEREAS**, based on the testimonies received, this excessive action by employers affects the functioning of certain locals and hinders our efforts to support the next generation within UNDE locals and other unions affiliated with PSAC.

**WHEREAS**, despite the remedies pursued and the work of our regional representatives with components and the PSAC, we are faced with delays in proceedings and court hearings which the union does not have full control over and which exacerbate financial, psychological and other consequences for sanctioned individuals and their families;

**WHEREAS** we must clearly show our members that PSAC has the will, creativity and resources to defend its activists and representatives while they carry out their union duties;

**BE IT RESOLVED THAT**, during the next PSAC Triennial Convention, PSAC-Quebec request the establishment of a National Aid and Intervention Committee (NAIC), responsible for creating and quickly implementing a variety of aid measures for PSAC members who are victims of excessive action taken by their employers in response to their union activities. The NAIC shall be made up of NBoD members and shall report to the NBoD about its activities.

**BE IT FURTHER RESOLVED THAT** the NAIC shall appoint, guide and support local individuals to help members who were victims of excessive action.

**BE IT FURTHER RESOLVED THAT**, during the next PSAC Triennial Convention, PSAC-Quebec request that an Aid and Intervention Fund (AIF) be established, to be administered by the NAIC. An amount of \$100,000 per year will be put into the Aid and Intervention Fund for 2022-2024 from the current PSAC budget.

#### **Rationale:**

The Committee recommends concurrence in this resolution because this issue can affect any union activity. The Committee believes that this resolution will support union involvement through the short-term aid provided.

## **Resolution G-51**

### **Advanced Human Rights Education**

Originator: Montérégie Area Council Equity Groups Committee

Language of origin: F

The Committee recommends **concurrence** in resolution G-51, which reads as follows:

**WHEREAS** many equity group members are subjected to workplace discrimination and harassment and still face obstacles within their union;

**WHEREAS** local officers often feel helpless when faced with these issues;

**WHEREAS** PSAC is committed to empowering PSAC members from equity groups;

**BE IT RESOLVED THAT** PSAC-Quebec undertake to provide and maintain an advanced human rights course at least once per budget cycle.

#### **Rationale:**

The Committee recommends concurrence in this resolution and recognizes the importance of education on this topic.

## **Resolution G-52**

### **Advanced Human Rights Education**

Originator: Human Rights Equity Groups Committee Laval, Laurentides, Lanaudière and Abitibi-Témiscamingue Area Council

Language of origin: F

The Committee recommends **concurrence** in resolution G-52, which reads as follows:

**WHEREAS** many equity group members are subjected to workplace discrimination and harassment and still face obstacles within their union;

**WHEREAS** local officers often feel helpless when faced with these issues;

**WHEREAS** PSAC is committed to empowering its members from equity groups;

**BE IT RESOLVED THAT** PSAC undertake to provide and maintain an advanced human rights course at least once per budget cycle for each Regional Council.

#### **Rationale:**

The Committee recommends concurrence in this resolution and recognizes the importance of education on this topic.

**Resolution G-62**  
**Access to the PEQ for Postdocs**  
Originator: ASSEP-PSAC 17753  
Language of origin: F

The Committee recommends **concurrence** in resolution G-62, which reads as follows:

**WHEREAS** the TAT (Tribunal administratif du travail) has already ruled on the status of postdoctoral fellow workers;

**BE IT RESOLVED THAT** PSAC-Quebec work to have foreign postdoctoral fellows recognized as being eligible for the PEQ, or Programme de l'expérience québécoise (Québec experience program) for temporary workers.

**Rationale:**

The Committee recommends concurrence in this resolution because it believes that an educated and well-trained population contributes to Quebec's socioeconomic development.

**Resolution G-58**  
**Opposition to Bill 40**  
Originator: ASSEP-PSAC 17753  
Language of origin: F

The Committee recommends **concurrence** in resolution G-58, which reads as follows:

**WHEREAS** the CAQ government introduced Bill 40 to abolish school boards;

**WHEREAS** lack of participation is not a good reason to put an end to democracy;

**WHEREAS** the CAQ's motivations are founded on ideology and election promises, not on rational arguments;

**BE IT RESOLVED THAT** PSAC-Quebec campaign against Bill 40 introduced by the CAQ to abolish school boards, and demand that the government maintain school boards.

**Rationale:**

The Committee recommends concurrence in this resolution in solidarity with other unions already campaigning against this Bill.

## **Resolution G-2**

### **Commercialization of Knowledge**

Originator: CD-STEP 10800

Language of origin: F

The Committee recommends **concurrence** in resolution G-2, which reads as follows:

**WHEREAS** a society's future depends on the education of generations to come;

**WHEREAS** knowledge is not a commodity and the production of knowledge must benefit the advancement of humanity as a whole;

**WHEREAS** the way research is funded is intrinsically linked to its production;

**WHEREAS** fundamental and applied research contributes to student education and to the advancement of any society that promotes it;

**WHEREAS** thousands of PSAC-Quebec members work in scientific research and other areas of knowledge;

**WHEREAS** PSAC-Quebec is a key player in defending knowledge workers in Canada;

**WHEREAS** Resolution 2017-G-55A was adopted at the last PSAC-Quebec Triennial Convention;

**WHEREAS** Resolution 2017-G-1A was adopted at the last PSAC-Quebec Triennial Convention;

**WHEREAS** the Department of Innovation, Science and Economic Development Canada commissioned a large study on this subject and tabled its report (the Naylor Report) on April 10, 2017;

**BE IT RESOLVED THAT** the Quebec Council publicly denounce all potential budget cuts in federal and provincial granting agencies;

**BE IT FURTHER RESOLVED THAT** the Quebec Council call on the federal government and provincial governments to reinvest in federal and provincial granting agencies;

**BE IT FURTHER RESOLVED THAT** the Quebec Council lobby for an infusion of funding for fundamental research and applied research intended for a non-commercial purpose;

**BE IT FURTHER RESOLVED THAT** the Quebec Council lobby federal and provincial governments as well as granting agencies to ensure a better distribution of funding among various research groups and projects.

**BE IT FURTHER RESOLVED THAT** the Quebec Council lobby the federal government to implement all the recommendations made in the Naylor Report on the review of federal support for science as quickly as possible.

**Rationale:**

The Committee recommends concurrence in this resolution because it aligns with PSAC's mission of representation.

Resolution G-6

Access to Employment Insurance for Precarious Jobs

Originator: CD-STEP 10800

Language of origin: F

The Committee recommends **concurrence** in resolution G-6, which reads as follows:

**WHEREAS** PSAC-Quebec has many members with precarious jobs;

**WHEREAS** workers in precarious jobs generally have lower wages than permanent employees, are less protected by labour laws and are more affected by occupational health and safety issues;

**WHEREAS** job precariousness affects the economic performance of businesses;

**WHEREAS** workers in precarious jobs must contribute to employment insurance even though many of them are ineligible to receive employment insurance benefits;

**WHEREAS** the universal redistribution role provided for in the plan has been replaced with an active policy that forces most members to contribute while limiting access to precarious workers;

**WHEREAS** employment insurance is a way of fighting against job precariousness by offering protection during periods of unemployment and maintaining income for all workers regardless of employment status;

**BE IT RESOLVED THAT** PSAC lobby for the reform of employment insurance to include employees in precarious positions so as to ensure universal access to employment insurance and equitable redistribution among social classes;

**BE IT RESOLVED THAT** PSAC advocate for universal and fair conditions of eligibility for employment insurance, namely so that the number of hours is reduced to give employees with short-term contracts access to employment insurance.

**Rationale:**

The Committee recommends concurrence in this resolution because it aligns with PSAC's mission to protect vulnerable employees. Moreover, PSAC is actively working towards this goal.

**Resolution G-8**

**Addition of Electronic Payments to the Modes of Payment Accepted by PSAC**

Originator: CIU 10008

Language of origin: F

The Committee recommends **concurrence** in resolution G-8, which reads as follows:

**WHEREAS** electronic payments have become the norm for the vast majority of the population; and

**WHEREAS**, in addition to mailing costs, transactions by cheque tend to be more expensive than electronic transactions; and

**WHEREAS** PSAC already remits money to locals electronically:

**BE IT RESOLVED THAT** PSAC-Quebec submit a proposal to PSAC to add (and promote) electronic payments to the modes of payment to be accepted by PSAC, its locals and its members.

**Rationale:**

In the interest of modernization, facilitating financial transactions and protecting the environment, the Committee recommends concurrence in this resolution.

**Resolution G-18**

**Membership List Format**

Originator: CD-SERUM 17751

Language of origin: F

The Committee recommends **concurrence** in resolution G-18, which reads as follows:

**WHEREAS** local management would be greatly facilitated if membership lists were sent to locals on electronic spreadsheets.

**WHEREAS** locals must be able to cumulate statistical information about their members, which is very difficult for larger locals if lists are not available in electronic format;

**WHEREAS** PSAC would save a significant amount of money sending lists by email;



**BE IT RESOLVED THAT** PSAC send membership lists to its locals in Excel or any other compatible electronic spreadsheet format.

**Rationale:**

In the interest of modernization, the Committee recommends concurrence in this resolution as this measure would facilitate data and list management.

**Resolution G-31**

**Lean Method and Negative Impact on Members**

Originator: USJE 10088

Language of origin: F

The Committee recommends **concurrence** in resolution G-31, which reads as follows:

A product of the industrial sector, the Lean Method is becoming an increasingly common funding method in Quebec and Canada's public and parapublic sectors.

It has been shown that there is an increase in depression, burnout, and psychological distress in jobs where the Lean Method is used.

It has also been shown that Lean funding methods open the door to privatization and the erosion of working conditions, and that this method is costly for employers.

