

Report of the Regional Executive Vice-President
Public Service Alliance of Canada, Quebec Region
to the PSAC-Quebec Triennial Convention – May 2026

I am pleased to present the report of the Regional Executive Vice-President (REVP), Quebec, for June 2023 through May 2026. Note the position of REVP was occupied by two people during that period.

National

One of the REVP's duties is to represent the region at the PSAC Alliance Executive Committee (AEC) and National Board of Directors (NBoD) meetings, and to help PSAC move forward while fulfilling its responsibilities and obligations and keeping sight of the needs and interests of its Quebec members. This role was duly carried out at each meeting.

Highlights from 2023 and 2024

In September 2023, we encouraged members affected by the Canada Life debacle to share their stories with their MPs to help dial up the pressure on the President of the Treasury Board, Anita Anand. Not long after, hearing our calls, Bloc Québécois MPs asked the government to investigate the transfer of the public service health care plan from Sun Life to Canada Life.

A major strike in 2024

Early in 2024, the UNDE locals representing Non-Public Funds personnel went on strike. The strike lasted six months and involved our 200 members at Bagotville, Valcartier and Saint-Jean/Montreal. It drew public attention to a group of workers who are governed by the *Federal Public Service Labour Relations Act* but have also been subject to a government order since 1982. In other words, they experience the disadvantages of being a public service worker, without the advantages.

In March we held a round table in Montreal for directly chartered locals (DCLs), in which issues of concern to DCLs and their members were discussed.

In spring 2024, PSAC-Quebec acquired an important mobile asset: its own truck, which you've no doubt seen at various organized events over the past two years. We plan to use it more in the coming years to support mobilization efforts and visibility throughout Quebec.

My arrival in April 2025

As the new REVP, I had to hit the ground running by taking on a multitude of current files and leading my first Quebec Council meeting.

What's more, the start of my tenure coincided with the federal election, when many PSAC-Quebec members pitched in on the FTQ's anti-Poilievre campaign dubbed "L'âge de Pierre" (the Stone Age).

In May we held the Quebec Summit on Public Safety, a regional initiative. About a hundred people attended, including border services officers, fishery officers belonging to the UHEW, highway traffic controllers belonging to the FCCRQ (a PSAC partner), and members of special constables' groups and police forces. The event was very well organized in terms of both content and networking opportunities.

In late spring I toured the Eastern Quebec region, meeting with members in Côte-Nord, Gaspésie, Bas-St-Laurent and Îles-de-la-Madeleine, and learning about their different workplace realities and the challenges of living in the regions. For example, I had a highly interesting discussion about problems arising from restrictions in applying the Isolated Posts and Government Housing Directive.

Finally, at National's request, we coordinated a summer lobbying campaign in 2025 that led to meetings with a dozen MPs on the territory of a number of area councils. The lobbying efforts were centred around the "For You, Canada" campaign.

Workforce adjustment and four-days in-office mandate

2025 began on a note of federal austerity. What followed was a flood of cutback announcements that now affect over 13,000 PSAC members, including some 1,000 in Quebec.

Cutbacks are not good for our members or even for all Canadians, who will have more and more difficulty accessing quality government services.

PSAC launched a campaign and we contributed by working to inform and educate Quebec members about their rights. In addition, we closely followed the cutback announcements and drew public attention to the impacts of the government's poor decisions. I'll come back to this later on.

In early 2026, the Treasury Board and federal agencies announced a return to the office for three days, then four days a week—which seems more like a political move to appease municipal and corporate interests than anything else.

We recently surveyed our Quebec members on this issue and received over 5,200 responses. As of this writing, we are compiling a summary of the responses to be made public in early April.

Defending members in the public eye

Many issues arose during the past three-year cycle, leading us to conduct numerous interviews with print and broadcast media, both in urban centres and in the regions. I gave several interviews about their-office mandate and about Agriculture Canada closing its Quebec Research and Development Centre (RDC).

I want to point out that it's been easier to give interviews in the past few months, since National is allowing us more leeway in that regard. We can now forge closer links with the media, because they know they can get back to us to follow up on stories. Members as a whole will benefit from this decentralized approach.

In late February 2026, I joined the First National Executive Vice-President of the Agriculture Union on a panel testifying before the Parliamentary Standing Committee on Agriculture and Agri-Food about the impacts of closing the Quebec RDC.

Regional activities

Quebec Council and national officers

The Quebec Council met in person three to four times per year during the cycle. In addition, we used virtual meetings to make important decisions that couldn't wait until the next face-to-face meeting.

This cycle was one of renewal for the Quebec Council, as most of its members were newly elected. We are proud to report that, as of fall 2025, members can count on a fully constituted Quebec Council. All seats are filled, including those of Director for Young Workers and Director for DCLs.

We also continued our annual networking meetings with Quebec national officers, which provide important opportunities to discuss what's going on in our workplaces. We tried to boost DCL participation in these meetings. Results were mixed, but we intend to keep up our efforts in this regard over the next cycle.

Meetings with members

Over the past few months, I've had the privilege of being invited by several locals to meet with members and discuss current topics. These moments are always an opportunity to stay in touch with the day-to-day realities of our members. The

discussions help us to establish priorities and develop campaigns that meet our members' needs.

