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**RESOLUTIONS PACKAGE  
OF THE BY-LAWS COMMITTEE  
FOR THE  
TWELFTH PSAC-QUEBEC CONVENTION  
MAY 22–24, 2026  
SHERATON SAINT-HYACINTHE**

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**S-1**

**TITLE: REPEALING PSAC-QUEBEC REGULATION 14**

**Originator: UTE 10004**

**Language: FRENCH**

**WHEREAS** PSAC-Quebec Regulation 14, as adopted by the Quebec Council, imposes an election process that runs counter to PSAC's practices by not requiring a clear majority when electing representatives to the FTQ General Council;

**WHEREAS** FTQ by-laws state that directors sitting on the FTQ General Council must be members of their affiliated organizations;

**WHEREAS** PSAC-Quebec Regulation 14, adopted by the Quebec Council, states that non-members of PSAC-Quebec may be elected to the FTQ General Council;

**BE IT RESOLVED THAT** PSAC-Quebec repeal Regulation 14.

**S-2**

**TITLE: HUMAN RIGHTS COMMITTEES**

**Originator: UTE 10004**

**Language: FRENCH**

**WHEREAS** Section 15 of the PSAC Constitution provides for the establishment of regional equity group committees and regional human rights committees, made up of members of equity groups;

**WHEREAS** PSAC-Quebec By-Laws do not mention regional human rights committees;

**WHEREAS** the only active committees in Quebec are regional human rights committees;

**WHEREAS** PSAC-Quebec By-Laws and Regulations should comply with the PSAC Constitution and Regulations and reflect our practices;

**BE IT RESOLVED THAT** PSAC-Quebec replace the phrases “regional equity group committee” and “equity group committee” with “regional human rights or equity committee” in its By-Laws and Regulations.

**S-3**

**TITLE: COMPOSITION OF PSAC-QUEBEC CONVENTION COMMITTEES**

**Originator: UTE 10004**

**Language: FRENCH**

**WHEREAS** PSAC-Quebec By-Laws and Regulations do not mention the composition of convention committees;

**WHEREAS** our organization's democratic process would gain from clarifying the mandate and composition of these committees;

**BE IT RESOLVED THAT** PSAC-Quebec adopt the following new regulation:

New regulation – CONVENTION COMMITTEES

1. At least ninety (90) calendar days prior to the opening date of a PSAC-Quebec triennial convention, the Quebec Council shall appoint such committees as are necessary to conduct the business of the convention.
2. There shall be three (3) standing committees:
  - a. By-Laws;
  - b. Finance;
  - c. General Resolutions.
3. Committees shall meet at least sixty (60) calendar days before the opening date of a PSAC-Quebec triennial convention. Committee reports shall be provided to delegates at least thirty (30) calendar days before the convention.

4. The Regional Executive Vice-President shall recommend the delegates to be assigned to each convention committee, subject to the approval of the Quebec Council.
5. The convention committees shall be constituted as follows:
  - a. the officers of the Quebec Council, except the Regional Executive Vice-President; and
  - b. two (2) delegates elected from each active area council.
6. The Regional Executive Vice-President shall have the exclusive authority to assign convention resolutions to convention committees.
7. Mandate for PSAC-Quebec conventions
  - a. Committees shall recommend to the delegates concurrence or non-concurrence in all resolutions submitted for their consideration. Unanimity, if any, shall be noted.
  - b. Committees shall not draft or submit new resolutions in their reports.
  - c. Each committee shall submit a written report.
  - d. Decisions in committee shall be by majority vote; the committee chairperson shall have the deciding vote in the event of a tie.
  - e. The committee may recommend that similar resolutions be merged into one. It shall draft the composite resolution.
  - f. The committee may recommend concurrence in one or more similar resolutions and non-concurrence in others on the

grounds that the intent is addressed in the recommended resolution.

- g. Committees may recommend separating resolutions into two or more resolutions, and shall produce the divided resolutions.
- h. In the course of its work, the committee shall not, in recommending the merger of two or more resolutions, by splitting a resolution or by rewriting a resolution, alter the substance of the resolution by either diminishing or increasing its importance. The intent or effect must remain the same as in the original resolution. For clarity and translation purposes only (in consultation with the local from which the resolution originated), the committee may reword resolutions, provided that such rewording does not diminish or increase the overall intent and spirit of the original resolution.
- i. The committee shall clearly identify all resolutions that have been combined, divided or incorporated into a composite resolution.
- j. When a resolution will affect the work of another committee, immediate contact shall be made with the committee in question.
- k. The chairperson of the committee shall present resolutions to the convention in the order of priority established by the members of their committee. The order of priority shall take into account the recognition of resolutions on which a “dissent” has been recorded.

