



BY-LAWS, REGULATIONS AND RESOLUTIONS OF RECORD OF PSAC-QUEBEC

as adopted by the Founding Convention in:
Saint-Hyacinthe, May 6–7, 1995

and amended by the PSAC-Quebec Triennial Convention in:

Quebec City, November 16–17, 1996
Trois-Rivières, May 15–16, 1999
Saint-Hyacinthe, May 4–5, 2002
Montreal, May 14–15, 2005
Quebec City, May 30–June 1, 2008
Laval, May 27–29, 2011
Quebec City, June 6–8, 2014
Saint-Sauveur, April 21–23, 2017
Montreal (virtually), June 17–20, 2021
Trois-Rivières, June 2–4, 2023
Saint-Hyacinthe, May 22–24, 2026

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ACRONYMS USED IN THIS DOCUMENT

- APSAR: Association of Public Service Alliance Retirees
- DCL: Directly Chartered Local
- FTQ: Fédération des travailleurs et travailleuses du Québec
- NIPC: National Indigenous Peoples' Circle
- NHRC: National Human Rights Committee
- PSAC: Public Service Alliance of Canada
- PSAC-Quebec: Public Service Alliance of Canada, Quebec Region
- QCUU: Quebec Council of University Unions
- REVP: Regional Executive Vice-President
- RYWC: Regional Young Workers' Committee

BY-LAW 1 NAME

Section 1

Under Section 16 of the PSAC Constitution, the PSAC organization in Quebec is called the Public Service Alliance of Canada, Quebec Region. It is referred to in this document as "PSAC-Quebec."

BY-LAW 2 MANDATE AND OBJECTIVES

Section 1

To unite all Quebec members of the Public Service Alliance of Canada in a single democratic organization in order to promote social justice through education, political action and the mobilization of its members and the general public.

Section 2

- (a) To provide for a PSAC structure in Quebec that reflects the needs and reality of Quebec members while respecting the PSAC Constitution.
- (b) These By-Laws cannot run counter to the PSAC Constitution.

Section 3

- (a) To group together component national and regional officers, locals and branches, DCLs, regional women's committees, equity groups and regional young workers' committees representing PSAC members in Quebec.
- (b) To promote the participation of PSAC members in Quebec in area councils that are representative, visible, fair and respectful of the individual and collective rights of all PSAC members in Quebec.

Section 4

To implement an effective communications structure among PSAC members in all regions of Quebec.

BY-LAW 3 ORGANIZATION

Section 1

The Quebec Council shall:

- (a) implement PSAC policy according to the needs and realities of members in Quebec;
- (b) address all matters important to PSAC members in Quebec;
- (c) determine which matters the Regional Executive Vice-President (REVP) for Quebec should submit to the Alliance Executive Committee and the PSAC National Board of Directors;
- (d) meet at least three times per year before the PSAC National Board of Directors meetings; and
- (e) organize a meeting at least once a year between the members of the Quebec Council, component national and regional officers, members of the QCUU executive, coordinators of the regional women's committees, the representative of the equity groups of an area, the NIPC representatives living in Quebec and the coordinators of the regional young workers' committees, or their alternates, should the officer be unable to attend.

Section 2

- (a) The Political Action Committee, Education Committee, Finance Committee, and Health and Safety Committee shall be standing committees of PSAC-Quebec and are recognized in these By-Laws.
- (b) All locals and branches representing members solely in Quebec shall come under the jurisdiction of the Quebec Council and shall be encouraged to participate in its activities and decision-making process.
- (c) All recognized PSAC-Quebec regional women's committees, regional equity group committees and regional young workers' committees shall come under the jurisdiction of the Quebec Council and participate in its activities and decision-making process through the PSAC-Quebec area councils.

BY-LAW 4 STRUCTURE OF THE QUEBEC COUNCIL

Section 1

- (a) The Quebec Council shall consist of the Regional Executive Vice-President for Quebec, the Alternate Regional Executive Vice-President for Quebec, a Director for Women, a Director for Equity Groups, a Director for Young Workers, a Director for Directly Chartered Locals in Quebec, the President of the Quebec Council of University Unions (QCUU) and a president for each of the following eight area councils:

- Estrie/Centre-du-Québec
- Laval/Laurentides/Lanaudière/Abitibi-Témiscamingue
- Québec/Québec-Métro
- Saguenay/Lac St-Jean/Chibougamau/Chapais
- Montérégie
- Montreal
- Bas St-Laurent/Gaspésie/Îles-de-la-Madeleine/Côte-Nord
- Mauricie

- (b) The Regional Executive Vice-President for Quebec, the Alternate REVP and the Second Alternate REVP shall be elected at the PSAC-Quebec Triennial Convention (in accordance with the provisions of Regulation 3).

Unless otherwise elected, the Second Alternate shall not sit on the Quebec Council. Their 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.

- (c) Areas with more than one area council shall elect or nominate an area council president who shall sit on the Quebec Council as representative of the area.
- (d) Any such election or nomination shall take place at an assembly of the members of the area councils of that region.
- (e) Area council presidents and officers shall be elected at an annual meeting of the area council of the region, in accordance with internal By-Laws or Regulations and in compliance with PSAC-Quebec Regulation 7.
- (f) The Director for Women and her alternate shall be elected by the members of the duly established PSAC-Quebec regional women's committees, in accordance with the following procedure:
- i) an election chair shall be appointed by the Regional Executive Vice-President for Quebec, in consultation with the coordinators of the

regional women's committees and the incumbent Director for Women;

- ii) the nominations procedure for these positions shall take place in the regional women's committees within the six months prior to the PSAC-Quebec Triennial Convention;
 - iii) the Director for Women and her alternate shall be elected at least three months prior to the PSAC-Quebec Triennial Convention;
 - iv) all women on the PSAC regional women's committees in Quebec may stand for nomination;
 - v) as stipulated in the PSAC Constitution, any component or DCL representative who has attended at least three meetings of the regional women's committee in her area in the past year shall be entitled to vote in the election of the PSAC-Quebec Director for Women and her alternate; and
 - vi) the election of the Director for Women and her alternate shall be ratified by the PSAC-Quebec Triennial Convention.
- (g) The Director for Equity Groups and their alternate shall be elected by any person already appearing on the lists of members of PSAC-Quebec equity group committees or any person who has participated in at least one activity or training session dealing solely with equity groups as a member of an equity group. All members from PSAC locals and branches who identified as being gay, lesbian, bisexual, transgender, Indigenous, racialized or having a disability shall have the right to seek election, as shall all PSAC-Quebec members of equity group committees.
- (h) The election of the Director for Equity Groups and their alternate shall be held at a one-day seminar at least one month prior to the PSAC-Quebec Triennial Convention. This election shall be ratified by the PSAC-Quebec Triennial Convention.
- (i) The Director for Young Workers and their alternate shall be elected by the members of the duly established PSAC-Quebec regional young workers' committees, in accordance with the following procedure:
- i) an election chair shall be appointed by the Regional Executive Vice-President for Quebec, in consultation with the coordinators of the regional young workers' committees and the incumbent Director for Young Workers;

- ii) the nominations procedure for these positions shall take place in the regional young workers' committees within the six months prior to the PSAC-Quebec Triennial Convention;
 - iii) the Director for Young Workers and their alternate shall be elected at least three months prior to the PSAC-Quebec Triennial Convention;
 - iv) all young workers on the PSAC-Quebec regional young workers' committees may stand for nomination;
 - v) as stipulated in the PSAC Constitution, any component or DCL representative who has attended at least three meetings of the RYWC in their area in the past year shall be entitled to vote in the election for the PSAC-Quebec Director for Young Workers and their alternate; and
 - vi) the election of the Director for Young Workers and their alternate shall be ratified by the PSAC-Quebec Triennial Convention.
- (j) The Director for DCLs, including the Quebec university locals that are not members of the QCUU, and their alternate shall be elected at the annual meeting of DCLs in accordance with their by-laws or regulations.
 - (k) The President of the Quebec university DCLs that are members of the QCUU and their alternate shall be elected at their convention, in accordance with their by-laws or regulations.

Section 2

- (a) Should the president of an area council and their alternate leave at least six months prior the next convention, the Regional Executive Vice-President for Quebec shall call an election to be held at a special meeting of the area council.
- (b) Should the Director for Quebec DCLs or their alternate leave at least six months prior to the next convention, the Regional Executive Vice-President for Quebec shall call an election to be held at a special meeting of Quebec DCLs.
- (c) Should the President of the Quebec university DCLs that are members of the QCUU or their alternate leave at least six months prior to the next convention, the Regional Executive Vice-President for Quebec shall call an election to be held at a meeting of the Quebec university DCLs that are members of the QCUU.
- (d) Should the Director for Women or her alternate leave the Quebec Council, at least six months prior to the next convention, the Regional Executive Vice-

President for Quebec shall call an election, as provided in By-Law 4, Section 1(f), of these By-Laws.

- (e) Should the Director for Equity Groups or their alternate leave the Quebec Council at least six months prior to the next convention, the Regional Executive Vice-President for Quebec shall call an election to be held at meetings of each PSAC-Quebec area council. The Director for Equity Groups or their alternate shall be elected by any person whose name appears on the membership lists of PSAC-Quebec equity group committees or by any person who participated in at least one activity or training session relating to equity groups solely as a member of an equity group, as provided in By-Law 4, Section 1(g) of these By-Laws.
- (f) Should the Director for Young Workers or their alternate leave the Quebec Council at least six months prior to the next convention, the Regional Executive Vice-President for Quebec shall call an election, as provided in By-Law 4, Section 1(i) of these By-Laws.

