



GENERAL RESOLUTIONS COMMITTEE REPORT FOR THE TWELFTH PSAC-QUEBEC CONVENTION MAY 22–24, 2026

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

Chair

Frédéric Boucher-Legault President of the Laval, Laurentides, Lanaudière,
Abitibi-Témiscamingue Area Council (D2)

Vice-Chair

Stéphanie Rochon President of Local 10011, Quebec

Members

Camille Foster Director for Women

Pierre Agodjigbe Director for Directly Chartered Locals

Éric Drouin Vice-President of the Montreal Area Council (D7)

The General Resolutions Committee met at the Montreal office on February 17, 18 and 19, 2026.

The Committee received 35 resolutions numbered G-1 to G-35. Resolutions G-1 to G-29 and G-31 to G-35 were submitted in French, while Resolution G-30 was submitted in English.

Resolutions G-13 and G-20 could not be analyzed by the Committee as they exceeded the maximum wordcount and must be returned to the originator.

The Committee made recommendations of concurrence or non-concurrence on all submitted resolutions, with the exception of Resolutions G-1, G-17 and G-18, which National President Sharon DeSousa ruled out of order.

The Committee also looked at updating the Resolutions of Record, which included 75 resolutions.

Report format

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

The resolutions appear in the report rather than as a separate package. They follow the order of priority established by the Committee.

Resolutions ruled out of order, including explanations for the National President's ruling, are found in Appendix A. Resolutions that were combined with another resolution appear in Appendix B.

Withdrawals from the Resolutions of Record Book appear in Appendix C.

Finally, to streamline the text, Appendix D lists the acronyms used in this report.

The Committee established its priorities as follows:

Recommendations of concurrence

Resolution G-4	(covers Resolutions G-6 and G-31)
Resolution G-2	
Resolution G-26	
Resolution G-23	(covers Resolution G-32)
Resolution G-15	
Resolution G-10	1 st BIR - (covers Resolution G-24)
Resolution G-22	(covers Resolution G-34)
Resolution G-27	
Resolution G-30	
Resolution G-7	
Resolution G-9	
Resolution G-19	

Recommendations of non-concurrence

Resolution G-3
Resolution G-8
Resolution G-11

Resolution G-14 (covers Resolution G-33)
Resolution G-25 (covers Resolution G-35)
Resolution G-10 2nd BIR – (covers Resolution G-24)
Resolution G-16
Resolution G-28
Resolution G-29
Resolution G-5 (covers Resolutions G-12 and G-21)

The Committee would like to thank the members of the General Resolutions Committee, PSAC staff, Mélanie Guédon (Committee Secretary) and Janie Beauchamp (Technical Advisor), who contributed to the Committee's work.

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.


Frédéric Boucher-Legault (Apr 28, 2026 09:18:15 EDT)

Frédéric Boucher-Legault
Chair of the Committee

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RECOMMENDATIONS OF CONCURRENCE

RESOLUTION (covers Resolutions G-6 and G-31)

G-4

TITLE: FERTILITY TREATMENT LEAVE

ORIGINATOR: CEIU 10328

LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in Resolution G-4, which reads as follows:

WHEREAS one in six couples in Canada suffers from reduced fertility or infertility;

WHEREAS infertility has major negative social consequences for affected people, especially women and 2SLGBTQIA+ persons, including abuse, divorce, social rejection, emotional stress, depression, anxiety and loss of self-esteem;

BE IT RESOLVED THAT PSAC lead a major national campaign to promote the creation of a dedicated leave for people dealing with infertility to attend fertility treatment appointments.

Rationale: The Committee recognizes that infertility affects a significant portion of the population and can have major impacts on members' psychological health, well-being and work-life balance.

A CROP survey conducted for the Association infertilité Québec (ACIQ) in 2015 showed that roughly 40% of people aged 18–35 had used assisted procreation services or knew someone who had.

The Committee believes that a national campaign is an appropriate and feasible way to raise awareness and reduce stigma (with both the employer and with members), support members facing infertility and advocate for dedicated fertility treatment leave.

*Source: www.lapresse.ca/debats/opinions/2020-09-13/infertilite-etre-parent-un-immense-privilege-pour-tous.php

TITLE: ADOPTING A GENDER-NEUTRAL SALUTATION

ORIGINATOR: UCTE 10502

LANGUAGE OF ORIGIN: F

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

WHEREAS the words *Brother* and *Sister* are still used in some of our official communications;

WHEREAS these salutations are not inclusive and may cause some people to feel excluded;

WHEREAS it is important to use respectful, representative and inclusive language for all our members;

BE IT RESOLVED THAT the words *Brother* and *Sister* be hereafter removed from all our internal and external communications;

BE IT FURTHER RESOLVED THAT these words be replaced by gender-neutral salutations such as “colleagues” or “members,” depending on the context.