PSAC has recently committed to continuing to promote and pursue the establishment of programs and services to improve the mental well-being of all federal public service employees.

Action required: We ask that PSAC, along with its components and directly chartered locals, take action (lobbying, national information campaigns, etc.) to prevent the implementation of any funding formula based on the Lean approach, and to ensure that all employers affected by this method may opt for another type of funding to protect the psychological integrity of its members and the sustainability of their jobs.

**Rationale:**

The Committee recommends concurrence in this resolution because this method is a source of stress and anxiety in relation to performance reviews for PSAC members.

### **Resolution G-15**

#### **No-Cost Public Transit for People in Low-Income Brackets**

Originator: CD-SERUM 17751

Language of origin: F

The Committee recommends **concurrence** in resolution G-15, which reads as follows:

**WHEREAS** public transit helps reduce greenhouse gas emissions and solo driving;

**WHEREAS** the high cost of public transit weighs heavily on the budget of low-income individuals;

**WHEREAS** the high cost of public transit fosters isolation;

**BE IT RESOLVED THAT** PSAC-Quebec lobby the various levels of government and the municipalities to provide free public transit to low-income individuals.

#### **Rationale:**

The Committee recommends concurrence in this resolution because it aligns with PSAC-Quebec's social mission.

### **Resolution G-43**

#### **Status of Women Delegate in Every Local**

Originator: Women's Committee, Region 5

Language of origin: F

The Committee recommends **concurrence** in resolution G-43, which reads as follows:

**WHEREAS** a number of locals have no position for a Status of Women delegate;

**WHEREAS** many positions for status of women delegates have been combined with those for equity group representatives;

**WHEREAS** issues relating to the status of women are not the same as those relating to equity groups, and women have specific concerns;

**WHEREAS** women account for more than half of the labour force in a number of locals but are underrepresented on union executive committees;

**WHEREAS** PSAC strives to increase parity and good representation, and to promote women's involvement in positions of power and on union executive committees;

**WHEREAS** every local ought to have a women-only union position;

**BE IT RESOLVED THAT** PSAC urge its components to request that their locals include a Status of Women position in their by-laws and regulations.

**BE IT FURTHER RESOLVED THAT** PSAC encourage its directly chartered locals (DCLs) to include a Status of Women position in their by-laws and regulations.

**Rationale:**

The Committee recommends concurrence in this resolution. It believes that women's issues are relevant and that the union must set an example.

**Resolution G-81**

**Establishment of an Environment and Just Transition Committee**

Source: SERUM 17751

Source language: F

The Committee recommends **concurrence** in Resolution G-81, which reads as follows:

**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 labour landscape in a fair manner;

**BE IT RESOLVED 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 needed to effectively conduct its work;
- Urge all area councils 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.

**Rationale:**

The Committee recommends concurrence; climate change affects all workers and we can never do enough to protect the environment.

## Non-Concurrence Resolutions

### **Resolution G-3**

#### **Reasons for Inadmissibility of Convention Resolutions**

Originator: CD-STEP 10800

Language of origin: F

The Committee recommends **non-concurrence** in resolution G-3, which reads as follows:

**WHEREAS** Convention is PSAC's supreme governing body at the regional level;

**WHEREAS** components, area councils, locals and PSAC-Quebec committees can submit resolutions to the Convention;

**WHEREAS** preparatory committees are formed to analyze draft resolutions prior to Convention;

**WHEREAS** preparatory committees report to Convention;

**WHEREAS** dialogue, transparency and education must always be at the core of union action;

**BE IT RESOLVED THAT** the rationale for which a resolution was deemed inadmissible always be recorded in Convention resolutions committee reports.

#### **Rationale:**

The Committee recommends non-concurrence in this resolution as this is common PSAC practice.

### **Resolution G-7**

#### **Selection of Delegates to National or Regional Conferences**

Originator: MUNACA17602

Language of origin: E

The Committee recommends **non-concurrence** in resolution G-7, which reads as follows:

**WHEREAS** aside from general triennial conventions, as stated in Sections 16 and 17 of the PSAC Constitution, no formal procedures have been adopted by PSAC Conferences for the selection of delegates to national or regional conferences, for example, Women or Health and Safety conferences;

**WHEREAS** the local autonomy and authority in selecting delegates to such conferences should be respected;

**WHEREAS** locals and components are best equipped to elect their delegates;

**BE IT RESOLVED THAT** the Quebec region take whatever steps are possible and necessary to lobby for and to implement procedures whereby delegates to regional and national conferences be named by locals or components, according to their respective by-laws.

**BE IT FURTHER RESOLVED THAT** the apportioning of delegates per local or component be made in accordance with the rules established for general triennial PSAC conventions, whether they be national or regional, in the case of the Quebec region.

**Rationale:**

The Committee recommends non-concurrence in this resolution because it will greatly raise conference costs. For example, a conference with financing for 50 delegates would likely see a rise in registrations.

**Resolution G-16**

**Universal Public Drug Coverage**

Originator: CD-SERUM 17751

Language of origin: F

The Committee recommends **non-concurrence** in resolution G-16, which reads as follows:

**WHEREAS** drug consumption is always on the rise;

**WHEREAS** Canada is the only OECD country whose healthcare system does not include universal prescription drug coverage;

**WHEREAS** low-income individuals have trouble paying for their prescriptions and must choose between eating and taking care of their health;

**WHEREAS** in the past decade, the cost of medications in Canada has risen more sharply than in most OECD countries;

**WHEREAS** drug-cost pressures on private-sector plans will be untenable in the short term for both employers and workers;

**BE IT RESOLVED THAT** PSAC support the CLC and FTQ campaigns for a public and universal drug coverage plan.

**Rationale:**

Without undermining its intention, the Committee rejects this resolution because PSAC actively supports the CLC and FTQ campaigns for a public and universal drug coverage plan.

**Resolution G-17**

**Preservation, Dedication to and Enhancement of Public Service**

Originator: CD-SERUM 17751

Language of origin: F

The Committee recommends **non-concurrence** in resolution G-17, which reads as follows:

**WHEREAS** public sector employees are primarily women, who are disproportionately affected by precarious or part-time employment and systemic gender-based discrimination;

**WHEREAS** public service requirements are constantly increasing while staffing shortages put pressure on the workplace environment, resulting in skyrocketing mental health issues;

**WHEREAS** public sector salaries are no longer competitive with their private sector equivalents;

**WHEREAS** Conservatives have sought to destroy public services, seriously undermining our social safety net;

**BE IT RESOLVED THAT PSAC:**

- mobilize to promote genuine interunion solidarity and avoid futile, counterproductive division;
- mount a public campaign to acknowledge and support public sector workers.

**Rationale:**

The Committee recommends non-concurrence in this resolution because its intention is unclear.

**Resolution G-19**

**Wage Consolidation for University Research Personnel**

Originator: CD-SERUM 17751

Language of origin: F

The committee recommends **non-concurrence** in resolution G-19, which reads as follows:

**WHEREAS** university research personnel are precarious workers paid exclusively through unstable research grants;

**WHEREAS** university research personnel takes active part in training students, a role for which it receives no recognition;

**WHEREAS** research and training work carried out by research personnel is wholly remunerated through research grants (closed envelopes) rather than through the universities' internal budgets (recurring envelopes);

**BE IT RESOLVED THAT** PSAC lobby the Quebec government to:

- recognize the contribution of research personnel in providing training to university students;
- award a specific, recurring remuneration package from university operating budgets for the training provided by research personnel.

**Rationale:**

The Committee recommends non-concurrence in this resolution. Though it recognizes the merit of the resolution, the Committee believes that it concerns bargaining rather than convention.

**Resolution G-20**

**Amendment to the *Employment Insurance Act***

Originator: CD-SERUM 17751

Language of origin: F

The Committee recommends **non-concurrence** in resolution G-20, which reads as follows:

**WHEREAS** over 60% of the population in Quebec and Canada do not have access to disability insurance;

**WHEREAS** employment insurance is largely funded by workers and must be used to protect our wages;

**WHEREAS** current provisions of the Act expose workers with serious illnesses to undue economic strain and often to precarious situations;

**BE IT RESOLVED THAT** PSAC make the necessary representations for an amendment to section 12 (3c) of the *Employment Insurance Act*, which provides for a cap of 15 weeks of sick leave benefits, to extend this provision to provide for a minimum of 45 weeks, as is the case for a layoff or loss of employment.

**Rationale:**

The Committee recommends non-concurrence in this resolution because there is already a resolution of record 2011-G-44 demanding better employment insurance coverage.

## **Resolution G-22**

### **Employment Insurance Commission Liaison Officers**

Originator: CD-SERUM 17751

Language of origin: F

The committee recommends **non-concurrence** in resolution G-22, which reads as follows:

**WHEREAS** most recipients cannot wait very long to receive their benefits;

**WHEREAS** in 2013, the Harper Government cut the position of Liaison Officer in favour of a contestation system that is often too slow;

**WHEREAS** these officers worked with union representatives and various groups defending the rights of the unemployed;

**WHEREAS** these officers responded quickly and adequately to our questions about our members' cases;

**WHEREAS** these officers helped to quickly resolve often minor issues without having to resort to the contestation system;

**BE IT RESOLVED THAT** PSAC lobby the federal government to have Liaison Officers return to the Employment Insurance Commission.

#### **Rationale:**

The Committee recommends non-concurrence because the service still exists under a different form.

## **Resolution G-24**

### **Implementation of a Composting Service in PSAC Offices**

Originator: CD-SERUM 17751

Language of origin: F

The Committee recommends **non-concurrence** in resolution G-24, which reads as follows:

**WHEREAS** climate change and its environmental impact are becoming a major issue worldwide;

**WHEREAS** every individual and collective act matters;

**WHEREAS** PSAC must be an environmental leader and set an example for the Quebec population and for companies headquartered in Quebec;

**WHEREAS** most municipalities have a composting service, many citizens compost and composting is important;



**BE IT RESOLVED THAT PSAC:**

- set up a composting service at its Montréal and Québec offices or demand that it be set up;
- urge its area councils and locals to do likewise.