BY-LAW 5 ROLES AND RESPONSIBILITIES OF MEMBERS OF THE QUEBEC COUNCIL

Section 1

The Regional Executive Vice-President shall:

- (a) carry out the roles, responsibilities and mandates arising from the PSAC Constitution;
- (b) interpret these By-Laws;
- (c) be the official political spokesperson of PSAC-Quebec;
- (d) preside at Quebec Council meetings;
- (e) submit to the PSAC-Quebec Triennial Convention and to each Quebec Council meeting a written, narrative and descriptive report of their activities;
- (f) be entitled to attend meetings of all PSAC-Quebec bodies with voice;
- (g) sit on the Fédération des travailleurs et travailleuses du Québec;

- (h) sit on the FTQ Solidarity Fund; and
- (i) when the Vice-President or the Alternate Vice-President acts as the Quebec REVP, shall have the same authority.

Section 2

The Alternate Regional Executive Vice-President for Quebec shall:

- (a) replace the Regional Executive Vice-President for Quebec as needed;
- (b) be responsible for specific files or programs assigned by the Quebec Council;
- (c) attend all Quebec Council meetings and, when necessary, represent the Council at conferences, conventions, meetings, etc.;
- (d) submit to each Quebec Council meeting a written, narrative and descriptive report of their activities, and report to the Convention;
- (e) sit as an ex officio member of the FTQ General Council;
- (f) be entitled to attend meetings of all area councils in Quebec with voice and participate in the area council of their choice. This choice shall be confirmed by a resolution adopted at a Quebec Council meeting;
- (g) chair a standing committee.

Section 3

Area council presidents serving on the Quebec Council shall:

- (a) be responsible for their own area council and promote the creation of such councils;
- (b) attend Quebec Council meetings and act as the spokesperson of the members of the area under their responsibility;
- (b) submit to each Quebec Council meeting a written, narrative and descriptive report of their activities and those of the area councils in their area of responsibility, and report to the Convention; and
- (d) ensure and promote representation in the various union organizations and community groups that advocate for members of the area under their responsibility.

Section 4

The Director for Women shall:

- (a) be responsible for the PSAC-Quebec regional women's committees and promote the creation of such committees;
- (b) attend the Quebec Council meetings and be the spokesperson for the PSAC-Quebec regional women's committees;
- (c) submit to each Quebec Council meeting a written, narrative and descriptive report of her activities and those of the PSAC-Quebec regional women's committees, and report to the Convention;
- (d) ensure and promote representation in the various labour organizations and community groups that advocate for women;
- (e) be entitled to attend meetings of all area councils in Quebec with voice;
- (f) sit as an ex officio member of the FTQ General Council; and
- (g) coordinate the organization of a Triennial Women's Conference.

Section 5

The Director for Equity Groups shall:

- (a) be responsible for the PSAC-Quebec equity group committees and promote the creation of such committees;
- (b) attend Quebec Council meetings and be the spokesperson for the PSAC-Quebec equity group members;
- (c) submit to each Quebec Council meeting a written, narrative and descriptive report of their activities and those of the PSAC-Quebec equity group committees, and report to the Convention;
- (d) ensure and promote representation in the various labour organizations and community groups that advocate for equity group members;
- (e) be entitled to attend meetings of all area councils in Quebec with voice; and
- (f) coordinate the organization of regional equity group conferences.

Section 6

The Director for Quebec DCLs shall:

- (a) ensure and promote representation in the various labour organizations and community groups that advocate for members of directly chartered locals in Quebec;

- (b) be responsible for the “mentorship” program between directly chartered locals, designed to support newly formed DCLs. This program is funded through the budget of the Director for DCLs;
- (c) attend Quebec Council meetings and be the spokesperson for Quebec DCLs;
- (d) submit to each Quebec Council meeting a written, narrative and descriptive report of their activities and those of the Quebec DCLs, and report to the Convention; and
- (e) be entitled to attend meetings of all area councils in Quebec with voice.

Section 7

The President representing of the Quebec university DCLs that are members of the QCUU shall:

- (a) ensure and promote representation within various labour organizations and community groups advocating for Quebec DCL members;
- (b) participate in Quebec Council meetings and be the spokesperson for the Quebec university DCLs that are members of the QCUU;
- (c) submit to each Quebec Council meeting a written, narrative and descriptive report of their activities and those of the Quebec university DCLs that are members of the QCUU, and report to Convention;
- (d) attend all area council meetings in Quebec with voice and take part in the area council of their choice with vote. This choice shall be confirmed by a resolution adopted at a Quebec Council regular meeting.

Article 8

The Director for Young Workers shall:

- (a) be responsible for the PSAC-Quebec regional young workers’ committees and promote the creation of such committees;
- (b) attend Quebec Council meetings and be the spokesperson the PSAC-Quebec regional young workers’ committees;
- (c) submit to each Quebec Council meeting a written, narrative and descriptive report of their activities and those of the PSAC-Quebec regional young workers’ committees, and report to the Convention;
- (d) ensure and promote representation in the various labour organizations and community groups that advocate for youth; and

- (e) be entitled to attend meetings of all area councils in Quebec with voice.

Section 9

Members of the Quebec Council – General

- (a) An elected member of the PSAC-Quebec Health and Safety Committee shall sit on the FTQ Standing Committee on Occupational Health and Safety and Compensation for Employment Injuries.
- (b) An elected member of the PSAC-Quebec Education Committee shall sit on the Standing FTQ Education Committee.

BY-LAW 6 PSAC-QUEBEC TRIENNIAL CONVENTION

Section 1

- (a) The PSAC-Quebec Triennial Convention shall be held in the year preceding the PSAC National Triennial Convention.
- (b) The PSAC-Quebec Triennial Convention shall alternate between Quebec's eastern and western regions, taking into account the needs and costs associated with organizing the Convention.
- (c) The Quebec Council may convene a Special Convention at the request of two thirds of its members.
- (d) The Quebec Council must prepare the Convention report within 90 days of the Convention and distribute it to all delegates.
- (e) The Quebec Council shall ensure that the Convention report or any other Convention-related correspondence is preferably produced in electronic format.
- (f) The Quebec Council shall send out a complete agenda to all components and all DCLs in the Quebec Region at least 14 days prior to the date on which the Regional Triennial Convention starts.

Section 2

The PSAC-Quebec Triennial Convention shall be chaired by a neutral person selected by the Quebec Council. This person shall not be eligible to be a candidate for election as a PSAC-Quebec officer at the convention over which they preside.

Section 3

The PSAC-Quebec Triennial Convention shall:

- (a) adopt a procedure governing how all matters will be considered prior to the Convention;

- (b) examine all resolutions and issues brought to its attention by the Quebec Council, locals, branches, regional women's committees, regional young workers' committees, area councils in good standing, the Director for DCLs, the QCUU, equity groups recognized by PSAC and the regional equity group conferences;
- (c) ratify the election of the area council presidents serving on the Quebec Council and their alternates, in accordance with By-Law 4, Section 1(e) of these By-Laws;
- (d) ratify the election of the Director for Women and her alternate, in accordance with By-Law 4, Section 1(f) of these By-Laws;
- (e) ratify the election of the Director for Equity Groups and their alternate in accordance with By-Law 4, Section 1(g) of these By-Laws;
- (f) ratify the election of the Director for Young Workers and their alternate, in accordance with By-Law 4, Section 1(i) of these By-Laws;
- (g) ratify the election of the Director for the Quebec Directly Chartered Locals and their alternate in accordance with By-Law 4, Section 1(i) of these By-Laws;
- (h) ratify the election of the President of the Quebec university DCLs that are members of the QCUU, or their alternate, in accordance with By-Law 4, Section 1(k) of these By-Laws;
- (i) adopt the reports of the Regional Executive Vice-President for Quebec, the Alternate Regional Executive Vice-President, area council presidents, the Director for Women, the Director for Equity Groups, the Director for Young Workers, the Director for DCLs and the President of the Quebec university locals that are QCUU members sitting on the Quebec Council, in accordance with By-Law 5, Sections 1(e), 2(d), 3(c), 4(c), 5(c), 6(d), 7(c) and 8(c);
- (j) determine PSAC-Quebec's budget forecasts for the following period;
- (k) address all other administrative matters brought forward by delegates, in accordance with the procedures adopted by the Convention for the orderly consideration of matters of interest;
- (l) elect the representative of the Quebec DCLs who will sit on the PSAC-Quebec Education Committee. That person shall be elected by the DCL delegates with vote at the PSAC-Quebec Triennial Convention;

- (m) elect the representative of Quebec DCLs who will sit on the PSAC-Quebec Health and Safety Committee. That person shall be elected by the DCL delegates with vote at the PSAC-Quebec Triennial Convention;
- (n) elect the representative of Quebec DCLs who will sit on the PSAC-Quebec Finance Committee. That person shall be elected by the DCL delegates with vote at the PSAC-Quebec Triennial Convention;
- (o) elect representatives from Quebec DCLs to sit on the National DCL Committee.

BY-LAW 7 REPRESENTATION AND VOTING RIGHTS AT THE PSAC-QUEBEC TRIENNIAL CONVENTION

Section 1

Regional conventions shall take place over three days, commencing on a Friday.

