



Québec

Alliance de la Fonction publique du Canada
Public Service Alliance of Canada

Report of the

Regional Triennial Convention

Montreal (Virtual Convention), Québec

June 17-20, 2021

Thursday, June 17, 2021 – Morning session

Opening Remarks

The Regional Executive Vice-President for Quebec, Yvon Barrière, welcomed the delegates, observers and guests and announced the Quebec Regional Triennial Convention's kickoff. He then makes the opening remarks.

See the opening remarks in Appendix 1.

Indigenous Opening Ceremony

Brother Barrière introduces the opening ceremony.

See the introduction in Appendix 2.

Michel Smith's Biography

Michel was born to an Abenaki mother and Franco-Ontarian father. He is a member of the Odanak Abenaki. Michel has been the guardian of a sacred pipe for 30 years. He is thankful for the traditional teachings he received from several elders and knowledge keepers.

Before retiring in 2013, Michel held many senior management positions in federal public service. He was the first Indigenous Director of the Association of Professional Executives of the Public Service of Canada.

He was also the executive director of the Task Force on an Inclusive Public Service and a representative for Canada in China and before the Office of the United Nations High Commissioner for Refugees in Geneva, Australia and Africa.

During the ceremony, the Convention Chair urged us to turn our thoughts to the 215 children from Kamloops, to Ms. Joyce Echaquan and to our sisters and brothers who are still suffering. Thank you.

The Convention Chair recognized Brother Michel Smith, who then presented the prerecorded video of the Indigenous opening ceremony.

See the summary of Mr. Smith's opening remarks in Appendix 3

Yvon Barrière thanked Michel Smith for his wise and soothing words and mentioned that Michel Smith would be returning on Sunday for the closing ceremony.

Question of privilege – Chantal Chartrand, delegate 41, NIPC

Sister Chartrand asked for a moment of silence in memory of the 215 Indigenous children whose remains were found on the grounds of Kamloops residential school.

Brother Barrière invited the delegates, observers and guests to stand up and observe a minute of silence for the 572 bodies recently found on residential school grounds.

A minute of silence was observed in memory of the victims and a photo of Kamloops residential school was displayed on screen.

Call to Order

The Convention Chair, Yvon Barrière, knocked on the lectern three times and officially opened the 10th PSAC-Quebec Triennial Convention. He extended a warm welcome to all delegates, observers, guests and staff.

A video of the union anthem *Solidarity Forever* was played to launch the 10th Quebec Regional Triennial Convention.

Brother Barrière thanked the support staff and Organizing Committee for planning a successful Convention. He also thanked Encore's technicians and the interpreters at the Ottawa studio for their dedication and vital work.

Brother Barrière acknowledged the contributions of PSAC staff, both at the Ottawa studio and elsewhere, to ensure the Convention ran smoothly.

PSAC Statement on Harassment

Brother Barrière introduced Sister Dominique St-Jean from USJE Local 10180 who will read the PSAC Statement on Harassment in French and Brother Thomas Chalmers from the MUNACA Local who will read the PSAC Statement on Harassment in English.

See the PSAC Statement on Harassment in Appendix 4.

Brother Barrière thanked Sister Dominique St-Jean and Brother Thomas Chalmers for reading the PSAC Statement on Harassment. He reminded everyone that Nathalie Rainville and Pascal Lauzon are the staff responsible for handling harassment concerns during the Convention. He also mentioned that the *Harassment complaints* tab on the virtual platform on the left side of the screen is available to directly contact the appropriate persons.

Administrative and Logistical Information

The Convention Chair took a few minutes to talk about supplies and logistics.

Brother Barrière mentioned that despite the pandemic, the Organizing Committee tried to recreate the key features of in-person conventions. The virtual platform enabled us to

come together and complete our work as mandated by our by-laws and the PSAC Constitution.

To facilitate this work, the rules of order were amended by the PSAC National Board of Directors to better support virtual conventions. These rules of order are based on those used at previous PSAC conventions.

The biggest changes concern our use of the Convention platform for our work, such as debates, voting, elections, registering points of order & questions of privilege, recording against, etc.

These rules of order ensure that Convention work is completed efficiently, and help our Convention run smoothly.

Brother Barrière reiterated the importance of working together and being considerate of each other at all times, despite any problems that may arise during the Convention.

Brother Barrière asked that the attendees be patient and understanding of the technician team and interpreters so they can do their jobs properly. He counted on everyone's support and solidarity to make the first virtual Quebec Regional Triennial Convention a success.

Brother Barrière again thanked the staff, the Encore technicians and the interpreters for their work. He reminded Convention members of the technical procedures related to the Convention platform.

Camera

When speaking, it is recommended but not mandatory to turn the camera on. Everyone can participate and will be heard.

Speaking / Microphone

There are a few steps before being able to speak. Brother Barrière asked everyone to be patient while waiting for the technicians to give speakers microphone access and display their camera on screen. There is a short delay when delegates move from the Convention floor to the microphone and vice versa. They may miss part of the debate during this transition. This is outside the technicians and Committee organizers' control.

It is still possible to hear the debates while waiting in line for the microphone. However, there may be slight delays because the technicians have to pass the microphone to each speaker.

Convention participants will be muted at all times. The Chair will activate their microphone when it is their turn to speak.

When recognized by the Chair, delegates must provide their name, delegate number and name of the organization they represent before making any comments.

Vote

Voting is impossible while delegates are in the waiting room for their turn to speak. To vote, everyone has to be back on the Convention floor. Leaving tabs open on the computer is recommended to facilitate going between the Convention floor and the Zoom platform.

It is possible to ask the Convention Chair for a secret ballot before the vote is opened.

When voting, a question will appear on screen followed by the choices "in favour" or "against". Delegates must click their choice to register their vote.

It's important to vote before clicking outside the vote box, because the window closes automatically when delegates click outside the box.

The Convention Chair asked to hold a show of hands vote test and secret ballot test with all delegates at the Convention. He explained that the question that would appear on screen was fictional and that there was no right or wrong answer.

Brother Barrière asked the technician to start the show of hands vote test and read the following question: I am in favour of having a federal election in autumn? He asked the delegates to click the answer of their choice in order to register their vote and reiterated that there was no right or wrong answer. He also reminded the delegates to contact technical support if they encountered difficulties while voting.

Brother Barrière asked the technician to close the show of hands vote and show the results.

The vote results were shown on screen. The show of hands vote test was a success.

Brother Barrière asked the technician to start the secret ballot test and read the following question: Do you think there will be a Stanley Cup parade in Montreal in 2021? He asked the delegates to click the answer of their choice before closing the vote.

Brother Barrière asked the technician to close the secret ballot and show the results.

The vote results were shown on screen. The secret ballot test was a success.

Brother Barrière thanked the technical team and delegates for their participation.

Point of order, question of privilege and motion

There were two separate buttons on the delegates' screens for signaling a point of order or question of privilege and to move or second.

Brother Barrière reminded delegates not to use the point of order or question of privilege buttons as a shortcut to enter the debate.

He recommended that participants sit in a quiet spot with little background noise when they speak to make sure they could be heard clearly and to help the interpreters do their job. He also strongly recommended using a headset or external mic.

When recognized by the Chair, delegates were asked to provide their name, delegate number and name of the organization they represent before making any comments.

Attendees were advised that when they were recognized by the Chair and had their camera on, they should be aware of what might be visible on their screen. Using a PSAC video background was recommended to avoid any unwelcome surprises.

Technical support

In the event of technical difficulties, there were also specific buttons to contact technical support from Encore and PSAC.

Brother Barrière asked attendees to avoid using points of order to get technical support or assistance from PSAC. Encore technicians were there to help resolve any issues with the platform, so attendees were asked to treat them well.

It was recommended to use a Chrome browser for accessing the Convention platform. Using a cell phone was discouraged for an optimal Convention experience. It was prohibited to connect to the Convention with multiple devices at the same time, because this can cause an echo.

For those who had a slow Internet connection or if others were connected to the Internet at the same time, it was recommended to read the connectivity information document in the Resources tab and to close all other applications on the computer.

Attendees were warned that there may be slight delays when using the platform during the Convention, such as during consultations, when receiving translations, or when the mic was passed from one delegate to another.

Chat function

The chat function was disabled during Convention business, which included debates, voting, and elections.

Convention documents

All documents needed to be downloaded before the Convention because accessing the Resources section during the Convention would have prevented delegates from hearing the debate.

Quorum

It was important to log into the platform before the start of each session, so the Chair could have an accurate delegate count, confirm quorum, and ensure all Convention participants had an appropriate connection.

A survey would be taken to confirm quorum at the start of each session, after recesses and from time to time when necessary.

Ratification of the Credentials Committee

m/s Dominique St-Jean Toufic El-Daher

That we ratify the composition of the Credentials Committee as follows:

Sonia Gagné
France Filion
Gérald Grenon
Sébastien Paquette

MOTION CARRIED.

Credentials Committee Report

Brother Barrière recognized Brother Gérald Grenon, Quebec Council member, to present the Credentials Committee report.

m/s Gérald Grenon Sébastien Paquette

The Committee recommended that the following report be adopted:

	<u>Registered</u>	<u>Online</u>
Accredited delegates	183	147
Observers	34	15
Staff	32	N/A
NBoD members	N/A	3
Guests	N/A	4

Total **249** **169**

MOTION CARRIED.

Ratification of the rules of order

m/s France Filion Annick Lamoureux

That the rules of order be adopted as presented before the start of the Convention by Brother Jérôme Turqc.

MOTION CARRIED.

Ratification of Late Delegates

m/s Gérald Grenon Sébastien Paquette

The Credentials Committee recommended accepting as delegates the following members, who were registered delegates in 2019, but who registered late in 2021:

Daniel Gagnon
Chantal Montreuil
Said Apali

For the status of delegate in good standing to have been granted or not to the 3 people mentioned, the delegates had to vote unanimously in favour of their participation in the Convention.

MOTION DEFEATED.

Question of privilege – Fabienne Jean-Francois, delegate 91, CEIU

Sister Jean-François complained that no point of order and/or point of privilege was considered during debates. She reminded that debates must stop when a point of order is signalled.

The Convention Chair took note of the information and mentioned that technical difficulties might occur during the Convention. He thanked Sister Jean-François and mentioned he would give delegates more time to access the point of privilege and/or point of order platform before opening a vote on a question.

Ratification of Late Delegates - Observer Status

m/s Gérald Grenon Sébastien Paquette

The Credentials Committee recommended, for the same reasons as in the previous vote, to accept as an observer the following member, who was a registered observer in 2019 and who registered late in 2021:

Éric Labonté

For the observer's status to have been granted to the above mentioned person, the delegates had to vote unanimously in favour of his Convention participation.

MOTION DEFEATED.

Ratification of Convention Committee Members

m/s Nancy Boudreau Bernard Blanchet

The Convention Chair named the members of each of the following committees:

Finance Committee

Sébastien Paquette, Chair
France Filion
Sonia Gagné
Gérald Grenon

By-Laws and Regulations Committee

Marc-André Gobeil, Chair
Jean Cloutier
Kristine Leclerc

Nominations Committee

Sébastien Paquette, Chair
Sonia Gagné
Gérald Grenon

General Resolutions Committee

Frédéric Legault-Boucher, current Chair
Djimy Théodore, who chaired this Committee before his departure

Jimmy Mailhot
Natasha Reynolds

MOTION CARRIED.

Organizing Committee

Brother Barrière thanked the Convention Organizing Committee for their patience and effort in organizing the Convention:

- Djimy Théodore
- Jimmy Mailhot
- Line Cartier
- Natasha Reynolds

Honour Roll

The Convention Chair thanked the following people:

- Chris Aylward, National President;
- Sharon DeSousa, National Executive Vice-President;
- Eddy Bourque, National President, Canada Employment and Immigration Union;
- Dave Clark, National President, Union of Canadian Transportation Employees;
- Milton Dyck, National President, Agriculture Union;
- Shimen Fayad, National President, Union of Health and Environment Workers;
- Kevin King, National President, Union of National Employees;
- Stan Stapleton, National President, Union of Safety and Justice Employees;
- Virginia Vaillancourt, National President, Union of Veterans' Affairs Employees;
- and
- June Winger, National President, Union of National Defence Employees
- Crystal Warner, National Executive Vice-President, Canada Employment and Immigration Union;
- Cathy O'Kane, Vice-President, UNDE Non-Public Funds and Alternate to the Executive Vice-President
- Bruce Roy, National Vice-President, Government Services Union;
- Andrew Shaver, National Executive Vice-President, Union of National Employees;
- Jean-Pierre Fortin, President, Customs and Immigration Union;
- Marc Brière, National President, Union of Taxation Employees;
- Benoît Laberge, Executive Vice-President, Union of National Defence Employees;
- Toufic El-Daher, National Executive Vice-President, Union of Veterans' Affairs.

The Convention Chair also thanked the following life members:

- Marcel Bertrand

- Denis Brunette
- René Coupal.

Adoption of the agenda

m/s: France Filion Kenza Elazzouzi

That the Convention Agenda be adopted.

MOTION CARRIED.

The Chair thanked and introduced the current members sitting on the Quebec Council:

- Lyne Cartier – Alternate Regional Executive Vice-President;
- Jean-François Paradis – President, Estrie/Bois-Francs Area Council;
- Natasha Reynolds – President, Laval/Laurentians/Lanaudière/Abitibi-Témiscamingue Area Council;
- Jean Cloutier – President, Québec/Québec metro Area Council;
- Marc-André Gobeil – President, Saguenay–Lac-Saint-Jean/Chibougamau/Chapais Area Council;
- Gérald Grenon – President, Montérégie Area Council;
- Frédéric Boucher-Legault – President, Montreal Area Council;
- Sonia Gagné – President, Lower St. Lawrence/Gaspé Peninsula/Îles-de-la-Madeleine/North Shore Area Council;
- Jimmy Mailhot – President, Mauricie Area Council;
- Fedoua Hritel – Director, Regional Women’s Committee;
- Mamadou Ndiaye – Director, Equity Groups Committee;
- France Filion – Director, Directly Chartered Locals;
- Sébastien Paquette – President, Conseil québécois des syndicats universitaires.

The Convention recessed for an hour.

Thursday, June 17, 2021 – Afternoon session

Credentials Committee Report

Brother Barrière recognized Brother Gérald Grenon, Quebec Council member, to present the Credentials Committee report.

m/s Gérald Grenon Sébastien Paquette

The Committee recommended that the following report be adopted:

	<u>Registered</u>	<u>Online</u>
Accredited delegates	183	146
Observers	34	15
Staff	32	N/A
NBoD members	N/A	7
Guests	N/A	4
Total	249	172

MOTION CARRIED.

Election Chair's Speech

The Convention Chair recognized the Election Chair, Brother Alex Silas, who gave the following speech.

See the explanation of the electoral process in Appendix 5.

REVP Remarks

Question of privilege - Stéphane Goulet, delegate 83, UNDE

Brother Goulet asked to cancel the vote for adopting the agenda. He was unable to request an amendment to the agenda due to technical difficulties.

The Convention Chair rejected the request, confirming it was impossible to retake a vote.

Question of privilege - François Paradis, delegate 137, UCTE

Brother Paradis asked what the Quebec Regional President intended to do to make sure documents would be sent in both official languages in light of the incident where a Parks Canada notice to bargain was sent out in English only.

The Convention Chair accepted the question and said he would be address it while presenting his report.

REVP Report

Brother Barrière appointed Jean Cloutier as Convention Chair while he presented his report.

See the REVP's report in Appendix 6.

Question of privilege – Jérôme Bélanger, delegate 12, UCTE

Brother Bélanger thanked Yvon Barrière for his report and asked who was on the bargaining team when the Phoenix agreement was being negotiated.

Brother Barrière replied that the team included Liam MacCarthy (Director of the Negotiations and Programs Branch) and Krista Devine (General Counsel) in collaboration with the AEC.

Brother Bélanger also asked if taxable damages were included in the agreement or not.