**Rationale:**

The Committee recommends non-concurrence in this resolution for feasibility reasons.

**Resolution G-28 – 1st and 2nd Be It Resolved**

**Isolated Post and Government Housing Directive (Rivière-au Renard, Gaspé, Grande-Rivière and Chandler)**

Originator: UHEW 10016

Language of origin: F

The Committee recommends **non-concurrence** in the 1<sup>st</sup> and 2<sup>nd</sup> Be It resolved of resolution G-28 which reads as follows:

**WHEREAS** an Isolated Posts and Government Housing Directive was issued by the National Joint Council (NJC);

**WHEREAS** PSAC members sit on the National Joint Council;

**WHEREAS** the list of cities eligible for isolated post allowance is included in Appendix A of this Directive;

**WHEREAS** the point rating for eligibility of the cities listed in Appendix A is subject to review;

**WHEREAS** the municipalities of Rivière-au-Renard, Gaspé, Grande-Rivière and Chandler are no longer eligible for the isolated post allowance and federal employees working in these municipalities have lost their isolated post allowance;

**WHEREAS** since these municipalities were removed from Appendix A, transportation services, the population, services and other factors required to calculate the point rating have decreased and even disappeared, as is the case for the rail service;

**WHEREAS** there was no recent review for the municipalities of Rivière-au-Renard, Gaspé, Grande-Rivière and Chandler.

**BE IT RESOLVED THAT** the PSAC representative sitting on the National Joint Council bring pressure to bear so that the municipalities of Rivière-au-Renard, Gaspé, Grande-Rivière and Chandler may be subject to a review;

**BE IT FURTHER RESOLVED THAT** PSAC representatives on the National Joint Council bring pressure to bear so that the municipalities of Rivière-au-Renard, Gaspé, Grande-

Rivière and Chandler reintegrate Appendix A and that, thereby, federal employees working in these communities receive isolated post allowance as before.

**Rationale:**

The Committee recommends non-concurrence in the first two Be It Resolved because they concern bargaining rather than convention.

**Resolution G-30 – 1st and 2nd Be It Resolved  
Isolated Post and Government Housing Directive (Blanc-Sablon)**

Originator: UHEW 10016

Language of origin: F

The Committee recommends **non-concurrence** in the 1<sup>st</sup> and 2<sup>nd</sup> Be It Resolved of resolution G-30 which reads as follows:

**WHEREAS** an Isolated Posts and Government Housing Directive was issued by the National Joint Council (NJC);

**WHEREAS** PSAC members sit on the National Joint Council;

**WHEREAS** the list of cities eligible for isolated post allowance is included in Appendix A of this Directive;

**WHEREAS** the point rating for eligibility of the cities listed in Appendix A is subject to review;

**WHEREAS** the point rating of the municipality of Blanc-Sablon was reduced and federal employees working in this municipality saw a reduction in their isolated post allowance;

**WHEREAS** the point rating causing this decrease is minimal;

**WHEREAS** level of service and other factors have not increased significantly;

**BE IT RESOLVED THAT** PSAC representatives sitting on the National Joint Council bring pressure to bear so that the municipality of Blanc-Sablon may be subject to a review.

**BE IT FURTHER RESOLVED THAT** PSAC representatives on the National Joint Council bring pressure to bear so that the municipality of Blanc-Sablon reinstate its point rating of 4 in Appendix A and that federal employees working in that municipality thereby receive an isolated post allowance as they previously did (June 2019).

**Rationale:**

The Committee recommends non-concurrence in the first two Be It Resolved because they concern bargaining rather than convention.

**Resolution G-32**  
**Pet Care Program**

Originator: USJE 10088

Language of origin: F

The Committee recommends **non-concurrence** in resolution G-32, which reads as follows:

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 health status.

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 health status if members need to attend activities that require overnight stays.

**Rationale:**

The Committee recommends non-concurrence in this resolution because of the administrative complexity of the matter.

**Resolution G-33A (which covers resolution G-63)**  
**National Aid and Intervention Committee - NAIC**

Originator: UNDE 10504

Language of origin: F

The Committee created resolution G-33A to address resolutions G-33 (UNDE 10504) and G- 63 (UNDE 10501).

The Committee recommends **non-concurrence** in resolution G-33A, which reads as follows:

**WHEREAS** some union representatives were subjected to excessive disciplinary action by their employers in the context of their duties as union representatives;

**WHEREAS** this excessive action affects the functioning of the union and hinders our succession planning efforts;

**WHEREAS** we are faced with abnormal delays that exacerbate financial, psychological and other consequences for victims and their families;

**BE IT RESOLVED THAT** PSAC-Quebec ask PSAC to create a NAIC that would provide aid to victims. This committee is to be made up of NBoD members and would report to the NBoD;

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec also ask that an Aid and Intervention Fund (AIF) be established, to be administered by the NAIC. An amount of \$300,000 will be put into the Aid and Intervention Fund from the current PSAC budget for 2022-2024.

**Rationale:**

The Committee recommends non-concurrence in this resolution because it lacks clarity.

**Resolution G-36**

**Medical Expense Adjustment**

Originator: UNDE 10502

Language of origin: F

The Committee recommends **non-concurrence** in resolution G-36, which reads as follows:

**WHEREAS** our prescription drug plan is provided by a company called Sun Life Canada;

**WHEREAS** in accordance with the table of maximum eligible expenses, the member is reimbursed 80%, following which the member pays 100%;

**WHEREAS** our members receive fewer treatments than they did five years ago due to the increased cost of treatments. The deductibles are outdated;

**WHEREAS** our members must set aside a percentage of their collective agreement increases to cover these costs;

**WHEREAS** prescriptions are no longer needed for certain treatments;

**BE IT RESOLVED THAT** PSAC-Quebec bring this resolution to the next PSAC Convention, which will compel Treasury Board to review the terms with the Sun Life insurance company so that members are not hurt financially.

**Rationale:**

The Committee recommends **non-concurrence** in this resolution. PSAC has already begun bargaining with the National Joint Council (NJC) to improve the Public Service Health Care Plan (PSHCP).

## **Resolution G-37**

### ***Canada Labour Code***

Originator: UNDE 10502

Language of origin: F

The Committee recommends **non-concurrence** in resolution G-37, which reads as follows:

**WHEREAS** the name Health and Safety used in the *Canada Labour Code* no longer reflects all of its current activities within the government;

**WHEREAS** mental health in the workplace has become a major issue for members;

**WHEREAS** violence in the workplace is part of the mandate of health and safety committees and of the Return to Work (RTW) Program;

**WHEREAS** the reality is that occupational well-being is important to the members of the Union of National Defence Employees (UNDE);

**BE IT RESOLVED THAT** PSAC-Quebec submit this resolution to the next PSAC Convention, that PSAC demand that the Government of Canada change the name “Health and Safety” to “Occupational Health, Safety and Well-Being” to better reflect the current reality of workers.

#### **Rationale:**

The Committee recommends **non-concurrence** in this resolution because it will not change the mission of the *Canada Labour Code*, which regulates workers’ well-being.

## **Resolution G-38**

### **Anti-Oppression and Anti-Discrimination Training for PSAC NBoD**

Originator: Montérégie Women’s Committee, Region 6

Language of origin: F

The Committee recommends **non-concurrence** in resolution G-38, which reads as follows:

**WHEREAS** the PSAC National Board of Directors is the union’s supreme decision-making body;

**WHEREAS** the labour movement values equity, inclusion and human rights in the workplace, in our society and in our movement;

**WHEREAS** the PSAC NBoD could provide guidance and a model for our movement and our society as a whole;

**WHEREAS** the *Canadian Charter of Rights and Freedoms* is designed to protect against all forms of discrimination and their manifestation;

**BE IT RESOLVED THAT** every member of the PSAC National Board of Directors receive anti-oppression and anti-discrimination training.

**Rationale:**

The Committee recommends **non-concurrence** in this resolution because the National Board of Directors (NBoD) has recently been trained on these issues.

Resolution G-42-2nd Be It Resolved

Unpaid Internships

Originator: Laval, Laurentides, Lanaudière and Abitibi-Témiscamingue Women's Committee, Region 2

Language of origin: F

The committee recommends **non-concurrence** in the 2<sup>nd</sup> Be It Resolved of resolution G-42 which reads as follows:

**WHEREAS** internships are defined as the performance of actual duties such as producing or distributing a good or service in a real work context (a definition that does not include observation internships);

**WHEREAS** internships represent a significant workload for students, who must also juggle academic and family obligations, and paid work;

**WHEREAS** most unpaid internships are clustered in female-dominated areas of study and work (teaching, social work, early childhood education, communication, nursing), perpetuating gender inequalities;

**WHEREAS** unpaid internships are not protected by labour legislation;

**WHEREAS** internships that do not come under the responsibility of an educational institution are not covered by the CNESST under section 10 of the *Act respecting industrial accidents and occupational diseases*;

**BE IT FURTHER RESOLVED THAT** PSAC review all of its collective agreements to ensure that they include language on the payment of interns so that no one in our union works without pay.

**Rationale:**

The Committee recommends **non-concurrence** in the 2<sup>nd</sup> Be It Resolved because it concerns the bargaining process.