Section 2

For the purpose of representation at a PSAC Regional Triennial Convention:

- (a) each local (components and DCLs) shall be entitled to one delegate for the first one to 215 members and one additional delegate for each additional 215 members or fraction thereof;
- (b) up to 20 members of the Council shall be delegates;
- (c) each active area council shall be entitled to elect one delegate;
- (d) each active regional women's committee shall be entitled to elect one delegate;
- (e) each active regional human rights or regional equity committee shall be entitled to elect one delegate;
- (f) the National Indigenous Peoples' Circle is entitled to two elected delegates;
- (g) each regional young workers' committee shall be entitled to elect two (2) delegates;
- (h) component national officers shall be delegates in the area in which they live or work; and

- (i) members of the NBoD and full-time component vice-presidents shall be entitled to delegate status in the caucus they have elected to participate in as per Section 19, Sub-Section (5)(b).

Section 3

- (a) Component officers, as defined in component by-laws, that meet the following criteria shall be delegates to their respective regional convention:
 - i) the officer must be a full-voting member of the component executive and elected by the component convention delegates or the membership at the national or regional level; and
 - ii) the officer must live or work in the region.
- (b) Delegation to a regional convention of any component officer not included in (a) above will require a recommendation from the National President and approval from the NBoD.

Section 4

Remuneration of delegates shall be in accordance with Section 24, Sub-Section (21) of the PSAC Constitution.

Section 5

No member shall attend more than one regional convention as a delegate per convention cycle.

BY-LAW 8 AREA COUNCILS

Section 1

- (a) Pursuant to Section 14, Sub-Section (1) of the PSAC Constitution, the Quebec Council shall promote the organization and operation of area councils in Quebec.
- (b) Except for the PSAC-Quebec Triennial Convention and pursuant to Section 14, Sub-Section (5) of the PSAC Constitution, area councils shall be the primary link between the Quebec Council and component national and regional officers, locals and branches, regional women's committees, regional equity group committees and regional young workers' committees.

Section 2

The creation of functioning PSAC area councils in the areas outlined under By-Law 4, Section 1(a) shall be the priority of the Quebec Council.

Section 3

Component national and regional officers, the PSAC-Quebec Director for Women, the Director for Equity Groups, the Director for Young Workers, the Director for

DCLs and the President of the QCUU shall be entitled to join one area council in the area of their choice, with full voice and vote.

Section 4

- (a) Each constitutionally recognized affiliated regional committee shall be represented on the area council in accordance with Section 14, Sub-Sections (4) and (5) of the PSAC Constitution and Regulations, with the exception of members elected to the executive.
- (b) Locals shall be represented on the area council in accordance with Section 14, Sub-Sections (4) and (5) of the PSAC Constitution and Regulations, with the exception of members elected to the executive.

BY-LAW 9 FINANCE

Section 1

PSAC-Quebec shall be funded, inter alia, from the budget allocated by PSAC to the Quebec Region.

Section 2

The PSAC-Quebec's fiscal year shall be from January 1 to December 31. An annual audit shall be conducted by an accounting firm selected by the Quebec Council and the audit report shall be presented to it at the first meeting following receipt of the report. A financial report shall be presented at the PSAC-Quebec Triennial Convention.

BY-LAW 10 DISCIPLINE

The Quebec Council may, by a two-thirds majority vote at a regular meeting, file a complaint with PSAC to suspend or expel any Quebec Council officer who violated a provision of the PSAC Constitution.

BY-LAW 11 AMENDMENT OF BY-LAWS

Any amendment, repeal or addition to these By-Laws takes effect once approved by two thirds of the delegates voting at a PSAC-Quebec Triennial Convention.

Unless otherwise specified, amendments, repeals or additions to these By-Laws take effect upon adoption.

BY-LAW 12 PSAC-QUEBEC WOMEN'S COMMITTEE

Section 1

PSAC-Quebec acknowledges the establishment of the PSAC-Quebec Women's Committee and the PSAC-Quebec regional women's committees.

Section 2

The PSAC-Quebec Women's Committee is composed of the Director for Women and the coordinators of the regional women's committees.

Section 3

The mandate of the PSAC-Quebec Women's Committee is to ensure the continued activity of the regional women's committees, coordinate the regional conference, ensure that regional committees report on their activities, be informed on issues of concern to PSAC women, work to promote issues of concern to PSAC women and hold meetings or conference calls as needed and in conformity with PSAC-Quebec By-Laws.

Section 4

The PSAC-Quebec regional women's committees shall select a coordinator for each area to sit on the PSAC-Quebec Women's Committee.

Section 5

The PSAC-Quebec Women's Committee shall meet at least twice a year.

BY-LAW 13 PSAC-QUEBEC YOUNG WORKERS' COMMITTEE

Section 1

PSAC-Quebec acknowledges the establishment of the PSAC-Quebec Young Workers' Committee and the PSAC-Quebec regional young workers' committees.

Section 2

The PSAC-Quebec Young Workers' Committee consists of the Director for Young Workers and the coordinators of the regional young workers' committees.

Section 3

The mandate of the PSAC-Quebec Young Workers' Committee is to ensure the continued activity of the regional young workers' committees, coordinate the young workers' camp, ensure that the regional committees report on their activities, be informed on issues of concern to PSAC's young workers, work to promote issues of concern to PSAC's young workers and hold meetings or conference calls as needed and in conformity with PSAC-Quebec By-Laws.

Section 4

The PSAC-Quebec regional young workers' committees shall select one coordinator per area who shall sit on the PSAC-Quebec Young Workers' Committee.

Section 5

The PSAC-Quebec Young Workers' Committee shall meet at least twice a year.

BY-LAW 14 LIFE MEMBERSHIP

Section 1

- (a) PSAC-Quebec life membership may be awarded to a member in good standing or a retired member who, through personal dedication, has performed exemplary services for the members of PSAC-Quebec.
- (b) It is the responsibility of the Quebec Council to confer PSAC-Quebec life memberships and to set the terms for who receives that title.
- (c) Application may be made to the Quebec Council by a PSAC-Quebec area council, a local or branch, a DCL or a regional women's committee, a regional equity group committee or a regional young workers committee.
- (d) A PSAC-Quebec life member shall have no vote at meetings and may not be elected to a position within PSAC-Quebec but will enjoy all other rights and privileges of a PSAC-Quebec membership in accordance with PSAC-Quebec Regulation 6.
- (e) The list of life members is included in Appendix C of the PSAC-Quebec By-Laws.

BY-LAW 15 REGULATIONS AND RESOLUTIONS OF RECORD

Section 1

- (a) These PSAC-Quebec Regulations complement the existing PSAC-Quebec By-Laws. They are found in Appendix A of these By-Laws.
- (b) The PSAC-Quebec Regulations may be adopted, amended or repealed by vote at a regular or special meeting of the Quebec Council by a two-thirds majority of the members present.
- (c) The PSAC-Quebec Regulations may also be adopted, amended or repealed at a regular or special PSAC-Quebec convention by a simple majority of members eligible to vote.

Section 2

- (a) Resolutions of record include all resolutions adopted by a regular or special PSAC-Quebec convention that remain in effect.
- (b) Resolutions of record may be amended or repealed at a regular or special PSAC-Quebec convention by a simple majority of members eligible to vote.

The PSAC-Quebec resolutions of record are found in Appendix B of these By-laws.

BY-LAW 16 OATH OF OFFICE

I,, having been elected an officer of PSAC-Quebec, solemnly swear to uphold and enforce these By-Laws and the PSAC Constitution, to represent and defend the interests of PSAC-Quebec members, to fulfill my duties and to diligently promote PSAC-Quebec within all union bodies.

APPENDIX A



REGULATIONS OF PSAC-QUEBEC

as adopted by the Founding Convention at:
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and amended by the PSAC-Quebec Triennial Convention in:

Quebec City, November 16–17, 1996
Trois-Rivières, May 15–16, 1999
Saint-Hyacinthe, May 4–5, 2002
Montreal, May 14–15, 2005
Quebec City, June 6–8, 2014
Saint-Sauveur, April 21–23, 2017
Montreal (virtually), June 17–20, 2021
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as well as amended by the Quebec Council at:
Montreal (virtually), September 8, 2021
Montreal (virtually), February 9–11, 2022
Sherbrooke, November 1–4, 2022
Laval, February 6–9, 2023
Rimouski, June 10–13, 2024
Quebec City, October 7–8, 2024
Quebec City, February 2–5, 2026

REGULATION 1 FINANCIAL REGULATIONS GOVERNING THE ACTIVITIES OF QUEBEC COUNCIL MEMBERS

1. APPROVED ACTIVITIES FOR QUEBEC COUNCIL MEMBERS

- a) Reasonable expenses incurred by Quebec Council members to attend a founding meeting of an area council, a regional women's committee or a regional equity group committee or any activity aimed at establishing such committees or councils.
- b) Meetings of the Quebec Council, including accommodations for all Quebec Council members.
- c) Visits to locals.
- d) Participation in union committees established by the Quebec Council.
- e) Participation in committees approved by the Convention.
- f) Expenses related to activities not listed above must be pre-authorized by the Quebec Council. In exceptional cases, the Regional Executive Vice-President for Quebec may grant prior authorization, unless exceptional circumstances apply.

All activities are subject to these Financial Regulations unless otherwise provided below.

2. VARIA

All claims must be supported by current and official documentation.

