



PSAC · Quebec

*OUR COLLECTIVE FIGHT,
OUR REGIONAL ROOTS*

INVITATION
TO THE
12TH REGIONAL
CONVENTION

MAY 22-24,
2026

REGIONAL
CONVENTION
2026

MESSAGE FROM THE REGIONAL EXECUTIVE VICE-PRESIDENT

Dear activists,

I look forward to discussing our union's future together at the PSAC-Quebec Triennial Convention in May 2026.

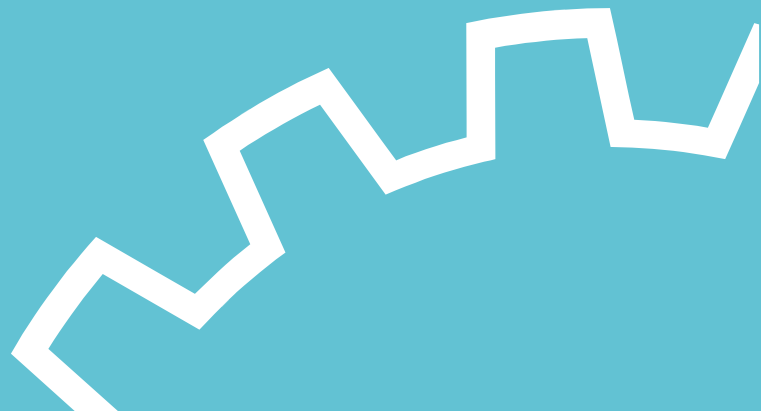
These are hard times. Hatred is on the rise and the far-right is gaining ground. The dark side of politics is rearing its head as governments mount increasingly vicious, uninhibited attacks against unions and our most vulnerable populations.

As union activists, we have a duty to stand up to these attacks and keep fighting for a more inclusive and just society for all. There is no shortage of challenges. We must band together to face them as a united front, lighting the path toward a brighter future.

At the forthcoming convention, we'll have to decide how to tackle these challenges in keeping with the regional priorities we establish. Through our shared desire to always do better, we will shape the future and keep pushing Quebec society forward.

See you at convention!

Sébastien Paquette
Regional Executive Vice-President, PSAC-Quebec



KEY DATES

Deadline for receipt of resolutions:

MONDAY, FEBRUARY 2, AT 11:59 P.M.

Deadline for registration of delegates:

MONDAY, FEBRUARY 2, AT 11:59 P.M.

Deadline for registration of observers:

MONDAY, FEBRUARY 2, AT 11:59 P.M.

LOCATION

Centre de congrès de Saint-Hyacinthe
1325, Daniel-Johnson Street West
Saint-Hyacinthe, Quebec J2S 8S4

DATES

From Friday, May 22, 10 a.m., to Sunday, May 24, 3:30 p.m.

ONLINE RESOURCES

PSAC Constitution and Regulations:

<https://psacunion.ca/constitution-regulations-0>

PSAC-Quebec By-Laws, Regulations and Resolutions of Record:

<https://afpcquebec.com/en/about-psac-quebec/>

PSAC-Quebec Convention resources and program:

<https://afpcquebec.com/en/regionalconvention/>



PARTICIPATION AT THE REGIONAL CONVENTION

To be part of the Convention delegation, you must:

- **be a member in good standing elected by your union body; or**
- **be delegated by virtue of your position**
(e.g. as a member of Regional Council or a National Officer, or per Component or Local/Branch by-laws).

To receive full reimbursement of expenses, delegates must attend the entire Convention.

DEADLINE FOR REGISTRATION

The PSAC-Quebec makes available the registration form for delegates, substitutes and observers on its website.

Delegates, assistants and observers must register directly from the website by clicking on the registration form. The registration deadline for delegates is **Monday, February 2, 2026 at 11:59 PM**. Participating individuals can access the form by following the following link:

<https://afpcquebec.com/congresregional/>

Expenses incurred by observers will not be reimbursed by PSAC-Quebec, nor by the Regional Committees or Area Councils. Due to space constraints, the number of observers may be limited, and the requests may be treated on a first-come, first-served basis.





DELEGATE ENTITLEMENT

The Office of Director of finances has calculated the maximum number of members for each Elements Local, directly chartered Locals and each Union Body during the period prior to the date of the convention invitation for the purpose of determining the number of delegates to the convention to which they are entitled, in accordance with clause 16 (6) (a) of the PSAC Constitution.

This information is available on the congress page or by following the following link: <https://afpcquebec.com/congresregional/>. In the interim, locals should prepare to elect the number of delegates and alternates to which they are entitled under Section 16, Sub-Section (6).