Brother Barrière replied that the wording was intentionally chosen to ensure the amount would not be taxable and that we are currently awaiting a signed agreement with the Canada Revenue Agency.

Question of privilege – François Paradis – delegate 137, UCTE

Brother Paradis said that Yvon Barrière had big shoes to fill when he took over from Magali Picard and he did great. He thanked Yvon Barrière for a job well done. He also said he would support Brother Barrière for the next term of office.

Question of privilege – Marie-Hélène Leclerc, delegate 106, AGR

Sister Leclerc thanked Yvon Barrière for his hard work and asked who will replace Yvon at the bargaining table if he is not re-elected.

Brother Barrière replied that it would be the PSAC National President's responsibility to decide who would sit at the bargaining table.

Question of privilege – Yvon Beaudoin, delegate 8, UNE

Brother Beaudoin thanked Yvon for his hard work.

Question of privilege – Toufic El-Daher, delegate 66, UVAE

Brother El-Daher thanked Yvon Barrière for his hard work and confirmed his future support.

Question of privilege - Lise Dagenais, delegate 51, USJE

Sister Dagenais also thanked Yvon Barrière for his hard work.

Question of privilege – Stéphane Scaramella, delegate 158, AGR

Brother Scaramella also thanked Yvon for his hard work.

Question of privilege – Gaétan Denis, delegate 54, vice-president UCTE

Brother Denis also thanked Yvon Barrière for his hard work over his term of office.

Point of order – Jérôme Martel, delegate 117, UTE

Brother Martel raised his concerns regarding a name that appeared multiple times on the last vote and asked that it be checked before the adoption of resolutions begins.

The Convention Chair accepted the point of order and mentioned that only the delegate's last vote was counted. For show of hands votes, Brother Barrière said he would raise the point and mention the votes during the results.

Point of order – Kenza Elazzouzi, delegate 65, CEIU

Sister Elazzouzi raised concerns regarding the REVP and Alternate REVP election votes. She asked for confirmation beyond a doubt that the issue Brother Jérôme just mentioned would not reoccur.

The Convention Chair reiterated that he would mention the results and asked that all delegates avoid voting more than once.

Point of order – Fabienne Jean-François, delegate 91, CEIU

Sister Jean-François asked that the votes be systematically displayed on the page, and that result numbers also be displayed.

The Convention Chair welcomed this suggestion and directed the question to the supportcommittee/technical team. He mentioned it was not possible to display show of hands vote results and that this option was only available for secret ballots.

Adoption of REVP'S Report

m/s Yvon Barrière

Benoit Laberge

That the Convention adopt the REVP report.

MOTION CARRIED

Brother Barrière resumed his position as Convention Chair and thanked Brother Cloutier.

Moment of Silence for Members Who Have Passed Away

The Convention Chair honoured the memory of members who have passed away:

The last 15 months have been a painful reminder of how fragile life is.

We've collectively lost over 11 million of our fellow Quebecers to the pandemic.

It helped us realize the importance of living in the present and spending time with our loved ones.

Our organization also lost several members since our last convention.

We are going to take a moment to honour them and their union involvement.

If we've missed anyone, please let us know through the PSAC Support tab so they can be recorded in the minutes.

Here's a slide show in their memory.

A slide show was presented and the following names of members who have passed away were shown on screen:

UNDE-10501

Louisa Dallaire
Gérard Perron
André Gagné
Éric Munger
Cédric Gouillart

Alan Youster
Ron Zahorak

AGRU-10012

Mario Manzo

UNE-10021

Bernard Desparois

UNDE-10526

Rémi Chrétien

AGRU-10081

France Sylvestre
Yves Brien

MUNACA-17602

Helen Campbell
Maria Cappadocia
Lora-Mae Chartier
Zofia Domanska
Catherine Duggan
Elizabeth Dunkley
Mabel Ferguson
Joanne Kane
Judy Knight
Louise Marcotte
David Poliak
Maria Ruocco
Maureen Turvey
Leonard Wharwood
Ron Yates

AGRU-10080

Nicole Rioux

UTE-10004

Sylvianne Côté
Nicole Isabel
Maude Martel
Isabelle Tremblay
Félix Tremblay-Gamache

UTE-10005

Mélissa Fay
Richard Matteau
Doreen Robitaille

Mariane Simard
Jessica Diamond

Dave Hachey

Steve Trudel

Micheline Martel

Louise Ferron

Lloyd Lafond

Jessica Pilon-Beaulieu

UTE-10007

Lucie Beaulieu

UTE-10008

Jerry Étienne

Leonara Greco

Irwin Éthier

Marc-André Lavoie

Mathieu Lapierre

UTE-10017

Autam Appanah

UTE-70035

Suzanne Latourelle

UNE-10022

Marie-Hélène Vallée

UNE-10283

Martine Bugeaud

Jacques Guimond

Simon Courcy

Claire Desmeules

UNE-10512

Daniel Dumoulong

UNE-10472

Richard Belleau

UVAE-10007

Fidélie Tshamala

UCTE-10102

Louis Wiriot

UCTE-10109

Gino Gagnon

Yvan Roy

UCTE-10118

Micheline Albert

GSU-10060

Dave Gendron

Melissa Lavoie

Raymonde Larocque

Cathy Caron

Lise Blouin

GSU-10011

Benoît Carbonneau

François Drolet

Daniel Pichette

Josée Hamel

Raymond Auger

UNDE-10511

Édith Ouellette

UNDE-10525

Stéphane Pageau

UNDE-10527

Steven Biondi

Yvon Lévesque

UNDE-10503

Yves Lauze

UTE-90002

Karen Trainor

USJE-10004

Suzanne Joyal

UNE-10727

Denise Paradis

USJE-10036

Christian Rivest

USJE-10077
Charles Benoit

USJE-10121
Luc Bilodeau

USJE-10088
Liliane Mukherjee

USJE-10172
Nancy Beaudoin

USJE-10019
Nathalie Gagné

The Convention Chair asked that those who were able to stand up for a short moment of silence in memory of our sisters and brothers who have passed away.

Brother Barrière thanked the convention delegates.

National President's Speech

The Chair, Yvon Barrière, introduced the National President of PSAC, Chris Aylward, to give a speech.

See Chris Aylward's speech in Appendix 7.

The Convention Chair thanked Chris Aylward for his speech and for speaking in French for the first part of his speech. He also thanked Brother Aylward for supporting him for another term as REVP.

Announcement

Brother Fortin mentioned that this year there would be no resolutions package and that the resolutions could be found in Committee reports.

The evening events were as follows:

- Women's March
- UNE caucus

The Convention Chair thanked everyone for their patience and closed the day.

Friday, June 18, 2021 – Morning session

Credentials Committee Report

Brother Barrière recognized Brother Gérald Grenon, Quebec Council member, to present the Credentials Committee report.

m/s Gérald Grenon

Sébastien Paquette

The Committee recommended that the following report be adopted:

	<u>Registered</u>	<u>Online</u>
Accredited delegates	183	117
Observers	34	5
Staff	32	N/A
NBoD members	N/A	2
Guests	N/A	1
Total	249	125

MOTION CARRIED.

Point of Order - Audrey St-Germain, delegate 164, AGR

Sister St-Germain mentioned that the vote count for the small claims report was less than the vote total.

The Brother mentioned that staff and technicians are monitoring the number of delegates to ensure quorum is met. Sometimes delegates connect to the convention after information is collected.

Adoption of Council Committee Reports

The Report of the Council Finance Committee was the only report that needed to be adopted as a stand-alone report. This is because the Finance Committee has been entrusted to manage the region's finances and to prepare a proposed budget for the next three years. The By-Laws require that the Finance Committee report to Convention.

Brother Barrière reminded delegates that the reports could be found on the Convention's virtual platform.

m/s: Kristine Leclerc

Jean Cloutier.

That the Council Committee Reports and Council members' reports be adopted:

- Directly Chartered Local
- Estrie Area Council
- 3 L Area Council
- Saguenay Area Council

- Montérégie Area Council
- Montréal Area Council
- Matane Area Council
- Mauricie Area Council
- Québec Area Council
- Conseil Québécois des secteurs universitaires
- Equity Group
- Status of Women
- Alternate REVP

MOTION CARRIED UNANIMOUSLY

Finance Committee

The Convention Chair welcomed the Finance Committee and recognized Sébastien Paquette, Finance Committee Chair.

Brother Paquette read the Finance Committee's first report and financial statements, which reads as follows:

See the Finance Committee's report in Appendix 8.

Financial Statements for 2017-19

Brother Paquette explained the 2017-2018-2019 financial report and statements.

That the Convention approve the Finance Committee's first financial statement report.

m/s Sébastien Paquette Gérald Grenon

MOTION CARRIED

Question of privilege: Fabienne Jean-François, 91, CEIU

Every convention she has participated in, a corrected and amended document was presented on the convention floor. The delegates had inaccurate documentation in their possession. She asked that more care be taken in the future, as members' money is at issue. She hoped that the new accounting tool would help.

Budget 2020-23

Brother Paquette presented on screen and explained the budget for 2020-2021-2022-2023.

m/s Kristine Leclerc

Simon Renaud

Rationale: Sister Kristine Leclerc mentioned that the amount allocated to salaries is hard to understand and asked that a line regarding salaries be added to the budget in the financial statements for 2021-2022-2023

That the Convention approve the **motion to refer with instructions** the budget report for 2020-2021-2022-2023 to add a line regarding salaries for 2021-2022-2023.

MOTION TO REFER CARRIED BY THE MAJORITY OF VOTES CAST

A second motion to refer with instructions was requested by Sister Lina Naanaa.

Rationale: Increase the budget for equity groups by \$8,000 because there are four of them.

The Convention Chair mentioned that Sister Naanaa's motion to refer with instructions was out of order as she debated before the motion. The Convention did not vote on this motion.

Announcement After the Break

Brother Jean-Michel Fortin reminded delegates to return to the platform to vote. He also reminded them of the instructions on how to exercise their right to vote.

Credentials Committee Report

Brother Barrière recognized Brother Gérald Grenon, Quebec Council member, to present the Credentials Committee report.

m/s Gérald Grenon

Sébastien Paquette

The Committee recommended that the following report be adopted:

	<u>Registered</u>	<u>Online</u>
Accredited delegates	183	157
Observers	34	14
Staff	32	N/A
NBoD members	N/A	5

Guests	N/A	7
Total	249	183

MOTION CARRIED.

The Convention Chair received a third motion to refer with instructions concerning the budget for 2020-2023.

m/s Danielle Narcisse Fabienne Jean-Francois

Rationale: Increase budget item Funding for Director for EGs and EG network (regional) by \$5,000 for 2021-2022-2023.

That the Convention approve the motion to refer with instructions moved by Sister Narcisse.

MOTION TO REFER CARRIED BY THE MAJORITY OF VOTES CAST

Financial statement for 2020

Brother Paquette presented on screen and explained the financial statement for 2020.

m/s: Sébastien Paquette Gérald Grenon

That the Convention approve the Finance Committee’s third report on the financial statement for 2020.

MOTION CARRIED

Sister Leclerc mentioned during the debate that in the 2020 budget forecast, there was no item for expenses related to the financial audit.

Brother Paquette was unable to answer Sister Leclerc’s question. The Convention Chair asked the Finance Committee to meet during lunch to discuss the two motions to refer with instructions and to find an answer to Sister Leclerc’s question. The Committee added an item regarding the financial audit on the 2020 budget forecast and the Convention adopted the third report on the financial statement for 2020.

Finance Committee resolutions

Two recommendations were moved by Brother Paquette.

Recommendation F-1

m/s Sébastien Paquette Gérald Grenon

That the Convention adopt Recommendation F-1 recommended by the Finance Committee, which reads as follows:

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

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

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

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

Rationale:

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

MOTION CARRIED.

Recommendation F-2

m/s Sébastien Paquette Gérald Grenon

That the Convention adopt Resolution F-2 recommended by the Finance Committee, which reads as follows:

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

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

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

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

Rationale:

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

MOTION CARRIED.

Report from the By-laws Committee

The Convention Chair recognized Brother Marc-André Gobeil to present the By-Laws and Regulations Committee report, which reads as follows.

Chair:

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

Co-chair:

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

Members

Jean Cloutier, President of Québec Area Council

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

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

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

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

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

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

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

Report format

The title and source (the originating organization) of the resolutions are an integral part of the report.

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

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

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

The Committee established its priorities as follows:

Recommendations of concurrence

Resolution S-31A Amendment to Provisions of the Regional Constitution Dealing with Delegate Entitlement and Voting Rights at Regional Conventions

Resolution S-26 New By-Law on PSAC-Quebec Equity Groups Committee

Resolution S-23 PSAC-Quebec Regulation 12

Resolution S-7 Financial Audit

Resolution S-1A Convention Agenda

Resolution S-3 Election Procedures

Resolution S-29 Composition of PSAC-Quebec Convention Committees

*Resolution S-25 PSAC-Quebec By-Law 8
Resolution S-22 PSAC-Quebec Regulation 7
Resolution S-24 PSAC-Quebec By-Law 4
Resolution S-5 Regional Council Representation at PSAC convention
Resolution S-6A Area Council Elections*

Recommendations of non-concurrence

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

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

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

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

Respectfully submitted on behalf of the Committee.

Chair of the Committee

The Convention Chair reminded participants of the procedures for voting on resolutions and mentioned that all resolutions to modify existing By-Laws must receive two thirds of votes cast, while resolutions to change PSAC's Constitutions and Regulations require a simple majority.

Brother Gobeil mentioned that a new resolution from the By-Laws and Regulations Committee was added after the December 14 deadline. Resolutions dealing with facts that were unknown prior to the resolutions submission deadline, such as remote work and the pandemic.

Point of order – Fabienne Jean-François, delegate 91, CEIU

Sister Jean-François mentioned that the Committee Chair must read the resolution aloud for those with difficulties reading.

The point of order was accepted.

Point of order – Jean-François Paradis, delegate 138, Quebec Council

Brother Paradis mentioned that according to the most recent edition of PSAC's By-Laws, there is no requirement to read motion in full. He added that based on House of Commons standards, long motions do not need to be read in full. He asked that the Chair summarize long motions rather than reading them in full.

The Convention Chair denied the point of order and asked that resolutions continue to be read in full for people with difficulties reading.

Point of order – Alice Vallée, delegate 180, UNE

Sister Vallée mentioned that translators were unable to translate the resolution for anglophones since the resolutions had not been sent to their team.

The point of order was accepted and Brother Barrière mentioned that the resolutions packages would be sent to the interpreters to ensure resolutions would be read in the delegates' language of choice.

Brother Barrière announced that the Convention would be recessing for lunch.

Announcement

Brother Fortin mentioned the following activities during the lunch hour:

- UNE caucus at 1:30 p.m.

Friday, June 18 – Afternoon session

Credentials Committee Report

Brother Barrière recognized Brother Gérald Grenon, Quebec Council member, to present the Credentials Committee report.

m/s Gérald Grenon Sébastien Paquette

The Committee recommended that the following report be adopted:

	<u>Registered</u>	<u>Online</u>
Accredited delegates	183	153
Observers	34	12
Staff	32	N/A
NBoD members	N/A	5
Guests	N/A	6
Total	249	176

MOTION CARRIED.

By-Laws and Regulations Committee Report

The Convention Chair recognized Brother Gobeil to read the By-Laws and Regulations Committee report.

Resolution S-31A

m/s Marc-André Gobeil Kristine Leclerc

That the convention approve the Committee's recommendation to adopt Resolution S-31A, which reads as follows:

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

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

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

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

Sub-Section (1)

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

Sub-Section (2)

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

(a) each local (component and DCLs) shall be entitled to one (1) delegate for the first one (1) to two hundred and fifteen (215) members and one (1) additional delegate for each additional two hundred and fifteen (215) members or fraction thereof;

(b) up to twenty (20) members of their respective Regional Councils shall be delegates;

(c) each active area council shall be entitled to elect one (1) delegate;

(d) each active Regional Women's Committee shall be entitled to elect one (1) delegate;

(e) each active Regional Human Rights or Equity Committee shall be entitled to elect one (1) delegate;

(f) two (2) elected regional National Indigenous Peoples' Circle representatives shall be delegates;

(g) each Regional Young Workers Committee shall be entitled to elect one (1) delegate;

(h) component national officers shall be delegates in the region in which they live or work;

(i) members of the NBoD and full time component vice-presidents shall be entitled to delegate status in the caucus they have elected to participate in as per Section 19, Sub-Section 5 b).

