NOTICE OF VACANCY

To: PSAC National Officers, Local and Branch Presidents in the Québec Region
(Please post and distribute within your membership)

From: Sharon DeSousa, National President

Date: July 2, 2025

Subject: **Election of Alternate Regional Executive Vice-President, Québec**

With Sébastien Paquette being appointed as Regional Executive Vice-President for the Québec Region, it has become necessary to conduct an election for the position of Alternate Regional Executive Vice-President for Québec. The following procedures will govern the election process for this position:

Nominations

1. Nominations shall be called by the Alliance Executive Committee (AEC) from among the membership within the Québec region who are in good standing. The Chief Electoral Officer is Alex Silas, PSAC National Executive Vice-President.

2. Nominations are to be submitted to the Chief Electoral Officer no later than **July 24, 2025, at 12:00pm**. The nominations form is attached and can be submitted electronically. Should a candidate, nominator, or seconder be unable to sign and scan the nominations form, the Chief Electoral Officer will accept an email confirmation from the candidate, nominator, and/or seconder as attestation of their signatures.

3. The PSAC Executive Office shall verify that all nominees are members in good standing, are prepared to stand for election, and work or reside in the Québec region in compliance with the PSAC Constitution.

4. Any PSAC-Québec member in good standing may run for the position of Alternate REVP Québec. However, only members who were delegates to the 2023 Québec Regional Convention and who remain members in good standing may be a nominator and seconder, and vote in this election.

5. The PSAC Executive Office will notify those members who were regional convention delegates in 2023 but whose membership is no longer in good standing to address any problem with their membership status in advance of the election.

6. The membership shall be informed of all candidates for the position of Alternate REVP Québec following the close of nominations on **July 24, 2025.**

7. The Chief Electoral Officer will meet with all candidates following the close of nominations.

Campaigning

8. All candidates for the position of Alternate REVP Québec shall be able to campaign **up to September 19, 2025**. Each candidate will be provided with the email addresses of those members who were delegates at the 2023 Québec Regional Convention and who remain in good standing, to communicate their campaign materials.

9. The sharing of members' email addresses is done in compliance with the PSAC Privacy and Confidentiality policies. This information is being provided solely for the specific and exclusive purpose of the Alternate REVP Québec election. Such provided member information is confidential and must not be communicated or disclosed to anyone in any manner.

10. All candidates shall confirm in writing (see nomination form attached) that they will utilize members' email addresses solely for the Alternate REVP Québec election and will protect confidentiality by employing the blind copy (bcc) function when using members' email addresses. Candidates will also confirm in writing that they will delete the list of email addresses at the conclusion of the Alternate REVP Québec election.

11. Any member who does not wish to have their email address disclosed to candidates is to notify Alex Silas by **July 18, 2025**, at: REVPelectionsVPER@psac-afpc.com.

12. Candidates campaign material must comply with the PSAC Constitution. Any concerns regarding campaign materials are to be communicated to the PSAC National President.

13. Regulation 21 of the PSAC Constitution shall apply. Candidates will have a spending limit of $3,500 and will be required to provide an expense report to the Chief Electoral Officer.

14. Candidates are to only use their own personal social media account(s) to promote their candidacy to the membership.

15. No candidate may employ the logos, letterhead, social media or other communication tools of PSAC, PSAC-Québec, or any related union body in their campaign materials.

16. Should there be multiple candidates nominated, they will be asked to participate

in a virtual all-candidates debate, which will take place at 7:00pm on **September 17, 2025**, and be moderated by the Chief Electoral Officer. If there is only one candidate, no debate will be held.

Members may submit questions for this debate to the Chief Electoral Officer at: REVPelectionsVPER@psac-afpc.com. The deadline is **September 10, 2025.**

The Chief Electoral Officer and staff in the PSAC Executive Office will review the questions submitted to ensure they are appropriate and do not bias any candidate. Due to time constraints, not all questions submitted will be utilized in the debate. The Chief Electoral Officer may combine duplicate questions and create composite questions from those submitted.

Election

17. Should only one nomination for the position of Alternate REVP Québec be received by **July 24, 2025**, that candidate will win the election by acclamation. Should multiple nominations be received for the position, an election shall be conducted with the winner determined by a simple majority of the votes cast.

18. If an election is required, it will be conducted virtually, beginning at 7pm on **September 19, 2025**.

19. An email will be issued to all 2023 Québec Regional Convention delegates who remain members in good standing confirming their right to vote in this election and the voting procedure. No proxy voting is permitted.

20. Members will be informed of the outcome of the election, once concluded.

Any questions regarding the election of the Alternate REVP Québec are to be directed to the attention of Alex Silas, Chief Electoral Officer. To submit nomination forms, debate questions, or contact Alex Silas, please use the following coordinates:

Alex Silas
A/REVP Québec Chief Electoral Officer
Email: REVPelectionsVPER@psac-afpc.com

In solidarity,

Sharon DeSousa
National President

c.c.: NBoD, Executive Office

NOMINATIONS FORM FOR THE POSITION OF
ALTERNATE REGIONAL EXECUTIVE VICE-PRESIDENT, QUÉBEC
PUBLIC SERVICE ALLIANCE OF CANADA

I hereby nominate _____
(print name)

for the office of Alternate Regional Executive Vice-President, Québec.

Nominator:

_____
(print name) (signature) (Local/Branch/DCL)

Seconder:

_____
(print name) (signature) (Local/Branch/DCL)

Date: _____

NOTE:

1. Each nominee must confirm in writing, received no later than **July 24, 2025,** that they are willing to stand for office.
2. Both the nominator and seconder must be members in good standing of PSAC.
3. The sharing of members' email addresses is done in compliance with the PSAC Privacy and Confidentiality policies. This information is being provided solely for the specific and exclusive purpose of the Alternate REVP Québec election. Such provided member information is confidential and must not be communicated or disclosed to anyone in any manner.
4. The signatory below confirms that they will utilize these email addresses solely for the Alternate REVP Québec election; will protect confidentiality by employing the blind copy (bcc) function when using member email addresses; and will delete the list of email addresses at the conclusion of the A/REVP Québec election.

I (name) _____ confirm that I will stand for election to the office of Alternate Regional Executive Vice-President, Québec. I confirm that I will use the provided member email addresses solely for my election campaign, will employ the blind copy (bcc) function when using member email addresses, and will delete the list/database of these addresses at the conclusion of the Alternate REVP Québec election.

Signature: _____

Date: _____