Representation and voting rights at PSAC-Quebec triennial conventions are defined in By-Law 7 of the PSAC-Quebec By-Laws, Regulations and Resolutions of Record.

REGISTRATION FEE

With the resolution “FIN-005 PSAC National and Regional Convention Fees” adopted at the 2022 PSAC National Convention, regions lost the right to charge a registration fee for conventions. In the past, revenue from registration fees covered the cost of swag and evening social events. Without it, swag and social events may be limited.

TRAVEL AND ACCOMMODATIONS

Delegate registration must be completed prior to making any hotel or travel arrangements.

Delegates who require commercial transportation must reserve through W.E. Travel by using this link <https://weuniontravel.ca/contact-us/>. Any subsequent changes to commercial transportation reservations must be approved in advance by the REVP's office at **CongresQuebec@psac-afpc.com**.

Delegates must make their own reservations for accommodations, since the reservation must be guaranteed by a credit card to cover incidentals. To secure a room in the PSAC-Quebec Convention in one of these blocks:

Sheraton Saint-Hyacinthe, for delegates only, the reservation must be booked by **Monday, March 2, 2026** at the link below. **Group : AFPC-Quebec.**

<https://www.marriott.com/fr/event-reservations/reservation-link.mi?id=1754336458804&key=GRP&questreslink2=true&app=resvlink>

Hôtel Le Dauphin, for delegates only, the reservation must be booked by **Tuesday, April 21, 2026** by calling at **1-800-465-4842 or 450-774-4418, group: AFPC-Qc.**

Holiday Inn, for delegates, guests and observers, the reservation must be booked by **Monday, March 2, 2026** at the link below. **Group: AFPC-Quebec.**

https://www.ihg.com/holidayinnexpress/hotels/fr/fr/find-hotels/select-roomrate?fromRedirect=true&qSrt=sBR&qIta=99801505&icdv=99801505&qSIH=YULSH&qCiD=21&qCiMy=042026&qCoD=24&qCoMy=042026&qGrpCd=FPC&setPMCookies=true&qSHBrC=EX&qDest=1500%20rue%20Daniel-Johnson%20Est.,%20Saint-Hyacinthe,%20QC,%20CA&showApp=true&adjustMonth=false&srb_u=1&qRmFltr=

Hôtel Rive-Gauche (Beloeil), for observers, guests and exhibitors, the reservation must be booked by **Tuesday, April 21, 2026** at the link below. **Code: 187231.**

<https://www.hotelrivegauche.ca/en>

REIMBURSEMENTS AND LOST SALARY

Prior to making travel arrangements and booking a hotel, delegates must make sure they have been granted leave from their employer to attend the Convention.

Delegates will be reimbursed for actual salary lost, i.e. working hours spent at the Convention.

There will be no remuneration for weekends, except in the case of delegates normally scheduled to work on a Saturday or a Sunday, who must present an official work or shift schedule. There will be no remuneration for overtime.

If a union leave letter is required to obtain paid leave, please send your request to **CongresQuebec@psac-afpc.com** ; be sure to specify your working hours.

Treasury Board members and employees of Parks Canada and the Canadian Food Inspection Agency (CFIA) attending the Convention as delegates will not be required to submit a salary reimbursement request. Under clause 14.13 (13.13 for Parks Canada and the CFIA), these members will receive a letter from the REVP 's Office authorizing their participation in the Convention. They will then enter the union leave request in their Leave Management System and submit an electronic copy of the letter to their delegated immediate supervisor. To ensure that PSAC is billed correctly for lost salary, only the leave actually used by the member must be entered in the system.

REIMBURSEMENT OF EXPENSES

All delegate expense claims must be submitted electronically through the Member Expense Portal, located on the PSAC national website (<https://psacunion.ca/>). Claims must be submitted within 60 days of the Convention.

EMERGENCY CONTACT

All attendees (*including observers and guests*) must, at the time of registration, provide the name and contact information of the person PSAC-Quebec should contact in case of emergency. Please specify your relationship to this person.



LET'S GO GREEN

Climate change, global warming and environmental protection are all issues of concern to our union. Any activity such as a convention, conference or meeting has an impact on the environment. We can, however, minimize the impact by adopting environmentally friendly practices. PSAC has been working to make the Convention greener and reduce its carbon footprint.

We've reduced the use of paper and materials, will supply drinking water, and will recycle and reuse materials. Together we'll make a difference!

Note that printed copies of Convention materials will only be provided to attendees who request in this regard at the time of online registration.

FAMILYCARE

By providing for the reimbursement of family care expenses, the PSAC Family Care Policy removes a potential obstacle to delegates' full participation in union activities.

The PSAC Family Care Policy is available at <https://psacunion.ca/family-care-policy>.