Rationale: The Committee recommends concurrence in this resolution to encourage union bodies to use gender-neutral and inclusive language.

The Committee believes that the use of inclusive language in internal and external communications helps ensure all members feel represented and respected within the organization.

Replacing gendered words with more inclusive language is an easy, logical and actionable step that aligns with PSAC’s evolving communications practices.

The Committee finds this resolution practical and compatible with PSAC’s goal to foster accessible and representative communications.

TITLE: PSAC TRAVEL POLICY

ORIGINATOR: QUEBEC COUNCIL

LANGUAGE OF ORIGIN: F

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

WHEREAS PSAC-Quebec is increasingly aware of the environmental impact of its meetings, conferences and conventions in the region;

WHEREAS an environmental committee was recently created within PSAC-Quebec;

WHEREAS PSAC has a travel policy;

BE IT RESOLVED THAT the NBoD revise the PSAC Travel Policy to incorporate carpooling incentives.

Rationale: This resolution aims to improve the existing PSAC Travel Policy by incorporating more eco-responsible practices.

Introducing carpooling incentives is a realistic measure that aligns with PSAC's current goals while allowing the relevant national committee to revise it if needed.

The Committee finds this resolution feasible and consistent with initiatives to reduce the environmental footprint of union activities.

TITLE: REGIONAL YOUNG WORKERS CONFERENCE

ORIGINATOR: QUEBEC COUNCIL

LANGUAGE OF ORIGIN: F

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

WHEREAS young workers' participation is essential for the labour movement's renewal and vitality;

WHEREAS regular opportunities to discuss, reflect and learn help develop union leadership in young workers;

WHEREAS Young Workers Committees must constantly renew themselves;

BE IT RESOLVED THAT PSAC organize a Regional Young Workers Conference once per three-year cycle.

Rationale: The Committee recognizes that young workers' participation is key to the labour movement's renewal and vitality. A periodic Regional Young Workers Conference would provide a structured space for discussion, training and the development of union leadership.

The Committee finds this resolution feasible and aligned with PSAC's goals to engage and renew the Young Workers Committees.

It is also worth noting that the existing Women's Conference and Equity Conference have generated rich and relevant discussions.

TITLE: COMPENSATION FOR TRAINING HELD ON DAYS OF REST

ORIGINATOR: AC 3 YOUNG WORKERS' COMMITTEE

LANGUAGE OF ORIGIN: F

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

WHEREAS:

- ensuring that all worked hours are paid is a core union value;
- non-standard working hours are increasingly common;
- PSAC promotes access to union training;

BE IT RESOLVED THAT PSAC-Quebec provide compensation at the union leave rate for each approved training day held on a day of rest.

Rationale: The Committee recommends concurrence in this resolution consistent with our principle that all worked hours should be paid.

The Committee believes that the term “day of rest” should apply equitably to members, no matter their schedule.

Providing compensation for approved training held on a day of rest promotes equal access to union education and member participation.

The Committee finds this resolution consistent with PSAC’s skills development and union involvement goals while also making it possible to adapt training practices for members with non-standard hours.

**TITLE: DEFENDING THE RIGHTS OF TEMPORARY FOREIGN WORKERS
AND FAIR ACCESS TO PERMANENT RESIDENCY**

ORIGINATOR: QCUU

LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in the first BIR of Resolution G-10, which reads as follows:

WHEREAS the provincial government has abolished the Quebec Experience Program (PEQ) and replaced it with the Skilled Worker Selection Program (PSTQ), which is considered more opaque, restrictive and unpredictable;

WHEREAS thousands of temporary foreign workers in essential sectors (health care, education, services, construction) are affected and at risk of being forced to leave;

WHEREAS these measures prevent the retention of talent trained in Quebec and interfere with the overall economy;

BE IT RESOLVED THAT PSAC-Quebec lobby the provincial government more intensely to:

- restore a fair, transparent and predictable pathway to permanent residence;
- adopt a grandfather clause safeguarding the workers already in Quebec;
- improve the PSTQ by increasing transparency, speeding up processing times, and prioritizing fields with staffing shortages.

Rationale: The Committee recommends concurrence in the first BIR, as PSAC-Quebec already lobbies the government on issues affecting members, and this BIR adds details not covered by resolutions of record 2021-G62 and 2023-G5.

