



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

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**Resolution G-1
Designating Francophones as a New Equity Group**

Originator: UCTE 10502

Language of Origin: FRENCH

WHEREAS francophones constitute a minority within the predominantly anglophone nation of Canada;

WHEREAS this may lead to linguistic disadvantages, especially in access to information, participation, and representation;

WHEREAS francophone members often have to put in extra effort to obtain full recognition and equal treatment;

WHEREAS UCTE has a duty to support and fairly represent all of its members, including those belonging to minority groups;

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.

Resolution G-2
Adopting a Gender-Neutral Salutation

Originator: UCTE 10502

Language of Origin: FRENCH

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.

Resolution G-3
Occupational Health and Safety Week

Originator: QUEBEC AREA COUNCIL 3

Language of Origin: FRENCH

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.

**Resolution G-4
Fertility Treatment Leave**

Originator: CEIU 10328

Language of Origin: FRENCH

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.

**Resolution G-5
Young Workers Triennial Conference**

Originator: CEIU 10328

Language of Origin: FRENCH

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.

**Resolution G-6
Fertility Treatment Leave**

Originator: AC 3 WOMEN'S COMMITTEE

Language of Origin: FRENCH

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.

Resolution G-7
Alcohol Consumption at Conventions and Other Events

Originator: UNE 10200

Language of Origin: FRENCH

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.

**Resolution G-8
Computer Management**

Originator: UNE 10200

Language of Origin: FRENCH

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.

Resolution G-9
Funding Member Participation in the National Officers Meeting

Originator: UNDE 10507

Language of Origin: FRENCH

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 2, 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.

Resolution G-10

Defending the Rights of Temporary Foreign Workers and Fair Access to Permanent Residency

Originator: QCUU

Language of Origin: FRENCH

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.

Resolution G-11
Compensation for Training Held on Weekends

Originator: QCUU

Language of Origin: FRENCH

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.

Resolution G-12
Young Workers Triennial Conference

Originator: AC 3 YOUNG WORKERS' COMMITTEE

Language of Origin: FRENCH

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.

Resolution G-13
Leadership Training for Members 35 and Under

Originator: AC 3 YOUNG WORKERS' COMMITTEE

Language of Origin: FRENCH

WHEREAS

- the union movement's vitality and sustainability depends on the next generation of union leaders;
- young workers are an essential pillar of our organizations' future;
- we must provide young workers with tools and knowledge to help them stay engaged and actively involved;
- a safe space can help young workers express themselves and learn in a judgment- and pressure-free environment;
- 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 leaders and young worker coordinators, to develop and offer leadership training exclusively intended for members aged 35 and under.

This training should:

- introduce young workers to the union movement and the political actions it carries out;
- explain elected positions' roles and responsibilities;
- be jointly led by a young worker and an experienced mentor;
- be limited to young workers to create a safe space.

Resolution G-14
Provide Union Training Only on Work Days

Originator: AC 3 YOUNG WORKERS' COMMITTEE

Language of Origin: FRENCH

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.

Resolution G-15
Compensation for Training Held on Days of Rest

Originator: AC 3 YOUNG WORKERS' COMMITTEE

Language of Origin: FRENCH

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.

Resolution G-16
Standardizing Word Limits on Resolutions

Originator: UNDE 10511

Language of Origin: FRENCH

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.

Resolution G-17
Preserving the Federal Character of PSAC-Quebec

Originator: UNDE 10511

Language of Origin: FRENCH

WHEREAS the Public Service Alliance of Canada was formed to represent federal public service workers grouped into national components;

WHEREAS PSAC-Quebec is made up of members of federal components, directly chartered locals and university locals;

WHEREAS this diversity is among PSAC-Quebec's strengths;

WHEREAS PSAC-Quebec's mission, history and priorities are primarily oriented around representing federal public service workers;

WHEREAS a major imbalance in membership composition could interfere with this founding mission;

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.

