

PUBLIC SERVICE ALLIANCE OF CANADA - QUÉBEC

FINANCIAL STATEMENTS

DECEMBER 31, 2025

PUBLIC SERVICE ALLIANCE OF CANADA - QUÉBEC

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INDEPENDENT AUDITOR'S REPORT

To the Members of
Public Service Alliance of Canada - Québec

Opinion

We have audited the financial statements of Public Service Alliance of Canada - Québec (the Organization), which comprise the statement of financial position as at December 31, 2025, and the statements of operations, changes in fund balances and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at December 31, 2025, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Marcil Lavallée

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Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Marcil Lavallée

Chartered Professional Accountants, Licensed Public Accountants

Ottawa, Ontario
May 11, 2026

Marcil Lavallée

PUBLIC SERVICE ALLIANCE OF CANADA - QUÉBEC

STATEMENT OF OPERATIONS

FOR THE YEAR ENDED DECEMBER 31, 2025

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	General Fund	Reserve Fund	2025 Total	2024 Total
REVENUES				
Contribution - PSAC (Schedule A)	\$ 274,399	\$ 3,571	\$ 277,970	\$ 325,621
Grant - FTQ	-	182,771	182,771	202,171
	274,399	186,342	460,741	527,792
EXPENSES				
Contributions - regional budget	171,534	5,037	176,571	157,783
Reimbursement of lost wages	-	165,454	165,454	173,439
Transportation, accommodation and meals	37,431	80,238	117,669	192,096
Contributions - national budget	50,946	-	50,946	37,900
Donations	43,000	-	43,000	8,022
Office expenses	33,306	-	33,306	81,008
Professional fees	18,711	-	18,711	19,591
	354,928	250,729	605,657	669,839
DEFICIENCY OF REVENUES OVER EXPENSES FROM OPERATIONS	(80,529)	(64,387)	(144,916)	(142,047)
OTHER REVENUES				
Write-off of prior years accruals for lost wages	125,437	-	125,437	188,971
Miscellaneous	99,468	-	99,468	20,655
Interest	40,404	-	40,404	64,295
Donations	20,000	-	20,000	24,700
Sponsorships	13,000	-	13,000	1,000
Promotion	-	-	-	5,000
	298,309	-	298,309	304,621
EXCESS OF REVENUES OVER EXPENSES	\$ 217,780	\$ (64,387)	\$ 153,393	\$ 162,574

PUBLIC SERVICE ALLIANCE OF CANADA - QUÉBEC

STATEMENT OF CHANGES IN FUND BALANCES

FOR THE YEAR ENDED DECEMBER 31, 2025

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	General Fund	Reserve Fund	2025 Total	2024 Total
BALANCE, BEGINNING OF YEAR	\$ 814,120	\$ (43,914)	\$ 770,206	\$ 607,632
Excess of revenues over expenses	217,780	(64,387)	153,393	162,574
BALANCE, END OF YEAR	\$ 1,031,900	\$ (108,301)	\$ 923,599	\$ 770,206

PUBLIC SERVICE ALLIANCE OF CANADA - QUÉBEC

STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2025

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	2025	2024
ASSETS		
CURRENT ASSETS		
Cash	\$ 1,281,923	\$ 1,069,846
Contributions receivable	69,492	80,804
Prepaid expenses	9,650	5,000
	\$ 1,361,065	\$ 1,155,650
LIABILITY		
CURRENT LIABILITY		
Accounts payable and accrued liabilities	\$ 437,466	\$ 385,444
FUND BALANCES		
General Fund	1,031,900	814,120
Internally restricted - Reserve Fund	(108,301)	(43,914)
	923,599	770,206
	\$ 1,361,065	\$ 1,155,650

ON BEHALF OF THE BOARD



_____, Director



_____, Director

PUBLIC SERVICE ALLIANCE OF CANADA - QUÉBEC

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED DECEMBER 31, 2025

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	2025	2024
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 153,393	\$ 162,574
Net change in non-cash items related to operating activities:		
Contributions receivable	11,312	(4,461)
Prepaid expenses	(4,650)	(5,000)
Accounts payable and accrued liabilities	52,022	(126,721)
Deferred contributions	-	(38,208)
	58,684	(174,390)
INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	212,077	(11,816)
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	1,069,846	1,081,662
CASH AND CASH EQUIVALENTS, END OF YEAR	\$ 1,281,923	\$ 1,069,846

Cash and cash equivalents consist of cash.