TITLE: LEADERSHIP TRAINING FOR MEMBERS 35 AND UNDER

ORIGINATOR: QUEBEC COUNCIL

LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in Resolution G-22, which reads as follows:

WHEREAS the union movement’s vitality and sustainability depends on the next generation of union leaders;

WHEREAS young workers are an essential pillar of our organizations’ future;

WHEREAS providing young workers with tools and knowledge tailored to their needs encourages their participation and engagement;

WHEREAS a safe space helps young workers express themselves and learn in a judgment-free environment;

WHEREAS a young worker’s innovation can blend with an experienced mentor’s know-how when the two work together;

BE IT RESOLVED THAT PSAC-Quebec mandate the Education Section, in partnership with leadership and young worker coordinators, to develop and offer an annual leadership training event intended for members aged 35 and under.

Rationale: The Committee recommends concurrence in this resolution. Current training courses do not address certain important factors for members aged 35 and under. In addition, due to the high demand for basic training courses, many applications from people under 35 are denied due to a lack of available space.

TITLE: ACCESS TO LEADERSHIP POSITIONS

ORIGINATOR: PSAC-QUEBEC RACIALIZED MEMBERS CONFERENCE

LANGUAGE OF ORIGIN: F

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

WHEREAS racialized PSAC members are underrepresented in leadership positions due to systemic barriers;

WHEREAS mentorship can help racialized members develop leadership skills;

WHEREAS diverse leadership teams boost representation and union legitimacy;

WHEREAS equitable access to training and support helps racialized members overcome systemic barriers;

BE IT RESOLVED THAT PSAC create a formal mentorship program specifically for racialized members to develop their union leadership skills;

BE IT FURTHER RESOLVED THAT the content be tailored to the specific needs of racialized members to strengthen their skills and confidence;

BE IT FINALLY RESOLVED THAT PSAC provide continuous support to program participants through personalized guidance and regular check-ins.

Rationale: PSAC is already working on a national leadership development program. This resolution strengthens the program and clarifies its goals to better address racialized members' realities and needs.

The Committee believes that introducing structured mentoring, tailored training and ongoing support will drive leadership development and increase representation within union bodies.

The resolution complements existing initiatives and broadens their scope.

TITLE: MANDATORY ANTI-RACISM TRAINING FOR UNION REPRESENTATIVES

ORIGINATOR: PSAC-QUEBEC RACIALIZED MEMBERS CONFERENCE

LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in Resolution G-30, which reads as follows:

WHEREAS racialized members continue to face systemic racism and microaggressions in the workplace, including within union spaces;

WHEREAS union representatives are often the first point of contact for members experiencing discrimination;

WHEREAS equipping union representatives with anti-racism tools is essential to building an inclusive and supportive union culture:

BE IT RESOLVED THAT PSAC implement a mandatory, ongoing anti-racism and cultural competency training program for all union representatives and stewards;

BE IT ALSO RESOLVED THAT PSAC develop this training in collaboration with racialized members and equity group committees.

Rationale: The Committee recognizes the importance of reinforcing union representatives' skills in the areas of inclusion and anti-racism. Such a program would be a useful addition to PSAC's training curriculum.

TITLE: ALCOHOL CONSUMPTION AT CONVENTIONS AND OTHER EVENTS

ORIGINATOR: UNE 10200

LANGUAGE OF ORIGIN: F

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

The Public Service Alliance of Canada shall refrain from providing alcohol and other mind-altering substances (e.g., cannabis) at conventions, training sessions and other events, especially when such substances would be paid for with member dues, effective immediately upon this resolution's adoption.

BECAUSE incidents of excessive consumption and subsequent misconduct have occurred;

BECAUSE we do not want member dues to go toward alcohol;

BECAUSE some members may feel excluded if they do not drink.

Rationale: This proposal promotes sound management of the organization's financial resources while keeping union activities safe and inclusive.

The Committee notes that the resolution does not prohibit individuals from consuming alcohol, but merely specifies that alcohol will not be purchased within the scope of union activities.

TITLE: FUNDING MEMBER PARTICIPATION IN THE NATIONAL OFFICERS MEETING

ORIGINATOR: UNDE 10507

LANGUAGE OF ORIGIN: F

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

WHEREAS PSAC-Quebec By-Law 2, Section 3 (a) states that PSAC-Quebec's mandate includes grouping together national and regional officers, locals, DCLs, regional women's committees, equity groups and regional young workers' committees;

WHEREAS PSAC-Quebec organizes an annual meeting of national officers in compliance with PSAC-Quebec By-Law 3, Section 1 (e);

WHEREAS participation costs are wholly borne by locals and components, except for costs incurred by people who attend as representatives of active regional young workers', women's, and equity group committees;

WHEREAS this funding disparity results in certain officers and representatives not being able to attend;

BE IT RESOLVED THAT PSAC fully cover all participants' expenses in the PSAC-Quebec National Officers Meeting, including travel expenses, accommodation, meals, incidental expenses and wages for individuals not on full-time union leave.