Any equipment purchase exceeding \$250 requires advance approval from the Quebec Council.

3. TRANSPORTATION

The mileage rate shall be the same as the PSAC rate.

4. SALARY

Salary reimbursement applies whenever a member must be absent from work to perform union duties. (This provision aligns with PSAC policy, which allows reimbursement for compensatory time or vacation leave.)

5. ACCOMMODATION

Except for meetings of the Quebec Council, accommodation is authorized when the cost is equal to or less than the travel expenses. Any participant in a union activity (except those listed under Section 1) is entitled to accommodation the night before if the one-way travel distance exceeds 100 km, provided that the meeting begins at 9 a.m.

6. FINANCIAL REGULATIONS RELATED TO EXCEPTIONS ALREADY ADOPTED BY THE CONVENTION MAY NOT BE AMENDED BY ANY OTHER BODY.

REGULATION 2 GUIDELINES GOVERNING THE PSAC-QUEBEC RESERVE FUND

1. SOURCE

The Reserve Fund consists of accumulated grants from the FTQ for health and safety training provided to PSAC, as well as the remaining balance of the former PSAC education assistance fund, PAOS (Programme d'aide aux organisations syndicales). Expenses subsidized through these sources are deducted from the Fund.

2. ADMINISTRATION AND CONTROL

The Reserve Fund is administered by the Quebec Council on the recommendation of the Finance Committee and the Regional Executive Vice-President for Quebec. The Fund is administered separately from the budget allocated to the Quebec Region at the PSAC National Triennial Convention. Financial statements are produced annually. The signing authorities for the Reserve Fund are the Regional Executive Vice-President for Quebec, the Chair of the PSAC-Quebec Finance Committee and the PSAC Associate Director for Quebec. Two of the three signatures are required for all cheques issued from this fund.

The Regional Executive Vice-President for Quebec has custody of the investments and is responsible for updating the transaction record whenever investments are renewed or redeemed.

3. FUNDING AND ACCESSIBILITY

The Reserve Fund is available, through the Quebec Council, to support union activities carried out by PSAC-Quebec members. The Reserve Fund is supplementary and not an unlimited source of funding; therefore, every effort should be made to fund these activities entirely through existing PSAC budgets.

The Reserve Fund may be used to pay for various union activities, including conferences, conventions, training, mobilization, organizing, health and safety initiatives, and special events. All requests must be preapproved by the Quebec Council.

The Regional Executive Vice-President for Quebec may release funds to support an activity without prior authorization of the Quebec Council, provided the expenditure is ratified at the next meeting.

A simple majority vote is required to release funds. In the event of a tie, the Regional Executive Vice-President for Quebec holds the deciding vote.

4. NOTES AND PROCEDURES

Before a funding request is placed on the agenda of a Quebec Council meeting, an estimate of the activity's costs must be submitted to the Finance Committee for review.

The estimate must include the following information:

- the nature of the activity;
- costs, including loss of salary, family care expenses, travel costs, meals, incidentals and accommodations (in accordance with the PSAC reimbursement policy); and
- the cost of materials, if applicable.

The Reserve Fund will cover eligible expenses up to the amount approved by the Quebec Council, based on supporting invoices. In exceptional circumstances, an advance may be issued upon request for reservation or guarantee purposes.

REGULATION 3 NOMINATION AND ELECTION OF THE REGIONAL EXECUTIVE VICE-PRESIDENT AND ALTERNATE REGIONAL EXECUTIVE VICE-PRESIDENT

Call for Nominations Quebec Region

This is the official call for nominations for the position of Regional Executive Vice-President (REVP) and Alternate Regional Executive Vice-President for the Quebec Region.

Elections for these positions will be held at the PSAC-Quebec Triennial Convention on [DATE] in [LOCATION].

A nomination form for each position is included in the appendix.

As a result of a decision by delegates at the 2003 PSAC National Triennial Convention, and for the first time in our Union's history, Regional Executive Vice-Presidents for Quebec and their alternate are being elected in the regions, at their respective Regional Conventions. Any PSAC member in good standing in the Quebec Region is entitled to run for these two positions.

As [Associate Director], I have been assigned the responsibility for sending out the call for nominations, receiving the nominations in advance of the Regional Convention, and working with the Nominations Committee at the Convention itself.

Here's the process and what to do if you want to run for office.

Nomination Process

A Nominations Committee will be appointed by the Quebec Council and ratified on the Convention floor. The Chair of the Nominations Committee, a current or a former AEC officer, is appointed by the Quebec Council and will conduct the election of the REVP and Alternate REVP.

In advance of the Convention, in my capacity as [Associate Director], I have been tasked with facilitating the nomination process. I am also responsible for ensuring that the nominations are filed with the Nominations Committee in writing, signed by the nominator and seconder, each of whom must be an accredited delegate to the PSAC-Quebec Triennial Convention.

Eligibility

Candidates nominated for the position of REVP and Alternate REVP do not have to be a delegate to the Convention, but must be members in good standing and live or work in

the Quebec Region. However, the nominator and seconder must be delegates to the PSAC-Quebec Triennial Convention.

Submitting the Nomination Form

You will find attached a nomination form for the position of Regional Executive Vice-President and Alternate Regional Executive Vice-President.

Nominees who will not be present at the PSAC-Quebec Triennial Convention must submit a nomination form to me prior to the start of the Convention.

Nominees who will be present at the PSAC-Quebec Triennial Convention can submit a nomination form to me prior to the start of the Convention, submit a nomination form to the Nominations Committee during the Convention, or be nominated from the Convention floor.

Election Process

The new election procedure for the REVPs and their alternate was adopted at the 2003 PSAC National Triennial Convention and implemented at the Fifth PSAC-Quebec Triennial Convention in May 2005. These By-Laws were amended accordingly.

More Information

For more information about the PSAC-Quebec Triennial Convention, please visit our website. Feel free to contact me should you have any questions on the nomination process outlined above.

In solidarity,

Signature

Associate Director
Quebec Region

c.c.: PSAC National President

**Nomination Form
Regional Executive Vice-President**

QUEBEC REGION

Candidate:

Person accepting nomination:

(signature)

Local:

Component:

PSAC ID:

Nominator*:

(signature)

Seconder*:

(signature)

***Must be a delegate to the Convention**

**Nomination Form
Alternate Regional Executive Vice-President**

QUEBEC REGION

Candidate:

Person accepting nomination:

(signature)

Local:

Component:

PSAC ID:

Nominator*:

(signature)

Seconder*:

(signature)

***Must be a delegate to the Convention**

REGULATION 4 ISSUES AND RESOLUTIONS NOT DEALT WITH BY THE PSAC-QUEBEC TRIENNIAL CONVENTION

All questions and resolutions not dealt with by the Convention are referred to the Quebec Council. The Council must review these items and take action within 90 days following the Convention. This does not apply to resolutions concerning dues increases or amendments to the PSAC-Quebec By-Laws or Regulations.

The Quebec Council must publish its decisions on all questions and resolutions from the Convention, including the rationale for each decision and the recorded votes. This information is distributed to all Convention delegates.

REGULATION 5 LANGUAGE

1. General

- a) The working language for internal and external communications at PSAC-Quebec is French.
- b) PSAC-Quebec will provide internal and/or external communications in English upon request.

2. PSAC-Quebec Triennial Convention

- The PSAC-Quebec Triennial Convention will be held simultaneously in French and in English and all official documents will be submitted in French and in English.

REGULATION 6 HONOURS AND AWARDS

1. Administration

The nominations discussed in this Regulation must be submitted by a member other than the nominee.

1. All nominations must be submitted within the time set out in 6.3.3 to the president of the Honours and Awards Committee.
2. The Committee shall have at least 30 days to review all the nominations before making a recommendation to the Quebec Council.
3. The Honours and Awards Committee shall present the nomination, along with its recommendation, at the next meeting of the Quebec Council.
4. Only members in good standing in the Quebec region, or retired members if the nomination concerns life membership, may receive the awards and honorary titles reserved for PSAC-Quebec members.

2. Life Membership

2.1 General

- a) PSAC-Quebec life membership may be awarded to a member in good standing or a retired member who, through their personal dedication, has performed exemplary service for the members of PSAC-Quebec.
- b) A member's nomination may be submitted to the Honours and Awards Committee by a PSAC-Quebec area council, a local or branch, a DCL, a regional women's committee, a regional equity group committee or a regional young workers' committee, or by resolution of the Quebec Council.
- c) A PSAC-Quebec life member shall have no vote at meetings and may not be elected to a position within PSAC-Quebec but will enjoy all other rights and privileges of a PSAC-Quebec membership in accordance with this Regulation.
- d) The list of life members is included in Appendix C of the PSAC-Quebec By-Laws.

2.2 Rights and Privileges of Life Members

- a) Life members are invited to attend the Convention at which they will be inducted. Registration fees and expenses are covered just as they are for other delegates.
- b) Life members are invited to conventions held thereafter and not required to pay registration fees. If a life member takes part in an ad hoc committee on behalf of PSAC-Quebec, their expenses shall be reimbursed as per PSAC policy.