Sub-Section (3)

(a) Component officers as defined in component by-laws that meet the following criteria shall be delegates to their respective regional convention:

- i) the officer must be a full-voting member of the component executive and elected by the component convention delegates or the membership at the national or regional level; and*
- ii) the officer must live or work in the region.*

(b) Delegation to a regional convention of any component officer not included in (a) above will require a recommendation from the National President and approval from the NBoD.

Sub-Section (4)

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

Sub-Section (5)

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

Rationale

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

m/s Annick Lamoureux France Fillion

That the **previous question** be now put.

MOTION CARRIED WITH THE NECESSARY 2/3 MAJORITY.

MOTION TO ADOPT RESOLUTION S-31 A CARRIED WITH THE NECESSARY 2/3 MAJORITY.

Resolution S-26

Tabled

m/s Jean-François Paradis Fabienne Jean-François

The Convention Chair explained that subject to approval by the Convention, the resolution would be tabled and returned to the By-Laws and Regulations Committee to be moved at the next convention.

Rationale: Brother Paradis mentioned that the resolution as moved did not fulfill its purpose. This resolution should not be argued/cancelled but reworked and moved at the next convention.

That the Convention accept the **tabling** of Resolution S-26, recommended by the By-Laws and Regulations Committee, which reads as follows:

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

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

PSAC-QUEBEC EQUITY GROUPS COMMITTEE

Section 1

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

Section 2

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

Section 3

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

Section 4

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

Section 5

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

Rationale

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

MOTION CARRIED

Resolution S-23

m/s Marc-André Gobeil

Kristine Leclerc

That the Convention accept the committee's recommendation to adopt Resolution S-23, which reads as follows:

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

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

WHEREAS *PSAC-Quebec Regulation12 is inconsistent with provisions of Sections 14 and 19 of the PSAC Constitution.*

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

Rationale

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

MOTION TO ADOPT RESOLUTION S-23 CARRIED WITH THE NECESSARY 2/3 MAJORITY

Resolution S-7

m/s Marc-André Gobeil

Kristine Leclerc

That the Convention approve the Committee's recommendation to adopt resolution S-7, which reads as follows:

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

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

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

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

BY-LAW 9 FINANCE

Section 1

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

Section 2

The Quebec Council's fiscal year shall be from January 1 to December 31. An annual audit shall be conducted by an accounting firm selected by the Quebec Council and the audit report shall be presented to it at the first meeting following receipt of the report. A financial report will be filed at the PSAC-Quebec Triennial Convention.

Rationale

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

MOTION TO ADOPT RESOLUTION S-7 CARRIED WITH THE NECESSARY 2/3 MAJORITY

The Convention Chair suggested taking a break from By-Laws and Regulations Committee discussions to take a few minutes to introduce the life members.

Life Members

André Roberge

Brother Gobeil presented a tribute to Brother André Roberge.

See the tribute in Appendix 9.

The Convention Chair congratulated Brother André Roberge and thanked Brother Gobeil. Unfortunately, Brother Roberge had connection problems and was unable to speak after the tribute.

Yolande Dusti

The Convention Chair recognized Brother John O’Leary for his tribute to Sister Yolande Dusti, a life member.

See the tribute in Appendix 10.

The Convention Chair congratulated Sister Yolande Dusti and thanked Brother O’Leary for his tribute. Unfortunately, Sister Yolande had lost her voice but she sent a short email, which reads as follows:

Hello everyone, I lost my voice. I don’t mean this figuratively. I physically can’t speak because of acute sinusitis. Even though I can’t thank you out loud, I wanted to thank you for letting me represent you at many levels, including within my local (CEIU – 10460), the Estrie Area Council, CEIU and the Quebec Council. My teenage dream was to become a lawyer to help my peers. Following my father’s death in 1968, I wasn’t able to become a lawyer.

But thanks to the confidence you placed in me for 28 years, I was able to fulfill a large part of my dream, as I was able to be there to help defend your rights. It was a pleasure representing you and I will always be grateful you gave me that privilege. I would also like to congratulate my colleagues who were

awarded a life membership and everyone attending the Convention for your involvement. You are making a difference in your members' lives. When I retired, I could no longer be part of the union, but the union stayed a part of me.

I look forward to seeing you all. Enjoy the Convention!

A big thank you.

Announcements

Brother Jean-Michel Fortin announced the following event:

- Montérégie Area Council at 7:00 p.m.

He also asked delegates to be patient with their online expense claims because there were some technical problems. Brother Fortin added that the technical team was doing its best to fix the problem.

The Convention Chair announced that the Convention would reconvene at 9:00 a.m. Saturday, June 19, 2021.

Saturday, June 19, 2021 – Morning session

Announcement

The technical team was still working to fix the expense claims portal.

Call to Order

The Convention Chair called all delegates to order.

Credentials Committee Report

Brother Barrière recognized Brother Gérald Grenon, Quebec Council member, to present the Credentials Committee report.

m/s Gérald Grenon Sébastien Paquette

The Committee recommended that the following report be adopted:

	<u>Registered</u>	<u>Online</u>
Accredited delegates	183	131

Observers	34	9
Staff	32	N/A
NBoD members	N/A	4
Guests	N/A	3
Total	249	147

MOTION CARRIED.

Question of privilege – Tragic massacre of a Muslim family in Ontario.

Fedoua Hritel – delegate 89, Quebec Council – Sister Hritel asked for a moment of silence for the Muslim family murdered a few weeks ago in London, Ontario. She reminded everyone that PSAC is always committed to defending equality and fighting discrimination. The Convention observed a moment of silence.

Jérôme Martel – delegate 117, UTE - Brother Martel announced that UTE made a \$10,000 donation.

Audrey St-Germain – delegate 164, AGR – Sister St-Germain announced that AGR made a \$3,000 donation to the family and she encouraged others to do the same.

The Convention Chair encouraged everyone to make donations and asked that delegates send their announcements to Jean-Michel.

By-Laws and Regulations Committee Report

The Convention Chair recognized Brother Gobeil to continue with the adoption of the By-Laws and Regulations Committee's resolutions.

Resolution S-1A

m/s Marc André Gobeil Kristine Leclerc

That the Convention approve the committee's recommendation to adopt resolution S-1A, which reads as follows:

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

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

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

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

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

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

Rationale

The Committee believes this is a good practice to adopt

MOTION TO ADOPT RESOLUTION S-1A CARRIED WITH THE NECESSARY 2/3 MAJORITY.

Resolution S-3

m/s Marc-André Gobeil

Kristine Leclerc

That the Convention approve the committee's recommendation to adopt resolution S-3, which reads as follows:

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

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

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

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

After the period during which all of the candidates are introduced, a plenary session shall be opened to give convention delegates an opportunity to ask

questions of each individual candidate. The plenary session shall be limited to 15 minutes per candidate.

Rationale

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

m/s Jean-François Paradis Bernard Blanchet

Rationale: Brother Paradis asked to have the following added to Resolution S-3: “that after the period during which all of the candidates are introduced, a plenary session shall be opened to give Convention delegates an opportunity to ask questions to each individual candidate. The plenary session shall be limited to 15 minutes per candidate, to a maximum of an hour.”

That the Convention approve **the motion to refer with instructions** Resolution S-3.

MOTION TO REFER CARRIED BY THE MAJORITY OF VOTES CAST

The Convention Chair mentioned that the By-Laws and Regulations Committee needed to meet for the motion to refer Resolution S-3 with instructions.

Resolution S-29

m/s Marc-André Gobeil Kristine Leclerc

That the Convention approve the Committee's recommendation to **adopt** resolution S-29, which reads as follows:

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

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

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

BE IT RESOLVED THAT *PSAC-Quebec adopt the following regulation:*
Composition of PSAC-Quebec convention committees

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

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

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

Rationale

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

m/s Jean-François Paradis Fabienne Jean-François

That the **previous question** be now put.

MOTION CARRIED WITH THE NECESSARY 2/3 MAJORITY.

MOTION TO ADOPT RESOLUTION S-1A DEFEATED WITH THE NECESSARY 2/3 MAJORITY.

Resolution S-25

m/s Marc-André Gobeil Kristine Leclerc

That the Convention approve the committee's recommendation to adopt resolution S-25, which reads as follows:

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

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

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

BY-LAW 8 AREA COUNCILS

Section 1

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

Section 2

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

Section 3

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

Section 4

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

Rationale

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

m/s Annick Lamoureux

Sylvia Venne

That the **previous question** be now put.

MOTION CARRIED WITH THE NECESSARY 2/3 MAJORITY.

MOTION TO ADOPT RESOLUTION S-25 CARRIED WITH THE NECESSARY 2/3 MAJORITY.

Point of order – Marc Brière, delegate 29, UTE

Brother Brière mentioned that the Component President interprets PSAC-Quebec's By-Laws.

Brother Barrière added that it was up to the National President to decide on PSAC-Quebec's By-Laws.

Point of order – Sébastien Paquette, delegate 135, Quebec Council

Brother Paquette mentioned that the only authority that can amend PSAC-Quebec's By-Laws and their interpretation must be elected at the Convention to validate their compliance.

The Convention Chair announced a recess.

After recess, the Convention Chair made a call to order and requested the Credentials Committee's report.

Credentials Committee Report

Brother Barrière recognized Brother Gérald Grenon, Quebec Council member, to present the Credentials Committee report.

m/s Gérald Grenon Sébastien Paquette

The Committee recommended that the following report be adopted:

	<u>Registered</u>	<u>Online</u>
Accredited delegates	183	139
Observers	34	13
Staff	32	N/A
NBoD members	N/A	9
Guests	N/A	6
Total	249	167

MOTION CARRIED.

Life Membership

Magali Picard

The Convention Chair announced a promotional video about PSAC-Quebec's history. Following the showing of the video on screen, the Convention Chair recognized Jérôme Turcq to introduce a third person as a new life member at this 10th Triennial Convention.

Brother Turcq announced the nomination of **Magali Picard** as the third life member and paid tribute to Sister Picard.

See the tribute in Appendix 11.

The Convention Chair thanked Brother Turcq and announced that Brother Toufic El-Daher has known Magali for a long time, since they both worked at the Union of Veterans' Affairs Employees. Brother Barrière recognized Brother El-Daher who paid tribute to Sister Picard.

See the tribute in Appendix 12.

The Convention Chair thanked Brother El-Daher and paid his own tribute to Sister Picard.

See the tribute in Appendix 13.

The Convention Chair then recognized Sister Picard, who thanked the Convention for nominating her as a life member.

See the thank you speech in Appendix 14.

Brother Barrière announced that there was a virtual card online to congratulate Sister Magali on her nomination and he encouraged the delegates to share it with those who know her.

By-Laws and Regulations Committee

The Convention Chair recognized Brother Gobeil to continue presenting the **By-Laws and Regulations** Committee report.

Resolution S-22

m/s Marc-André Gobeil

Kristine Leclerc

That the Convention approve the Committee's recommendation to adopt resolution S-22, which reads as follows:

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

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

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

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

REGULATION 7 AREA COUNCILS

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

1. Mandate of area councils

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

2. Composition of area councils

a) Area council officers shall be elected each year as per section 14 of the PSAC Constitution.

3. Meeting frequency

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

4. Obligations relating to the financing of area councils

- a) For the purpose of keeping PSAC-Quebec aware of regional issues, area councils shall send to the Office of the REVP the minutes of these meetings, including the minutes of the annual general meeting. These minutes shall be sent no later than thirty (30) days after the date these meetings were held.

- b) *A detailed annual financial report of each area council must be sent to the Office of the PSAC-Quebec REVP no later than thirty (30) days after the date the annual meeting was held.*
- c) *In order to receive their annual financing, area councils must fulfill the obligations in 4(a) and 4(b).*
- d) *The fiscal year of an area council shall correspond to the calendar year, from January 1 to December 31.*

5. Amendments to the By-Laws of area councils

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

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

Rationale

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

m/s Jérôme Martel Jimmy Mailhot

Rationale: Brother Martel asked that the year 2020 be corrected to 2021 and to have the transition period of January 1, 2021 to April 1, 2021 corrected to January 1, 2022 to April 1, 2022 to conform with the 2020 Convention postponement.

That the Convention approve **the motion to refer with instructions** Resolution S-22.

MOTION TO REFER CARRIED.

The Convention Chair, Yvon Barrière, mentioned that the Committee must meet for their second amendments.

Resolution S-24

m/s Marc-André Gobeil Kristine Leclerc

That the Convention approve the Committee's recommendation to adopt resolution S-24, which reads as follows:

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

WHEREAS the establishment of area councils has reached its limit;

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

BY-LAW 4 STRUCTURE OF THE QUEBEC COUNCIL

Section 1

a) *The Quebec Council shall consist of the Regional Executive Vice-President for Quebec, the alternate to the Regional Executive Vice-President for Quebec, a women's director, a director for equity groups, a director for young workers, a director for directly chartered locals in Quebec, a president representing the Conseil québécois des syndicats universitaires (CQSU) and an area council president for each of the following eight regions:*

- *Etrie/Bois-Francs*
- *Laval/Laurentides/Lanaudière/Abitibi-Témiscamingue*
- *Québec/Québec-Métro*
- *Saguenay/Lac St-Jean/Chibougamau/Chapais*
- *Montréal*
- *Montréal*
- *Bas Saint-Laurent/Gaspésie/Îles-de-la-Madeleine/Côte-Nord*
- *Mauricie.*

b) *The Regional Executive Vice-President for Quebec and the alternate to the Regional Executive Vice-President for Quebec shall be elected at the PSAC-Quebec Triennial Convention (in accordance with the provisions of By-Law 3).*

c) *Area council presidents and officers shall be elected at an annual meeting of the area council of the region, in accordance with internal By-Laws or Regulations and in compliance with PSAC-Quebec Regulation 7.*

d) *Each women's, equity and young workers group director and alternate shall be elected by members of their respective regional committees in accordance with the following procedure:*

- i. *a returning officer shall be appointed by the Regional Executive Vice-President for Quebec, in consultation with the coordinators of the regional committees and the incumbent director;*

- ii. *the nominations procedure for these positions shall take place in the regional committees within the six months prior to the PSAC-Quebec Triennial Convention;*
- iii. *the director and his/her alternate shall be elected at least three months prior to the PSAC-Quebec Triennial Convention;*
- iv. *all members on the PSAC-Quebec regional committees may stand for nomination;*
- v. *as stipulated in the PSAC Constitution, any component or DCL representative who has attended at least three meetings of the regional committee in his/her region in the past year shall be entitled to vote in the election for the PSAC-Quebec director and their alternate; and*
- vi. *this election shall be ratified by the PSAC-Quebec Triennial Convention.*

(e) The director for directly chartered locals, with the exception of the representative of the Quebec university sector and their alternate, shall be elected at the annual meeting of directly chartered locals, except that of the Quebec university sector, in accordance with their By-Laws or Regulations.

(f) The president representing directly chartered locals of the Quebec university sector and his/her alternate shall be elected at the annual meeting of directly chartered locals of the Quebec university sector, in accordance with their By-Laws or Regulations.

Section 2

- (a) Should the president of an area council and his/her alternate leave at least six months before the next convention, the Regional Executive Vice-President for Quebec shall proceed with an election at a special meeting of the area council.*
- (b) Should the director representing Quebec DCLs or his/her alternate leave at least six (6) months before the next convention, the Regional Executive Vice-President for Quebec shall proceed with an election at a special meeting of Quebec DCLs.*
- (c) Should the president representing the DCLs in the Quebec university sector and members of CQSU or his/her alternate leave at least six months before the next Convention, the Regional Executive Vice-*

President for Quebec shall proceed with an election at a meeting of the DCLs of the Quebec university sector and members of the CQSU.

