



Association pour une Solidarité Syndicale  
de l'École Polytechnique

**Proposed resolutions to be submitted by ASSEP  
AFPC 17753**

**For the 2022 PSAC's national triennial convention**

## Representation of DCLs on NBoD and DCLs convention

**Source : ASSEP - DCL 17 753**

**Language : English**

**WHEREAS** the future development of PSAC is mainly based on recruitment and creation of new DCLs ;

**WHEREAS** DCLs are actually suffering from a lack of representation in PSAC Center instances ;

**WHEREAS** DCLs should be represented on NBoD, to improve the decisions ;

**WHEREAS** the utility to hold DCLs conventions on a regular basis ;

**WHEREAS** the need of an instance to elect spokespersons ;

**BE IT RESOLVED TO** modify Section 7 Sub-Section (1) b) of PSAC constitution as follow :

The NBoD shall consist of the National President, the NEVP, REVPs for the Atlantic, Québec except that part within the National Capital Region, Ontario except that part within the National Capital Region, National Capital Region, Prairies, British Columbia and North, as well as the President from each of the duly-established Components or their alternates, a spokespersons from university DCLs or the alternate, a spokespersons from non-university DCLs or the alternate.

**BE IT FURTHER RESOLVED TO** modify Section 12 Sub-Section (1) of PSAC constitution as follow :

The NBoD shall consist of the National President, one National Executive Vice-President, the seven (7) Regional Executive Vice-Presidents, the President from each of the duly-established Components or their alternates, a spokespersons from university DCLs or the alternate, a spokespersons from non-university DCLs or the alternate.

All members of the NBoD and their alternates shall be members in good standing of the PSAC.

**BE IT FURTHER RESOLVED TO** create the following PSAC Constitution's Section :

## National representation of DCLs

### Sub-Section (1)

The DCLs (directly chartered locals) are represented nationally by a DCLs committee. The role of this committee is to act as spokespersons for DCLs, including at the NBoD, to support and advise them as needed. This committee has no power of subordination or supervision on DCLs it represent.

The spokesperson from university DCLs and the alternate, and the spokespersons from non-university DCLs and the alternate, are among the persons elected according to the constitution and regulations of the committee.

### Sub-Section (2)

This committee is financed by DCLs.

All other provisions concerning this committee are governed by the internal constitution and regulations of the committee.

**BE IT RESOLVED TO** modify Section 10 Sub-Section (1) f) of PSAC constitution as follow :

DCLs will report to the NBoD through their spokesperson or the REVP.

**BE IT FURTHER RESOLVED** THAT the two initial spokespersons will be elected at a DCLs caucus during the 2022 triennial national convention, with the mandate to prepare the founding convention, which will be exceptionnally financed by PSAC.

## PSAC Center

**Source : ASSEP - DCL 17 753**

**Language : English**

**WHEREAS** services are better provided by being nearby ;

**WHEREAS** some regional offices suffer from a lack of staff ;

**BE IT RESOLVED THAT** Section 7 Sub-Section (2) g) of PSAC constitution be modified as following :

g) the employment, assignment, performance, salaries, conditions of employment and office accommodation of all paid staff of the PSAC Centre both at National Headquarters and in the field, prioritizing local services as much as possible through regional offices ;

## **Representation of Directly chartered locals (DCLs) to regional conventions**

**Source : ASSEP - DCL 17 753**

**Language : English**

**WHEREAS** DCLs are underrepresented in conventions, in consideration to the number of members they represent ;

**WHEREAS** components executives are recognized as national officers and delegates to the regional conventions ;

**WHEREAS** many DCLs represents a lot of members ;

**BE IT RESOLVED TO** to add the following indentation to Section 16 Sub-Section (6) of PSAC constitution :

The president of each Directly Chartered Local (DCLs) with more than 700 members in the region is delegate.

## Disciplinary investigations fees

**SOURCE : ASSEP - DCL 17 753**  
**LANGUE DE DÉPART : Français**

**WHEREAS** the union environment must be free from harassment and intimidation ;

**WHEREAS** the policy for investigating allegations of harassment or bullying is described in Regulation 19 of PSAC ;

**WHEREAS** the cost of investigating member discipline can become high and penalize locals as well as victims who want to file a complaint ;

**BE IT RESOLVED THAT** Section 25 Sub-Section (5) b) of PSAC's Constitution be modified as follow :

All terms and conditions of the tribunal shall be contained in an appropriate Regulation adopted by the PSAC NBoD. Investigation fees are paid by PSAC Center, no matter the concerned body.