**Resolution G-44**  
**Universal Drug Coverage**

Originator: Regional Women's Committee, Region 8  
Language of origin: F

The Committee recommends **non-concurrence** in resolution G-44, which reads as follows:

**WHEREAS** the Drug Policy needs to be improved to include such measures as controls on the cost of drugs and the abolition of certain privileges for pharmaceuticals;

**WHEREAS** the government acknowledges that drug therapy is an integral component of the healthcare system;

**WHEREAS** studies have shown that we could significantly reduce drug costs by negotiating economies of scale for a universal drug plan;

**BECAUSE** a drug procurement policy would ensure rigorous oversight of the promotional and marketing strategies employed by the pharmaceutical industry;

**BECAUSE** women often act as caregivers for their family members and friends and struggle to obtain the medication to care for their family members and friends and ensure their physical and psychological well-being;

**BE IT RESOLVED THAT** PSAC support the campaign for a universal public drug coverage plan.

**Rationale:**

Without undermining its intention, the Committee **rejects** this resolution because PSAC actively supports the CLC and FTQ campaigns for a public and universal drug coverage plan.

**Resolution G-45A (which covers resolution G-59)**  
**\$15 Minimum Wage**

Originator: Regional Women's Committee, Region 8  
Language of origin: F

The Committee created resolution G-45A to address resolutions G-45 (Women's Committee, Region 8) and G-59 (ASSEP-PSAC 17753).

The Committee recommends **non-concurrence** in resolution G-45A, which reads as follows:

**WHEREAS** a living wage, according to a study by IRIS,\* is \$15 an hour;

**WHEREAS** more and more full-time workers are having to turn to food banks;

**WHEREAS** more women than men have minimum-wage jobs and they are struggling to escape the vicious circle of poverty and debt;

**WHEREAS** the current minimum wage prevents a household of any composition from escaping poverty and allows at most subsistence living, which forces minimum-wage families to cut essentials because they cannot afford them;

**WHEREAS** at the most recent FTQ General Council, in February 2017, all union affiliates approved a resolution to mount a huge campaign to increase Quebec's minimum wage to \$15 as part of the fight against precarious employment and mounting inequalities;

**BECAUSE** we refuse to live in a society where workers' hourly pay does not provide them with a living wage, or opportunities for improving their economic status;

**BE IT RESOLVED THAT** PSAC encourage and actively contribute to the Fight for \$15 minimum campaign.

**Rationale:**

Without undermining its intention, the Committee **rejects** this resolution because PSAC actively supports the Fight for \$15 campaign. Moreover, this matter is dealt with in resolution of record 2017-G-28A.

**Resolution G-46**

**Family Policy**

Originator: Regional Women's Committee, Region 7

Language of origin: F

The Committee recommends **non-concurrence** in resolution G-46, which reads as follows:

**WHEREAS** our society's economic status has changed in recent years;

**WHEREAS** the Public Service Alliance of Canada (PSAC) represents more than 180,000 workers and is an important part of our society;

**WHEREAS** PSAC ought to be a social model for the principles of solidarity, especially the principle that all people are equal;

**WHEREAS** the Union is mandated to promote social policy that assists our members' families and our society to prevent women and families from living in poverty;

**BE IT RESOLVED THAT** PSAC demand public action and a clearly stated family policy in which governments take some responsibility for dependent children, adults and seniors by introducing legislation that updates family relationships and supports the emancipation of women in our society.



**Rationale:**

The Committee recommends **non-concurrence** in this resolution because its intent is not clearly defined.

**Resolution G-49**

**Mental Health in the Workplace**

Originator: USJE 10180

Language of origin: F

The Committee recommends **non-concurrence** in resolution G-49, which reads as follows:

**WHEREAS** mental health problems can have a negative impact on all aspects of a person's life, including the workplace, and in some settings where there is mental health support, there is still a stigma associated with talking about it;

**WHEREAS** the associated costs are 51 billion dollars, which include absenteeism, medication and health care, and one in five Canadians will experience mental health issues during their lifetime;

**BE IT RESOLVED THAT** PSAC prioritize mental health in the workplace and take the necessary steps to urge the federal and provincial governments to make mental health support a priority and compulsory in our workplaces;

**BE IT FURTHER RESOLVED THAT** PSAC provide assistance to members with mental health issues in dealing with government processes so they can receive support, and also to raise awareness about workplace mental health issues to make it easier for members to be considered as having suffered an occupational injury in cases where the workplace presents mental health hazards.

**Rationale:**

The Committee recommends **non-concurrence** in this resolution because PSAC already provides members with representation and assistance before the bodies concerned.

**Resolution G-55A (which covers resolutions G-65, G-67, G-68 and G-71)  
Promote Carpooling in the Context of PSAC Activities**

Originator: UTE 10008

Language of origin: F

The Committee created resolution G-55A to address resolutions G-55 (UTE 10008), G-65 (UTE 10009), G-67 (UTE 10004), G-68 (Area Council 5/Saguenay/Lac St-Jean/Chibougameau-Chapais) and G-71 (UTE 10110).

The Committee recommends **non-concurrence** in resolution G-55A, which reads as follows:

**WHEREAS** climate change disrupts the planet's ecosystems;

**WHEREAS** human activity is the primary cause of climate change;

**WHEREAS** the transportation sector is the second-biggest greenhouse gas emitter in Canada;

**WHEREAS** we must act quickly to reduce the environmental footprint of our activities as a society;

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

**CARPOOLING BONUS**

When people travel on PSAC business and the approved method of travel is a privately owned vehicle (POV), they shall be awarded a carpooling bonus, calculated as follows:

For the person using their POV

An additional amount equal to one third (1/3) of the amount of usage costs for a POV. They must register the name of the person or persons accompanying them.

For the accompanying person(s)

An amount equal to one third (1/3) of the amount of the usage costs for a POV that they would have been granted if they had used their POV.

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec submit a resolution at the next PSAC National Triennial Convention seeking an amendment to the PSAC *Travel Policy* to include this bonus.

**Rationale:**

The Committee recommends **non-concurrence** in this resolution because usage costs for a POV are not clearly defined. Moreover, the Committee believes that this resolution goes against basic union values, namely that we should be reimbursed for costs incurred rather than receive an incentive to protect the environment.

**Resolution G-56A (which covers resolutions G-64, G-66, G-69 and G-72)  
Amend Section 4.6.6 of the PSAC Travel Policy**

Originator: UTE 10008

Language of origin: F

The Committee created resolution G-56A to address resolutions G-56 (UTE 10008), G-64 (UTE 10009), G-66 (UTE 10004), G-69 (Area Council 5/Saguenay/Lac St-Jean/Chibougameau-Chapais) and G-72 (UTE 10110).

The Committee recommends **non-concurrence** in resolution G-56A, which reads as follows:

**WHEREAS** weather conditions are often hard or impossible to predict depending on the geographic location of certain remote regions;

**WHEREAS** other means of transportation such as buses and trains are not always available or adequate;

**WHEREAS** a normal workday is between 7.5 and 9 hours for the majority of public service employees and adding a three-hour trip increases fatigue and the risk of accidents due to lack of vigilance;

**BE IT RESOLVED THAT** PSAC-Quebec ask the AEC to amend section 4.6.6 of the PSAC *Travel Policy* as follows:

**4.6.6** In the interest of safe driving, travellers on union business should not normally be expected to drive more than:

- 200 kilometres after having worked a full day,
- 350 kilometres after having worked one-half day,
- 500 kilometres on any day when the traveller has not worked.

These guidelines apply only under the following circumstances:

- 1) commercial transportation is not available;
- 2) the use of a privately owned vehicle has been deemed to be the most practical method of transportation;
- 3) PSAC has requested that a traveller use a privately owned vehicle.

For travellers who choose to use their privately owned vehicle to suit their own convenience, guidelines found under Section 4.8 (Maximum Allowed for Driving) shall apply.

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec submit a resolution at the next PSAC Triennial Convention seeking a similar amendment of the PSAC *Travel Policy*.

**Rationale:**

The Committee recommends **non-concurrence** in this resolution because safety is already evaluated on a case-by-case basis.

**Resolution G-60**

**Opposition to Bill 9**

Originator: ASSEP-CD-PSAC 17753

Language of origin: F

The Committee recommends **non-concurrence** in resolution G-60, which reads as follows:

**WHEREAS** PSAC-Quebec has members who are in the process of obtaining their Canadian citizenship;

**WHEREAS** the CAQ government introduced Bill 9 to cancel all pending applications for a Quebec Selection Certificate;

**WHEREAS** people who applied for Canadian citizenship are not responsible for delays caused by the Quebec government;

**WHEREAS** the real reason for these delays is lack of staff to process the applications;

**BE IT RESOLVED THAT** PSAC-Quebec campaign against Bill 9, introduced by the CAQ, and demand that the government process all Quebec Selection Certificate cases that are already open.

**Rationale:**

The Committee recommends **non-concurrence** in this resolution because this Bill has already been passed and the applications have been cancelled.

**Resolution G-61**

**Improving the GWP**

Originator: CD-ASSEP 17753

Language of origin: F

The Committee recommends **non-concurrence** in resolution G-61, which reads as follows:

**WHEREAS** the GSP (Government wage policy) negotiated with different governments over the last few years is too often below cost of living increases;

**WHEREAS** following the GWP has become the norm in some parapublic and private sectors;

**BE IT RESOLVED THAT** PSAC-Quebec lobby governments to promote the importance of providing workers with a GWP (Government wage policy) at least equivalent to cost of living increases.

**Rationale:**

The Committee recommends **non-concurrence** in this resolution. Though it recognizes the importance of this demand, the Committee believes that this resolution concerns bargaining rather than the convention.

**Resolution G-80**

**Telework and volunteering**

Source: SERUM 17751

Source language: F

The Committee recommends **non-concurrence** in Resolution G-80, which reads as follows:

**WHEREAS** PSAC-Quebec's objective is to promote social justice through education, political action and the mobilization of its members and the general population;

**WHEREAS** mandatory, full-time telework causes some employees to feel socially isolated;

**WHEREAS** employers have quickly identified the potential savings resulting from telework;

**WHEREAS** several employers have expressed their intention to continue the practice of telework after the pandemic;

**WHEREAS** some employees do not wish to continue teleworking after the pandemic;

**BE IT RESOLVED THAT** PSAC-Quebec ensure that telework stems from the willingness of the employees to do it, rather than from an obligation on the part of the employer.