3. Awards Gala

3.1 In every three-year cycle, PSAC-Quebec organizes an Awards Gala to celebrate and highlight the work of members and locals that made a difference in the following areas:

- a) Status of women
- b) Emerging activist
- c) Environment and social justice
- d) Equity group
- e) Mobilization
- f) Honorary
- g) Innovation

3.2 A call for nominations shall be posted six months before the gala on PSAC-Quebec's website and social media pages and shall be sent, for each category, to:

- locals, branches and DCLs;
- area councils;
- PSAC-Quebec's regional young workers', women's and equity group committees;
- Quebec Council;
- national officers.

3.3 The nomination must be received by the Committee four months before the gala and include:

- the candidate's name;
- the category for which the candidate is nominated;
- a short text explaining why the candidate qualifies for the award;
- the name of the nominator and the seconder.

3.4 The award for each category shall be determined by the Committee. PSAC-Quebec shall reimburse the winners' travel, accommodation, meals and salary loss, if applicable.

The jury shall be composed of:

- two members of the Quebec Council, one of whom shall be the Committee chair;
- two national officers;
- one representative of the equity group, women's and young workers' committees not sitting on the Quebec Council;
- one life member;
- one DCL representative;
- one non-voting staff member, who will be the Committee's secretary.

4. Awards will be given in accordance with the following criteria:

a) Status of women

- Involvement in feminist initiatives within or outside PSAC-Quebec.
- If awarded to a person, can only be awarded to members who identify as women; can also be awarded to a local or to a regional committee.

b) Emerging activist

- Involvement in initiatives to promote young workers' interests within or outside PSAC-Quebec.
- If awarded to a person, can only be awarded to members who are 35 or younger; can also be awarded to a local or to a regional committee.

c) Environment and social justice

- Awarded to a person or a group of persons for their involvement in environmental and/or social justice initiatives within or outside PSAC-Quebec.

d) Equity group

- Involvement in initiatives to promote the interests of equity groups within or outside PSAC-Quebec.
- If awarded to a person, can only be awarded to members who identify as belonging to an equity group; can also be awarded to a local or to a regional committee.

e) Mobilization

- Awarded to a person or a group of persons who launched and/or participated heavily in one or several mobilization initiatives, or to a person or group of persons who spearheaded a large or significant mobilization initiative, or to a person or group of persons who showed exceptional activism.

f) Honorary

- Awarded to a person for significant and meaningful participation in the union environment or for achievements outside the union and involvement with the union for at least 15 years.

g) Innovation

- Awarded to a person or group of persons who used innovative methods to achieve the labour movement's goals.

REGULATION 7 AREA COUNCILS

To ensure consistency in the operation of its area councils, PSAC-Quebec has prescribed the following guidelines:

1. Mandate of Area Councils

The area council is the body which supports, brings together and links locals on its territory. Its mandate is to create solidarity among members and build bridges with civil society. Its role is to take action to mobilize and bring members together around issues affecting them through education and political action.

2. Structure of Area Councils

- a) Area council executives must consist of a minimum of three positions, including one president, one vice-president and one secretary-treasurer.
- b) Members of the area council executives are elected each year as per Section 14 of the PSAC Constitution.

3. Meeting Frequency

- a) Area councils shall call meetings at regular intervals at least four times a year, including the annual general meeting.
- b) The annual meeting at which time officers shall be elected and financial and other reports presented shall be held no later than the 90th day after the end of the fiscal year.

4. Obligations Relating to the Financing of Area Councils

- a) For the purpose of keeping PSAC-Quebec aware of regional issues, area councils shall send to the Office of the REVP the minutes of these meetings, including the minutes of the annual general meeting. These minutes shall be sent no later than 30 days after the date of their approval.
- b) A detailed annual financial report of each area council must be sent to the Office of the PSAC-Quebec REVP no later than 30 days after the date of the annual meeting.
- c) In order to receive their annual financing, area councils must fulfill the obligations in Sections 4 (a) and 4 (b).
- d) The fiscal year of an area council shall correspond to the calendar year, from January 1 to December 31.

5. Amendments to the By-Laws of Area Councils

Area councils must inform PSAC-Quebec of all amendments to their by-laws.

REGULATION 8 VOLUNTARY MEMBERSHIP OF MEMBERS AND LOCALS IN OTHER ASSOCIATIONS

1. PSAC-Quebec recommends that area councils encourage locals to participate in FTQ area councils.
2. PSAC-Quebec encourages all area councils, regional women's committees, regional equity group committees and locals in the Quebec Region to become members of the Association of Public Service Alliance Retirees (APSAR) and to promote APSAR membership among their members.

REGULATION 9 REVIEW OF PSAC-QUEBEC RESOLUTIONS OF RECORD

The Quebec Council must appoint a committee of three members to review resolutions of record during the calendar year preceding the PSAC-Quebec Triennial Convention.

The Committee shall submit a report to the Quebec Council on the amendments to be made no later than the end of the calendar year preceding the PSAC-Quebec Triennial Convention. Then, if appropriate, the Quebec Council will submit one or more resolutions to the PSAC Regional Triennial Convention.

REGULATION 10 MEDIA PLATFORMS

PSAC-Quebec is committed to maintaining a user-friendly, regularly updated website as well as accounts on the most popular social media platforms.

REGULATION 11 PURCHASE OF GOODS AND SERVICES BY PSAC-QUEBEC

PSAC-Quebec will prioritize the purchase of union-made goods and services whenever possible.

In addition to being union-made, goods and services should be sourced from Quebec whenever possible, and if not, from elsewhere in Canada.

REGULATION 12 UPDATED PSAC BY-LAWS AND REGULATIONS

Resolutions dealt with at the PSAC-Quebec Convention come into force at the time of adoption. PSAC-Quebec will update its By-Laws and Regulations within 90 days of the end of the Convention.

An updated version of the PSAC-Quebec By-Laws, Regulations and Resolutions of Record will also be posted online within the same timeframe.

REGULATION 13 INTERNAL GOVERNANCE OF THE QUEBEC COUNCIL

COMMITTEES

- 1) In addition to the standing committees provided for in the By-Laws—the Political Action Committee, Education Committee, Finance Committee, and Health and Safety Committee—the Council shall establish the following committees:
 - a) Honours and Awards Committee/Awards Gala Organizing Committee;
 - b) By-Law Review Committee;
 - c) Social Justice Fund Committee;
 - d) Convention Organizing Committee;
 - e) Regional Equity Committee or Regional Human Rights Committee;
 - b) Young Workers' Committee;
 - g) Environment Committee;
 - h) Financial Relief Requests Committee.
- 2) Unless otherwise specified in the By-Laws, the composition of the committees is at the discretion of the REVP, who appoints the Chair and assigns staff members as needed. Committee Chairs must be members of the Quebec Council. Each committee must include at least one member who is not a Quebec Council member.
- 3) Committees must submit a report at each regular meeting of the Quebec Council and present any recommendations they wish the Council to consider.
- 4) The mandates of the committees listed in Section 1 of this By-Law, as well as a copy of the resolution authorizing their creation, shall be appended to this By-Law once adopted by the Quebec Council.

QUORUM

The quorum for the Quebec Council is set at 50% plus one of its members.

REGULATION 14 ELECTION OF DIRECTORS TO THE FTQ GENERAL COUNCIL

- 1) In accordance with section 35 of the FTQ by-laws, PSAC representation on the FTQ General Council is calculated based on the number of members paying dues to the FTQ as follows:

500 to 5,000:	1 director
5,001 to 10,000:	2 directors
10,001 to 15,000:	3 directors and so on.
- 2) In accordance with sections 5(1)(g), 5(2)(e) and 5(4)(f) of the PSAC-Quebec By-Laws, the REVP, their alternate and the Director for Women sit ex officio on the FTQ General Council. The PSAC-Quebec Associate Director and the REVP for the NCR also sit ex officio on the General Council.
- 3) No later than the day before the close of a regular FTQ Convention, the REVP and their alternate shall preside over the election of the remaining PSAC-Quebec directors. They may request assistance with administering the election from any non-candidate.
- 4) To be eligible for any available seat on the FTQ General Council, a candidate must be a delegate to the FTQ Convention or must submit written confirmation of their candidacy to the election chair before nominations close.
- 5) Nominations for the available seats are made in plenary during the PSAC-Quebec caucus at the FTQ Convention. Each nomination must have a mover and a seconder.
- 6) Delegates may cast a number of votes equal to the number of available seats. Each vote must be cast for a single candidate.
- 7) A list will be established in descending order of the number of votes received. Candidates at the top of the list will serve as directors until all seats are filled; the remaining candidates will serve as alternates.
- 8) The REVP shall send the list to the FTQ General Secretary at the close of the caucus and append it to their next report to the Quebec Council so that it may be included in the minutes.
- 9) In the event of a vacancy on the FTQ General Council and the exhaustion of the list of alternates, the Quebec Council shall elect the necessary replacements from among its members or, if needed, from among the national officers (as defined in Regulation 15) or from candidates submitted by Quebec Council members.

- 10) Gender parity applies to the PSAC-Quebec delegation to the FTQ General Council, meaning that at least half of the seats, including ex officio seats, must be held by women.
- 11) At least one director should come from a DCL.
- 12) The speaking order for candidates shall be determined by random draw. Delegates are not permitted to ask questions of the candidates.
- 13) At the close of voting, candidates may request that a person observe the counting of the ballots. This request must be made to the election chair.
- 14) If paper ballots are used, they shall be rejected in the following cases:
if the same name appears more than once or if the ballot contains any identifying marks.
- 15) The ballots shall be destroyed upon the adoption of a motion to that effect.