**S-4**

**TITLE: REGULATION ON TRANSPARENCY OF PSAC-QUEBEC BODIES**

**Originator: UTE 10004**

**Language: FRENCH**

**WHEREAS** transparency is essential for a democratic organization to operate smoothly;

**WHEREAS** members frequently raise concerns about our organization's transparency;

**WHEREAS** the resolutions regarding the transparency of PSAC bodies adopted at the last convention did not eliminate obstacles to accessing PSAC-Quebec meeting minutes;

**BE IT RESOLVED THAT** PSAC-Quebec amend Regulation 12 to read as follows:

Regulation 12 – Transparency of PSAC-Quebec Bodies

1. PSAC-Quebec will ensure that Quebec Council meeting minutes are available on the PSAC-Quebec website and sent to each local within thirty (30) days of their adoption.
2. PSAC-Quebec will ensure that meeting minutes from all PSAC-Quebec bodies (regional committees, area councils) are available on the PSAC-Quebec website and sent to each local within forty (40) days of their adoption.
3. PSAC-Quebec will ensure that a full report of each convention is available on the PSAC-Quebec website and sent to each local within ninety (90) days.

4. PSAC-Quebec will update all PSAC-Quebec directives, policies, regulations, and procedures with any changes and subsequently send updated documents to locals within no more than ten (10) days.
5. PSAC-Quebec will ensure that notices of meetings for all PSAC-Quebec bodies (regional committees and area councils) are available on the PSAC-Quebec website and sent to each relevant local at least fourteen (14) days before each meeting.

## S-5

**TITLE: HOURS OF PAID UNION LEAVE**

**Originator: UCTE 10102**

**Language: FRENCH**

**WHEREAS** young workers should be encouraged to get involved in PSAC bodies, training, and union activities without fear of losing pay;

**WHEREAS** union mobilization is both more essential and more challenging than ever in our current social landscape;

**WHEREAS** supporting work-life balance is among PSAC's core values;

**WHEREAS** another core union value when negotiating collective agreements is to ensure that all worked hours are paid;

**WHEREAS** certain paid leave regulations do not align with new work realities (e.g., atypical hours, union activities outside regular working hours, part-time positions);

**WHEREAS** the *Act Respecting Labour Standards* provides that training required by the employer must be remunerated;

**BE IT RESOLVED THAT** PSAC amend its Constitution and Regulations to remunerate all hours of union leave, including those falling outside regular working hours, in order to encourage young workers and workers with unusual schedules to get more involved.

**S-6**

**TITLE: BY-LAW 6: PSAC-QUEBEC TRIENNIAL CONVENTION**

**Originator: UCTE 10102**

**Language: FRENCH**

**WHEREAS** PSAC-Quebec conventions always fall on a combination of weekdays and weekends;

**WHEREAS** this timing discourages members from participating in conventions because it encroaches on their weekend;

**WHEREAS** PSAC champions work-life balance;

**WHEREAS** PSAC must ensure all its members have the opportunity to register for and participate in conventions;

**BE IT RESOLVED THAT** PSAC-Quebec conventions fall only on weekdays and never weekends.

**S-7**

**TITLE: NAME CHANGE FOR ESTRIE/BOIS-FRANCS AREA COUNCIL**

**Originator: UTE 10007**

**Language: FRENCH**

**WHEREAS** the Estrie/Bois-Francs Area Council operates in the administrative regions of Estrie and Centre-du-Québec;

**WHEREAS** the current designation *Estrie/Bois-Francs* does not adequately reflect the identity or geographical and administrative realities of the area served;

**WHEREAS** the area council wishes to adopt a name that better reflects all the communities and regions it represents;

**BE IT RESOLVED THAT** the official name of the Estrie/Bois-Francs Area Council be changed to Estrie/Centre-du-Québec Area Council;

**BE IT FURTHER RESOLVED THAT** the PSAC-Quebec By-Laws and Regulations be amended to this effect.

**S-8**

**TITLE: TERM OF OFFICE FOR AREA COUNCIL  
EXECUTIVES: PSAC-QUEBEC BY-LAWS,  
REGULATION 7, SECTION 2(B)**

**Originator: MONTÉRÉGIE AREA COUNCIL**

**Language: FRENCH**

**WHEREAS** PSAC defines its political and labour directions at triennial conventions;

**WHEREAS** area council executives require stability, continuity, and consistency to effectively carry out union work;

**WHEREAS** timing terms of office to PSAC's triennial convention cycle facilitates better planning and follow-up on priorities;

**WHEREAS** terms of differing lengths can break continuity in union cases, priorities, and strategies;

**BE IT RESOLVED THAT** PSAC-Quebec amend its By-Laws and Regulations so that area council executives are elected for a term of three (3) years to match the interval between PSAC triennial conventions;

**BE IT FURTHER RESOLVED** that this amendment enter into effect during the next electoral cycle after this resolution is adopted to ensure a healthy transition.

