

Report of the Alternate Regional Executive Vice-President for PSAC-Quebec

2026 Triennial Convention

This report covers the activities of the Alternate Regional Executive Vice-President (Alternate REVP) for the 2023–2026 cycle. During this term, the position was successively held by Kevin Piton, Sébastien Paquette (as a replacement) and Pamela Salem (following the September 2025 elections). This cycle was marked by a strong presence in governing bodies, sustained involvement in mobilizations, and a significant reflection on the internal structure of PSAC-Quebec.

Governance and Democratic Life

Since June 2023, the Alternate REVP has consistently participated in governing bodies. On June 28, 2023, a mobilization in Montréal marked the beginning of the mandate, followed by the chairing of the Finance Committee. Attendance was also ensured at FTQ General Councils as well as Quebec Councils by the three individuals who held the position.

In September 2025, the newly elected Alternate REVP assumed the chair of the Education Committee, where she worked closely with all stakeholders to deliver the 2026 education budget and plan, and to rebuild the FFA network (PSAC facilitators) in Quebec.

In January 2026, the Alternate REVP also chaired the Bylaws Committee, which finalized the resolutions booklet for the 2026 PSAC-Quebec Triennial Convention.

Since September 2025, the new vice-president has been actively involved with engaged members across all PSAC committees, both at the regional and national levels, including the following committees: Human Rights, Women, and Racialized Members.

In October 2025, the Alternate REVP also represented the organization at the World March of Women and collaborated with the Women's Director on key initiatives. She also participated in the PSAC National Women's Conference in Toronto in November 2025, as well as in the PSAC-Quebec Racialized Members Conference.

In April 2026, she will also take part in the first edition of the PSAC-Quebec Women's Leadership School as a guest panelist.

Education Committee

The Alternate REVP successfully led the work of the Education Committee in a positive and proactive manner, in collaboration with the standing committee. The Education Committee became central to the mandate, particularly since October 2025 with the implementation of selection criteria for facilitators (FFA).

Meetings were held in October and November 2025, then in January, February, and March 2026, to structure the educational offer and respond to the needs of the area councils.

Significant efforts were made to improve the FFA network (PSAC facilitators), notably through recruiting, as well as implementing a more structured recruitment process and more formal criteria.

The committee is actively working to provide mentorship to foster healthy relationships and promote better collaboration and adaptation among facilitators. The commitment is clear and precise: education is essential, and the quality of its delivery is critical to the organization.

Mobilization and Political Action

The cycle was marked by several major mobilizations. On February 15, 2025, a demonstration against Amazon was held, followed on March 21 by a mobilization against Bill 89 and, on March 22, by a mobilization against the privatization of Hydro-Québec. On March 26, participation in a forum on artificial intelligence made it possible to address the future challenges of work.

In October 2025, participation in the FTQ General Council in Laval, as well as in the World March of Women (October 18), strengthened the presence of PSAC-Quebec in social struggles.

Finally, the Alternate REVP attended the Inter-Union Mass Rally held on November 29 in Montréal.

Assessment of the Mandate

The mandate made it possible to maintain an active presence in all governing bodies and to contribute to union work at multiple levels. However, it also highlights important structural issues, notably the need to better frame internal networks, strengthen coordination, and ensure increased support for activists.

These observations reflect the need for a change in work methods to respond to the current realities of the labour movement. It is therefore recommended to work collaboratively with various internal and external stakeholders of PSAC-Quebec to restore relationships and build strong collaborative ties.

For the coming years, it is recommended to prioritize the revitalization and structuring of the FFA network, ensure better support for those involved, and strengthen coordination mechanisms between governing bodies. The development of union education must also remain a strategic priority. Finally, it is essential to continue mobilization efforts on the ground to rebuild a sense of trust and belonging with local components.

The need for solidarity is urgent, and our activists are really exhausted. For the next triennial cycle, it is important to focus on education, mentorship, relationships, genuine collaboration, grassroots activism and union support at all levels.

Pamela Salem, Alternate REVP, PSAC-Quebec