**Rationale:**

The Committee recommends non-concurrence. Though it acknowledges the intent of the resolution, the Committee is of the opinion that this is a labour relations and collective bargaining issue.

**Resolution G-82**

**Costs Associated with Telework**

Source: SERUM 17751

Source language: F

The Committee recommends **non-concurrence** in Resolution G-82, which reads as follows:

**WHEREAS** PSAC-Quebec's objective is to promote social justice through education, political action and the mobilization of its members and the population as a whole;

**WHEREAS** the pandemic and resulting mandatory telework have shown us that telework has both advantages and drawbacks;

**WHEREAS** there are costs associated with telework;

**WHEREAS** several employers have expressed their intention to continue the practice of telework after the pandemic;

**WHEREAS** many employers refuse to reimburse their employees for the costs associated with telework;

**WHEREAS** employees should not have to cover the costs associated with telework;

**BE IT RESOLVED THAT**, in collective agreements or letters of understanding, PSAC-Quebec negotiate the payment of costs associated with telework.

**Rationale:**

The Committee recommends non-concurrence as it is of the opinion that this is a labour relations and collective bargaining issue.

**Resolution G-83**

**Creation of an Emergency Fund for Members who have Lost their Income**

Source: UNE 10269

Source language: F

The Committee recommends **non-concurrence** in Resolution G-83, which reads as follows:

**WHEREAS** several of our members are experiencing hardships due to circumstances such as job loss, a work accident, family adversity, 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 Insurance sickness benefits 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;

**Rationale:**

The Committee recommends non-concurrence. Though it acknowledges the relevance of the intent of the resolution, the Committee feels that the overly broad interpretation of the notion of “emergency” would pose a problem in its application.

**Late resolution**

**Resolution G-79**

**Climate Change**

Source: SERUM 17751

Source language: F

The Committee recommends **concurrence** in Resolution G-79, which reads as follows:

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

**WHEREAS** the most recent events related to climate change such as the California wildfires, the accelerated extinction of animal species and the heatwaves in Quebec;

**WHEREAS** the effects of climate change on personal aspects (health, stress, etc.), finances (higher cost of living, etc.) and work life (loss of employment, job insecurity, adaptation of job tasks, etc.);

**WHEREAS** that it is imperative that pressure be put on governments to ensure a just transition for workers in affected fields such as agriculture, industry, transportation, etc.;

**BE IT RESOLVED THAT** PSAC-Quebec exert more political pressure to fight climate change and urge PSAC National to do the same.

**Rationale:**

The Committee recommends concurrence. Climate change does affect all workers and we can never do enough to protect the environment.

## **Inadmissible Resolutions**

The National President has deemed the following resolutions **inadmissible**. The rationale for inadmissibility is included with each resolution based on the subject matter covered.

### **Resolution G-4**

#### **Resolutions Not Addressed at Convention**

Originator: CD-STEP 10800

Language of origin: F

**WHEREAS** the Triennial Convention is PSAC-Quebec's supreme governing body, at which members submit their proposals for improving the Regional Council;

**WHEREAS** the Quebec Council's mandate is to provide governance to PSAC-Quebec between conventions;

**WHEREAS** only a small minority of these proposals is dealt with at every convention;

**WHEREAS** the vast majority of proposals not dealt with at a convention are forgotten and never dealt with;

**WHEREAS** the pre-convention committees invest a great deal of effort, time and resources in analyzing proposals and making recommendations regarding them;

**WHEREAS** good governance requires that PSAC-Quebec listen to its members;

**BE IT RESOLVED THAT** proposals submitted to the National Triennial Convention that were not addressed by convention be dealt with by the Quebec Council within six months of Convention.

#### **Rationale:**

Resolutions that were not addressed at the National Convention can be dealt with by the Quebec Council. Section 17, Sub-Section 7 of the PSAC Constitution sets out the procedure to follow when resolutions are not dealt with at the National Convention. For reference: 1- Resolutions not dealt with at the PSAC-Quebec Convention are dealt with by the Quebec Council after the Convention. 2- All concurrence resolutions submitted to the PSAC-Quebec Convention are dealt with by the delegates during the Convention.



## **Resolution G-29**

### **Isolated Posts and Government Housing Directive (IPGHD)**

Originator: UHEW 10016, 10050, 10052

Language of origin: F

**WHEREAS** the IPGHD's purpose is to facilitate the recruitment and retention of staff delivering government programs in isolated locations and its provisions are designed to assist in offsetting some of the higher costs and to recognize the inherent disadvantages associated with living and working in isolated posts;

**WHEREAS** the Treasury Board Secretariat revises relevant portions of this Directive as required from time to time on the recommendation of the National Joint Council;

**WHEREAS** Statistics Canada conducts research and surveys with respect to the cost of living allowance (COLA) and verifies environment allowance (EA) levels;

**WHEREAS** several allowances received by federal government employees, such as the bilingualism bonus, are deemed part of employees' wages for purposes of the *Public Service Superannuation Act*;

**WHEREAS** the Canadian government spares no effort to help seniors enjoy a high quality of life;

**WHEREAS** the Canadian government prioritizes land occupancy in remote regions;

**WHEREAS** the cost of living in remote regions remains higher even after retirement;

**WHEREAS** the vast majority of federal employees remain in their isolated post once they retire;

**BE IT RESOLVED THAT** PSAC representatives sitting on the National Joint Council (NJC) apply pressure in order that the cost of living allowance (COLA) and environment allowance (EA) be deemed part of employees' wages for purposes of the *Public Service Superannuation Act*;

**BE IT FURTHER RESOLVED THAT** PSAC lobby the NJC in order that classification of isolated posts in Appendix A of the IPGHD be reviewed in light of the populations that have increased following amalgamations.

#### **Rationale:**

The resolutions must be submitted directly to the NJC.

### **Resolution G-34**

#### **Union Leave for Regional Women's Committee Meetings**

Originator: PSAC-Quebec Women's Committee coordinators

Language of origin: F

**BECAUSE** PSAC-Quebec wishes for women to be more involved in the labour movement;  
and

**BECAUSE** PSAC-Quebec wishes to build a union that represents its members on all levels;  
and

**BECAUSE** PSAC encourages a good balance between work, family and union involvement;  
and

**BECAUSE** PSAC plans to change the culture, programs and practices to ensure that your union is more inclusive for all women:

**PSAC WILL** grant approximately 10 hours of union leave to PSAC women's committee members so they can hold meetings during their working hours.

#### **Rationale:**

The originator is not authorized to submit resolutions to Convention. See By-law 6, section 3(b) of the PSAC-Quebec By-Laws.

### **Resolution G-35**

#### **Voice for Women**

Originator: PSAC-Quebec Women's Committee coordinators

Language of origin: F

**BECAUSE** PSAC-Quebec wishes for women to be more involved in the labour movement;  
and

**BECAUSE** women's representation within PSAC locals is important; and

**BECAUSE** PSAC-Quebec wishes to build a union that represents its members on all levels;  
and

**BECAUSE** PSAC plans to change the culture, programs and practices to ensure that your union is more inclusive for all women:

**PSAC WILL** ensure that every activist has a turn to speak during resolution debates at all conventions and conferences.

**Rationale:**

The originator is not authorized to submit resolutions to Convention. See By-law 6, section 3(b) of the PSAC-Quebec By-Laws.

**Resolution G-48**

**Forced Sterilization of Indigenous Women**

Originator: PSAC-Quebec Regional Women's Committee

Language of origin: F

**WHEREAS** Indigenous women are known to be overrepresented as victims of femicide in Canada and a national inquiry denounced the genocide of more than 1,500 missing and murdered Indigenous women in Canada;

**WHEREAS** PSAC-Quebec denounces the injustices experienced by Indigenous women;

**WHEREAS** Indigenous women who consider that they were sterilized against their will are rallying in protest;

**WHEREAS** the Women's Committees protect women's rights over their own body and their ability to make decisions freely about their own life;

**WHEREAS** Indigenous women experience systemic discrimination by the physical and mental healthcare systems, the judicial system and government agencies;

**BE IT RESOLVED THAT** PSAC take a stand against the forced sterilization of Indigenous and/or marginalized women.

**Rationale:**

The originator is not authorized to submit resolutions to the Convention. See By-law 6, section 3(b) of the PSAC-Quebec By-Laws.

**Resolution G-50**

**Representation of Black and Racialized Persons in Management Positions**

Originator: Director, PSAC-Quebec Equity Groups

Language of origin: F

**WHEREAS** several bodies recognize the existence of systemic racism against black and racialized persons within the public service and all other bodies represented by PSAC;

**WHEREAS** there is a glaring absence of black and racialized persons on the selection committees of the public service and all other bodies represented by PSAC, which facilitates prejudice in hiring;

**WHEREAS** black and racialized persons are all but absent in management and decision-making positions, and access to these positions is very difficult despite their education and experience within the public service and various bodies represented by PSAC;

**BE IT RESOLVED THAT** the Public Service Alliance of Canada call on all governments (municipal, provincial, federal) and work with them to set up a plan to fight systemic racism;

**BE IT FURTHER RESOLVED TO** ensure that this plan is followed and annually reviewed by all bodies that employ members who are represented by PSAC, thereby ensuring that the objectives of the *Employment Equity Act* are met with regard to the representation of black and racialized persons in management positions.

**Rationale:**

The originator is not authorized to submit resolutions to the Convention. See By-law 6, section 3(b) of the PSAC-Quebec By-Laws.