Rationale: The Committee recognizes that the current funding disparity may prevent some of the members listed in PSAC-Quebec Regulation 15 from being able to attend the National Officers Meeting.

Standardized funding would facilitate more equitable participation and ensure the bodies listed in PSAC-Quebec By-Laws are fully represented.

The Committee finds this resolution consistent with PSAC's goals to bolster representation and union democracy, and believes it also supports greater mobilization.

TITLE: HARASSMENT AND BULLYING IN THE WORKPLACE

ORIGINATOR: AGR 10377

LANGUAGE OF ORIGIN: F

The Committee recommends **concurrence** in Resolution G-19, which reads as follows:

WHEREAS laws and regulations about harassment and bullying in the workplace have become increasingly stringent;

WHEREAS incidents of harassment and bullying in the workplace have become increasingly complex and challenging to resolve;

WHEREAS long timelines for resolving these cases have a negative impact on PSAC members' mental and physical well-being;

BE IT RESOLVED THAT PSAC make legal assistance available to members who have been victims of repeated harassment and bullying or whose cases have not been resolved within one year.

Rationale: The Committee reiterates that representation mechanisms and internal and external recourse should be prioritized, and that access to specialized legal aid is complementary support offered only in particular situations.

RECOMMENDATIONS OF NON-CONCURRENCE

RESOLUTION

G-3

TITLE: OCCUPATIONAL HEALTH AND SAFETY WEEK

ORIGINATOR: QUÉBEC CITY AREA COUNCIL 3

LANGUAGE OF ORIGIN: F

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

WHEREAS workers have a fundamental right to occupational health and safety, and protecting that right is core to PSAC's mission;

WHEREAS preventing injury, occupational diseases and psychosocial risks requires information, education and raising awareness;

WHEREAS workplaces are constantly evolving and new issues are always emerging, especially related to workload, psychological health, violence, and ergonomics;

WHEREAS an OHS Week would include mobilizing activities such as training, workshops, talks and lunch-and-learns;

WHEREAS PSAC-Quebec plays a strategic role in supporting regional and local initiatives, both financially and logistically;

BE IT RESOLVED THAT PSAC-Quebec fund and support an annual OHS Week;

BE IT FURTHER RESOLVED THAT the OHS Week include training, prevention, and awareness activities, and that locals and area councils be encouraged to participate to ensure its success and sustainability.

Rationale: The Committee recognizes the importance of occupational health and safety and the relevance of related training, education and prevention. That said, PSAC-Quebec already collaborates with various bodies to provide a broad array of OHS training and tools.

The Committee believes that an annual OHS Week funded by PSAC-Quebec would duplicate existing initiatives and constitute a major financial and organizational commitment.

Existing structures, including area council initiatives, OHS training and our partnership with the FTQ, will continue to effectively support OHS education.

TITLE: COMPUTER MANAGEMENT

ORIGINATOR: UNE 10200

LANGUAGE OF ORIGIN: F

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

~~Beginning in 2026~~, the Public Service Alliance of Canada shall ensure that computers paid for by PSAC are recovered by Information Technology (IT) services at the end of their life or when being replaced and offered to locals before being donated or sold to third parties.

Furthermore, following the adoption of this resolution, IT or the section in charge shall keep a list of recovered computers and will reset and update them before giving them to other users.

BECAUSE several locals do not have a large amount of cash on hand;

BECAUSE the computers were paid for with member dues;

BECAUSE computers have become essential for managing locals and handling members' personal data.

Rationale: The Committee recommends non-concurrence in this resolution, though it appreciates the computer recycling initiative. PSAC does not currently provide computers to elected officers. This responsibility falls mainly on components, locals, and area councils.

TITLE: COMPENSATION FOR TRAINING HELD ON WEEKENDS

ORIGINATOR: QCUU

LANGUAGE OF ORIGIN: F

The Committee recommends **non-concurrence** in Resolution G-11, which reads as follows:

WHEREAS PSAC promotes access to union training;

WHEREAS PSAC represents workers from various sectors, many of whom work non-standard hours;

WHEREAS the union defends the principle of being paid for each day worked;

BE IT RESOLVED THAT PSAC-Quebec provide compensation at the union leave rate for each training day held on a weekend.

Rationale: The Committee recommends non-concurrence in this resolution. This resolution does not apply equitably to all members. Many members work atypical hours and would not be eligible for this compensation.

TITLE: PROVIDE UNION TRAINING ONLY ON WORK DAYS

ORIGINATOR: AC 3 YOUNG WORKERS' COMMITTEE

LANGUAGE OF ORIGIN: F

The Committee recommends **non-concurrence** in Resolution G-14, which reads as follows:

WHEREAS

the labour movement must adapt to evolving professional realities;

financial considerations should not be a barrier to participating in training sessions;

the union upholds members' right to enjoy their rest days and to disconnect;

we ask employers for better work-life balance, and our members should be offered the same;

BE IT RESOLVED THAT PSAC offer all union training on work days only to respect members' days of rest and right to disconnect, and to promote work-life balance.