- (d) *Should the director of the women's, equity or young workers groups or their alternate leave at least six (6) months before the next convention, the Regional Executive Vice-President for Quebec shall call an election, as provided in By-Law 4, Paragraph 1(d), of these By-Laws.*

Rationale

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

The Convention Chair clarified that the Quebec Council may adopt or deny general resolutions but cannot amend the by-laws.

m/s Jérôme Martel

Lina Naanaa

Rationale: Brother Martel requested that Section 1 (d) (v) be amended to from participation in 3 meetings to 1 meeting for Area Council Component and DCL representatives to be eligible to vote.

That the Convention approve **the motion to refer with instructions** Resolution S-24.

Point of order - Marc Brière – delegate 29, UTE

Brother Brière mentioned that he believes Brother Martel's proposal would change the resolution's intent. Moreover, the goal of Resolution S-24 is to conform with the PSAC Constitution, which says it takes 3 meetings.

Brother Gobeil clarified that the resolution is not about what constitutes an active committee, but rather about who has the right to vote to elect directors of various Quebec Council committees.

The Convention Chair allowed Brother Barrière's point of order in part and mentioned that the Convention would proceed with a vote on the request to refer with instructions and that if this motion is accepted, the Committee would confirm the amended resolution's compliance with the PSAC Constitution and Regulations

MOTION TO REFER CARRIED.

The Convention Chair mentioned that the Committee was again presented with a motion to refer with instructions.

Point of privilege – Jayson Vinetti, delegate 187, UNDE

Brother Vinetti requested that resolution S-6 of the PSAC-Quebec By-Laws and Regulations Committee report be prioritized.

The Convention Chair denied the request as it is not possible to change the order of resolutions pursuant to the rules of order.

The Convention recessed for lunch.

Saturday, June 19, 2021 – Afternoon session

Announcements

The following delegates won a \$100 prepaid gift card in a draw, courtesy of Coughlin:

- Yvon Beaudoin
- Jimmy Mailhot
- Simon Careau
- Shabnam Mahmoudzadeh Vaziri
- Kamdem Batchanga.

The Convention Chair made a call to order.

Credentials Committee Report

Brother Barrière recognized Brother Gérald Grenon, Quebec Council member, to present the Credentials Committee report.

m/s Gérald Grenon Sébastien Paquette

The Committee recommended that the following report be adopted:

	<u>Registered</u>	<u>Online</u>
Accredited delegates	183	141
Observers	34	15
Staff	32	N/A
NBoD members	N/A	9
Guests	N/A	4
Total	249	169

MOTION CARRIED.

General Resolutions Committee Report

The Convention Chair recognized the Montréal Area Council President, Brother Frédéric Legault-Boucher, to present the General Resolutions Committee report, which reads as follows:

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 Working Document 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, Working Document C 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

Concurrence Resolutions

- | | |
|---|---|
| 1) G-1 | Systemic Racism |
| 2) G-78 | Bill 59 on modernization of the OHSA 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 cover G-42, 1st 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 - 3rd Be It Resolved	Isolated Posts and Government Housing Directive (Rivière-au-Renard, Gaspé, Grande-Rivière and Chandler)
17) G-30 - 3rd 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 | Member 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 Delegates 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 st and 2 nd Be It Resolved	Isolated Posts and Government Housing Directive (Rivière-au- Renard, Gaspé, Grande-Rivière and Chandler)
40) G-30-1 st and 2 nd Be It Resolved	Isolated Posts 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 nd 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 |

Late resolution

- | | |
|----------|----------------|
| 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 of 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 contributions.

Respectfully submitted on behalf of the Committee,

Resolution G-1

m/s Frédéric Boucher-Legault Djimy Théodore

That the Convention approve the Committee's recommendation to adopt 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 Quebeckers;*

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.

m/s Albert Le Grand Amba Mballa Shawn Connery

Rationale: Brother Amba Mballa requested that Resolution G-1 be amended by replacing "visible minority" with "equity group" and replacing "national" with "regional."

That the Convention approve **the motion to refer with instructions** Resolution G-1.

MOTION TO REFER CARRIED.

Resolution G-78

m/s Frédéric Boucher-Legault Djimy Théodore

That the Convention approve the Committee's recommendation to adopt 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 OHS 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.

MOTION TO ADOPT RESOLUTION G-78 CARRIED.

Resolution G-10A

(which covers Resolution G-47)

m/s Frédéric Boucher-Legault Djimy Théodore

That the Convention approve the Committee's recommendation to adopt 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.

THE MOTION TO ADOPT RESOLUTION G-10A WAS CARRIED.

Resolution G-9 – Forced Sterilization of Indigenous Women

m/s Frédéric Boucher-Legault Djimy Théodore

That the Convention approve the Committee's recommendation to adopt 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.

Question – Marc Brière, delegate 29, UTE

Brother Brière requested clarification on the term “woman” used in this resolution, without mention of Indigenous women. Brother Boucher-Legault confirmed an error was made in the resolution. The Brother requested that it be corrected without a request for referral with instructions.

The Convention Chair confirmed with the President of the Laval, Laurentides, Lanaudière and Abitibi-Témiscamingue Area Council, Sister Annick Lamoureux, the adoption of Brother Brière's proposed change. The Resolutions Committee President also approved the request.

The Convention Chair continued the debate on resolution G-9.

MOTION TO ADOPT RESOLUTION G-9 CARRIED.

Resolution G-54

m/s Frédéric Boucher-Legault Djimy Théodore

That the Convention approve the Committee's recommendation to adopt 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.

Brother Boucher-Legault's clarification was accepted after a debate confirming that this resolution will need to be sent to the next PSAC National Convention.

MOTION TO ADOPT RESOLUTION G-54 CARRIED.

Resolution G-14A

(which covers the 1st Be It Resolved in resolution G-42)

m/s Frédéric Boucher-Legault Djimy Théodore

That the Convention approve the Committee's recommendation to adopt 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 service in a real work context (a definition that does not include observation internships);*

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

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;

BECAUSE unpaid internships are not protected by labour legislation;

BECAUSE 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 RESOLVED THAT PSAC 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.

MOTION TO ADOPT RESOLUTION G-14A CARRIED.

Resolution G-13A – Fighting Privatization

(which covers resolution G-41)

m/s Frédéric Boucher-Legault Djimy Théodore

That the Convention approve the Committee's recommendation to adopt 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.

MOTION TO ADOPT RESOLUTION G-13A CARRIED.

The Convention Chair thanked Brother Boucher-Legault and reminded that the Committee must meet for a referral with instructions that will be presented on Sunday.

Finance Committee Report

The Convention Chair introduced the Finance Committee Chair, Brother Sébastien Paquette, to present summaries of motions to refer with instructions adopted by the previous convention.

Convention registration fees

The AEC has decided to include registration fees for regional conventions when their in-person attendance is required. This was confirmed in the initial call for the regional conventions. When they were replaced with virtual conferences, the AEC reviewed this decision and waived the registration fees. This was confirmed again in the revised call for the regional conventions.

The option to charge registration fees for a “fully funded” event was confirmed by PSAC National President Daryl Bean. The National President of PSAC, Chris Aylward, confirmed the AEC’s decision and also communicated the information to the members who had asked this question. There is no XO, but we have written documentation on the subject, including the letters from the National President of PSAC to the members.

To summarize:

1. This was a decision made by the AEC.
2. Daryl Bean made the initial decision allowing registration fees to be charged for a fully-funded event.
3. Chris upheld the decision of Brother Bean.

Motion to Refer with Instructions – Budget Forecasts 2021-2023

m/s Sébastien Paquette Gerald Grenon

That the Convention adopt the amended 2021-2023 budget report.

- The Committee created a budget item in 2021 for wage reimbursements committed to in 2020, which have still not been claimed by the employers.

- The Committee agrees with this proposition to move from cash accounting to accrual accounting. The Committee estimates that the amount that remains to be claimed is around \$15,000, based on the two preceding years.

We presented the new *PSAC-Quebec Budget and Reserve Fund for 2020-2023 cycle* document with the following additions:

- 1) \$14,500 audit fee in the budget forecast for 2020 and with \$6,000 added per year for 2021-2022-2023.
- 2) Account payable to change from cash to accrual accounting in the amount of \$15,000 in the 2021 budget forecasts.

m/s Bernard Blanchet Yannick Lessard

That the **previous question** be now put.

Point of privilege – Benoit Laberge, delegate 96, UNDE

Brother Laberge requested that a secret ballot be held.

The Convention Chair denied the request for a secret ballot because the previous question had already been asked.

Point of order – Marc-André Gobeil – delegate 82, Quebec Council

Brother Gobeil expressed reservations about the Convention Chair's acceptance of the previous question, even before delegates had a chance to vote on the Committee's recommendations.

The Convention Chair confirmed that the previous question could be asked at all times.

MOTION CARRIED WITH THE NECESSARY 2/3 MAJORITY.

MOTION TO ADOPT THE AMENDED 2021-2023 BUDGET FORECASTS REPORT CARRIED.

Point of privilege – Jean-François Paradis, delegate 138, Quebec Council

Brother Paradis advised the Convention Chair that there was no place to record a dissent on the Convention's virtual platform.

The Convention Chair mentioned that he was under the impression that there was a place to record a dissent on the Convention's virtual platform and informed the delegates who wanted to record a dissent following the adoption of the 2021-2023 budget forecasts, to send an email to lavoieb@psac-afpc.com.

The following delegates recorded their dissent:

- Jean-François Paradis, delegate 138
- Kristine Leclerc, delegate 107
- Dany Gélinas, delegate 77
- Marc-André Gobeil, delegate 82
- Christine Vallières, delegate 191
- Anael Haché, delegate 85
- Benoit Laberge, delegate 96

Announcement

Brother Fortin made the final announcements of the day and Convention work was recessed for REVP and Alternate REVP debate.

- REVP debate at 4:30 p.m.
- Alternate REVP debate at 5:00 p.m.

Sunday, June 20, 2021 – Morning session

Announcements

Brother Fortin wished everyone a happy fathers' day and explained the procedure for recording a dissent.

To record a dissent, the Convention Chair must be notified. The Chair will then ask the technicians to send a notification to record a dissent. This dissent will be sent to all delegates and those who want to record a dissent may do so. Those who do not wish to record a dissent can ignore the notification.

The Convention Chair made a call to order.

Credentials Committee Report

Brother Barrière recognized Brother Gérald Grenon, Quebec Council member, to present the Credentials Committee report.

m/s Gérald Grenon Sébastien Paquette

The Committee recommended that the following report be adopted:

	<u>Registered</u>	<u>Online</u>
Accredited delegates	183	120
Observers	34	7
Staff	32	N/A
NBoD members	N/A	4
Guests	N/A	4
Total	249	135

MOTION CARRIED.

Emergency Resolution

François Paradis, delegate 137, UCTE

Brother Paradis asked to submit an emergency resolution about the use of the two official languages, which reads as follows:

m/s François Paradis Gaétan Denis

That the Convention adopt the emergency resolution proposed by Brother François Paradis, regarding Inclusion of Francophone members in good standing in Section 15 of the PSAC Constitution and Regulations, which reads as follows:

Whereas Section 5 of the PSAC Constitution and Regulations stipulates that every member in good standing is entitled to be protected from any act or omission on the part of the union or other members that constitutes discrimination against the member on the basis of national or ethnic origin and language;

Whereas Francophone members are a minority within PSAC on the national level as regards the Official Languages Act of Canada;

Whereas it has been shown that Francophones are discriminated against in our union's activities and communications on the national level;

Whereas Francophones must constantly call the union to order and PSAC's response is often an excuse claiming an error and promising it will not happen again;

Whereas Section 15 of the PSAC Constitution and Regulations does not mention the Francophone group.

Be It Resolved that Francophone members be included in Section 15 of the PSAC Constitution and Regulations.

Be It Further Resolved that PSAC-Quebec support this resolution and that it move this resolution at the 2022 PSAC National Triennial Convention.

Be It Further Resolved that this resolution be moved by PSAC-Quebec at the 2022 PSAC National Triennial Convention requesting that this addition to Section 15 of the PSAC Constitution and Regulations enter into force as of its adoption at the 2022 PSAC National Triennial Convention.

The Convention Chair referred the resolution to the By-Laws and Regulations Committee and requested that the Committee meet during the lunch hour and decide if the proposed resolution is an emergency or late resolution since systemic language issues in our organization are nothing new.

Point of order - Jean-Francois Paradis. 138, Quebec Council

Brother Paradis requested to record his dissent on the adoption of the corrected budget presented by the Finance Committee in the afternoon of Saturday, June 19, 2021.

The Convention Chair mentioned that, as he said yesterday after the adoption of the corrected budget, requests to record dissent needed to be sent by email to lavoieb@psac-afpc.com. As of now, the procedure was going to be mentioned by Brother Fortin at the beginning of the day.

Point of privilege - Sébastien Paquette, delegate 135, Quebec Council

Brother Paquette announced the election results of the Quebec Council Standing Committees' seats, that took place in the DCL caucuses.

- Finance Committee: Stacey Sobieck, SÉTUE
- Education Committee: Renaud Béland, SÉTUE
- Health and Safety Committee: Mathilda Kuitche, STEP
- Political Action Committee: Nancy Crowe, MUNACA

The Convention Chair welcomed the point of privilege.

By-Laws and Regulations Committee Report

The Convention Chair introduced Brother Gobeil to present the motions to refer with instructions previously adopted by the Convention.

Motion to refer with instructions – Corrected Resolution S-3

m/s Marc-André Gobeil

Kristine Leclerc

That the Convention approve the Committee's recommendation to adopt **corrected** resolution S-3, which reads as follows:

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

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

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

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

After the period during which all of the candidates are introduced, a plenary session shall be opened to give Convention delegates an opportunity to ask questions of each individual candidate. The plenary session shall be limited to 15 minutes per candidate and a total duration of 60 minutes shared equally between the candidates.

MOTION TO ADOPT THE CORRECTED RESOLUTION S-1A DEFEATED WITH THE NECESSARY 2/3 MAJORITY.

Motion to refer with instructions – Corrected Resolution S-22

m/s: Marc-André Gobeil

Kristine Leclerc

That the Convention approve the Committee's recommendation to adopt **corrected** resolution in the Resolution S-22, which reads as follows:

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

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

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

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

REGULATION 7 AREA COUNCILS

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

1. Mandate of area councils

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

2. Composition of area councils

a) Members of the Executive Council of area councils are elected each year as per section 14 of the PSAC Constitution.

3. Meeting frequency

a) Area councils call meetings at a regular interval at least four (4) times per year, and this includes the annual general meeting.

b) The annual meeting at which time officers shall be elected and financial and other reports presented shall be held no later than the 90th day after the end of the fiscal year.

4. Obligations relating to the financing of area councils

a) For the purpose of keeping PSAC-Quebec aware of regional issues, area councils shall send to the Office of the REVP the minutes of these meetings, including the minutes of the annual general meeting. These minutes shall be sent no later than thirty (30) days after the date these meetings were held.

b) A detailed annual financial report of each area council must be sent to the Office of the PSAC-Quebec REVP no later than thirty (30) days after the date these annual meetings were held.

c) In order to receive their annual financing, area councils must fulfill the obligations in 4 (a) and 4 (b).

d) The fiscal year of an area council shall correspond to the calendar year, from January 1 to December 31.

5. Amendments to the By-Laws of area councils

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

BE IT FURTHER RESOLVED THAT 2021 being a transition year, the area councils will not be required to hold elections. For greater certainty, the next elections of all area councils shall be held between January 1, 2022, and April 1, 2022.

Rationale

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

Point of order – Marc Brière, delegate 29, UTE

Brother Brière mentioned that the withdrawal of 2 (a) “The executive councils of area councils must consist of a minimum of three (3) positions, including one president, one vice-president and one secretary-treasurer” would cause an issue in the resolution because the minimum number for an area council is not mentioned.

Brother Barrière confirmed that resolution S-22 was compliant following a verification with PSAC national.