**S-9**

**TITLE: HIGHER STRIKE PAY AT THE NATIONAL LEVEL**

**Originator: AGR 10377**

**Language: ENGLISH**

**WHEREAS** strike pay has not increased in many years;

**WHEREAS** affordability and decent wages are at the heart of PSAC's bargaining demands;

**WHEREAS** concerns about lost income can discourage members from voting in favour of a strike;

**WHEREAS** the Employer can exploit this concern to contest the legitimacy of a strike vote, thus eroding workers' rights;

**BE IT RESOLVED THAT** an immediate 25% increase in strike pay be implemented at the national level.

**S-10**

**TITLE: REVIEW OF THE STATUTORY IMPACT OF  
RESOLUTIONS ADOPTED AT THE LAST NATIONAL  
CONVENTION**

**Originator: QUEBEC COUNCIL**

**Language: FRENCH**

**WHEREAS** the union strives to use inclusive language;

**WHEREAS** Resolution CS-029 was adopted at the last national convention (replacing the term “racially visible” with “racialized”);

**BE IT RESOLVED THAT** By-Law 4, Section 1(g) be amended to replace the term “racially visible” with “racialized.”

**S-11**

**TITLE: ELECTION OF DCL REPRESENTATIVES TO THE NATIONAL DCL COMMITTEE**

**Originator: QUEBEC COUNCIL**

**Language: FRENCH**

**WHEREAS** a national DCL committee was recently established;

**WHEREAS** members are encouraged to join this committee;

**WHEREAS** Resolution CS-016A (National DCL Committee) was adopted without specifying a procedure for electing regional representatives;

**WHEREAS** a procedure for electing DCL representatives to this committee is required;

**BE IT RESOLVED** that By-Law 6, Section 3 be amended to include the following paragraph: "*elect representatives from Quebec DCLs to sit on the National DCL Committee.*"

**S-12**

**TITLE: ELECTION OF YOUNG WORKER  
REPRESENTATIVES**

**Originator: QUEBEC COUNCIL**

**Language: FRENCH**

**WHEREAS** updates to the PSAC-Quebec By-Laws must be properly reflected;

**WHEREAS** Resolution CS-040 (Young Worker Delegates at the Triennial PSAC Regional Conventions) was adopted;

**BE IT RESOLVED** that By-Law 7, Section 2(g) be amended to read as follows: *“Each regional young workers committee shall be entitled to elect (2) delegates.”*

**S-13**

**TITLE: BODIES WHICH MAY SUBMIT RESOLUTIONS TO CONVENTIONS**

**Originator: QUEBEC COUNCIL**

**Language: FRENCH**

**WHEREAS** the By-Laws should reflect that different bodies may submit resolutions to conventions;

**WHEREAS** By-Law 6, Section 3(b) currently states that only regional equity group conferences may submit resolutions to regional conventions, creating inequity;

**BE IT RESOLVED** to add the words “the Regional Women’s Conference and the Regional Young Workers Conference” to By-Law 6, Section 3(b).

**S-14**

**TITLE: SECOND ALTERNATE VICE-PRESIDENT**

**Originator: QUEBEC COUNCIL**

**Language: FRENCH**

**WHEREAS** the union needs to prepare the next generation of leaders;

**WHEREAS** a good way to prepare future leaders is to engage elected leaders so that they have at least a passing knowledge of current issues in the region;

**WHEREAS** a second alternate should be prepared for the functions they may be called upon to carry out;

**BE IT RESOLVED THAT** the second paragraph of By-Law 4, Section 1(b) be replaced by the following:

*Unless otherwise elected, the Second Alternate shall only sit on the Quebec Council as an observer. Their primary role is to replace the First Alternate or the REVP in the event those positions become vacant. Should the position of Second Alternate become vacant, it is to remain so until the next Regional Triennial Convention. The Second Alternate shall sit on one of PSAC-Quebec's standing committees.*

**S-15**

**TITLE: CHAIR OF A STANDING COMMITTEE**

**Originator: QUEBEC COUNCIL**

**Language: FRENCH**

**WHEREAS** it is necessary to ensure Alternate REVPs become fully accustomed to taking on responsibility;

**BE IT RESOLVED THAT** PSAC-Quebec By-Law 5, Section 2 be amended to add, “(g) chair a standing committee.”

**S-16**

**TITLE: REGIONAL FUNDING**

**Originator: QUEBEC COUNCIL**

**Language: FRENCH**

**WHEREAS** PSAC-Quebec requires funding to become more autonomous;

**WHEREAS** our region has distinctive features;

**WHEREAS** elected members need time to carry out the tasks set out in PSAC-Quebec By-Laws, Regulations and Resolutions of Record;

**BE IT RESOLVED THAT** Section 16, Sub-Section (4) of the PSAC Constitution be amended to include regional triennial conventions as follows:

...