REGULATION 15 NATIONAL OFFICERS

For the purposes of interpreting By-Law 3, Section (1)(e), the following individuals are considered “national officers”:

- members of the Quebec Council;
- national and regional officers of the components (National President and/or National Vice-President, Regional Vice-President, Branch President);
- members of the QCUU Executive;
- regional women’s committee coordinators;
- the recognized representative of the regional equity groups;
- representatives of the National Indigenous People’s Circle residing in Quebec;
- coordinators of the regional young workers’ committees;
- presidents of the DCLs.

If an officer is unable to participate, their alternate may, by right, take their place.

REGULATION 16 ELECTION OF DCL MEMBERS TO STANDING COMMITTEES

- 1) At the Triennial Convention, in addition to the three positions referenced in By-Law 6, Section 3 (l), (m) and (n), the DCL caucus shall elect one representative to the Political Action Committee.
- 2) At the Triennial Convention, in addition to the three positions referenced in By-Law 6, Section 3 (l), (m) and (n) and the person elected under Section 1 hereof, the DCL caucus shall elect one alternate for each of these positions.
- 3) In the event of a vacancy in any of the positions described in Section 1, the alternate elected under Section 2 shall fill the position for the remainder of the term.
- 4) If no alternate is available, and more than six months remain before the next Regional Convention, the Regional Executive Vice-President for Quebec shall call an election to be held at a special meeting of Quebec DCLs. Each local shall be entitled to the same delegation it had at the most recent convention.

REGULATION 17 QUORUM FOR REGIONAL COMMITTEES

Unless otherwise provided in the By-Laws of the active regional committees created under Section 15 of the PSAC Constitution, the quorum for these committees is three people from at least two different components or DCLs. For each valid meeting, at least one person must be a member of the committee's executive.

The first notice of each regular meeting for all regional committees and area councils must be sent at least 14 days in advance, unless otherwise specified in the by-laws or regulations of the relevant bodies. Subsequent reminders sent with fewer than 14 days' notice are not considered non-compliant.

REGULATION 18 RESPONSIBILITY FOR COSTS OF INTERNAL INVESTIGATIONS INTO EVENTS OCCURRING WITHIN AREA COUNCILS, AREA COMMITTEES AND REGIONAL COMMITTEES

1. Entities covered

This regulation covers responsibility for the cost of an internal investigation following a complaint related to an alleged event in one of the following entities:

- a. area councils;
- b. area or regional committees provided for in the PSAC Constitution (women, young workers, equity, human rights or any other committee recognized by PSAC within PSAC-Quebec's territory);
- c. regional committees recognized in the PSAC-Quebec By-Laws (women, young workers, equity, QCUU, DCLs).

2. Admissibility analysis and validation

Admissibility is analyzed and the complaint validated according to the procedure specified in the PSAC Constitution and Regulations (in particular Section 25 of the Constitution and Regulation 19).

3. Responsibility for costs

When a complaint related to an alleged event in one of the entities covered by this Regulation leads to an internal investigation, PSAC-Quebec, on a recommendation by the Finance Committee, assumes all or part of the costs of the investigation. This recommendation must take PSAC-Quebec's financial health into consideration.

If the entity has accumulated funds, it must pay any amount above the equivalent of two years' worth of operating budget before PSAC-Quebec will disburse funds.

4. Source of funds

The funds to pay for the investigation come from PSAC-Quebec's accumulated surplus.

APPENDIX B



RESOLUTIONS OF RECORD OF PSAC-QUEBEC

as amended at the
PSAC-Quebec Triennial Convention in:

Quebec City, November 16–17, 1996
Trois-Rivières, May 15–16, 1999
Saint-Hyacinthe, May 4–5, 2002
Montreal, May 14–15, 2005
Quebec City, May 30–June 1, 2008
Laval, May 27–29, 2011
Quebec City, June 6–8, 2014
Saint-Sauveur, April 21–23, 2017
Montreal (virtually), June 17–20, 2021
Trois-Rivières, June 2–4, 2023
Saint-Hyacinthe, May 22–24, 2026

as well as amended by the Quebec Council in:

Montreal (virtually), September 8, 2021
Montreal (virtually), February 9–11, 2022
Sherbrooke, November 1–4, 2022
Rimouski, June 10–13, 2024

2002-G-6 Education vs. Joint Training Between PSAC and Employers

BE IT RESOLVED THAT PSAC-Quebec, through its Education Committee, promote and provide information to encourage locals and national officers to negotiate and obtain joint training in the workplace.

2005-G-1A and 2001-G-121 Adoption of Federal Anti-scab Legislation

BE IT RESOLVED THAT PSAC-Quebec make every effort to support a plan to have the House of Commons of Canada adopt anti-scab legislation for workers under federal jurisdiction.

2008-G-11 Support for Eau-secours

BE IT RESOLVED THAT PSAC-Quebec include this issue in its next political lobbying campaign.

BE IT RESOLVED THAT PSAC-Quebec support Eau Secours, the Quebec coalition for responsible water management.

BE IT RESOLVED THAT PSAC-Quebec urge locals to support Eau Secours, the Quebec coalition for responsible water management.

2008-G-27 Bilingualism in the Canadian Forces

BE IT RESOLVED THAT PSAC-Quebec lobby all parties to have universal bilingualism recognized and reinstated within the Canadian military.

2008-G-32 part 1 Postsecondary Education Financial Crisis

BE IT RESOLVED THAT PSAC-Quebec lobby the relevant authorities to demand that the resolution to the current crisis in Quebec universities not undermine employees' working conditions nor increase fees charged to students.

BE IT RESOLVED THAT PSAC-Quebec denounce the use of public-private partnerships (PPPs) and market-based funding models in education.

BE IT FURTHER RESOLVED THAT PSAC-Quebec support the actions taken by PSAC unions to protect employees' working conditions and students' learning conditions.

2008-G-19 Balanced Support to Student Associations and Federations

BE IT RESOLVED THAT PSAC-Quebec provide balanced support and assistance to all student associations and federations fighting for greater access to post-secondary education and for free education.

2008-G-34 Free Education

BE IT FURTHER RESOLVED THAT PSAC-Quebec condemn attempts to finance post-secondary education through tuition increases, given that education should be free.

2011-G-119A Protective Reassignment for Pregnant or Nursing Workers — AOHS Amendment

BE IT RESOLVED THAT PSAC and PSAC-Quebec lobby the Government of Canada, urging it to reach an administrative agreement with the Government of Quebec so that all women workers in Quebec be entitled to protective reassignment, as was done for the QPIP and CSST.

2011-G-44 Enhanced Employment Insurance for Sick Workers

BE IT RESOLVED THAT PSAC-Quebec demand that the federal government amend its *Employment Insurance Act* so that workers who are ill can receive up to 50 weeks of employment insurance benefits with no waiting period.

2011-G-63 Language of Work

BE IT RESOLVED THAT PSAC-Quebec demand that the *Charter of the French Language* apply to all workers in Quebec.

2011-G-112 Integrated Occupational Health and Safety Management Systems in Public and Private Workplaces

BE IT RESOLVED THAT PSAC-Quebec lobby all levels of government and other labour unions to make integrated occupational health and safety management systems mandatory in both public and private workplaces.

2011-G-116 Increasing the number of Occupational Health and Safety Inspectors in Quebec

BE IT RESOLVED THAT PSAC-Quebec lobby the Government of Quebec to significantly increase the number of CSST inspectors.

2011-G-18 Water and Human Rights

BE IT RESOLVED THAT PSAC-Quebec recognize and affirm that access to clean water is a fundamental human right.

BE IT FURTHER RESOLVED THAT PSAC-Quebec call upon the federal and Quebec governments to enshrine water as a human right in federal and Quebec law.

BE IT FURTHER RESOLVED THAT PSAC-Quebec call upon the governments of Canada and Quebec to support the recognition of water as a human right in international law.

2011-G-19 Campaign Against the Privatization of Public Water Systems under CETA

BE IT FURTHER RESOLVED THAT PSAC-Quebec lobby all levels of government—particularly municipal authorities—to raise awareness about the dangers of water privatization.

2011-G-21 Support for Eau Secours

BE IT RESOLVED THAT PSAC-Quebec support Eau Secours by becoming a member; and

BE IT FURTHER RESOLVED THAT PSAC-Quebec encourage locals in the Quebec Region to demonstrate their support by becoming members of the Eau Secours coalition.

2011-G-1 Public, Universal and Fully Free Health Care System

BE IT RESOLVED THAT PSAC-Quebec advocate for a public, universal health care system free of all user fees.

2011-G-59 Guaranteed Income Supplement (GIS) Increase

BE IT RESOLVED THAT PSAC-Quebec lobby the Government of Canada to immediately increase the Guaranteed Income Supplement by at least 15% to reduce poverty among seniors.

2011-G-136 Human Rights in Palestine

BE IT RESOLVED THAT PSAC-Quebec support the establishment of a durable and just peace in the Middle East; and

BE IT FURTHER RESOLVED THAT PSAC-Quebec advocate for the creation of a Palestinian state based on the 1967 borders, in accordance with UN resolutions, and for the recognition of the right of return for Palestinian refugees; and

BE IT FURTHER RESOLVED THAT PSAC-Quebec support the Boycott, Divestment and Sanctions (BDS) movement against Israeli apartheid and promote the movement among its members.

2011-G-12 Shale Gas Development

BE IT RESOLVED THAT PSAC-Quebec lobby the Quebec government to impose a moratorium on shale gas development until the population has been consulted through a referendum.