Brother Brière mentioned that he was in disagreement with the decision transmitted by the Convention Chair.

m/s France Filion Fabienne Jean-François

Rationale: Sister Filion moved to amend Sub-Section 2(a) and add the following: The executive councils of area councils must consist of a minimum of 3 members.

That the Convention approve **the motion to refer with instructions** the corrected resolution S-22.

MOTION TO REFER CARRIED.

The Convention recessed.

Credentials Committee Report

Brother Barrière recognized Brother Gérald Grenon, Quebec Council member, to present the Credentials Committee report.

m/s Gérald Grenon Sébastien Paquette

The Committee recommended that the following report be adopted:

	<u>Registered</u>	<u>Online</u>
Accredited delegates	183	141
Observers	34	11
Staff	32	N/A
NBoD members	N/A	5
Guests	N/A	5
Total	249	162

MOTION CARRIED.

Elections

Yvon Barrière recognized the Election Chair, Brother Alex Silas.

Brother Silas wished everyone a happy fathers' day and outlined the electronic vote and the technical aspect of the process for electing the REVP and Alternate REVP.

Delegates were asked to test the voting process. The test was a success.

REVP election

Brother Silas informed the delegation that two written nominations were received for Regional Executive Vice-President:

- Yvon Barrière (nominated by Toufic El-Daher and seconded by Judith Côté)
- Lyne Cartier (nominated by Kristine Leclerc and seconded by Fabienne Jean-François)

Brother Silas asked if there were any other nominations. He called for nominations three times on the floor for the position of PSAC-Quebec REVP. No other nominations were received. The Brother declared that nominations were closed, then asked the candidates if they accepted their nominations and if they would ask someone else to speak on their behalf or if they would speak on their own behalf. He also asked if they would be willing to live in the Quebec region if elected.

Candidates each gave a three-minute speech.

REVP election

Yvon Barrière: 111
Lyne Cartier: 39

Yvon Barrière was elected Regional Executive Vice-President of PSAC-Quebec.

Alternate REVP election

Brother Silas indicated that there were three written nominations:

- France Filion (nominated by France Lebel and seconded by Isabelle Valois)
- Annick Lamoureux (nominated by Benoit Laberge and seconded by Yvon Beaudoin)
- Andréanne Samson (nominated by Frédéric Boucher-Legault and seconded by Karine Kergoat)

Brother Silas asked if there were any other nominations. The following nomination was received:

- Fabienne Jean-François (nominated by Toufic El-Daher and seconded by Audrey St-Germain)

Point of order- Michèle Parent - delegate 139, GSU

Sister Parent mentioned that she had technical problems during the REVP election vote and asked that more time be allotted for voting.

Brother Silas declared that nominations were closed.

Brother Silas asked the four candidates if they accepted their nominations and if they would ask their nominator or seconder to speak on their behalf or if they would speak on their own behalf. He also asked if they would be willing to live in the Quebec region if elected.

First ballot results

France Filion	33
Annick Lamoureux	44
Andréanne Samson	28
Fabienne Jean-François	49

Andréanne Samson was removed from the second ballot.

Second ballot results

France Fillion	41
Annick Lamoureux	67
Fabienne Jean-François	46

France Fillion was removed from the third ballot.

Third ballot results

Annick Lamoureux	79
Fabienne Jean-Francois	74

Annick Lamoureux was elected Alternate Regional Executive Vice-President.

Question of privilege - Fabienne Jean-François, delegate

Sister Jean-François congratulated the elected individuals and said that she would continue to support them.

Brother Silas closed the elections and the Convention recessed for 15 minutes.

Credentials Committee Report

Brother Barrière recognized Brother Gérald Grenon, Quebec Council member, to present the Credentials Committee report.

m/s Gérald Grenon Jimmy Mailhot

The Committee recommended that the following report be adopted:

	<u>Registered</u>	<u>Online</u>
Accredited delegates	183	141
Observers	34	11
Staff	32	N/A
NBoD members	N/A	5
Guests	N/A	4
Total	249	161

MOTION CARRIED.

Oath of Office

The Convention Chair asked that the PSAC National President, Chris Aylward, administer the oath of office to the members elected as REVP and Alternate REVP and, in keeping with tradition, members elected to the Quebec Council.

Brother Aylward proceeded with the swearing in of the following members, elected as REVP and Alternate REVP, and elected to the Quebec Council:

REVP

Yvon Barrière

Alternate REVP

Annick Lamoureux

Quebec Council

France Filion
Sébastien Paquette
Jimmy Mailhot
Frédéric Boucher-Legault
Jean Cloutier
Jean-Francois Paradis
Marc-André Gobeil

Point of privilege – Kenza Elazzouzi, delegate 65, CEIU

Sister Elazzouzi mentioned that they were missing the Director of Equity Groups for the oath of office.

The Convention Chair confirmed that he was invited but was not present. He added that they were also missing five other people for the oath of office and that these individuals would be sworn in by the REVP at the next Quebec Council meeting.

The Convention recessed.

Credentials Committee Report

Brother Barrière recognized Brother Sébastien Paquette, Quebec Council member, to present the Credentials Committee report.

m/s Sébastien Paquette Sonia Gagné

The Committee recommended that the following report be adopted:

	<u>Registered</u>	<u>Online</u>
Accredited delegates	183	139
Observers	34	11
Staff	32	N/A

NBoD members	N/A	4
Guests	N/A	4
Total	249	158

MOTION CARRIED.

Resolution S-24

m/s: Marc-André Gobeil Kristine Leclerc

That the Convention approve the Committee's recommendation to adopt corrected resolution S-24, which reads as follows:

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

***WHEREAS** the establishment of area councils has reached its limit;*

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

BY-LAW 4 STRUCTURE OF THE QUEBEC COUNCIL

Section 1

- a) *The Quebec Council shall consist of the Regional Executive Vice-President for Quebec, the alternate to the Regional Executive Vice-President for Quebec, a women's director, a director for equity groups, a director for young workers, a director for directly chartered locals in Quebec, a president representing the Conseil québécois des syndicats universitaires (CQSU) and an area council president for each of the following eight regions:*
- *Estrie/Bois-Francs*
 - *Laval/Laurentides/Lanaudière/Abitibi-Témiscamingue*
 - *Québec/Québec-Métro*
 - *Saguenay/Lac St-Jean/Chibougamau/Chapais*
 - *Montérégie*
 - *Montréal*
 - *Bas Saint-Laurent/Gaspésie/Îles-de-la-Madeleine/Côte-Nord*
 - *Mauricie.*
- b) *The Regional Executive Vice-President for Quebec and the alternate to the Regional Executive Vice-President for Quebec shall be elected at the PSAC-Quebec Triennial Convention (in accordance with the provisions of By-Law 3).*

c) *Area council presidents and officers shall be elected at an annual meeting of the area council of the region, in accordance with internal By-Laws or Regulations and in compliance with PSAC-Quebec Regulation 7.*

d) *Each women's, equity and young workers group director and alternate shall be elected by members of their respective regional committees in accordance with the following procedure:*

i) a returning officer shall be appointed by the Regional Executive Vice-President of Quebec, in consultation with the coordinators of the regional committees and the incumbent director;

ii) the nominations procedure for these positions shall take place in the regional committees within the six (6) months prior to the PSAC-Quebec Triennial Convention;

iii) the director and their alternate shall be elected at least three (3) months prior to the PSAC-Quebec Triennial Convention;

iv) all members on the PSAC-Quebec regional committees may stand for nomination;

v) as stipulated in the PSAC Constitution, any component or DCL representative who has attended at least three (3) meetings of the regional committee in their region in the past year shall be entitled to vote in the election for the PSAC-Quebec director and their alternate; and

vi) this election shall be ratified by the PSAC-Quebec Triennial Convention.

(e) The president representing DCLs, including those of the Quebec university sector that are not members of the CQSU, and their alternate shall be elected at the annual meeting of directly chartered locals in accordance with their internal By-Laws or Regulations.

(f) The president representing directly chartered locals of the Quebec university sector and his/her alternate shall be elected at the annual meeting of directly chartered locals of the Quebec university sector, in accordance with their By-Laws or Regulations.

Section 2

(a) *Should the president of an area council and his/her alternate leave at least six months before the next convention, the Regional Executive Vice-President for Quebec shall proceed with an election at a special meeting of the area council.*

(b) *Should the director representing Quebec DCLs or their alternate leave at least six (6) months before the next convention, the Regional Executive Vice-President for Quebec shall proceed with an election at a special meeting of Quebec DCLs.*

(c) *Should the president representing the DCLs in the Quebec university sector and members of CQSU or their alternate leave at least six (6) months before the next convention, the Regional Executive Vice-President for Quebec shall proceed with an election at a meeting of the DCLs of the Quebec university sector and members of the CQSU.*

(d) *Should the director of the women's, equity or young workers groups or their alternate leave at least six (6) months before the next convention, the Regional Executive Vice-President for Quebec shall call an election, as provided in By-Law 4, Paragraph 1(d), of these By-Laws.*

Rationale

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

m/s Kristine Leclerc France Boucher

That the Convention hold a **secret ballot** for the adoption of resolution S-24.

MOTION CARRIED

**MOTION TO ADOPT THE HOLDING OF A SECRET BALLOT RESOLUTION S-24
CARRIED WITH THE NECESSARY 2/3 MAJORITY.**

m/s Lise Dagenais France Boucher

That the **previous question** be called now.

MOTION CARRIED WITH THE NECESSARY 2/3 MAJORITY.

MOTION TO ADOPT RESOLUTION S-24 DEFEATED WITH THE NECESSARY 2/3 MAJORITY.

The Convention Chair mentioned that the Convention would be closed soon and that all the general resolutions would be reviewed by the Quebec Council, and the by-law resolutions that were not addressed, including those referred with instruction, will become null and void. By-law resolutions will need to be redone and moved at the next PSAC-Quebec Convention which will take place in Trois-Rivières on June 1-3, 2023.

He thanked the Convention for its support and participation despite the technical problems experienced.

Point of privilege - Dominique St-Jean, delegate 165, Women's Committee, Region 2

She congratulated Yvon and Annick on being elected. She said many equity groups wanted to be heard and invited Quebec Council members to listen to these groups more.

Point of order: François Paradis, delegate 137, UCTE

Brother Paradis asked for follow-up on the emergency resolution he had presented earlier in the day.

The Convention Chair mentioned that the By-Laws and Regulations Committee ruled that the resolution was a late resolution and not an emergency one.

Indigenous Closing Ceremony

There was a video of Michel Smith for the Convention's closing ceremony, which can be summarized as follows:

Hello, I hope your deliberations were fruitful.

Creator, we thank you for letting us meet, even if it's only virtually, and allowing us to discuss in a way that is both respectful to oneself and to others.

Creator, we thank you for all the people who participated in organizing and running this Convention.

Finally, Creator, we ask that you give us the courage and strength to continue our work for the betterment of our members and all Canadians.

And finally, I want to wish all the fathers a happy fathers' day.

Thank you and until next time.

The Convention Chair thanked Brother Smith and all the delegates, observers and guests for their contribution to the PSAC-Quebec Convention. He knocked on the lectern and closed the Convention.

Brother Jean-Michel Fortin announced that the portal to make expense claims is now fixed and invited delegates to use the portal.

The Convention was adjourned at 2:30 p.m.

APPENDIX 1 – OPENING REMARKS

Dear Sisters, Brothers and friends,

It's with great pleasure that I welcome you to the 10th PSAC-Quebec Triennial Convention.

I will be the Chair of our first ever virtual Convention.

I will speak French for most of the Convention, but you can count on our dedicated interpreters for a bilingual or English version, accessible on the left of your screen.

You may also speak in your language of choice.

We would like to apologize in advance if any tabs or menu items were left in English. We were careful in our revision, but coding errors can happen. If errors are found, we'll be sure to correct them as soon as possible.

I'm talking to you live from Encore studios in Lachine, in the west of Montreal. I will be speaking to you from here for the duration of the Convention.

Today, we're making history by holding the first virtual Convention following a global pandemic that lasted over a year. This just goes to show how well we can adapt.

Would we have preferred to meet in the flesh to experience the Convention to the fullest? Yes, absolutely.

But given the circumstances, I'm proud to say the democratic process is back on track..

For the delegates who have announcements to make during the Convention, please send them to Bertrand Lavoie, who has temporarily come out of retirement to put his experience to good use!

You can text him your announcements at 514- 946- 7100.

The first announcements will be made at this afternoon's session.

I'm sure we're going to have an excellent and fruitful Convention. It's my first time being Chair, so please be patient!

Let's be tolerant to one another.

Enjoy the Convention, Sisters and Brothers!

APPENDIX 2 – INTRODUCTION TO INDIGENOUS CEREMONY

We are on the ancestral and unceded Indigenous territory of the Mohawk Peoples in Lachine where we are now, and on the ancestral and unceded territories on which the Convention members and guests are located.

June 21, 2021 will be the 25th anniversary of National Aboriginal Day. It's a day to celebrate the heritage, culture and achievements of Indigenous Peoples, Inuit and Métis.

Our Indigenous sisters and brothers are tired of still fighting to have their heritage and culture recognized and to combat the same issues of systemic racism and discrimination.

Within the span of just a few months, the remains of 215 children were found on the grounds of a former residential school in Kamloops and a shocking video was released showing a woman being denigrated while in a state of complete distress and desperation.

It also appears that another 572 bodies have been found in other provinces. The Kamloops Residential School was opened in 1890 and closed in 1969. Joyce Echaquan's video was released in 2020. Do the math. It's been 130 years. 130 years only to end up with the horror Ms. Echaquan was subjected to.

In Manitoba, the last residential school was only closed in 1996. That's practically yesterday.

Things haven't changed for our First Nations Sisters and Brothers. Recent news has been a powerful reminder of this.

That's why I want to encourage us all to educate ourselves, to read and learn and better understand the challenges our Sisters and Brothers face every day so we can all become agents of change in our respective settings.

Today, we have the pleasure of welcoming Michel Smith. He sent us a video to tell us about the Indigenous opening ceremony.

APPENDIX 3 – MR. SMITH’S OPENING REMARKS

Hello, I’m happy to be here with you today, even virtually. I can easily imagine you all in a big circle, in a large field, in this circle that is so important to us. This circle symbolizes the circle of life, continuity, a space where everyone is equal. The circle also reminds us that everything is interrelated and interconnected. I first want to take a moment to acknowledge that I live and work on the traditional and unceded territory of the Algonquin Peoples. I invite you all to take a moment to thank the First Nations, the other Indigenous groups on the territory where you live.

In keeping with our traditions, Bertrand Lavoie gave me tobacco and asked me to say the opening and cultural prayer. I invite you to take a moment to pray in your way, in keeping with your traditions and customs. And if you don’t pray, take the time to reflect so you can centre yourself in the present. Centre yourself in the here and now, not yesterday, not tomorrow, here, now.

Creator, we thank you for this beautiful day. We thank you for the daily gifts you give us year after year. We thank the Earth Mother who provides for all our needs so we can live on Turtle Island. Creator, we thank you for all our relationships, our brothers and sisters in the human world, what I call the two legs. For our brothers and sisters in the animal world, the four legs. For our brothers and sisters who swim and fly and those in the insect world. We also thank you for our brothers and sisters in the mineral world. These stones that give their lives for us. Creator, we thank you for all the women in our lives, our grandmothers and mothers, our partners, aunts, daughters and granddaughters. These women who create and nourish life. These women who the creator asked to guard the sacred water. Creator, we ask that you look after those who suffer in these difficult times. That you give them hope of a better tomorrow. Finally, Creator, we ask for the courage and wisdom to speak and listen with an open heart and mind. Thank you, Creator.

Thank you and enjoy the Convention.