Rationale: The Committee recommends non-concurrence in this resolution. This resolution does not apply equitably to all members. Many members work atypical hours and would not be eligible for this compensation.

Definition of a work day:

"Working days are computed from Monday to Friday, excluding the holidays."

[Regulation in Civil Matters, s. 3](#)

TITRE : COMPENSATION FOR TRAINING HELD ON DAYS OF REST

ORIGINATOR: QUEBEC COUNCIL

LANGUAGE OF ORIGIN: F

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

WHEREAS ensuring that all worked hours are paid is a core union value;

WHEREAS non-standard working hours are increasingly common;

WHEREAS PSAC promotes access to union training;

BE IT RESOLVED THAT the PSAC policy on union leave be amended to allow leave to be taken at the pay rate specified in the applicable collective agreement to a maximum of one day's regular pay.

Rationale: The Committee recommends non-concurrence in this resolution. There is no PSAC policy on union leave.

**TITLE: DEFENDING THE RIGHTS OF TEMPORARY FOREIGN WORKERS
AND FAIR ACCESS TO PERMANENT RESIDENCY**

ORIGINATOR: QCUU

LANGUAGE OF ORIGIN: F

The Committee recommends **non-concurrence** in the second BIR of Resolution G-10, which reads as follows:

WHEREAS the provincial government has abolished the Quebec Experience Program (PEQ) and replaced it with the Skilled Worker Selection Program (PSTQ), which is considered more opaque, restrictive and unpredictable;

WHEREAS thousands of temporary foreign workers in essential sectors (health care, education, services, construction) are affected and at risk of being forced to leave;

WHEREAS these measures prevent the retention of talent trained in Quebec and interfere with the overall economy;

BE IT FURTHER RESOLVED THAT PSAC-Quebec set up a legal assistance service to help affected members with information requests, procedures and appeals, and that it work with other organizations to scale up activism for a more humane immigration process tailored to the Quebec labour market.

Rationale: The Committee recommends non-concurrence in the second BIR on the grounds that PSAC-Quebec does not have the resources or expertise to intervene in matters of immigration law. The Committee calls on the Regional Executive Vice-President and the Quebec Council to forge a partnership with one or more legal organizations with the necessary expertise to meet the needs of members affected by immigration concerns.

TITLE: STANDARDIZING WORD LIMITS ON RESOLUTIONS

ORIGINATOR: UNDE 10511

LANGUAGE OF ORIGIN: F

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

WHEREAS the Public Service Alliance of Canada (PSAC) imposes a limit of 150 words for resolutions in English and 165 words for resolutions in French at the national level to account for differences between the languages;

WHEREAS this word limit difference was set to ensure resolutions are equitable, clear and accessible to all members, regardless of their preferred official language;

WHEREAS PSAC-Quebec currently imposes a limit of 150 words for resolutions in either language;

WHEREAS this practice may prevent francophone members from being able to draft adequate or precise resolutions that address complex issues;

BE IT RESOLVED THAT PSAC-Quebec aligns its rules on resolution length with national rules;

BE IT FURTHER RESOLVED THAT resolutions presented in French at the PSAC-Quebec Convention may contain up to 165 words, while those presented in English may contain up to 150 words.

Rationale: The Committee recommends non-concurrence in this resolution as this is already in effect in **XO-17-25**.

TITLE: FAIR ACCESS TO SOCIAL PROGRAMS

ORIGINATOR: PSAC-QUEBEC RACIALIZED MEMBERS CONFERENCE

LANGUAGE OF ORIGIN: F

The Committee recommends **non-concurrence** in Resolution G-28, which reads as follows:

WHEREAS racialized PSAC members face specific barriers to essential social services, including daycare and specialized programs;

WHEREAS these services are key to ensuring work-life balance and well-being for racialized members and their families;

WHEREAS PSAC has a duty to mitigate these inequalities by promoting and supporting these services;

WHEREAS collaboration with provincial services is essential to implementing specialized and effective measures:

BE IT RESOLVED THAT PSAC-Quebec partner with community and local organizations to promote and support racialized families' access to the services they need.

Rationale: The Committee recommends non-concurrence in this resolution. Area councils and their equity groups are responsible for building partnerships based on their members' needs. Furthermore, the Social Justice Fund provides financial aid to different organizations, after which PSAC-Quebec promotes those organizations' services.