2011-G-25 Fair Royalties

BE IT RESOLVED THAT PSAC-Quebec lobby the Quebec government to establish a policy ensuring fair royalties from private-sector natural resource and energy extraction; and

BE IT FURTHER RESOLVED THAT PSAC-Quebec lobby the Quebec government to invest the revenue from these royalties in public services.

2011-G-31A An Economy that Serves the People and the Community

BE IT RESOLVED THAT PSAC-Quebec lobby the Quebec government to gradually create an economy based on cooperation and government control over certain strategic sectors—particularly energy and natural resources—ensuring that the benefits of these resources are returned to the people of Quebec.

BE IT RESOLVED THAT PSAC-Quebec lobby the Quebec government to gradually create an economy based on cooperation and to nationalize certain strategic sectors, particularly energy and natural resources.

2011-G-76 Grants for Graduate Students

BE IT RESOLVED THAT PSAC-Quebec lobby the federal and provincial governments to significantly increase the number of grants awarded to graduate students and the budgets allocated to these programs, beginning this year.

2011-G-100 Young Workers' Camp

BE IT RESOLVED THAT PSAC-Quebec create a young workers' camp modelled on the FTQ program to support the integration, engagement and training of young members in union life.

2014-G-24 Grievance Arbitration Process

BE IT RESOLVED THAT PSAC-Quebec pressure the PSAC National Office to significantly accelerate the grievance arbitration process.

2014-G-14 Environmental Policy

BE IT RESOLVED THAT PSAC-Quebec consider developing an environmental policy for all its activities.

2017-G-24 (Part 1) – Harassment

BE IT RESOLVED THAT PSAC commit to actively combating harassment of any kind.

2017-G-1A – Research Funding

BE IT RESOLVED THAT PSAC and PSAC-Quebec undertake political action to ensure that government granting agencies immediately take into account the obligation to respect negotiated wage rates when awarding research grants; and

BE IT FURTHER RESOLVED THAT PSAC and PSAC-Quebec lobby for an increase in these agencies' budgets to ensure that members' jobs are protected.

2017-G-67A – Expansion of the Organizing Unit

BE IT RESOLVED THAT PSAC and PSAC-Quebec expand organizing efforts with college and university students across Quebec and throughout Canada; and

BE IT FURTHER RESOLVED THAT PSAC and PSAC-Quebec expand the mandate of the organizing unit to strengthen accreditations.

2017-G-62A – Pay Disparity Clauses

BE IT RESOLVED THAT PSAC and PSAC-Quebec oppose the inclusion of pay disparity clauses in collective agreements; and

BE IT FURTHER RESOLVED THAT PSAC and PSAC-Quebec, in collaboration with all allied unions, lobby all levels of government to amend the *Canada Labour Code* and relevant provincial legislation accordingly.

2017-G-34A – Legislative and Social Protections for Workers in Atypical Jobs

BE IT RESOLVED THAT PSAC and PSAC-Quebec take a position and actively advocate for stronger legislative and social protections for workers in atypical jobs.

2017-G-48 – Reinvestment in Education

BE IT RESOLVED THAT, immediately following the 2017 PSAC-Quebec Convention, PSAC-Quebec lobby the Quebec government to reinvest extensively in education.

2017-G-5 – Transparency and Accessibility of PSAC Bodies

BE IT RESOLVED THAT PSAC-Quebec ensure the availability and accessibility of the minutes of each of its bodies; and

BE IT FURTHER RESOLVED THAT PSAC-Quebec compile a centralized record of its positions and make it available; and

BE IT FURTHER RESOLVED THAT PSAC-Quebec pressure PSAC National to compile a record of its positions and make it available; and

BE IT FURTHER RESOLVED THAT PSAC-Quebec distribute documents outlining PSAC's structure and the mandates, positions and functioning of each of its bodies.

2017-G-33 — Campaign to Improve Minimum Working Conditions

BE IT RESOLVED THAT PSAC-Quebec advocate for work schedules to be provided to workers at least five days in advance and for the minimum wage to be increased to \$15 per hour; and

BE IT FURTHER RESOLVED THAT PSAC-Quebec advocate for ten paid sick days per year for all workers, and for increasing the minimum annual vacation entitlement to five weeks of paid vacation for all workers; and

BE IT FURTHER RESOLVED THAT PSAC-Quebec undertake all necessary political actions to achieve these goals and produce informational materials to advance these issues.

2017-G-45 — Union Training and Work-Life Balance

BE IT RESOLVED THAT PSAC-Quebec establish a working group to examine viable alternatives that would significantly reduce weekend training sessions, without increasing member dues.

2017-G-50 – Universal Drug Plan

BE IT RESOLVED THAT PSAC-Quebec lobby the Quebec government to set up a universal drug plan by the PSAC-Quebec 2020 Convention.

2017-G-55A – Progressive Taxation 2

BE IT RESOLVED THAT PSAC and PSAC-Quebec promote research on progressive tax measures by providing financial support to the Institut de recherche et d'informations socio-économiques (IRIS) and encourage their affiliates to do the same.

2017-G-57A – Commercialization of Knowledge 1

BE IT RESOLVED THAT PSAC-Quebec publicly criticize the budget cuts in federal and provincial granting agencies; and

BE IT FURTHER RESOLVED THAT PSAC-Quebec produce a study on the direct impact of these cuts on the employed students, research professionals and postdoctoral fellows it represents.

2021-G-10A (which comprises G-47) – Fully Funded Maternity Leave

PSAC WILL lobby all levels of government and group benefit plans to ensure workers receive 100% of their salary and have their pension contributions covered while on maternity leave.

2021-G-9 – Forced Sterilization of Indigenous Women

PSAC WILL take a stand against the forced sterilization of women.

2021-G-54 – Introductory Course on Indigenous Rights

BE IT RESOLVED THAT PSAC undertake to provide and maintain an introductory course on the reality and rights of Indigenous peoples at least once per budget cycle.

2021-G-14A (which comprises G-42, first conclusion) – Unpaid Internships

PSAC WILL lobby the provincial and federal governments to prohibit unpaid internships at every academic level.

2021-G-13A (which comprises G-41) – Fighting Privatization

PSAC WILL continue to train, educate and mobilize its members concerning contracting-out and its impact on our collective agreements and wages, and the creation of future public sector jobs.

2023-G-11 – Individual Rights

BE IT RESOLVED THAT PSAC oppose any attempts to introduce legislation related to abortion rights; support the rights of all women to adequate services for contraception and abortion; support campaigns that protect women’s right to choose and increase accessibility; and lobby different levels of government to support this position.

2026-G-2 – Adopting a Gender-Neutral Salutation

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.

2026-G-10 (1st be it resolved) – Defending the Rights of Temporary Foreign Workers and Fair Access to Permanent Residency

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.

APPENDIX B-2

Resolutions of Record adopted by the Quebec Council

2021-G-12A – Precarious Work

BE IT RESOLVED THAT PSAC support and work to organize and affiliate workers in precarious employment with a union.

2021-G-23 – The State of Trade Unionism

BE IT PROPOSED THAT PSAC-Quebec position itself to ensure that general interunion meetings are organized and are open to all members and non-union workers, and that this approach results in achievement-oriented resolutions; and

BE IT FURTHER PROPOSED THAT PSAC-Quebec forward this demand to its area councils and locals.

2021-G-2 – Commercialization of Knowledge

BE IT RESOLVED THAT the Quebec Council publicly denounce all potential budget cuts in federal and provincial granting agencies;

BE IT FURTHER RESOLVED THAT the Quebec Council call on the federal government and provincial governments to reinvest in federal and provincial granting agencies;

BE IT FURTHER RESOLVED THAT the Quebec Council lobby for an infusion of funding for fundamental research and applied research intended for a non-commercial purpose;

BE IT FURTHER RESOLVED THAT the Quebec Council lobby federal and provincial governments as well as granting agencies to ensure a better distribution of funding among various research groups and projects; and

BE IT FURTHER RESOLVED THAT the Quebec Council lobby the federal government to implement all of the recommendations made in the Naylor Report on the review of federal support for science as quickly as possible.

2021-G-8 – Addition of Electronic Payments to the Modes of Payment Accepted by PSAC

BE IT RESOLVED THAT PSAC-Quebec submit a proposal to PSAC to add (and encourage) electronic payments to the payment methods accepted by PSAC, its locals and its members.

2021-G-15 – Free Public Transit for People in Low-Income Brackets

BE IT PROPOSED THAT PSAC-Quebec lobby the various levels of government and municipalities to provide free public transit to low-income individuals.

2021-G-81 – Establishment of an Environment and Just Transition Committee

BE IT PROPOSED THAT PSAC-Quebec form a standing committee over the next three-year cycle to address environmental matters and achieve a just transition;

BE IT FURTHER PROPOSED THAT PSAC-Quebec provide the standing committee with the human and financial resources it needs to effectively conduct its work;

BE IT FURTHER PROPOSED THAT PSAC-Quebec encourage each area council to create a position for an environment and just transition officer on their executive; and

BE IT FURTHER PROPOSED THAT PSAC-Quebec lobby PSAC National to create a national environment and just transition committee.

2021-G-51 – Advanced Human Rights Education

BE IT RESOLVED THAT PSAC-Quebec undertake to provide and maintain at least one advanced human rights course per budget cycle.