APPENDIX 4 – PSAC STATEMENT ON HARASSMENT

Our union's strength comes from its members working together to improve our professional lives and to preserve duly acquired rights. Mutual respect is the cornerstone of this co-operation. The PSAC Constitution confirms that all members, staff and support staff (e.g. technicians, interpreters, etc.) are entitled to be protected from discrimination and harassment, both in the union and at the workplace, on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, disability, sexual orientation, gender identity or expression, language, social and economic class or political belief. Members, staff and support staff are also entitled to be protected from psychological harassment. Content displayed or posted on the event platform, as well as any and all discussions on the platform, must be respectful. Conflict, in and of itself, does not constitute harassment. Rather, harassment includes online bullying, content or language that is threatening, abusive, defamatory, obscene, indecent or inappropriate on the event platform and on any other related electronic networks. To be clear, content or discussion of a racist, sexist, ableist, homophobic, transphobic, or otherwise discriminatory nature will not be accepted or tolerated. Content and discussion cannot be offensive, in image or tone. Should you experience harassment at this event, contact the identified Anti-Harassment Resource Person to discuss the situation. During our Convention, the contact people are Nathalie Rainville and Pascal Lauzon. Early and informal resolution processes are strongly encouraged. Whenever possible, members are expected to engage in respectful dialogue to resolve the matter. The Anti-Harassment Resource Person is available to help resolve the situation and facilitate the discussion. If such discussion is impossible or unsuccessful, the appropriate process as outlined in harassment policies, guidelines, collective agreements, the Constitution and/or regulations will be fully and quickly engaged. Harassment in all its forms detracts from our common purpose and weakens our union. May each one of us treat each other with kindness, compassion, dignity and respect. Please call the Anti-Harassment Resource Person for assistance.

APPENDIX 5 – ELECTORAL PROCESS

Hello, I am pleased to address the delegates to explain the candidates' election process and debate.

The elections will be conducted in accordance with the provisions of the Regional By-Laws and PSAC Constitution, and as set out in the Convention Rules of Order.

The Nominations Committee members were ratified by the delegates. I would like to take this opportunity to introduce and thank them once again. The members of the Nominations Committee are:

- *Gérald Grenon*
- *Sébastien Paquette*
- *Sonia Gagné*
- *Jean-Michel Fortin (Advisor)*

The deadline for written nominations was on May 14.

Nominations will also be accepted on the Convention floor when election procedures are initiated on Sunday, June 20, 2021.

If a member would like to stand for office by June 20, 2021, they must do so in writing using the form on the PSAC-Quebec website and send it to Jean-Michel Fortin.

The election will take place on Sunday, June 20, 2021 by electronic secret ballot.

Candidates will be invited to speak to the Convention delegates for a maximum of three (3) minutes in the reverse order of their nominations.

The Regional Executive Vice-President and Alternate Regional Executive Vice-President elections will take place in turn.

Candidates debate

To be eligible to participate in the all-candidates debate, the candidates must have submitted their duly completed nomination form before May 14.

The all-candidates debate will take place on Saturday, June 19. It will begin at 4:30 p.m. and end at 5:30 p.m. and will take place here on the Convention platform.

The debate will start with the REVP candidates, followed by the Alternate REVP candidates.

If there is only one declared candidate for a position, there will be no questions for them.

Questions were collected in advance, and I reviewed them to make sure they were appropriate.

The question submission period is now closed.

Each candidate will be given two (2) minutes for their opening statements. The order of these statements will be decided in advance, in reverse order to their nomination date.

Each candidate will have (2) minutes to answer each question.

REVP candidates will have two (2) minutes for their closing statement and Alternate REVP candidates will have one (1) minute. The order will be the reverse of the opening statements.

Once the allotted time is reached, technicians will mute the mic. There will be no questions from the audience. Mics will be muted.

I can't wait to chair the candidates' debates and your vote. Enjoy the Convention!

APPENDIX 6 – REVP REPORT

Dear Sisters and Brothers:

This report describes my activities since my election in June 2018 to the position of Regional Executive Vice-President of PSAC-Quebec.

The activities are set out under three headings:

- *Regionalization*
- *Political action*
- *Other activities*

As you know, my term of office has been dominated by a crisis without precedent in the trade union movement. In the spring of 2020, COVID-19 arrived, disrupting our activities both here and elsewhere. At the time, public service strike vote mobilization was in full swing and we had generated sensational momentum among the Quebec membership.

But the pandemic has also demonstrated our commitment to assisting and supporting our members in both public service sectors and directly chartered locals as we negotiate this extraordinary situation. Our response to the questions that flooded in during the first few months of the crisis was prompt and efficient. We also helped to develop COVID-19 FAQs for our university sector locals, which encountered several unique situations, including those related to residences and international students.

My report also includes numerous non-pandemic-related structural, political and mobilization activities, as you can see below.

Quebec Council

Since my election, PSAC-Quebec's Council (QC) has met three or four times a year. I have chaired every meeting. The Council dealt mainly with regional issues, but it also coordinated national actions like the "We Are All Affected" campaign in support of public services, and the universal childcare campaign.

In addition, the QC provides follow-up on union education, occupational health and safety, regional political action and financial matters. New members joined the Council after elections in some area councils. Council members continue to focus on increasing mobilization through education and political action.

Very early in my term of office, I created a temporary mobilization committee to take on the many challenges that were cropping up: public sector negotiations, the federal election and Phoenix. The committee's tasks included refreshing the PSAC-

Quebec logo. The committee received training in teamwork and the members resolved to maximize group collaboration.

I am proud of helping to transfer our accounting to the QuickBooks program. It was a lengthy process that included training sessions for the Finance Committee and for me. To ensure a successful transition, we also hired an accounting firm.

It was another priority for me to revitalize the Young Workers Committee and increase its representation in the Quebec regions. Younger members have been challenging to engage in recent years, but some young elected officers are eager to work with me to reverse this trend. We are creating a more dependable and cohesive network within our regional organization.

We have also re-established our three-day meetings, although we all had to get used to the virtual format, as you can see from the thumbnails below!

National Officers' Meetings

Since October 2018, the DCLs have been taking part in the twice-yearly National Officers' meetings. The meetings are unique opportunities to share information, discuss experiences and enjoy one another's company. They are also intended as a networking springboard for our components and DCLs. The November 2019 meeting was attended by some 70 participants and showcased our excellent spirit of regional cooperation.

These initiatives need to continue.

PSAC-Quebec's first Recognition Awards gala took place at the meeting, to thank the membership as a whole and honour those who made a significant contribution to their area of the union.

After several weeks, I set up a webinar format to streamline interaction and diversify content. These sessions attract on average more than 40 participants.

Cooperation between PSAC-Quebec and the various components and DCLs has been excellent because of our shared desire to follow up promptly with members.

The fall of 2020 was mainly devoted to our information webinars for the ratification votes. I took part in all of the more than 20 webinars. Another topic that generated much discussion was a large-scale project to develop a new strategic plan for the Quebec Council, one that considers a number of new realities for local unionism.

Annual general meetings (AGM)

Since the start of my term of office, I have been invited by the presidents of the area councils to address the membership at their AGMs. I also attended the AGMs and information meetings of many locals.

These meetings increased my understanding of regional characteristics and the way they shape members' concerns. They are an opportunity to talk to members about our political positions and report on our progress in areas like Phoenix and collective bargaining.

Phoenix

February 2020 marked the fourth anniversary of Phoenix, which is still a major issue for us. Taking every available opportunity to underscore the failures of the payroll system, I took part directly or indirectly in Phoenix-related activities such as our surprise welcoming committees for politicians like Justin Trudeau and former minister Bill Morneau; our membership BBQs with a cause; our occupation of Liberal buildings; our pledge-signing campaign lobbying elected representatives; our regional activities to speak out against Phoenix and reiterate our claims for fairer compensation; and our meetings with MPs of all parties, especially Liberals.

I would also like to mention the closure of a dozen government buildings and a meeting with the Bloc caucus, where we got the Bloc to express public support for our claims.

Refreshment of PSAC-Quebec logo

The new PSAC-Quebec logo was launched in the spring of 2021, several weeks before our revamped website went live. We take special pride in the addition of the three waves representing the majestic St. Lawrence River.

Representation of Women and Equity Groups

Since my election, I have witnessed the involvement of our members who represent these groups on the various PSAC-Quebec and FTQ bodies. I took part in the opening of PSAC-Quebec's Racially Visible Conference in Orford and the PSAC National Women's Conference in April 2020.

Political action

*The Political Action Committee focused its activities on the various provincial and federal elections which saw the Coalition Avenir Québec (CAQ) come to power on October 1, 2018 and the re-election of the Liberal party to a minority government on October 21, 2019. Public sector negotiations, Phoenix, the Québec experience program (PEQ) and Quebec's Bill 59 also prompted a number of political actions. These activities are summarized under **Political and social action**.*

Union education

The Education Committee met regularly over the past three-year cycle to ensure that course offerings met members' needs. We kept to the course calendar during the period covered by this report.

The pandemic made us completely rethink our approach to education. We acted quickly to stay connected to the membership through a host of webinars and

seminars featuring specialists who could explain the situations we were facing: the pandemic and work, of course, but also other relevant topics such as anti-racism. Our virtual platform was so popular that most of our training sessions and webinars saw record participation.

In addition to the new challenges presented by the pandemic, we explored leading edge options like reaching out to members with a smartphone app and producing podcasts on union life and its challenges.

Finance

The Finance Committee met regularly during the past three-year cycle and submitted its reports to the Quebec Council. As I noted earlier, we replaced the Simply Accounting system with Quickbooks in January 2020 in accordance with a resolution adopted by the QC.

PSAC-Quebec is financially sound despite an operating budget below the increases in actual activity costs. I am proud to say that the Finance Committee will present a clear, detailed report at Convention 2021.

Health and safety

The Health and Safety Committee held meetings despite the changes to its membership during the period covered by this report.

One activity coordinated by the Committee was the “Stop Workplace Violence” campaign.

Quebec has recently introduced Bill 59 to reform occupational health and safety, a controversial piece of legislation because it undermines our members’ rights. I’ll get back to this topic in the **Political and social action** section.

Communications

This term of office has included a variety of communications activities, primarily related to mobilizations and the political situation, especially the provincial and federal elections.

The following tactics were used to reach out to members at each of these important gatherings:

- We produced a video urging members to get involved in PSAC-Quebec’s fall election. The video went out in a newsletter to all members and was posted on the Facebook page.
- We carried out public relations activities (interviews and news releases) and posted information on the main social media platforms, including Facebook.

- *We set up focus groups in the target regions of Saguenay and Quebec City to determine how members would prefer to receive union information and survey their thoughts and expectations on the federal election campaign.*
- *We organized training sessions on writing opinion letters.*

As the spokesperson for PSAC-Quebec, I had the privilege of conducting dozens of interviews in every region of Quebec.

With close to 6,000 subscribers, our Facebook page is a hit, as shown, for instance, by the spontaneous impetus for mobilization for our Plains of Abraham members to whom the employer would not award Phoenix-related compensation.

We notice a change in tone, too. Comments are more respectful, more restrained and show rising solidarity. The more than 100 photos of locals across the region that we posted for the Strike Alert activities on January 22 and February 27, 2020 were a big hit.

In addition, more and more members are private messaging us on Facebook. That helps us to refer them to the right sources or directly address their concerns where we can.

Our members are grateful for our prompt responses.

I would encourage all members to use these platforms and to post comments that are constructive for our union.

Bargaining and labour disputes

We carry out collective bargaining on behalf of approximately 45 units, most of them directly chartered locals (DCLs). These units alone represent just over half of PSAC-Quebec's 20,000 members. Bargaining in the DCLs generally resulted in an agreement without a labour dispute, though with keen mobilization.

Since my term of office began, we have worked together to resolve disputes in units such as Montreal Airport and the National Battlefields Commission (NBC). The mobilization staged by NBC members during their labour dispute could serve as a role model for many other units. A video following the members' experiences has been highly successful. Here are some shots of the many mobilization actions staged by the determined members at the Plains of Abraham.

Another situation concerns the staff of the Non-Public Funds (NPF) on the military bases. Our members there were working jobs similar to those in other units but earning 40% less pay. In the fall of 2020, the Valcartier CFB and Saint-Jean Garrison employees obtained significant increases and wage adjustments of 3-16%, depending on the job classification.

We recently launched a major mobilization campaign to support the members of the Fraternité des constables du contrôle routier du Québec (Quebec brotherhood of traffic control officers), whose key demand is salary relativity. Our activities included a large-scale emailing campaign targeting the SAAQ leadership and the relevant MNAs.

Organizing

We worked with MUNACA to launch an organizing drive for McGill University's non-academic employees in the summer and fall of 2018. A petition for certification was filed on October 1 in order to unionize 600 new employees and bring them into the MUNACA bargaining unit. In so doing, PSAC-Quebec and MUNACA resolved a question of interpretation concerning restrictions on certification that dated back to 1994.

We made inroads into the Quebec public service with our welcoming of the Fraternité des constables du contrôle routier du Québec (FCCRQ) (Quebec brotherhood of traffic control officers) in June 2019. At a general meeting, the members voted in favour of a service agreement with PSAC-Quebec. The FCCRQ represents some 300 peace officers who enforce the statutes and regulations governing the transportation of goods and passengers by road within Quebec.

PSAC-Quebec continues to serve as a benchmark for employees in the academic and research sectors. We filed a petition for certification in June 2019 to represent the research employees and postdoctoral fellows at the École de technologie supérieure, a group of approximately 100 employees.

We kicked off a union drive among the members of the technicians and office employees bargaining unit at the Syndicat de la fonction publique et parapublique du Québec (SFPQ). SFPQ is an independent union that has no affiliation with any central labour organization. Some SFPQ members pursued PSAC-Quebec, saying they wanted to join a real union. SFPQ has a reputation as an employer-biased union. So far, its members have been very receptive to the range of services PSAC-Quebec can offer. One open period has just ended and another will take place in 2021.

In the spring of 2021, PSAC-Quebec also welcomed a new group, obtaining certification for the Community Housing Transformation Centre.

Legal matters

MUNACA and Section 39 (Labour Code) Cases

In 2018, we continued with the hearings into the host of cases brought under s. 39 of the Labour Code concerning exclusions from MUNACA certification, and expending significant resources on these cases. Revised certification for the MUNACA unit was obtained in August 2019, resolving many of the cases brought

under s. 39 of the Labour Code concerning the exclusion of M positions, and repatriating 572 professional positions into the unit.

Université de Montréal and the “Gilligan affair”

The “Gilligan affair” received a lot of media attention in 2018, when the Université de Montréal (UdM) pursued joint and several civil liability against SESUM and its executive officers in the amount of \$50,000 and an injunction. UdM claimed that discriminatory lobbying practices damaged its reputation through the distribution of leaflets likening UdM administrators to characters from the TV show Gilligan’s Island while a new collective agreement was being negotiated. We had to file a motion for abuse of process and the case came before the Chief Justice. After mediation, we settled the matter with a simple letter of apology and an undertaking to use the Labour Tribunal’s mediation services to improve working conditions (trade union freedom of expression).

The case points to the very difficult and litigious relationship with UdM in 2018-2019. Complaints of retaliation for union activity (dismissal and disciplinary action) were also resolved with significant gains for the members.

Pay Equity

In the winter of 2019, we worked with Robert Lamoureux on submissions to CNESST disputing Université Laval’s position that postdoctoral fellows were excluded under the Pay Equity Act. We are still awaiting the decision, but are currently looking at challenging the exclusions in section 8 which exclude a good number of our members from protection under the Act. On January 14, 2020, we filed a petition in Quebec Superior Court challenging the new provisions in the Act (the petition includes FTQ affiliates, CSN and CSQ).

TRAC

We are working with RavenLaw to challenge section 8 of the Professional Syndicates Act.

Postdoctoral Fellows – Université Laval

In January 2020, after two years of hearings, we obtained a Labour Tribunal decision confirming that the certification of SPPRUL – Université Laval never covered the University’s postdoctoral fellows, so we had a clear field when we certified them in 2013. The Tribunal found that SPPRUL has no monopoly over Université Laval’s research operations, and decided to update SPPRUL’s certification, which had become outdated since the 1990s, to reflect the new terminology in the University’s current statutes.