**BE IT FURTHER RESOLVED THAT** Regulation 19 indentation 7 a) of PSAC be modified as follow :

The appropriate body shall establish an internal or external impartial review committee consisting of three (3) people to investigate and assess the charges, including the receipt of oral and written evidence. PSAC Center is responsible of the expenses of the review committee, no matter the concerned body.

**BE IT FURTHER RESOLVED THAT** Regulation 19 indentation 13 of PSAC be modified as follow :

The PSAC Centre shall be responsible for the cost of the hearing and the expenses of the Tribunal, no matter the concerned body.

## Representation of regional councils to national conventions

**ORIGINE : ASSEP - DCL 17 753**

**LANGUE DE DÉPART : Français**

**WHEREAS** fair representation of each Regional Council in the PSAC National Convention is necessary for good democracy ;

**IL EST RÉSOLU** to add an indentation to Section 19 Sub-Section 5 of the PSAC Constitution as follow :

*All Regional Council members are ex officio delegates to the PSAC National Convention up to a maximum of 20 delegates per Regional Council.*

## **Representation at conventions of groups of directly chartered locals (DCLs)**

**ORIGINE : ASSEP - DCL 17 753**

**LANGUE DE DÉPART : English**

**WHEREAS** each area council, each equity group, women's committee, active youth committee has the right to elect a delegate to the regional convention;

**WHEREAS** each area council has the right to elect a delegate to the triennial national convention ;

**WHEREAS** each equity group has the right to elect two delegates to the triennial national convention ;

**WHEREAS** the DCLs associations are recognized in the constitutions of regional councils ;

**BE IT RESOLVED TO** add in indentation to Section 16 *Sub-Section 6* of PSAC's Constitution, as follow :

*The associations of directly chartered locals (DCLs) from all regions of PSAC, recognized in the constitution of their region, have the right to elect one (1) delegate to the regional convention, for each association.*

**BE IT FURTHER RESOLVED TO** add a Sub-Section to Section 19 as follow :

*Active Directly Chartered Locals (DCLs) associations from all regions of the PSAC, recognized in their region's constitution, each have the right to send one (1) delegate to the Triennial National Convention of the PSAC. These delegates benefit from all the rights and privileges of accredited delegates and are elected at their general meetings.*



## Format of member lists

**Source : ASSEP - DCL 17 753**

**Language : ENGLISH**

**WHEREAS** the management of locals would be greatly facilitated if the membership lists were sent in a spreadsheet ;

**WHEREAS** the locals must be able to accumulate statistical information on their membership ;

**IL EST RÉSOLU QUE PSAC provides membership lists in Excel or other compatible spreadsheet format to its locals.**

## Sustainability of accreditations

**ORIGINE : ASSEP - DCL 17 753**

**LANGUAGE : English**

**WHEREAS** some employers, especially in the university sector, have shown in recent years an aggressive and stubborn desire to undo existing union accreditations, and that this desire must be vigorously fought ;

**WHEREAS** the atypical and temporary nature of the jobs covered by certain accreditations, and their high turnover rate ;

**WHEREAS** the loss of accreditation represents the loss of rights for members, and the loss of income for the PSAC ;

**WHEREAS** PSAC must maintain its ability to react in time to a future emergency ;

**IL EST RÉSOLU QUE** PSAC does everything in its power to maintain and consolidate accreditations ;

**IL EST DE PLUS RÉSOLU QUE PSAC helps locals in danger of revocation by employers.**

## Unpaid internships

**ORIGINE : ASSEP - DCL 17 753**

**LANGUAGE : ENGLISH**

**WHEREAS** internships are defined as the execution of real work activities, such as producing or distributing a good or providing a service in a real work context. This definition excludes observation internships ;

**WHEREAS** internships represent a significant workload for students, who must also combine school and family obligations, and paid employment ;

**WHEREAS** a majority of unpaid internships are concentrated in predominantly female fields of study and employment (teaching, social work, early childhood education, communication, nursing), perpetuating gender inequalities ;

**WHEREAS** people doing unpaid internships are not protected by labor standards laws or covered in the event of an accident ;

**BE IT RESOLVED THAT PSAC is committed to lobbying all levels of government to ban unpaid internships at all levels of study.**