2021-G-62 – Access to the PEQ for Postdocs

BE IT RESOLVED THAT PSAC-Quebec work to have foreign postdoctoral fellows recognized as being eligible for the PEQ, or Programme de l'expérience québécoise (Quebec experience program) for temporary workers.

2021-G-40A – Gender-based Oppression

BE IT RESOLVED THAT PSAC continue to play an active role in improving women's economic and social status so they can leave all forms of violence and its repercussions behind and lead safe and independent lives.

2021-G-26 – Target Benefit Pension Plans

BE IT PROPOSED THAT PSAC take a position against target benefit pension plans; and

BE IT PROPOSED THAT PSAC take a position against converting existing defined benefit pension plans to target benefit pension plans.

2021-G-25 – Environmental Responsibility

BE IT PROPOSED THAT:

- PSAC establish policies to reduce the environmental footprint of its activities (conventions, committees, training, meetings...) and issue environmental responsibility expectations and recommendations for hotels and convention centres PSAC uses;
- share the approximate carbon footprint of all its events with the participants.

2021-G-21 – Eliminating Single-Use Plastic

BE IT PROPOSED THAT PSAC add its voice to the voices of citizens, associations and companies urging the various levels of government to ban single-use plastic.

2021-G-27 – Permanent Federal Investment in Public Transit

BE IT PROPOSED THAT PSAC demand that the federal government provide financial support for transit authorities to enable them to make the necessary investments to strengthen existing equipment and develop new public transit services; and

BE IT FURTHER PROPOSED THAT PSAC demand that the federal government implement a permanent program to fund the operation of public transit systems.

2021-G-52 – Advanced Human Rights Education

BE IT RESOLVED THAT PSAC undertake to provide and maintain at least one advanced human rights course per budget cycle for each Regional Council.

2021-G-6 – Access to Employment Insurance for Precarious Workers

BE IT RESOLVED THAT PSAC lobby for the reform of employment insurance to include workers in precarious positions so as to ensure universal access to employment insurance and equitable redistribution among social classes; and

BE IT FURTHER RESOLVED THAT PSAC advocate for universal and fair conditions of eligibility for employment insurance, namely so that the number of hours is reduced to give workers with short-term contracts access to employment insurance.

2021-G-18 – Member List Format

BE IT PROPOSED THAT PSAC send its locals the member lists in Excel or any other compatible electronic spreadsheet format.

2021-G-31 – Lean Method and Negative Impact on Members

BE IT RESOLVED THAT PSAC, along with its components and direct charters, take action (lobbying, national information campaign, etc.) against the implementation of any funding formula based on the Lean approach; and

BE IT FURTHER RESOLVED THAT PSAC take action in order that all employers affected by this method opt for another type of funding to ensure the psychological integrity of its members and the sustainability of their jobs.

2021-G-43 – Status of Women Delegates in Every Local

BE IT RESOLVED THAT PSAC encourage the components to ask their locals to include a Status of Women position in their by-laws and regulations; and

BE IT FURTHER RESOLVED THAT PSAC encourage directly chartered locals to include a Status of Women position in their By-Laws and Regulations.

2021-G-5A (1st and 4th Be It Resolved) – Opposition to the PEQ Reform

BE IT RESOLVED THAT PSAC-Quebec express its serious concerns over the impact of the CAQ's reform of the PEQ on Quebec's international reputation and its ability to attract and retain the talent necessary for its development and increased visibility; and

BE IT FURTHER RESOLVED THAT PSAC-Quebec require that, in the event of such reform, the government maintain a grandfather clause applicable to any temporary foreign student or foreign worker present in the territory at the time its reform comes into effect.

2021-G-28 (3rd Be It Resolved) – Isolated Posts and Government Housing Directive (Rivière-au-Renard, Gaspé, Grande-Rivière and Chandler)

BE IT RESOLVED THAT regional and national PSAC executives lobby federal ministers in order that employees who previously received isolated post allowance shall receive it again as before.

2021-G-30 (3rd Be It Resolved) – Isolated Posts and Government Housing Directive (Blanc-Sablon)

BE IT RESOLVED THAT regional and national PSAC executives lobby federal ministers in order that employees who previously received isolated post allowance shall receive it again as before.

2021-G-70 – National Aid and Intervention Committee

BE IT RESOLVED THAT during the next PSAC Triennial Convention, PSAC-Quebec ask that a National Aid and Intervention Committee (NAIC) be established and charged with creating and quickly implementing a variety of aid measures for PSAC members who are victims of excessive action taken by their employers in response to their union activities. The NAIC shall be made up of members of the NBoD and shall report to the NBoD about its activities.

BE IT FURTHER RESOLVED THAT the NAIC shall appoint, guide and support local individuals to help members who were victims of excessive action.

BE IT FURTHER RESOLVED THAT during the next PSAC Triennial Convention, PSAC-Quebec ask that an Aid and Intervention Fund (AIF) be established, to be administered by the NAIC. An amount of \$100,000 per year will be put into the Aid and Intervention Fund for 2022-2024 from the current PSAC budget.

2021-G-19 – Wage Consolidation for University Research Workers

BE IT PROPOSED THAT PSAC lobby the Quebec government to recognize the contribution of research staff to the training of university students; and

BE IT FURTHER PROPOSED THAT PSAC lobby the Quebec government to award a specific, recurring remuneration package from university operating budgets for the training provided by research personnel.

2021-G-22 – Employment Insurance Commission Liaison Officers

BE IT PROPOSED THAT PSAC lobby the federal government to have Liaison Officers return to the Employment Insurance Commission.

2021-G-79 – Climate Change

BE IT PROPOSED THAT PSAC-Quebec exert more political pressure to fight climate change and urge PSAC National to do the same.

2023-G-16 – Protecting Postdoctoral Fellows’ Status as Highly Qualified Personnel

BE IT RESOLVED THAT PSAC-Quebec, in conjunction with PSAC, FTQ and CLC, campaign governments, institutions of higher learning and the public to demand that postdoctoral fellows’ status as highly qualified personnel be recognized and protected. This includes prohibiting the designation of postdoctoral fellows as students, trainees (“étudiant, stagiaire” in French) or other inappropriate terms in written documents, as it is detrimental to their career development and salary growth.

2023-G-8 – Minimum Wage Increase to \$18

BE IT RESOLVED THAT PSAC-Quebec lobby the provincial government to implement the necessary measures to make the minimum wage at least \$18/hour to improve workers’ quality of life and to strengthen our economy.

2023-G-5 – International Student Work Experiences

BE IT RESOLVED THAT PSAC-Quebec lobby the provincial government to recognize all work experience in Canada and internationally in international students' field of study.

2023-G-21 (1st and 3rd Be It Resolved) – Cyberbullying / Cyberharassment

BE IT RESOLVED THAT PSAC-Quebec lobby the Quebec government to provide university institutions, police and response and support services with the material and human resources they need to help and support victims.

BE IT RESOLVED THAT PSAC-Quebec organize awareness campaigns on the impacts of cyberbullying and cyberstalking on mental health.

2023-G-6 – Access to Employment Insurance for Precarious Workers

BE IT RESOLVED THAT PSAC-Quebec lobby for the reform of employment insurance to include workers in precarious positions;

BE IT FURTHER RESOLVED THAT PSAC-Quebec advocate for universal and fair conditions of eligibility for employment insurance, namely so that the number of hours is reduced to give workers with short-term contracts access to employment insurance.

2023-G-7 – For Inclusive and Representative Union Structures

BE IT RESOLVED THAT PSAC-Quebec commit to creating inclusive and representative structures by taking an intersectional approach to identifying and addressing barriers to inclusion and representation.

BE IT FURTHER RESOLVED THAT PSAC-Quebec implement diversity, inclusion and equality training programs for all board members and union representatives.

BE IT FURTHER RESOLVED THAT PSAC-Quebec evaluate the progress made in creating inclusive and representative structures and put in place processes to remedy any areas of improvement.

2023-G-27A (which comprises G-23) – Mentoring Program

BE IT RESOLVED THAT PSAC-Quebec develop and offer a mentoring program funded from the current budget, to shop stewards and local officers, a

comprehensive continuing education course in labour relations with the following suggested modules at a minimum: Health and Safety, Staffing, Classification, Performance Management, Disability, Legislation, Understanding the Collective Agreement, Grievances, Values and Ethics, Conflict Resolution, Human Rights, Management, Non-Violent Communication, How to Interact with Different Personality Types.

2026-G-22 (which comprises G-34) – Leadership Training for Members 35 and Under

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.

APPENDIX B-3
Resolutions of Record
No Longer in Effect

APPENDIX C LIFE MEMBERS

Awarded Life Membership in:	Last name	First name
2008	Bertrand	Marcel
2008	Coupal	René
2008	Genest	Réjean
2011	Bélanger	Gilles
2011	Brunette	Denis
2011	Fortin	Jean-Paul
2011	Labonté	Bernard
2011	Soucy	Yolande
2014	Alarie	Pierre
2014	Jalbert	Ghislaine
2014	Pont	Neus
2014	Turcq	Jérôme
2017	Perron	Marcelle
2017	Lalancette	Denis
2021	Dostie	Yolande
2021	Picard	Magali
2021	Roberge	André
2023	Bouchard	Diane
2026	Cloutier	Jean
2026	Déry	Monique
2026	Dubuc	Danielle
2026	Hurens	Johanne
2026	Simard	Sonia