TITLE: FAIR ACCESS TO SOCIAL PROGRAMS

ORIGINATOR: PSAC-QUEBEC RACIALIZED MEMBERS CONFERENCE

LANGUAGE OF ORIGIN: F

The Committee recommends **non-concurrence** in Resolution G-29, which reads as follows:

WHEREAS racialized PSAC members face specific barriers to essential social services, including daycare and specialized programs;

WHEREAS these services are key to ensuring work-life balance and well-being for racialized members and their families;

WHEREAS PSAC has a duty to mitigate these inequalities by promoting and supporting these services;

WHEREAS collaboration with provincial services is essential to implementing specialized and effective measures:

BE IT RESOLVED THAT PSAC national develop a policy promoting and supporting equitable access to essential social services for racialized families;

BE IT FINALLY RESOLVED THAT PSAC regularly follow up on the results of these initiatives.

Rationale: The Committee recommends non-concurrence in this resolution as written. The Committee feels that an awareness campaign would be more appropriate, given that a policy is an internal regulation intended for the organization's members. The Committee does not believe such a policy could promote or support equitable access to services or help meet racialized families' needs.

TITLE: YOUNG WORKERS TRIENNIAL CONFERENCE

ORIGINATOR: CEIU 10328

LANGUAGE OF ORIGIN: F

The Committee recommends **non-concurrence** in Resolution G-5, which reads as follows:

WHEREAS young workers' participation is essential for the labour movement's renewal and vitality;

WHEREAS PSAC-Quebec has several active components in the region, and each brings a perspective that is crucial to union development;

WHEREAS regular opportunities to discuss, reflect and learn help develop union leadership in young workers;

BE IT RESOLVED THAT PSAC-Quebec organize a Young Workers Conference once per three-year cycle;

BE IT FURTHER RESOLVED THAT this conference be planned and coordinated by a committee comprised of PSAC-Quebec's Director for Young Workers and a representative from each component.

Rationale:

The Committee recommends non-concurrence in this resolution.

The Committee believes that PSAC-Quebec's budget would be strained by putting on such a conference. Furthermore, existing regional conferences are entirely funded by PSAC national.

As for the second BIR, the Committee would like to point out that it fails to include representatives from directly chartered locals, even though they comprise 40% of PSAC-Quebec's members.

APPENDIX A

Resolutions Ruled Out of Order

TITLE: DESIGNATING FRANCOPHONES AS A NEW EQUITY GROUP

ORIGINATOR: UCTE 10502

LANGUAGE OF ORIGIN: F

BE IT RESOLVED THAT UCTE officially designate francophones as a new equity group to ensure their specific needs are addressed;

BE IT FURTHER RESOLVED THAT this equity group be integrated immediately into PSAC's structures, initiatives and mechanisms for representation.

National President's Ruling

The first BIR is ruled out of order because it concerns the Union of Canadian Transportation Employees (UCTE). It is therefore outside the PSAC-Quebec Regional Convention's scope.

The second BIR is also ruled out of order because, once the first BIR is removed, the second does not stand on its own. Accordingly, the entire resolution is ruled to be out of order.

TITLE: PRESERVING THE FEDERAL CHARACTER OF PSAC-QUEBEC

ORIGINATOR: UNDE 10511

LANGUAGE OF ORIGIN: F

BE IT RESOLVED THAT PSAC-Quebec put mechanisms in place to ensure that at least 51% of its membership is comprised of federal public service workers affiliated with national components;

BE IT FURTHER RESOLVED THAT these mechanisms be developed inclusively, transparently and in accordance with PSAC's constitution and values.

National President's Ruling

When groups of new PSAC members are being organized, they have the right to choose between joining a component or forming a directly chartered local (DCL). This resolution would limit that choice and undermine members' democratic rights.

TITLE: CREATING AN INCLUSIVE EQUITY CONFERENCE WITHIN PSAC-QUEBEC

ORIGINATOR: UNDE 10511

LANGUAGE OF ORIGIN: F

BE IT RESOLVED THAT PSAC-Quebec transform this conference into a conference of equity groups;

BE IT FURTHER RESOLVED THAT this conference include approximately 100 participants and that participation be equitably distributed between the various equity groups and PSAC-Quebec area councils.

National President's Ruling

This resolution runs counter to PSAC resolution of record 15/GEN-145, which allocates funding for Regional Racialized Members Conferences. This conference's purpose or name cannot be changed to create a new regional conference.

APPENDIX B

Resolutions Covered by Other Resolutions

TITLE: FERTILITY TREATMENT LEAVE

ORIGINATOR: AC 3 WOMEN'S COMMITTEE

LANGUAGE OF ORIGIN: F

WHEREAS one in six couples in Canada suffers from reduced fertility or infertility;

WHEREAS infertility has major negative social consequences for affected people, especially women and 2SLGBTQIA+ persons, including abuse, divorce, social rejection, emotional stress, depression, anxiety and loss of self-esteem;

BE IT RESOLVED THAT PSAC lead a major national campaign to promote the creation of a dedicated leave for people dealing with infertility to attend fertility treatment appointments.