Provincial and federal elections

In 2018, a union coalition organized the “Same Old, Same Old” pre-campaign to show the similarities in approach and politics of the CAQ and QLP parties. We carried out activities in some 15 electoral divisions.

According to the survey conducted after the campaign, 51% of respondents had seen or heard about our campaign and more than 70% of those in the target ridings had heard about it. Just over 60% of respondents agreed that unions have the right to get involved in politics.

For the federal elections in October 2019, the Political Action Committee organized information and political education activities for our members, to make them aware of the need to block the Conservatives, whose previous term of office had been catastrophic for the public service sector. PSAC-Quebec succeeded in its overall goal: only two of the seven target ridings elected Conservative candidates (Montmagny and Chicoutimi).

Of the seven ridings that were initially targeted, we felt that we could still make a difference in Beauport-Limoilou, Québec and Trois-Rivières. The results were positive in these three ridings. A new and major challenge we encountered during the 2019 election was ensuring compliance with the limits on national election expenses set out in the Election Act. Here is a summary of the election-related actions we carried out.

- *27 posts to our Facebook page*
- *A rally in Trois-Rivières where we disrupted the Conservative candidate's campaign kick-off speech*
- *22 opinion letters written by members published in daily newspapers*
- *A townhall with analyses provided by a political scientist (over 1,650 participants)*
- *An election debate in Trois-Rivières*
- *A rally in Drummondville*
- *Door-knocking in the Beauport-Limoilou and Québec electoral divisions*

Although the Liberals were re-elected, political action must remain central to our mandate.

Meetings with MPs and politicians

During our many mobilizations in my term of office, I met with countless MPs and MNAs of all parties. Let me highlight some of those meetings.

As part of the Phoenix rallies, I met with Justin Trudeau to make him aware of our members' ordeals and discuss the importance of offering compensation.

I also had an unusual opportunity to meet with the entire Bloc québécois caucus in February 2020. At the meeting, I outlined the damage wreaked by the Phoenix fiasco on our members.

I also took the lead on the issue of official languages in the public service, noting that our members reported numerous shortcomings.

For instance, many members in Quebec are experiencing increasing difficulty working in French and obtaining work documents in their own language, a problem that has been exacerbated by the pandemic.

I gave several media interviews on the subject, a fact that did not go unnoticed. In February 2021, I was invited to appear before the House of Commons' Standing Committee on Official Languages, where I presented the problem to the full committee, supported by actual examples.

Another important and relevant issue is the reform of the Québec experience program (PEQ), which has a significantly adverse effect on our members in universities. The changes to PEQ as presented by the Legault government make it harder for foreign students to obtain a long-term job after their studies in Quebec. I invited Nadine Girault, the minister responsible, to meet with our members and listen to their concerns in an informal webinar, but she turned down our invitation. We did, however, endorse a number of letters criticizing the PEQ reform that were sent to politicians by lobby groups.

In the fall of 2020, the Fonds de recherche du Québec (FRQ) began consultations on "reimagining university together." PSAC-Quebec took the opportunity to submit its own brief setting out the demands and proposals of our university sector members. We worked with the Conseil québécois des syndicats universitaires (CQSU) to produce an extensive 19-page brief which gained the attention of scientists involved in the study, who asked the FRQ for our permission to consult it. The brief covers the following topics.

- *the health and safety of the university population*
- *the importance of data*
- *the democratization and accessibility of knowledge*
- *university funding: competition and mentoring*
- *the commodification of education*
- *heeding knowledge mobilization.*

And now another piece of legislation is fomenting upheaval in Quebec: Bill 59, An Act to modernize the occupational health and safety regime. These reforms had been eagerly awaited because the current legislation is 40 years old. Unfortunately, however, the Bill turns back the clock on workers' health and safety, for example, from the perspective of prevention. We therefore participated in inter-union mobilization, speaking out against the gutting of existing protections and demanding that the government get it right. A number of members paid their MNA's office an impromptu visit, as did I!

I also lent my support to the battles being waged by affiliated unions, such as the lockout of members of the United Steelworkers, an FTQ affiliate. We supported the ABI workers in their lockout from January 2018 to July 2019.

PSAC

As a member of AEC and NBoD, I took part in meetings and defended the interests of all members of the Quebec region.

Conferences

I took part in the Occupational Health and Safety Conference and the openings of a number of events including the Women's Conference, the Equity Conference and the DCL and university sector roundtables.

FTQ Board, General Council, Convention and Solidarity Fund

Approximately 30 PSAC-Quebec members attended the most recent FTQ Convention, which took place in Quebec City from November 25-28, 2019. Representatives to the FTQ General Council were elected at the PSAC-Quebec caucus. We hold eight seats on the General Council. I also attended the monthly meetings of the FTQ Board and the Solidarity Fund. I am delighted to report that Fedoua Hritel, one of our members, has been elected to the FTQ Board as alternate vice-president for the status of women. A number of other PSAC-Quebec members are also serving on various FTQ committees.

Moving forward together!

APPENDIX 7 – CHRIS AYLWARD’S SPEECH

Hello, I’m happy to be with you today. I would like to acknowledge that I’m in Ottawa on the traditional, unceded territory of the Anishinaabe and Algonquin Peoples.

This past year was difficult for everyone. I know the pandemic is a major stressor and has had an enormous impact on our mental health. Despite everything, you’ve continued to do your job.

Over the next few days, you’re going to have a big role to play. PSAC will need your help addressing the issues that affect members. Issues that will guide our union for the next two years.

My friends, I would love for us to meet in person and I was excited to see you all. I know you were also excited to be together.

However, last year, we made the difficult decision to postpone all our regional and component conventions. We also postponed our national conferences. We did so in hopes that the pandemic would have abated and that we’d be able to meet in person as we’ve always done. Unfortunately, this wasn’t the case.

We know virtual conventions have their limits but it’s crucial that our union moves forward with its work, which means bringing our members together. So we’re going to do that despite the current challenges.

Before going any further, I need to acknowledge the horrible, violent murder of four members of a Muslim family in London, Ontario a little over 10 days ago. Our hearts go out to the young boy who lost his parents, grandmother and sister. He will carry this horrible experience and loss for the rest of his life. We offer our most sincere condolences to their extended family, friends and communities. It’s an immeasurable loss, not only for the people in London, Ontario and the Muslim community, but for Canada as a whole.

This act was premeditated and driven by hate. As you know, it’s been just over four years since another premeditated hate crime left six men dead and nineteen others seriously injured after an attack at their mosque in Quebec.

This recent incident is a terrible reminder of all the work we still need to do to fight Islamophobia in Canada.

PSAC condemns Islamophobia in all its forms. We call on all levels of government to take action against systemic Islamophobia. PSAC fully supports the National Council of Canadian Muslims’ call for a national summit on Islamophobia. Hate,

violence and Islamophobia have no place in our union, workplace and communities. We must show our solidarity with Muslim communities and play an active role in the fight against Islamophobia and racism. We have to call out and take action against the racist acts we witness.

I also need to acknowledge the tragic discovery of 215 Indigenous children's remains at Kamloops residential school. We can't even begin to imagine the pain, grief and loss the communities and families are feeling, or the pain and suffering of residential school survivors. Many of us are colonizers on this land and we need to recognize the enormous impact of our country's actions against Indigenous communities. We continue to reap the benefits of colonialism in Canada. It's been six years since the Truth and Reconciliation Commission submitted its report, and we must implement its 94 calls to action, including the actions directly related to the horrors inflicted on residential school children. It's an urgent and serious call to action for all levels of government and for organizations, including our union.

We all need to do our best to understand the real meaning of reconciliation and apply it in our lives. I would also like to take a moment to thank Chantal for what she said earlier this morning. The Trudeau government returned before the Federal Court this week to continue its proceedings in connection with the two Indigenous children despite a motion carried by the opposition to stop these proceedings. The government is challenging all human rights court decisions regarding compensation for Indigenous children in foster care and those not living on reserves. It's mind-blowing that the government hasn't withdrawn these proceedings. We will continue to lobby the government to do the right thing and stop inflicting more pain and suffering on Indigenous children. The government, and all of us, need to practice real reconciliation.

Over the next few days, you will have the chance to review what you have accomplished since the last meeting and decide on the direction you want the union to take in the coming years. Yvon's report highlighted your achievements over the past two years. I know you will consider all the questions carefully.

I would like to take this opportunity to thank Yvon and recognize his leadership over the past four years. Yvon was a PSAC activist long before being elected as the REVP. He was steadfast in his dedication to helping members over the past few years. Yvon never turned his back on a just cause. Our REVP was a champion of DCL member inclusion and official languages. He had other portfolios within PSAC, including one to help expand member diversity in our union. This solidarity is necessary to ensure a fair recovery for Quebec and Canadian workers.

We are currently preparing for the upcoming federal election. We were all disappointed with the Superior Court of Québec's decision on Bill 21. The Bill forbids judges, public school teachers, other public service workers and all those covered

by this legislation from wearing religious symbols. PSAC intervened because we represent over twenty-one thousand members in the university sector. We think this Bill is unconstitutional and discriminatory on the grounds of religion, race and gender. It disproportionately affects Muslim women and sets a dangerous precedent that allows the government to dictate what a woman can and can't wear.

As you know, we received some very disappointing information a few weeks ago. The CRA reviewed its decision about the Phoenix fiasco because the Treasury Board refuses to collaborate. The Treasury Board refuses to sign a joint statement of facts. The Treasury Board is frustrated because we negotiated a better agreement for our members and they had to honour a clause they signed with other unions. They are now taking it out on PSAC members by penalizing us.

A few weeks ago, I met with the Prime Minister and the first thing he did was thank us for our hard work. I asked about the Phoenix damages and the Treasury Board's refusal to sign the statement of facts. He promised to look into why the Treasury Board is refusing to cooperate. I will follow up on this issue. I can promise that PSAC will keep doing its best, which includes taking legal action to reverse this decision so you receive the compensation you deserve.

So much has happened in Quebec since the last convention, on top of the disruptions caused by COVID-19 in the whole country and abroad. The pandemic exposed the deep-rooted systemic inequalities in Canada. Women-dominated positions suffered most during the pandemic. Many women also had to resign to take care of their children since the pandemic interfered with schools and child care centres.

Infection rates among Indigenous, racialized and Asian women were much higher than among white Canadians due to unequal access to health and social services. The pandemic also exacerbated racism, especially against Asian Canadians. But union activists took action. They came together to demand justice.

PSAC worked hard to protect our rights. Federations of labour, including PSAC, put pressure on employers to secure permanent, universal and paid sick leave that is easy to access and to get approved. Most Canadian workers (58%) don't have paid sick leave and this percentage is going up as wages go down. Being told to stay home when they feel sick is not an option for these workers. Their employers need to offer sick leave as they are responsible for providing a safe workplace and decent working conditions for their employees. We will keep fighting to ensure all these workers have access to these benefits.

Recently, the NBoD approved an anti-racism action plan. This plan gives members access to training for supporting anti-racism action in any workplace. We will also be making changes within our own union. We held many training sessions and we

plan on holding more. We're dedicated to doing everything we can to eradicate systemic racism in our union.

The pandemic has greatly changed public service. New support programs were created in record time. Service delivery underwent radical change. Work was reorganized and reassigned within departments. Most public service workers work from home, and our members working in the office during the pandemic are experiencing a completely different environment.

Front-line and essential workers are working under very difficult and dangerous conditions. The effects on mental health and physical well-being cannot be understated. All these changes have heavily affected how we work. Even when we achieve herd immunity, remote work will likely remain the norm. According to our survey, 94% of members want to continue working from home, at least part of the time. The government said this would be the case for many of them. We need to come to terms with this new reality as quickly as possible. We need to think of ways to get our members involved in actions for collective agreements and to take political action to represent our members. Rallying in front of buildings and asking members to participate in union meetings is no longer enough. This will be a challenge for our union. We also need to consider how to recruit new employees, sign union cards and ensure remote workers' safety. We need to find new ways to reach out to our members and explore new methods and tools, because our members are the union's strength. Member mobilization can make the difference between failure and success. Our members' strength will be particularly important in this time of economic uncertainty. According to the federal government's budget report, the government plans to spend billions to stimulate the economy and support our struggling industries. Public service jobs will be maintained, and new jobs may even be created.

Despite everything, the negotiation process will not be easy. I'm sure they'll tell us our concerns are not aligned with the government's and that our workers are lucky to have jobs. However, we can't let these arguments make us lower our expectations for better working conditions and higher salaries. It's more important than ever that we raise the bar to prevent other workers from being trodden on.

The Trudeau government has repeatedly said that the only way to fix the economy is to make it out of the pandemic stronger, and this also applies to federal public service and all other sectors. Federal public service is there to help Canada during COVID. PSAC members have shown their commitment and values day after day. Their work must be recognized through fair wages. The government has thanked us for everything our members do, but if the government really wanted to show its appreciation, it has to show up at the bargaining table and make a reasonable offer. The same goes for PSAC workers in other sectors, including those working at airports, in security and other sectors. During the pandemic, we said all workers are

essential, regardless of their job. They have a right to fair wages and adequate working conditions. We will show all employers we're willing to fight for what is fair and get what we deserve.

This past year was difficult, but it was also full of generosity and compassion. We must rely on acts of solidarity and strength to safeguard our future. I'm working with you to hold the Liberal government accountable for its promises regarding a fair recovery plan. I'm working with you to keep defending workers' rights, social justice and gender equality. I look forward to seeing your debates and decisions in the coming days. At this Convention, you will elect your REVP and Alternate REVP and set union priorities for Quebec. You will also help develop a strategy to mobilize our members during this unprecedented time.

Thank you so much.

APPENDIX 8 – FINANCE COMMITTEE REPORT

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

Chair/Vice-Chair

Sébastien Paquette, President, Conseil québécois des syndicats universitaires

Chair/Vice-Chair

Gérald Grenon, President, Montérégie Area Council

Members

Sonia Gagné, President, Bas Saint-Laurent/ Gaspésie/Îles-de-la-Madeleine/Côte-Nord Area Council
Konrad Lamour, Former Director of DCLs of PSAC-Quebec
France Filion, Director of DCLs of PSAC-Quebec
Lyne Cartier, Observer

Staff

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

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

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

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

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

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

Due to the pandemic, the 2020 financial statement was not voted on, which is why it will be voted on at this Convention. The financial statements will be presented in three parts: the financial statements from 2017 to 2019, the 2020-2023 budget and the 2020 financial statements.

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

(Brother Paquette added)

In the past, budgets for the current year and previous years were voted on at the convention, unlike the national or other regional conventions. As of this year, the Committee will present a budget that goes up to the end of the next convention year to avoid starting a year with no approved budget.

Financial statements used to be audited by members, but are now audited by an accounting firm. In the future, financial statements will be presented through QuickBooks, which all Finance Committee members will be able to access in read-only mode.

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

I would also like to thank Brother Turqc for his advice regarding financial statements for the Convention.

APPENDIX 9 – MARC-ANDRÉ GOBEIL'S TRIBUTE TO ANDRÉ ROBERGE

I volunteered for André Roberge's induction as a life member. André, I'm going to be speaking to you because this tribute is for you. Two or three weeks ago, I was asked for my written speech, but I hadn't written anything because I don't like speeches that are prepared in advance. I would rather speak to you from my heart. But I did take some notes to make sure I don't forget anything.

Our story started when we first met for a follow up about the 2017 Saint-Sauveur Convention, before the pandemic. It was our first meeting since I was elected Area Council President and the first time I was facilitating one. This is the meeting where it was immediately suggested that I nominate you for life member, because if we didn't do it, someone else would. I thought it would be in poor taste if another region nominated you for life member. I thought that out of respect it had to come from us, because the best recognition comes from the people you worked for and represented. As you know, when André started getting involved with the union I was still in high school. So before nominating him, I spoke to a few more experienced members.

I remember calling Denis Lalancette to tell him I wanted to nominate André for life member. And he said: Ah yes, if there's someone who deserves it, it's definitely him, much more than me. As you know, Denis is also a life member. Talking to these people also helped me learn a lot about André.