**Resolution G-53**

**Bill 21**

Originator: Director, PSAC-Quebec Equity Groups

Language of origin: F

**WHEREAS**, on June 16, 2019, the Coalition Avenir Québec (CAQ) government passed under closure Bill 21 on the laicity of the State;

**WHEREAS** this legislation flouts the rights of minorities and prevents many minorities who wear religious symbols from accessing well-paid jobs;

**WHEREAS** this legislation particularly targets Muslim women and prevents them from accessing teaching jobs, thereby depriving them of good employment opportunities;

**WHEREAS** this legislation violates the provisions of the *Canadian Charter of Rights and Freedoms* by legalizing racism in Quebec society;

**WHEREAS** PSAC represents more than 20,000 members in the province of Quebec and they are affected by the scope of this legislation;

**BE IT RESOLVED THAT** PSAC support any opposition to this legislation before the courts;

**BE IT FURTHER RESOLVED THAT** PSAC undertake to block any attempted application of this legislation to its members under federal jurisdiction.

**Rationale:**

The originator is not authorized to submit resolutions to the Convention. See By-law 6, section 3(b) of the PSAC-Quebec By-Laws.

**Resolution G-73**

**PSAC National Triennial Convention and PSAC Regional Convention Participation Fees**

Originator: CEIU-Quebec Regional Executive - DCL

Language of origin: F

**WHEREAS** the PSAC 2018 National Convention adopted a resolution to fully fund PSAC regional conventions; and

**WHEREAS** this resolution aimed to remove barriers to participation; and

**WHEREAS** several locals and/or DCLs do not have the means to send a delegate to a convention; and

**WHEREAS** registration fees or other convention fees disproportionately affect groups that are already marginalized and underrepresented at PSAC events, including women and members from equity groups;

**BE IT RESOLVED THAT** PSAC and PSAC-Quebec be forbidden from charging registration fees to attend the National Triennial Convention and regional conventions; and

**BE IT FURTHER RESOLVED THAT** the Constitution, its regulations, guidelines, policies be amended to reflect these changes.

**Rationale:**

The primary reason is that the originator is not authorized to submit resolutions to Convention. See By-law 6, section 3(b) of the PSAC-Quebec By-Laws. Given that the originator is not authorized to submit resolutions to convention, the late submission is of little importance. In other words, even if the resolutions had been submitted on time, they could not have been considered and addresses because of their originator. CEIU-Quebec should have submitted its resolutions through a local, a regional women's committee or a regional committee, for example.

## **Resolution G-74**

### **PSAC National Triennial Convention and PSAC Regional Convention Participation Fees**

Originator: CEIU-Quebec Regional Executive - DCL

Language of origin: F

**WHEREAS** brother Daryl Bean was president of PSAC from 1985 to 2000;

**WHEREAS** PSAC bases itself on Bean's interpretation of Sub-Section (2)(a), Section 16 of the Constitution to charge registration fees to attend the PSAC National Triennial Convention and regional conventions;

**WHEREAS** the PSAC 2018 National Convention adopted a resolution to fully fund PSAC regional conventions;

**BE IT RESOLVED THAT** this interpretation be permanently withdrawn from all PSAC records and reversed; and

**BE IT FURTHER RESOLVED THAT** PSAC be forbidden from charging registration fees to attend regional conventions and the National Triennial Convention; and

**BE IT FURTHER RESOLVED THAT** all relevant sections of the Constitution and its regulations, guidelines, policies be amended to reflect these changes.

#### **Rationale:**

The primary reason is that the originator is not authorized to submit resolutions to Convention. See By-law 6, section 3(b) of the PSAC-Quebec By-Laws. Given that the originator is not authorized to submit resolutions to the Convention, the late submission is of little importance. In other words, even if the resolutions had been submitted on time, they could not have been considered and processed because of their originator. CEIU-Quebec should have submitted its resolutions through a local, a regional women's committee or a regional committee, for example.

## **Resolution G-75**

### **PSAC National President's Interpretation**

Originator: CEIU-Quebec Regional Executive- DCL

Language of origin: F

**WHEREAS** only PSAC's president is allowed to interpret the union's Constitution as well as all its policies and regulations;

**WHEREAS** these interpretations (XO) guide PSAC's actions;

**WHEREAS** members do not have easy access to all of these interpretations (XO); and

**WHEREAS** these interpretations should be made public and be easily accessible to all PSAC members;

**BE IT RESOLVED THAT PSAC** gather all interpretations (XO) still in effect in a handbook of interpretations of record;

**BE IT FURTHER RESOLVED THAT** this handbook be made public just like the PSAC Constitution, regulations, policies and resolutions of record.

**Rationale:**

The primary reason is that the originator is not authorized to submit resolutions to Convention. See By-law 6, section 3(b) of the PSAC-Quebec By-Laws. Given that the originator is not authorized to submit resolutions to the Convention, the late submission is of little importance. In other words, even if the resolutions had been submitted on time, they could not have been considered and processed because of their originator. CEIU-Quebec should have submitted its resolutions through a local, a regional women's committee or a regional committee, for example.

**Resolution G-76**

**Human Rights Education**

Originator: CEIU-Quebec Regional Executive- DCL

Language of origin: F

**WHEREAS** an increasing number of our members are victims of discrimination and harassment based on their differences or accommodation needs in the workplace;

**WHEREAS** one of PSAC's goals is to defend workers' rights and interests;

**WHEREAS** this is done through shop stewards who are duly trained and engaged in human rights issues;

**BE IT RESOLVED THAT** PSAC-Quebec provide at least one in-residence human rights course per three-year budget cycle.

**Rationale:**

The primary reason is that the originator is not authorized to submit resolutions to the Convention. See By-law 6, section 3(b) of the PSAC-Quebec By-Laws. Given that the originator is not authorized to submit resolutions to the Convention, the late submission is of little importance. In other words, even if the resolutions had been submitted on time, they could not have been considered and processed because of their originator. CEIU-Quebec should have submitted its resolutions through a local, a regional women's committee or a regional committee, for example.

## **Resolution G-77**

**Role of the alternate to the women’s director, the director for equity groups, the director for young workers, the director for directly chartered locals, including university sector DCLs, and the president for Quebec university sector DCLs that are CQSU members**

Originator: CEIU-Quebec Regional Executive - DCL

Language of origin: F

**WHEREAS** PSAC-Quebec’s By-laws provide for the election of an alternate to the following positions: the women’s director, the director for equity groups, the director for young workers, the director for directly chartered locals, including university sector DCLs, and the president for Quebec university sector DCLs that are CQSU members;

**WHEREAS** PSAC-Quebec’s By-laws remain silent on the role of these alternates if one of these positions becomes vacant;

**WHEREAS** these By-laws provide for elections in the event that one of these positions becomes vacant at least six months prior to the next regional convention, even if these positions have an elected alternate;

**BE IT RESOLVED THAT** the elected alternates be appointed to the position they are filling if it becomes vacant or if the incumbent can no longer perform their duties.

### **Rationale:**

The primary reason is that the originator is not authorized to submit resolutions to the Convention. See By-law 6, section 3(b) of the PSAC-Quebec By-Laws. Given that the originator is not authorized to submit resolutions to the Convention, the late submission is of little importance. In other words, even if the resolutions had been submitted on time, they could not have been considered and processed because of their originator. CEIU-Quebec should have submitted its resolutions through a local, a regional women’s committee or a regional committee, for example.



## **Withdrawal from the Resolutions of Record Book**

The Committee recommends mass withdrawal of the following resolutions:

### **2014-G-3**

#### **Freedom to Demonstrate Peacefully**

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

#### **Rationale:**

The Act was already passed by the Quebec government.

### **2014-G-29A**

#### **Union Leave for Members with Precarious and Atypical Status**

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

#### **Rationale:**

PSAC has already done so.

### **2014-G-15**

#### **Blood Donations**

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

#### **Rationale:**

The law has changed. The five-year period was reduced to three months.

### **2017-G-71**

#### **Performance Bonuses at Public Services and Procurement Canada (PSPC)**

**BE IT RESOLVED THAT** PSAC and PSAC-Quebec immediately launch a national campaign urging the federal government to block all performance bonuses at PSPC until Phoenix is fixed or replaced and pay arrears are resolved; and

**BE IT FURTHER RESOLVED THAT** PSAC and PSAC-Quebec take all necessary action directly following this convention to force the federal government to put an end to the psychological and financial damage caused by Phoenix to public service workers and their

families by allocating emergency funds in 2017-2018 to fix Phoenix pay system fails and compensate victims.

**Rationale:**

This campaign is already underway. PSAC won the legal battle. The Phoenix issues are not solved for 2017-2018. Furthermore, PSAC continues to provide support to victims.

**2017-G-42  
Quebec Election**

**BE IT RESOLVED THAT** PSAC-Quebec develop a campaign in preparation for the 2018 Quebec election.

**Rationale:**

The election has already taken place.

**2017-G-11  
Pay Equity Clause**

**BE IT RESOLVED THAT** PSAC-Quebec lobby the provincial government to grant lump sum payments agreed to under the 2015-2019 GSP to those subject to pay equity clauses linked to the GSP (trailer clause).

**Rationale:**

The period has expired.

**2017-G-8  
Pension Plan for Organizations Under Federal Jurisdiction**

**BE IT RESOLVED THAT** PSAC-Quebec actively support PSAC's National Office in doing everything it can to have Bill C-27 dropped or, at least, to ensure that the government does not take advantage of the bill to impose the same type of change unilaterally imposed on public service employees.

**Rationale:**

Bill C-27 was dropped after the change of government.

**2017-G-16  
Enhancement of the Quebec Pension Plan (QPP)**

**BE IT RESOLVED THAT** PSAC-Quebec lobby the provincial government to enhance the Quebec Pension Plan (QPP) to the level announced for the CPP in the Vancouver agreement.