TITLE: YOUNG WORKERS TRIENNIAL CONFERENCE

ORIGINATOR: AC 3 YOUNG WORKERS' COMMITTEE

LANGUAGE OF ORIGIN: F

WHEREAS young workers' participation is essential for the labour movement's renewal and vitality;

WHEREAS PSAC-Quebec has several active components in the region, and each brings a perspective that is crucial to union development;

WHEREAS regular opportunities to discuss, reflect and learn help develop union leadership in young workers;

BE IT RESOLVED THAT PSAC-Quebec organize a Young Workers Conference once per three-year cycle;

BE IT FURTHER RESOLVED THAT this conference be planned and coordinated by a committee comprised of PSAC-Quebec's Director for Young Workers and a representative from each component.

TITLE: YOUNG WORKERS TRIENNIAL CONFERENCE

ORIGINATOR: UNE 10022

LANGUAGE OF ORIGIN: F

WHEREAS young workers' participation is essential for the labour movement's renewal and vitality;

WHEREAS PSAC-Quebec has several active components in the region, and each brings a perspective that is crucial to union development;

WHEREAS regular opportunities to discuss, reflect and learn help develop union leadership in young workers;

BE IT RESOLVED THAT PSAC-Quebec organize a Young Workers Conference once per three-year cycle;

BE IT FURTHER RESOLVED THAT this conference be planned and coordinated by a committee comprised of PSAC-Quebec's Director for Young Workers and a representative from each component.

TITLE: DEFENDING THE RIGHTS OF TEMPORARY FOREIGN WORKERS AND FAIR ACCESS TO PERMANENT RESIDENCY**ORIGINATOR: QUEBEC COUNCIL**

LANGUAGE OF ORIGIN: F

WHEREAS the provincial government has abolished the Quebec Experience Program (PEQ) and replaced it with the Skilled Worker Selection Program (PSTQ), which is considered more opaque, restrictive and unpredictable;

WHEREAS thousands of temporary foreign workers in essential sectors (health care, education, services, construction) are affected and at risk of being forced to leave;

WHEREAS these measures prevent the retention of talent trained in Quebec and interfere with the overall economy;

BE IT RESOLVED THAT PSAC-Quebec lobby the provincial government more intensely to:

- restore a fair, transparent and predictable pathway to permanent residence;
- adopt a grandfather clause safeguarding the workers already in Quebec;
- improve the PSTQ by increasing transparency, speeding up processing times and prioritizing fields with staffing shortages;

BE IT FURTHER RESOLVED THAT PSAC-Quebec set up a legal assistance service to help affected members with information requests, procedures and appeals, and that it work with other organizations to scale up activism for a more humane immigration process tailored to the Quebec labour market.

TITLE: FERTILITY TREATMENT LEAVE

ORIGINATOR: CEIU 10328

LANGUAGE OF ORIGIN: F

WHEREAS one in six couples in Canada suffers from reduced fertility or infertility;

WHEREAS infertility has major negative social consequences for the people it affects, especially women and 2SLGBTQIA+ persons, including abuse, divorce, social rejection, emotional stress, depression, anxiety and loss of self-esteem;

BE IT RESOLVED THAT PSAC lead a major national campaign to promote the creation of a dedicated leave for people dealing with infertility to attend fertility treatment appointments.

TITLE: REGIONAL YOUNG WORKERS CONFERENCE

ORIGINATOR: CEIU 10328

LANGUAGE OF ORIGIN: F

WHEREAS young workers' participation is essential for the labour movement's renewal and vitality;

WHEREAS regular opportunities to discuss, reflect and learn help develop union leadership in young workers;

WHEREAS Young Workers Committees must constantly renew themselves;

BE IT RESOLVED THAT PSAC-Quebec organize a Regional Young Workers Conference once per three-year cycle.

TITLE: PROVIDE UNION TRAINING ONLY ON WORK DAYS

ORIGINATOR: CEIU 10328

LANGUAGE OF ORIGIN: F

WHEREAS the labour movement must adapt to evolving professional realities;

WHEREAS financial considerations should not be a barrier to participating in training;

WHEREAS the union upholds members' right to enjoy their rest days and to disconnect;

WHEREAS if we ask employers for better work-life balance, we must offer our activists the same conditions;

BE IT RESOLVED THAT PSAC offer all union training only on work days to respect members' days of rest and right to disconnect, and to promote work-life balance.