If my memory serves me correctly, André was the first Saguenay Lac Saint-Jean, Chibougamau, Chapais Area Council President in my time, but as I haven't been around that long (about ten years) I needed some help filling in the blanks.

André was actually one of the ones who worked to regionalize PSAC. To the best of my knowledge and based on what I've heard, there haven't been any other Saguenay Lac Saint-Jean Area Council Presidents beside you. You were the first. You were the Area Council President from 1994-1995 to 2017. Once I was elected, I wondered how someone could've lasted so long.

I would now like to talk more specifically about my personal experience with André and his leadership skills. When I'm finished, it will get you thinking about some things. André, as you know, we came from the same workplace. André is a former colleague, he worked at the Jonquière Tax Centre for the Canada Revenue Agency. We were in the same local. When asking around, most people talked about André the union representative from Local 10004 or about André the Area Council President.

But I wanted to share some stories about André. Some people told me that André had a talent for making managers lose their patience during grievance hearings and meetings while remaining so calm himself. It makes me laugh just thinking about it, because I can get a little more frustrated sometimes, so it's quite a special skill. André, I'm not sure if you remember, but when I started getting involved you were one of the ones whose door was always open, who made me feel welcomed and who believed in me. To me, this speaks volumes about your leadership. A leader is one thing, but people who have a lot of experience and who are able to bring others in, make them feel welcomed, and make themselves available to help them improve, are hard to come by. André, this is probably one of your qualities that I admire the most from my experience working with you because you were the perfect person for the position you held. You would go to people and tell them where you could see them going in the future, you'd invite them to events and guide them towards the important parts of union life. For these reasons, I know you'll always be someone who I'll remember fondly.

During the Harper era, there was a lot of dissatisfaction, especially in my local. André do you remember this? I'm sure you know those who were sitting at the table at that time well. I remember someone pulling you into a meeting saying: André, it's time that PSAC gets to work, something needs to be done. I also remember that shortly after, this dissatisfaction brought about the campaigns on the 19th of every month, thanks to André who was the Political Action Committee President.

I'm sure you'll know what I'm talking about André, but I remember how the person who told you "to get to work" would also talk about it at other meetings you didn't attend: "We told him to get to work and he got to work, he did his job." I know our local could be whiny at times, but we still participated in all the events. The campaigns on the 19th of every month are a fond memory from my union activism.

You know, sometimes being in a leadership position for many years can feel long. There were a few times we discussed our expectations with André because things weren't up to snuff. But whenever we came to see him, he took it in stride, he'd take action and put his best foot forward, all for us. That's something I want everyone to think about. No matter who you put in a leadership position, they'll need a push from time to time. A lot of people followed suit once André took the lead. Leaders are important, but it's just as crucial that others are backing them.

André, for everything you did while I was there, I can say you did the best job you could. Sometimes we weren't satisfied, but whenever we told you, you went out and made things better for us. I want to say thank you and I think everyone from the local feels the same way.

The first resolution I had adopted as Area Council President was nominating you for life member. I would have liked to be at an in-person convention to see you and grab

a drink together, so I hope we'll eventually get the chance to do so. We can go back to our tradition of listening to the federal budget, which has long been something you emphasized. There's more than just PSAC members who remember you.

Thank you, André.

APPENDIX 10 – JOHN O’LEARY’S TRIBUTE TO YOLANDE DUSTI

Hello Yolande, it’s great to have you with us, even if it’s only on a screen. It’s a pleasure to recognize you today as a PSAC-Quebec life member. This honour is well deserved. I’ve known Yolande since 2008 when I started in public service and I could tell she had ample experience in activism and participation on committees. I got to know her very well, especially in the last two years of her career. As President, she passed the torch to me.

Most of you who know her could see she was involved in many committees, she was on ad hoc committees for finance and by-laws. She was always there to volunteer and get involved. She’d often take the seats that no one else wanted. She’d always make herself available to go there and take action.

She’s been involved in the union for at least 25 years. She was involved in many things and quickly filled up her union portfolio. She was also very invested in her local. She was active in her Component and Area Council, in the Quebec Council, in so many committees that I can’t even list them all. She wasn’t just involved, she also developed an extensive knowledge of the various by-laws and regulations, as well as CEIU and PSAC procedures and operations. Her knowledge was an asset for any good delegate and activist. Her skills served her well and she never hesitated to share them with her sisters and brothers.

I’m basing this on what I’ve seen with my own eyes. She was personally invested in every file. I don’t think there’s a single file that she’d turn down. I think it’s a great legacy for anyone in the union. She took care of every file, the good ones and the not so good ones. She kept all her notes and would refer back to them all the time to remember the order or to ensure members had a quality workplace that was improving.

Let me give you a summary of everything I’ve been told about her and seen for myself. She’s the one who brought me to various union events. I realized pretty quickly that she knew a lot of people. I think networking is always an asset in unions. I easily got to know her network and they later became my supportive brothers and sisters.

Needless to say, she broadened my horizons with respect to unions, labour relations, health and safety, social justice and politics. She got involved in everything and was always ready to go places, take the bus, assemble a group. That’s Yolande. What I’m trying to say is that she put her members’ needs over personal benefit. Many would say she’s a person of integrity, who is honest and committed. She never feared controversy when her opinion deviated from the majority’s, whether it was

that of the employer or her union brothers and sisters. I often heard she campaigned and still campaigns for the right reasons.

We all know the political scene revolves around short term goals, that are achievable in a single term of office. The advantage of a union, and one of Yolande's many strengths, is implementing a comprehensive short, medium and long term vision with employers. She always focused on success, good leadership and quality representation. A legacy to be passed on and applied to every settings. A legacy that showcases the merits of a good union. Humour is a particularly important trait for Yolande. Humour in criticism, humour in both formal and informal contexts, humour in explanations, even humour when listening, as long as it was done appropriately because she was a very attentive listener.

Thank you Yolande for setting an example, for sharing your knowledge and ambition, and for your involvement in everything you did with us and for us.

APPENDIX 11 – JÉRÔME TURCQ'S TRIBUTE TO MAGALI PICARD

I'm incredibly honoured to be paying tribute to the special guest who has not yet been announced but who I'd really like to see on screen. Because it's always nice to see someone's reaction when you're talking about them. I'm here to talk about Magali Picard. Magali, don't worry, I don't want to lose my life membership and I don't want to jeopardize yours either if someone wanted to give you that honour. When I was asked to give a speech for Magali Picard, there were many memories that came to mind, both as a personal friend and as a union representative, but I'm going to stick to her history in the union. There are three things that really stood out and I'm not going to be talking about the normal stuff like the first time you were elected. I remember in Quebec City, you didn't even expect to be in the running and you ended up having to work with me. Not easy. Your involvement at the bargaining table when we were visiting members and you were introducing yourself. You know how difficult it is and how hard you worked. But there are three specific things that come to mind and I promise not to bore you with the details. Do you remember our meeting with that person, where we talked about the union philosophy and how the Europeans had come to help us understand. It was the first time I told someone that "everything was fine" and they said "no, it's not fine when you say everything is fine." I didn't understand. It's probably because we didn't express ourselves well enough but we had a good time. I also remember we spent a couple of evenings with your brother Guy talking about this philosophy.

Secondly, I hope you remember our famous little adventure by plane when we went to Gaspésie with the FTQ President. As you may remember, it was pretty hot and it rained a lot. It lasted at least half a day. It was your first experience in the big leagues, as they say. I think you enjoyed it but it was really something.

And last but certainly not least. Do you remember at the FTQ offices, we had a retreat every year and we got to see some very interesting presentations, like when John Parisella talked to us about American politics. We had finished up at the table with FTQ Construction and were wondering who was going to foot the wine bill. Once again, we were very respectful of the organization's by-laws and the limitations of our organization.

I would especially like to congratulate you for the work you have accomplished. I still remember the lunch when I told you I was leaving and that you were going to be taking my place. I have never regretted that moment. I got to go down a different path that I enjoyed. You more than took up the torch. You pushed PSAC-Quebec forward more than I ever did. I've always been proud of your accomplishments, you even made it to the national stage as the Executive Vice-President. Congratulations

on your beautiful journey. Congratulations for everything you accomplished as both the Quebec and national Vice-President.

I was told you only have a few minutes, so before I wrap up, I wanted to thank you on behalf of the Quebec Council members who worked with you. I'm not talking about those who are here now. I'm talking about the staff that won't get the chance to hear you today, who got the chance to work with you and asked that I pass on their thanks. Above all, Magali, thank you for being my friend and for taking care of my John. Best wishes to your family and children. It's a pleasure and honour to be able to greet you today. I hope we'll get the chance to spend some time together and talk at greater length this summer.

APPENDIX 12 – TOUFIC EL-DAHER’S TRIBUTE TO MAGALI PICARD

I need to be completely honest, without Magali Picard, I would not be the unionist and person that I am today. Since I joined Veterans Affairs Canada in 2003, Magali has been a great inspiration to me and my activism, both in the union and in the area of human rights. Magali was my mentor from the beginning and stood by me through thick and thin. I can't thank Magali enough for everything she did for me to help me get to the position I'm in today, with her listening skills, empathy and support.

Magali was also a big advocate and supporter of equality and diversity and a great ally for any causes I asked her to be a part of. On a more personal note, Magali probably remembers the touching moment in March 2017 when we were at Sept-Îles together for a bargaining update. A few minutes before the meeting, I found out my mother had been diagnosed with advanced lung cancer, and she knew how close I was to my mother. She was amazing, telling me not to do the presentation, but I insisted on doing it, only to break down at the start when talking about the definition of a family. Magali might not know this, but I couldn't imagine anyone better to be with than her in that moment. Magali knew what to say and how to comfort me, that attention was sincere and it helped me stay strong until I made it home. My mother died of this cancer in August 2017 and again Magali was so supportive during the most difficult time of my life, when I lost my mother.

I could tell you many other stories and memories I have of Magali. I've collected quite a few in the 18+ years since joining VAC. Magali will always have a special place in my heart, I owe you so much and I can never thank you enough for your support, help and generosity. You're a big activist who's accomplished so much for women's rights and equity groups.

Thank you Magali, I care about you deeply.

APPENDIX 13 – YVON BARRIÈRE’S TRIBUTION TO MAGALI PICARD

One of Magali’s qualities people often talk about is that she’s always available. And it’s true.

When I arrived at my office on St-Denis Street the first morning, everything was gone. There were only two chairs and a small round table left. All the furniture had been taken to Ottawa on Gilmour Street.

Was I disappointed? Not really: a white lacquered table and chairs, a white plush rug, a gilded mirror and an enormous pink scarf. I wasn’t too disappointed in the end.

But in all seriousness, it’s simply impossible to dislike Magali. When you talk to her, she listens so attentively it feels like you’re the only person in the world. She inspires admiration in everyone she meets.

The nicest compliment I’ve received since I started in this position, from a long-standing president, was: “I always expected the person after Magali wouldn’t measure up, but in the end it feels like nothing’s changed and it’s a credit to you.”

Dear Magali, you went through some unpleasant stuff, both professionally and personally, but you always proved to be more resilient than the average person. You’re a true fighter. You walked through those difficult times with us and we appreciated the trust you placed in us.

Magali, you’re also a role model for many women in the labour movement. You participated in many feminist events to encourage activists to take action. Whether it was at the women’s school, FTQ Fund College, in human rights trainings or the Bi-Annual Women’s Covention. You were a mentor to a lot of women.

With Magali by your side, anything feels possible. She has this extraordinary power.

Your magnetism is obvious. I know you received many offers and were solicited by many people.

This just goes to show how at home you were as a union leader with your commitment to justice and equality.

You were never afraid to be a leader, even at the risk of displeasing others. A good example of this was the visit to the Videotron Centre, where 600 members RSVP-ed to PSAC-Quebec’s invitation. You started speaking, but people were chatting and not paying too much attention and you said to them:

“You guys in the back who aren’t listening, I’m going to come see you after my speech to find out what you remember. It’s your choice not to listen, but don’t complain later if the Conservatives are elected and you lose your jobs.”

It didn’t even take 3 seconds. You could hear a pin drop, everyone was listening. After your speech, the people in the back came to thank you for your warning and commitment.

Everyone also remembers your interview with Éric Duhaime in 2015. Duhaime was always trying to get unions to trip up. But this was an anthology interview. You didn’t let him speak. For 10 minutes, you monopolized the interview. You received many messages from our FTQ friends congratulating you. Everyone was happy that Duhaime got a taste of your medicine.

Magali, my Sister, my friend, as of today, you’re a PSAC-Quebec life member.

Thank you for everything.

APPENDIX 14 – MAGALI PICARD’S THANK YOU SPEECH

I'm at a loss for words, because I was not expecting this at all. Chris had said to me "if you're interested you can come listen to PSAC-Quebec's history, there's going to be a short video, so come listen to it with me in the studio." It's a lot to take in. I'm not at a loss for words often, I must already be rusty. I'm tempted to tell my friend Jérôme that I feel like I did the first time I took the mic on the PSAC-Quebec floor, at a PSAC-Quebec Convention. Jérôme saw that I was shaking and that I wasn't able to say what I wanted to say. With his usual charisma, he said to me "Sister, it's your first time at the mic, congratulations." Everyone clapped and I was finally able to speak. I'm scared of forgetting things. You are so generous and so kind. When you say "thank you Magali for your trust," I feel like it should be me thanking you for the trust you placed in me. I had the best job in the world. I was surrounded by the best people. Jérôme also told me to surround myself with the best right from the start. It's what helps the organization improve. And Jérôme, I followed your advice. I was always surrounded by people who were stronger than me. I was always lucky to have extremely loyal people beside me. I can't not mention my wonderful friend Patrick. The calmest guy on Earth, but who was able to challenge me and say to me "yes but did you think of this?" Everyone knows I'm emotional, determined, passionate and impatient. Patrick was the one who grounded me. Thank you, Patrick. Thank you Monique Déry, my Alternate at PSAC-Quebec, who I could count on, without a single worry. I expected to be hit from behind, but she watched my back. Thank you to all PSAC-Quebec staff, especially all the activists. The workers who get up every morning and on top of their job and family, decided to give up their time for their beliefs and values, to live a better life, bring peace and justice to the workplace. If you weren't there, we'd still be stuck in the forties and God knows we don't want to go back there. Unfortunately, we're always at risk of people taking what they have for granted and not fighting the fights that need to be fought. I got the chance to work at PSAC National. I got the chance to work with Chris Aylward, a president and friend who I care about deeply and with whom I laugh all the time. Maybe we didn't laugh all the time, but most of the time. You have a great team and a great organization. You are generous. I love you with all my heart. This last year has been difficult. I wasn't sure if I'd get the chance to speak to you on a podium with the PSAC logo on it. You know, we all make mistakes and we have to learn to live with them, to recognize them and to grow from them. I think I have become a better person than I was last year. I want you to know how honoured I was to do this job. How I learned that in life, you don't put off until tomorrow what you can do today. Life goes by fast and we don't know what will happen from one year to the next. Anything that you can accomplish now, do it, don't put it off. There's no reason to be scared of taking risks because the only people who don't make mistakes are the ones who do nothing. Take risks, take the lead and don't get lost in the details. We have conventions, conferences, trainings, tools, by-laws, regulations, but it's all to

help facilitate debates. For those who know me well, and I know not everyone's going to agree with me, but it's not the procedure that's important, it's the dialogue. It's about showing up, growing together and learning. I don't have to lecture you, you're in the thick of the action and you're all rather better than me. I want all my friends, those who taught me so much and gave me so much, to know that I will never forget you. I will be eternally grateful for everything that you all did for me. Yes, I'm going through some very difficult times in my life, but these are not the first struggles we've had to overcome. Anything is possible when we love each other, hold each other close and have good friends. I love you all. Thank you to everyone who helped organize this. Thank you, Yvon, for giving me this time at a convention with such a packed agenda.

I'll always be there, participating in your rallies. As long as I'm standing, no one's going to take away the values I hold for justice and equality. I'm proud of you and proud that I got the chance to represent you.

Thank you everyone.