SIMULTANEOUS TRANSLATION

During the Convention, PSAC-Quebec will provide interpretation services. Convention material is also available in both English and French.

ACCOMMODATIONS FOR DISABILITIES

PSAC strives to ensure that our events are barrier-free for delegates with disabilities. Accommodations will be made based on the requirements and functional limitations indicated on the registration form.

Any accommodation request made after the registration deadline might not be implemented, due to the short time frame. The requestors may be required to provide a doctor's note specifying their functional limitations.

SCENT-FREE ENVIRONMENT

In consideration of the health of our colleagues who may suffer from environmental disabilities, and in an effort to eliminate airborne contaminants, we ask that all attendees (*delegates, observers and guests*) to avoid using scented products, such as perfumes, colognes, lotions, hairsprays, deodorants and other products promoted by the fragrance industry.

RESOLUTIONS

The Regional Convention is the time to make a variety of important demands, such as an increase in regional resources, the addition of training courses, or changes to the PSAC Constitution or the PSAC-Quebec By-Laws and Regulations. These issues are of concern to the membership and must be addressed during the Convention.

However, delegates are encouraged to go a step further and craft resolutions on policy issues. What would be our position in upcoming elections? On the labour movement? On university research? On the national debt? On poverty?

Once adopted by the Convention, these positions will help guide union leaders when they're called upon to respond publicly to issues that directly affect our members. The positions adopted at the Convention will strengthen PSAC-Quebec's stand.

Resolutions must be emailed to the REVP's office at **CongresQuebec@psac-afpc.com** by **Monday, February 2, 2026**.

Resolutions must meet the following criteria:

FORMAT

- Font: 14 point Arial
- Concise and focused statements Maximum of 165 words in French, 150 words in English, but no limit in indigenous language
- Conventional wording or clear language; *(include a title, and specify the originating body and the language of origin)*
- Do not use any special formatting such as boxes, tables or drawings

APPROVAL

Resolutions cannot be submitted by individual members. They must be previously voted on and approved by the appropriate originating body according to By-Law 6, s. 3 of the PSAC-Quebec By-Laws, i.e. the Quebec Regional Council, locals, branches, regional women's committees, regional young workers committees, area councils in good standing, DCL Executives, the CQSU and regional committees of equity groups recognized by PSAC.

DEADLINE

Resolutions must be sent via email at **CongresQuebec@psac-afpc.com** by **midnight (EST) on Monday, February 2, 2026**.

CONTENU

- Addresses just one topic (issue) and has one main objective;
- In simple wording, clearly identifies the issue and the action required;
- Presents conclusions that clearly set out the action sought and can stand on their own;
- Does not call for an action or outcome that contradicts or contravenes the PSAC Constitution or the PSAC-Quebec By-Laws;
- Proposes an action that is clearly within the jurisdiction of the body that will implement it;
- Is in line with the mandate of the Regional Convention;
- Does not deal with bargaining demands;
- Does not duplicate an existing Resolution of Record;
- Builds in accountability, i.e. timeline, who is responsible for the implementation, and what resources are required;
- Allows flexibility in implementation, as it's the end result that counts;
- Does not deal with a matter that has already been resolved;
- Meets the Who, What, When, Why and How test.

The “Be it resolved” and “Be it further resolved” (or, in simplified language, “PSAC will”) clauses are the most important parts of a resolution as they are what the delegates will be debating. Each such clause must therefore be drafted in such a way as to stand alone.

Note: Bargaining demands are not accepted because there is another channel for submitting them.

A course on resolution writing is available at <https://afpcquebec.com/en/calendar/>. More details to come.

Should you have any questions about the submission of resolutions, please send them by email to the REVP 's Office at CongresQuebec@psac-afpc.com .

SAMPLE RESOLUTIONS

TR ADITIONAL FORMAT

RE-ESTABLISHMENT OF THE COURT CHALLENGES PROGRAM

WHEREAS the Court Challenges Program, which provided funding to challenge laws and policies that violate constitutional equality rights, was abolished by the Conservative government;

WHEREAS in the past, this program allowed citizens to defend their fundamental rights—rights that many would otherwise not have had the financial means to defend; and

WHEREAS, without the Court Challenges Program, only people with means have access to the legal system to challenge unjust laws:

BE IT RESOLVED THAT PSAC support the rights of citizens by taking a public stand in favour of re-establishing the Court Challenges Program;

BE IT FURTHER RESOLVED THAT PSAC support all campaigns to have the Court Challenges Program re-established in its entirety.