**Rationale:**

An enhancement has been obtained.

2017-G-49  
Drug Costs

**BE IT RESOLVED THAT** PSAC-Quebec lobby the Quebec government to prosecute pharmaceutical companies that do not comply with the agreement on drug prices.

**Rationale:**

An agreement was signed with former Health Minister Barrette to significantly lower drug costs.

# APPENDIX A

# COMPOSITE

# RESOLUTIONS

# GENERAL

# G-47

(covered in G-10A)

## FULLY FUNDED MATERNITY LEAVE

ORIGINATOR: Regional Women's Committee – Region 9

LANGUAGE OF ORIGIN: F

**WHEREAS** choosing to become a parent in 2019 entails considerable costs to properly care for the child; and

**WHEREAS** in the first year of an infant's life, the mother's presence is beneficial, if not essential, to the baby's development;

**WHEREAS** many mothers are single parents and are often the main breadwinner;

**WHEREAS** maternity leave often entails additional costs for mothers whose career and retirement benefits may even suffer;

**WHEREAS** the amount a mother receives on maternity leave is only a percentage of her usual salary;

**BE IT RESOLVED THAT** PSAC lobby the various levels of government and the group pension plans and employment insurance plans to provide 100% maternity leave and pension benefits during maternity leave.

# GENERAL

# G-42

(1<sup>st</sup> Be It Resolved covered in G-10A)

UNPAID INTERNSHIPS

ORIGINATOR: Women's Committee, Region 3L

LANGUAGE OF ORIGIN: F

**WHEREAS** internships are defined as the performance of actual duties such as producing or distributing a good or service in a real work context (a definition that does not include observation internships);

**WHEREAS** internships represent a significant workload for students, who must also juggle academic and family obligations, and paid work;

**WHEREAS** most unpaid internships are clustered in female-dominated areas of study and work (teaching, social work, early childhood education, communication, nursing), perpetuating gender inequalities;

**WHEREAS** unpaid internships are not protected by labour legislation;

**WHEREAS** internships that do not come under the responsibility of a G-28 institution;

**BE IT RESOLVED THAT** PSAC lobby the provincial and federal governments to prohibit unpaid internships at every academic level.

**BE IT FURTHER RESOLVED THAT** PSAC review all of its collective agreements to ensure that they include a clause concerning the payment of interns so that no one in our union works without pay.

# GENERAL

# G-41

(covered in G-13A)

FIGHTING PRIVATIZATION

ORIGINATOR: Montérégie Women's Committee, Region 6

LANGUAGE OF ORIGIN: F

**WHEREAS** PSAC is a leader in mobilization and certification;

**WHEREAS** most PSAC members work in the public sector;

**WHEREAS** PSAC advocates the preservation of quality public services that are available to all;

**WHEREAS** PSAC aims to reduce contracting-out and strengthen the national social safety net;

**BE IT RESOLVED THAT** PSAC continue to train, educate and mobilize its members concerning contracting-out and its impact on our collective agreements and wages, and the creation of future public sector jobs.

# GENERAL

**G-39**  
(covered in G-12A)

PRECARIOUS WORK

ORIGINATOR: Montérégie Women's Committee, Region 6

LANGUAGE OF ORIGIN: F

**WHEREAS** precarious employment is on the rise;

**WHEREAS** it replaces stable, permanent jobs with precarious jobs making the future unpredictable; and

**WHEREAS** precarious employment infringes workers' rights;

**WHEREAS** millions of workers in precarious jobs do not have the protection of labour laws, social security and pension plans;

**BE IT RESOLVED THAT** PSAC work with the provincial and federal union organizations to ask the Government of Canada and the provincial and territorial governments to enact legislation that will put an end to precarious employment and encourage equal treatment for workers in precarious jobs;

**BE IT FURTHER RESOLVED THAT** PSAC support and work to organize and affiliate workers in precarious employment with a union.



# GENERAL

# G-57

(covered in G-5A)

OPPOSITION TO THE PEQ REFORM  
ORIGINATOR: CD – ASSEP – PSAC 17753  
LANGUAGE OF ORIGIN: F

**WHEREAS** many PSAC-Quebec members were directly affected by the recent measures to suspend and reform the PEQ;

**WHEREAS** stakeholders from a variety of sectors - political, economic, labour, regional and education - have strongly stressed the importance of the PEQ, which contributes to Quebec's attractiveness and visibility and undeniably contributes to the vitality of regions;

**WHEREAS** all education is useful and necessary to Quebec's development;

**WHEREAS** the government has committed to carrying out consultations before proposing any new reform of the PEQ;

**BE IT RESOLVED THAT** PSAC-Quebec express its concerns over the impact of the CAQ's reform of the PEQ on Quebec's international reputation and its ability to attract and retain the talent necessary for its development and increased visibility;

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec participate as required in consultations to which the government referred in its announcement of the PEQ reform;

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec oppose any reform that may have a negative impact on its current and future members;

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec require that, in the event of such reform, the government maintain a grandfather clause applicable to any temporary foreign student(s) or foreign worker(s) present in the territory at the time its reform comes into effect.

# GENERAL

# G-11

(covered in G-40A)

## GENDER OPPRESSION

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

LANGUAGE OF ORIGIN: F

**BECAUSE** PSAC and the Regional Women's Committees support the global movement against gender oppression; and

**BECAUSE** women must take their fight beyond protests and awareness-raising; and

**BECAUSE** the #MeToo movement woke the world up to the scourge of sexual harassment; and

**BECAUSE** the elections of Donald Trump in the United States and Jair Bolsonaro in Brazil have resulted in massive protests against their sexist attitudes and in a women's rights movement:

**PSAC WILL** continue to play an active role in improving women's economic and social status so they can escape all forms of violence and its repercussions in order to lead safe and independent lives.

# GENERAL

**G-63**  
(covered in G-33A)

NATIONAL AID AND INTERVENTION COMMITTEE – NAIC  
ORIGINATOR: UNDE 10501  
LANGUAGE OF ORIGIN: F

**WHEREAS** some union representatives were subjected to excessive disciplinary action by their employers in the context of their duties as union representatives;

**WHEREAS** this excessive action affects the functioning of the union and hinders our succession planning efforts;

**WHEREAS** we are faced with abnormal delays that exacerbate financial, psychological and other consequences for victims and their families;

**BE IT RESOLVED THAT** PSAC-Quebec intervene with PSAC to obtain the creation of a NAIC that will provide aid measures to victims. This committee shall be made up of members of the NBoD and will report to the NBoD;

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec also ask that an Aid and Intervention Fund (AIF) be established, to be administered by the NAIC. An amount of \$300,000 will be put into the Aid and Intervention Fund from the current PSAC budget for 2022-2024.

# GENERAL

## G-59

(covered in G-45A)

RESEARCH GRANTS  
ORIGINATOR: ASSEP 17753  
LANGUAGE OF ORIGIN: F

**WHEREAS** the PSAC is now representing many university workers;

**WHEREAS** federal and provincial governments have established granting agencies to fund research;

**WHEREAS** several university workers depend on research funds from granting agencies;

**WHEREAS** granting agencies do not take into account wages negotiated into collective agreements when granting research funding;

**BE IT RESOLVED THAT** the PSAC lobby federal and provincial governments to urge granting agencies to consider wage conditions included in collective agreements when funding research.

# GENERAL

# G-65

(covered in G-55A)

PROMOTE CARPOOLING IN THE CONTEXT OF PSAC ACTIVITIES

ORIGINATOR: UTE 10009

LANGUAGE OF ORIGIN: F

**WHEREAS** climate change disrupts the earth's ecosystems;

**WHEREAS** human activity is the primary cause of climate change;

**WHEREAS** the transportation sector is the second-biggest greenhouse gas emitter in Canada;

**WHEREAS** we must act quickly to reduce the environmental footprint of our activities as members of our society;

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

## **CARPOOLING BONUS**

When people travel on PSAC business at the same time and the approved method of travel is a privately owned vehicle (POV), they shall be awarded a carpooling bonus calculated as follows:

### For the person using their POV

An additional amount equal to one third (1/3) of the amount of usage costs for a POV. They must register the name of the person or persons accompanying them.

### For the accompanying person(s)

An amount equal to one third (1/3) of the amount of the usage costs for a POV that they would have been granted if they had used their POV for the whole trip related to the activity. An accompanying person who has to travel to join the person using their POV will also receive this allowance for the kilometres travelled in the round trip from their home to the departure point of the person using their POV.

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec submit a resolution at the next PSAC National Triennial Convention seeking an amendment to the PSAC *Travel Policy* to include this bonus.

# GENERAL

## G-67

(covered in G-55A)

PROMOTE CARPOOLING IN THE CONTEXT OF PSAC ACTIVITIES  
ORIGINATOR: UTE 10004  
LANGUAGE OF ORIGIN: F

**WHEREAS** climate change disrupts the planet's ecosystems;

**WHEREAS** human activity is the primary cause of climate change;

**WHEREAS** the transportation sector is the second-biggest greenhouse gas emitter in Canada;

**WHEREAS** we must act quickly to reduce the environmental footprint of our activities as a society;

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

### **CARPOOLING BONUS**

When people travel on PSAC business and the approved method of travel is a privately owned vehicle (POV), they shall be awarded a carpooling bonus calculated as follows:

#### For the person using their POV

An additional amount equal to one third (1/3) of the amount of usage costs for a POV. They must register the name of the person or persons accompanying them.

#### For the accompanying person(s)

An amount equal to one third (1/3) of the amount of the usage costs for a POV that they would have been granted if they had used their POV.

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec submit a resolution at the next PSAC Triennial Convention seeking an amendment to the PSAC Travel Policy to include this modification.