PUBLIC SERVICE ALLIANCE OF CANADA - QUÉBEC

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

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1. DESCRIPTION OF THE UNION

The Public Service Alliance of Canada - Quebec (PSAC - Quebec) represents its members located in the province of Quebec, except for the Outaouais region, as their bargaining agent in the negotiation of collective agreements. The PSAC is a labour organization and is therefore exempt from income tax.

2. SIGNIFICANT ACCOUNTING POLICIES

The Organization applies the Canadian accounting standards for not-for-profit organizations.

Use of estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the amounts recognized as revenues and expenses for the periods covered. Actual results may differ from these estimates. The main estimates relate to the valuation of the accrued liabilities.

Revenue recognition

The Organization follows the deferral method of accounting for revenues. Restricted revenues are recognized as revenues in the year in which the related expenses are incurred. Interest income and other revenues are recognized once earned.

Contribution receivable

A contribution receivable is recognized as an asset when the amount to be received can be reasonably estimated and ultimate collection is reasonably assured.

Fund accounting

The General Fund reports on the membership and administrative activities of PSAC - Quebec.

The Reserve Fund accounts for restricted revenues used for various purposes such as health and safety training, as well as the FTQ College Union Training Fund to increase the leadership skills of participants.

Financial instruments

Initial measurement

The Organization initially measures its financial assets and liabilities originated or exchanged in arm's length transactions at fair value. Financial assets and liabilities originated or exchanged in related party transactions, except for those that involve parties whose sole relationship with the Organization is in the capacity of management, are initially measured at cost.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

Financial instruments (continued)

Subsequent measurement

The Organization subsequently measures all its financial assets and liabilities at cost or amortized cost.

Financial assets measured at amortized cost include cash and contributions receivable.

Impairment

For financial assets measured at cost or amortized cost, the Organization determines whether there are indications of possible impairment. When there are, and the Organization determines that a significant adverse change has occurred during the period in the expected timing or amount of future cash flows, a write-down is recognized in operations. If the indicators of impairment have decreased or no longer exist, the previously recognized impairment loss may be reversed to the extent of the improvement. The carrying amount of the financial asset may not be greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in operations.

Transaction costs

Transaction costs attributable to financial instruments subsequently measured at fair value and to those originated or exchanged in a related party transaction are recognized in operations in the period incurred. Transaction costs related to financial instruments originated or exchanged in an arm's length transaction that are subsequently measured at amortized cost are recognized in the original cost of the instrument. When the instrument is measured at amortized cost, transaction costs are recognized in operations over the life of the instrument using the straight-line method.

Cash and cash equivalents

The Organization's policy is to present bank balances, including bank indebtedness with balances that can fluctuate from being positive to overdrawn, under cash and cash equivalents.

3. FINANCIAL INSTRUMENTS

Credit risk

Credit risk is the risk that one party to a financial asset will cause a financial loss for the Organization by failing to discharge an obligation. The Organization's credit risk is mainly related to the contributions receivable.

PUBLIC SERVICE ALLIANCE OF CANADA - QUÉBEC

NOTES TO THE FINANCIAL STATEMENTS

DECEMBER 31, 2025

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3. FINANCIAL INSTRUMENTS (continued)

Credit risk (continued)

The Organization provides credit to its clients in the normal course of its operations. It carries out, on a continuing basis, credit checks on its clients and maintains provisions for contingent credit losses which, once they materialize, are consistent with management's forecasts. The Organization is not exposed to any significant risk with respect to any individual client or counterparty.

4. ECONOMIC DEPENDENCE

Revenues are derived primarily from contributions from the Public Service Alliance of Canada (PSAC). The economic dependence results from the fact that viability would be affected by the loss of these revenues.

5. COMPARATIVE FIGURES

Certain figures for 2024 have been reclassified to conform to the presentation adopted in 2025.

PUBLIC SERVICE ALLIANCE OF CANADA - QUÉBEC

ADDITIONAL INFORMATION

FOR THE YEAR ENDED DECEMBER 31, 2025

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	General Fund	Reserve Fund	2025 Total	2024 Total
SCHEDULE A - CONTRIBUTION - PSAC				
Regional budget				
- General operating budget	\$ 225,161	\$ -	\$ 225,161	168,863
- Political actions	-	-	-	50,000
	225,161	-	225,161	218,863
National budget				
- Area Councils	16,000	-	16,000	16,800
- Women's Committee	12,000	-	12,000	21,667
- Human Rights Committee	10,000	-	10,000	35,549
- Youth Committees	6,000	-	6,000	24,171
- Communications	5,238	-	5,238	5,000
- Health and Safety Committee	-	3,571	3,571	3,571
	49,238	3,571	52,809	106,758
	\$ 274,399	\$ 3,571	\$ 277,970	325,621