My predecessor had many such meetings with members between the end of 2023 and spring 2025, and they too were highly productive.

Mobilization, campaigns and political action

Numerous mobilization events were organized during the cycle, with more to come in the next few months.

One example is the 2024 mobilization around the three-day return to the office, when we rallied more than 200 members on September 4 and 5.

At the time of writing, we were preparing for a large-scale mobilization on the sidelines of the Liberal National Convention in Montreal. We've made sure we'll be visible to let Liberal decision-makers know that a strong Canada depends on us!

Last month, we launched the "AI in the Workplace: Taking Back Control" tour. Running until November, it will make ten stops across Quebec, meeting members to talk about artificial intelligence in the workplace and highlight the work done by the area councils. We aim to meet with at least 300 members over the course of the tour.

We also plan to launch some regionally themed campaigns in summer 2026 to support members dealing with the termination of the provincial government's Quebec Experience Program and those working at the Old Port of Montreal, who are facing an employer pushing to introduce various privatization measures.

Summer 2026 should also see the launch of our first series of podcasts on the history of PSAC and PSAC-Quebec. This project is still in progress. The new series will join the occupational health and safety series created in 2024.

Education and OHS

Each year we offer a lineup of education sessions chosen by the area councils that make up PSAC-Quebec. We are able to provide an average of about 20 education sessions a year. Hundreds of members benefited from these sessions during the last cycle.

Basic and advanced education, as well as training in occupational health and safety, were offered with a view to better equipping members in their workplace.

We also delivered one multi-content session each year during the cycle. These education programs, tailored to members' needs, are offered to DCLs in the

university sector. They cover topics such as PSAC's structure, grievances, grievance adjudication, bargaining, and mobilization.

Staying on course with union organizing

During the cycle, we welcomed three new units representing approximately 250 new members, including postdoctoral researchers at UQTR and Concordia University and casual employees at the Olympic Stadium parking lot. The pace is slower than in the past, but we still have boots on the ground helping to organize workers who need a union.

We also tried to obtain certifications to represent teaching interns. However, our application was denied because the Administrative Labour Tribunal did not recognize them as employees. This decision is currently in judicial review before the Superior Court.

Finally, at the time of writing, two union representation votes were underway. A positive result would add nearly 800 members in Quebec.

Bargaining in all units

During the three-year cycle just ended, we succeeded in renewing all the collective agreements within our region. In Quebec, this meant the negotiation or renewal of some 30 agreements. It has been a huge undertaking, and I thank the bargaining teams, including the assigned employees, for their sustained efforts to improve our members' working and living conditions.

Note that in fall 2025 we obtained historic gains and increases averaging 4.24% in five increments for UQAM teaching and research assistants represented by the SÉTUE.

At the time of writing, bargaining was stalled at McGill University, as MUNACA was trying to put pressure on the employer to obtain a fair renewal of the collective agreement.

Legal battles

We also fought battles on the legal front. In December 2023, we won our case seeking equal rights for foreign workers and students who could not register as administrators under the *Professional Syndicates Act (PSA)*. The Superior Court of Quebec therefore invalidated the clauses that made enforcement of the *PSA* discriminatory. This decision allows members who do not yet have Canadian citizenship to participate fully in union life.

In 2025, we defeated McGill University in its efforts to obtain a permanent injunction limiting the right to protest on its property. McGill's injunction application, had it gone through, would have had repercussions on our members' freedom of expression as well as on our ability to organize an effective strike. Fortunately, we succeeded in having freedom of expression recognized as a fundamental right.

At the time of writing, PSAC was planning to make representations to the Supreme Court (since we are registered as an intervener) to have it invalidate discriminatory provisions of the *Act respecting the laicity of the State* (commonly called Bill 21) that would deny access to work for members in positions of authority. This is the case for members who are student employees working in the field of education, for example.

Recently, we joined with the FTQ and its affiliates as an intervener to challenge the *Act to give greater consideration to the needs of the population in the event of a strike or a lock-out* (Bill 14) and the *Act to improve the transparency, governance and democratic process of various associations in the workplace* (Bill 3). These laws represent a drift toward authoritarianism and will only limit our bargaining power and ability to negotiate. Hearings should take place soon.

Our presence in the FTQ

Throughout the REVP's term, we were present on the FTQ executive and general council, and at the FTQ convention. We contributed to the mobilization effort on various issues affecting our members who live in Quebec and are impacted by the decisions of the Quebec government and municipalities. Protecting the social safety net is also part of our mandate.

In addition, we continue to actively participate in events organized by the FTQ, including the Youth Camp and various mobilizations. We also participated in the consultations on the State of Trade Unionism in Quebec.

Presence on the Solidarity Fund board

Through its delegate entitlement within the FTQ, PSAC-Quebec has the privilege of sitting on the Board of Directors of the FTQ Solidarity Fund. The REVP attended the vast majority of the meetings held in the course of his mandate.

Respectfully submitted,

Sébastien Paquette
Regional Executive Vice-President for Quebec
Public Service Alliance of Canada