Resolution G-18
Creating an Inclusive Equity Conference within PSAC-Quebec

Originator: UNDE 10511

Language of Origin: FRENCH

WHEREAS PSAC-Quebec recognizes the importance of equity groups' active participation within its structures;

WHEREAS these groups include racialized members, people with disabilities, members of the 2SLGBTQIA+ community and First Nations;

WHEREAS PSAC holds a national triennial conference bringing the equity groups together;

WHEREAS PSAC-Quebec currently holds a conference exclusively for racialized members;

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.

Resolution G-19
Harassment and Bullying in the Workplace

Originator: AGR 10377

Language of Origin: FRENCH

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.

Resolution G-20
Financial Impact of the Phoenix System on Members

Originator: AGR 10377

Language of Origin: FRENCH

WHEREAS Phoenix pay issues have significantly affected many members' finances since the system's implementation in 2016;

WHEREAS members often have to spend many hours on the phone trying to resolve these pay issues;

WHEREAS pay action requests (PARs) are often handled by a different person each time, making the process frustrating for members who have to explain their situation again with each call;

WHEREAS each PAR generates a brand new file number even if it relates to an ongoing case, making it extremely difficult to track the complaint's processing;

WHEREAS the time spent resolving the issue and the lack of transparency in the Phoenix pay system causes stress and anxiety and has negative financial consequences for PSAC members;

BE IT RESOLVED THAT PSAC require dedicated pay officers to be assigned to each case and that PARs be numbered in a clear and consistent manner so members can easily track their file.

Resolution G-21
Young Workers Triennial Conference

Originator: UNE 10022

Language of Origin: FRENCH

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.

Resolution G-22
Leadership Training for Members 35 and Under

ORIGINATOR: QUEBEC COUNCIL

Language of Origin: FRENCH

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.

Resolution G-23
Regional Young Workers Conference

Originator: QUEBEC COUNCIL

Language of Origin: FRENCH

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.

Resolution G-24

Defending the Rights of Temporary Foreign Workers and Fair Access to Permanent Residency

Originator: QUEBEC COUNCIL

Language of Origin: FRENCH

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.

Resolution G-25
Compensation for Training Held on Days of Rest

ORIGINATOR: QUEBEC COUNCIL

Language of Origin: FRENCH

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.

**Resolution G-26
PSAC Travel Policy**

Originator: QUEBEC COUNCIL

Language of Origin: FRENCH

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.

Resolution G-27
Access to Leadership Positions

Originator: PSAC-QUEBEC RACIALIZED MEMBERS CONFERENCE

Language of Origin: FRENCH

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

WHEREAS mentoring can help racialized members develop leadership skills;

WHEREAS diverse leadership teams boost representation and union legitimacy;

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

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

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

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

Resolution G-28
Fair Access to Social Programs

Originator: PSAC-QUEBEC RACIALIZED MEMBERS CONFERENCE

Language of Origin: FRENCH

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.

Resolution G-29
Fair Access to Social Programs

Originator: PSAC-QUEBEC RACIALIZED MEMBERS CONFERENCE

Language of Origin: FRENCH

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 fair access to essential social services for racialized families;

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

Resolution G-30
Mandatory Anti-Racism Training for Union Representatives

Originator: PSAC-QUEBEC RACIALIZED MEMBERS CONFERENCE

Language of Origin: ENGLISH

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-seeking committees.

**Resolution G-31
Fertility Treatment Leave**

Originator: CEIU 10328

Language of Origin: FRENCH

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.

Resolution G-32
Regional Young Workers Conference

Originator: CEIU 10328

Language of Origin: FRENCH

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.

Resolution G-33
Provide Union Training Only on Work Days

Originator: CEIU 10328

Language of Origin: FRENCH

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.

**Resolution G-34
Leadership Training for Members 35 and Under**

Originator: CEIU 10328

Language of Origin: FRENCH

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.

Resolution G-35
Compensation for Union Activities Held on Days of Rest

Originator: CEIU 10328

Language of Origin: FRENCH

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.