*“(d) establish the dues payable by members of the region that they deem necessary for the region’s operations.”*

**BE IT ALSO RESOLVED THAT** Section 24, Sub-Section (1) be amended as follows:

*(a) The amount of monthly dues payable to PSAC Centre or a region by each dues-paying member of PSAC is determined by the National Triennial Convention or the Regional Triennial Convention, as applicable. This shall include an amount established by the National Triennial Convention or Regional Triennial Convention, to be set aside for an emergency fund. Such a fund shall be governed by Regulations adopted by the NBoD or by the applicable regional council.”*

**S-17**

**TITLE: REPRESENTATION OF THE ALTERNATE REVP AT THE PSAC NATIONAL TRIENNIAL CONVENTION**

**Originator: QUEBEC COUNCIL**

**Language: FRENCH**

**WHEREAS** the PSAC Constitution does not currently allow the Alternate REVP to attend the PSAC National Triennial Convention;

**WHEREAS** the Alternate REVP plays an essential role in PSAC-Quebec's structure;

**BE IT RESOLVED THAT** Section 19 of the PSAC Constitution be amended by replacing Sub-section (5)(a) with: "*Each AEC officer, their alternate, **AND** the President of each component shall be entitled to attend the PSAC National Triennial Convention and shall be accorded all rights and privileges of accredited delegates.*"

**S-18**

**TITLE: REPRESENTATION OF EQUITY GROUPS AT THE PSAC NATIONAL TRIENNIAL CONVENTION**

**Originator: QUEBEC COUNCIL**

**Language: FRENCH**

**WHEREAS** the Constitution does not currently facilitate an ideal representation of equity groups at the National Triennial Convention;

**WHEREAS** it is important for representatives from equity groups to participate in PSAC's overall structure;

**BE IT RESOLVED THAT** Section 19, Sub-Section (7) of the PSAC Constitution be amended as follows: "*Each region may also send one delegate from each of the above equity groups to the PSAC National Triennial Convention. These delegates shall enjoy all the rights and privileges of accredited delegates and shall be elected at their respective regional conventions.*"

**S-19**

**TITLE: LIFE MEMBERSHIP**

**Originator: QUEBEC COUNCIL**

**Language: FRENCH**

**WHEREAS** the only provisions in By-Law 14 concern life membership;

**BE IT RESOLVED THAT** By-Law 14 be now titled “Life Membership.”

**S-20**

**TITLE: ELECTION OF DCL REPRESENTATIVES TO  
PSAC-QUEBEC STANDING COMMITTEES**

**Originator: QUEBEC COUNCIL**

**Language: FRENCH**

**WHEREAS** By-Law 6 does not provide for a DCL representative to be elected to the Political Action Committee, even if that is the current practice;

**WHEREAS** By-Law 6 is quite dense;

**BE IT RESOLVED THAT** By-Law 6, Sections 3(l), (m), and (n) be replaced by the following:

*(l) elect the representatives of Quebec DCLs who will sit on PSAC-Quebec standing committees. These persons shall be elected by the DCL delegates with vote at the PSAC-Quebec Triennial Convention.”*

**S-21**

**TITLE: CHANGE OF TITLE**

**Originator: QUEBEC COUNCIL**

**Language: FRENCH**

**WHEREAS** PSAC-Quebec considers the Alternate REVP to be an Assistant Vice-President;

**WHEREAS** the union strives to use appropriate terms;

**BE IT RESOLVED THAT** all instances of the term “Alternate Vice-President” in the By-Laws be replaced by the term “Assistant Vice-President.”

**S-22**

**TITLE: GENDER-NEUTRAL VERSION OF PSAC-QUEBEC  
BY-LAWS AND REGULATIONS**

**Originator: QUEBEC COUNCIL**

**Language: FRENCH**

**WHEREAS** the Quebec Council only received the gender-neutral version of the PSAC-Quebec By-Laws and Regulations from PSAC's Language Services in January 2026;

**BE IT RESOLVED THAT** the Convention grant the Quebec Council the necessary authority to proceed with a linguistic revision and translation of the By-Laws and Regulations.