TITLE: LEADERSHIP TRAINING FOR MEMBERS 35 AND UNDER

ORIGINATOR: CEIU 10328

LANGUAGE OF ORIGIN: F

WHEREAS the union movement's vitality and sustainability depends on the next generation of union leaders;

WHEREAS young workers are an essential pillar of our organizations' future;

WHEREAS providing young workers with tools and knowledge tailored to their needs encourages their participation and engagement;

WHEREAS a safe space helps young workers express themselves and learn in a judgment-free environment;

WHEREAS a young worker's innovation can blend with an experienced mentor's know-how when the two work together;

BE IT RESOLVED THAT PSAC-Quebec mandate the Education Section, in partnership with leadership and young worker coordinators, to develop and offer an annual leadership training event intended for members aged 35 and under.

**TITLE: COMPENSATION FOR UNION ACTIVITIES HELD ON DAYS
 OF REST**

ORIGINATOR: CEIU 10328

LANGUAGE OF ORIGIN: F

WHEREAS a core union value is to ensure that all worked hours are paid;

WHEREAS non-standard working hours are increasingly common;

WHEREAS PSAC promotes access to union training;

BE IT RESOLVED THAT the PSAC policy on union leave be amended to allow leave to be taken at the pay rate specified in the applicable collective agreement to a maximum of one day's regular pay.

APPENDIX C

Withdrawals from the Resolutions of Record Book

TITLE: ADDITION OF ELECTRONIC PAYMENTS TO THE MODES OF PAYMENT ACCEPTED BY PSAC

ORIGINATOR: QUEBEC COUNCIL

LANGUAGE OF ORIGIN: F

BE IT RESOLVED THAT PSAC-Quebec submit a proposal to PSAC to add (and encourage) electronic payments to the payment methods accepted by PSAC, its locals and its members.

Rationale: The Committee unanimously recommends the withdrawal of the resolution, as this is already common practice.

TITLE: MEMBERSHIP LIST FORMAT

ORIGINATOR: QUEBEC COUNCIL

LANGUAGE OF ORIGIN: F

BE IT PROPOSED THAT PSAC send its locals the member lists in Excel or any other compatible electronic spreadsheet format.

Rationale: The Committee unanimously recommends the withdrawal of the resolution.

Member lists are already shared with locals in this format.

TITLE: ELIMINATING SINGLE USE PLASTIC

ORIGINATOR: QUEBEC COUNCIL

LANGUAGE OF ORIGIN: F

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

Rationale: The Committee unanimously recommends the withdrawal of the resolution. Single-use plastic is already banned in Quebec.

The *Single-Use Plastics Prohibition Regulations* are filed under **Canadian law** as **SOR/2022-138** (Statutory Orders and Regulations).

[gazette.gc.ca/rp-pr/p2/2022/2022-06-22/html/sor-dors138-eng.html](https://www.gazette.gc.ca/rp-pr/p2/2022/2022-06-22/html/sor-dors138-eng.html)

TITLE: EMPLOYMENT INSURANCE COMMISSION LIAISON OFFICERS

ORIGINATOR: QUEBEC COUNCIL

LANGUAGE OF ORIGIN: F

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

Rationale: The Committee unanimously recommends the withdrawal of the resolution.

At the time, Liaison Officers were responsible for mediating with the local employment centre. Since then, Payment Services Officers have taken on this peripheral task.

TITLE: THE STATE OF TRADE UNIONISM

ORIGINATOR: QUEBEC COUNCIL

LANGUAGE OF ORIGIN: F

BE IT PROPOSED THAT PSAC-Quebec position itself to ensure that general interunion meetings are organized and are open to all members and non-union workers, and that this approach results in achievement-oriented resolutions; and

BE IT FURTHER PROPOSED THAT PSAC-Quebec forward this demand to its area councils and locals.

Rationale: The Committee unanimously recommends the withdrawal of the resolution.

The State of Trade Unionism consultations are currently underway.

TITLE: ACCESS TO EMPLOYMENT INSURANCE FOR PRECARIOUS JOBS

ORIGINATOR: QUEBEC COUNCIL

LANGUAGE OF ORIGIN: F

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

Rationale: The Committee unanimously recommends the withdrawal of the 2nd BIR of this resolution. The 2nd BIR is a duplicate of Resolution 2023-G6.

APPENDIX D

Acronyms used in this report

AGR:	Agriculture Union
CEIU:	Canada Employment and Immigration Union
FTQ:	Fédération des travailleurs et travailleuses du Québec
NBoD:	National Board of Directors
NEVP:	National Executive Vice-President
NIPC:	National Indigenous Peoples' Circle
PSAC:	Public Service Alliance of Canada
QCUU:	Quebec Council of University Unions
REVP:	Regional Executive Vice-President
UCTE:	Union of Canadian Transportation Employees
UNDE:	Union of National Defence Employees
UNE:	Union of National Employees