# GENERAL

**G-68**

(covered in G-55A)

PROMOTE CARPOOLING IN THE CONTEXT OF PSAC ACTIVITIES

ORIGINATOR: Area Council 5 – Saguenay/Lac St-Jean/Chibougameau-Chapais

LANGUAGE OF ORIGIN: F

**WHEREAS** climate change disrupts the planet's ecosystems;

**WHEREAS** human activity is the primary cause of climate change;

**WHEREAS** the transportation sector is the second-biggest greenhouse gas emitter in Canada;

**WHEREAS** we must act quickly to reduce the environmental footprint of our activities as a society;

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

## **CARPOOLING BONUS**

When people travel on PSAC business and the approved method of travel is a privately owned vehicle (POV), they shall be awarded a carpooling bonus calculated as follows:

### For the person using their POV

An additional amount equal to one third (1/3) of the amount of usage costs for a POV. They must register the name of the person or persons accompanying them.

### For the accompanying person(s)

An amount equal to one third (1/3) of the amount of the usage costs for a POV that they would have been granted if they had used their POV.

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec ask the AEC to amend the PSAC *Travel Policy* to include this bonus.

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec submit a resolution at the next PSAC National Triennial Convention seeking an amendment to the PSAC *Travel Policy* to include this bonus.

# GENERAL

# G-71

(covered in G-55A)

PROMOTE CARPOOLING IN THE CONTEXT OF PSAC ACTIVITIES  
ORIGINATOR: UTE 10110  
LANGUAGE OF ORIGIN: F

**WHEREAS** climate change disrupts the planet's ecosystems;

**WHEREAS** human activity is the primary cause of climate change;

**WHEREAS** the transportation sector is the second-biggest greenhouse gas emitter in Canada;

**WHEREAS** we must act quickly to reduce the environmental footprint of our activities as a society;

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

## **CARPOOLING BONUS**

When people travel on PSAC business and the approved method of travel is a privately owned vehicle (POV), they shall be awarded a carpooling bonus calculated as follows:

### For the person using their POV

An additional amount equal to one third (1/3) of the amount of usage costs for a POV. They must register the name of the person or persons accompanying them.

### For the accompanying person(s)

An amount equal to one third (1/3) of the amount of the usage costs for a POMV that they would have been granted if they had used their POV.

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec submit a resolution at the next PSAC Triennial Convention seeking an amendment to the *PSAC Travel Policy* to include this bonus.



# GENERAL

## G-64

(covered in G-56A)

AMEND SECTION 4.6.6 OF THE PSAC TRAVEL POLICY  
ORIGINATOR: UTE 10009  
LANGUAGE OF ORIGIN: F

**WHEREAS** weather conditions are often hard or impossible to predict depending on the geographic location of certain remote regions;

**WHEREAS** other means of transportation such as buses and trains are not always available or adequate;

**WHEREAS** a normal work day is between 7.5 and 9 hours for the majority of public service employees and adding a three-hour trip increases fatigue and the risk of accidents due to lack of vigilance;

**BE IT RESOLVED THAT** PSAC-Quebec ask the AEC to amend section 4.6.6 of the PSAC *Travel Policy* as follows:

**4.6.6** In the interest of safe driving, travellers should not normally be expected to drive more than:

- 200 kilometres after having worked a full day,
- 350 kilometres after having worked one-half day,
- 500 kilometres on any day when the traveller has not worked.

These guidelines apply only under the following circumstances:

- 1) commercial transportation is not available;
- 2) the use of a privately owned vehicle has been deemed to be the most practical method of transportation;
- 3) PSAC requested that a traveller use a privately owned vehicle.

For travellers who choose to use their privately owned vehicle to suit their own convenience, guidelines found under Section 4.8 (Maximum Allowed for Driving) shall apply.

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec submit a resolution at the next PSAC Triennial Convention seeking a similar amendment of the PSAC *Travel Policy*.

# GENERAL

**G-66**

(covered in G-56A)

AMEND SECTION 4.6.6 OF THE PSAC TRAVEL POLICY  
ORIGINATOR: UTE 10004  
LANGUAGE OF ORIGIN: F

**WHEREAS** weather conditions are often hard or impossible to predict depending on the geographic location of certain remote regions;

**WHEREAS** other means of transportation such as buses and trains are not always available or adequate;

**WHEREAS** a normal work day is between 7.5 and 9 hours for the majority of public service employees and adding a three-hour trip increases fatigue and the risk of accidents due to lack of vigilance;

**BE IT RESOLVED THAT** PSAC-Quebec ask the AEC to amend section 4.6.6 of the PSAC Travel Policy as follows:

4.6.6 In the interest of safe driving, travellers on union business should not normally be expected to drive more than:

- 200 kilometres after having worked a full day
- 350 kilometres after having worked one-half day,
- 500 kilometres on any day when the traveller has not worked.

These guidelines apply only under the following circumstances:

- 1) commercial transportation is not available;
- 2) the use of a privately owned vehicle has been deemed to be the most practical method of transportation;
- 3) PSAC requested that a traveller use a privately owned vehicle.

For travellers who choose to use their privately owned motor vehicle to suit their own convenience, guidelines found under Section 4.8 (Maximum Allowed for Driving) shall apply.

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec submit a resolution at the next PSAC National Triennial Convention seeking a similar amendment of the PSAC Travel Policy.

# GENERAL

**G-69**

(covered in G-56A)

AMEND SECTION 4.6.6 OF THE PSAC TRAVEL POLICY

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

LANGUAGE OF ORIGIN: F

**WHEREAS** weather conditions are often hard or impossible to predict depending on the geographic location of certain remote regions;

**WHEREAS** other means of transportation such as buses and trains are not always available or adequate;

**WHEREAS** a normal work day is between 7.5 and 9 hours for the majority of public service employees and adding a three-hour trip increases fatigue and the risk of accidents due to lack of vigilance;

**BE IT RESOLVED THAT** PSAC-Quebec ask the AEC to amend section 4.6.6 of the PSAC *Travel Policy* as follows:

**4.6.6** In the interest of safe driving, travellers on union business should not normally be expected to drive more than:

- 200 kilometres after having worked a full day,
- 350 kilometres after having worked one-half day,
- 500 kilometres on any day when the traveller has not worked.

These guidelines apply only under the following circumstances:

- 1) commercial transportation is not available;
- 2) the use of a privately owned motor vehicle has been deemed to be the most practical method of transportation;
- 3) PSAC requested that a traveller use a privately owned vehicle.

For travellers who choose to use their privately owned vehicle to suit their own convenience, guidelines found under Section 4.8 (Maximum Allowed for Driving) shall apply.

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec submit a resolution at the next PSAC National Triennial Convention seeking a similar amendment of the PSAC *Travel Policy*.

# GENERAL

**G-72**

(covered in G-56A)

AMEND SECTION 4.6.6 OF THE PSAC TRAVEL POLICY  
ORIGINATOR: UTE 10110  
LANGUAGE OF ORIGIN: F

**WHEREAS** weather conditions are often hard or impossible to predict depending on the geographic location of certain remote regions;

**WHEREAS** other means of transportation such as buses and trains are not always available or adequate;

**WHEREAS** a normal work day is between 7.5 and 9 hours for the majority of public service employees and adding a three-hour trip increases fatigue and the risk of accidents due to lack of vigilance;

**BE IT RESOLVED THAT** PSAC-Quebec ask the AEC to amend section 4.6.6 of the PSAC *Travel Policy* as follows:

**4.6.6** In the interest of safe driving, travellers on union business should not normally be expected to drive more than:

- 200 kilometres after having worked a full day,
- 350 kilometres after having worked one-half day,
- 500 kilometres on any day when the traveller has not worked.

These guidelines apply only under the following circumstances:

- 1) commercial transportation is not available;
- 2) the use of a privately owned vehicle has been deemed to be the most practical method of transportation;
- 3) PSAC requested that a traveller use a privately owned vehicle.

For travellers who choose to use their privately owned vehicle to suit their own convenience, guidelines found under Section 4.8 (Maximum Allowed for Driving) shall apply.

**BE IT FURTHER RESOLVED THAT** PSAC-Quebec submit a resolution at the next PSAC National Triennial Convention seeking a similar amendment of the PSAC *Travel Policy*.

# APPENDIX B

## LIST OF RESOLUTIONS WITHDRAWN FROM THE RESOLUTIONS OF RECORD BOOK

1. 2014-G-3 Freedom to Demonstrate
2. 2014-G-29A Union Leave for Members With Precarious and Atypical Status
3. 2014-G-15 Blood Donations
4. 2017-G-71 Performance Bonuses at Public Services and Procurement Canada (PSPC)
5. 2017-G-42 Quebec Election
6. 2017-G-11 Pay Equity Clause
7. 2017-G-8 Pension Plan for Organizations Under Federal Jurisdiction
8. 2017- G-16 Enhancement of the Quebec Pension Plan (QPP)
9. 2017-G-49 Drug Costs

# APPENDIX C

## ACRONYMS

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

---

<b>ASSEP</b>	Association pour une solidarité syndicale de l'École Polytechnique
<b>MUNACA</b>	McGill University Non-Academic Certified Association
<b>CIU</b>	Customs and Immigration Union
<b>UTE</b>	Union of Taxation Employees
<b>CEIU</b>	Canada Employment and Immigration Union
<b>SERUM</b>	Syndicat des employé-e-s de la recherche de l'Université de Montréal
<b>USJE</b>	Union of Safety and Justice Employees
<b>STEP</b>	Syndicat des travailleuses et travailleurs étudiant-e-s et postdoctoraux de l'Université Laval
<b>UHEW</b>	Union of Health and Environment Workers
<b>UNDE</b>	Union of National Defence Employees