SIMPLIFIED L LANGUAGE FORMAT

MENTAL HEALTH AWARENESS IN THE WORKPLACE

BECAUSE mental health issues affect many of our members and are the leading cause of stress in the workplace; and

Because there needs to be an increased awareness of mental health issues;

PSAC WILL develop a presentation document on mental health and make it available to all locals to increase awareness about mental health issues in the workplace.



RESOLUTIONS COMMITTEE REPORTS

The Resolutions Committees review the resolutions submitted to determine whether they meet the above criteria, with guidance provided by the PSAC National President as required. They then prioritize the resolutions and prepare their reports accordingly.

Given the time constraints of Regional Conventions, the committees should be prepared to present their top ten (10) resolutions.

LATE RESOLUTIONS

Resolutions received after February 2 will be considered late. They will be referred to the appropriate resolutions committee for a recommendation. They will be listed last on the agenda or examined by the Quebec Regional Council after the Convention. A late resolution cannot be moved up in the order of business by delegate motion.

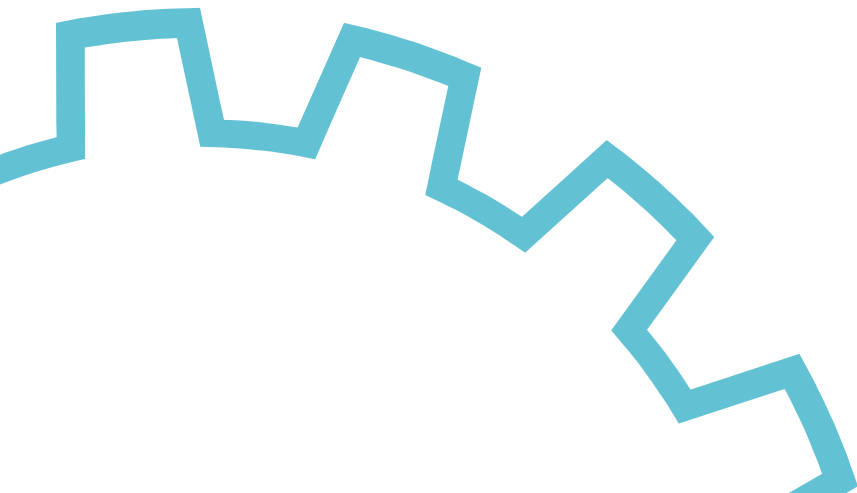
COURSE ON CONVENTION RULES OF ORDER

PSAC-Quebec will be offering a course to help members prepare for the Convention.

This course explains the purpose of conventions. Through practical exercises, members become familiar with the rules of order (elections, voting, reporting, etc.).

The course also explores the roles of convention committees, committee chairs, and convention chairs, and gives a good understanding of their dynamics.

More information on course availability will be available shortly in the PSAC-Quebec Education section at <https://afpcquebec.com/en/calendar/>.



ELECTIONS

Subject to any changes in the By-Laws, the following offices will be filled at the PSAC-Quebec Regional Convention:

- **Regional Executive Vice President (REVP)**
- **Alternate Regional Executive Vice President (REVP)**

NOMINATION FORM

The nomination form and other information will be posted in the Regional Convention section of the PSAC-Quebec website as early as December 2025. Nominations must be submitted as instructed on the form.

ELIGIBILITY

Any member in good standing may run for office. Nominees must live and work in the Quebec region except the Outaouais (National Capital Region).

The nominator and the seconder must be delegates to the Regional Convention.

Nominees who will not be present at the PSAC-Quebec Convention must submit their nomination form to the Regional Coordinator prior to the Convention. Nominees who will be present at the Convention may submit their form to the Nominations Committee prior to the Convention or be nominated from the floor.

ELECTION CAMPAIGN

Campaign materials must comply with the PSAC Constitution. Any concerns regarding such materials should be communicated to the National President.

Candidates wishing to campaign on social media must use their personal account. No candidate may employ the logos, letterhead, social media accounts or other communication tools of PSAC, PSAC-Quebec or any related union body in their campaign materials. PSAC will follow up with further instructions regarding the regional elections.

All candidates for Regional Executive Vice President and Alternate REVP will be invited to participate in a debate during the Convention.

Members will have the opportunity to submit questions to be asked during the debate. More information on submitting questions will be provided along with the nomination information in February.

PSAC-Quebec will review the questions to make sure they are appropriate and neutral. The time reserved for the debate will not be long enough to ask all the questions submitted by members. The Union reserves the right to combine certain questions.





PSAC · Quebec

OUR COLLECTIVE FIGHT, OUR REGIONAL ROOTS

OFFICE OF THE PSAC-QUEBEC REVp

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514-875-7100 or 1-800-642-8020

Email: CongresQuebec@psac-afpc.com

Website: <https://afpcquebec.com/en/regionalconvention/>