



PSAC RESOLUTIONS OF RECORD

2021 EDITION



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PSAC

RESOLUTIONS OF RECORD

2021

CONSTITUTION

2018

18/CS-091 Trusteeship of a Constitutionally-Recognized Entity

WHEREAS the PSAC Constitution, Section 25, Sub-Section (8), allows for the National Board of Directors (NBoD) to place into trusteeship, constitutionally-recognized entities; and

WHEREAS the PSAC does not currently have any guidelines, policies, regulations, or other guiding principles or tools developed when placing a constitutionally-recognized group into trusteeship; and

WHEREAS a lack of guiding principles has caused undue hardship on constitutionally-recognized groups within PSAC that have been placed under trusteeship at the will of the NBoD:

BE IT RESOLVED THAT the NBoD be mandated to develop guiding principles and/or a manual, to be used as a reference in the case of a constitutionally-recognized entity being placed into trusteeship; and

BE IT FURTHER RESOLVED THAT these guiding principles and/or manual be completed by the NBoD prior the 2021 PSAC National Convention; and

BE IT FURTHER RESOLVED THAT this information be shared with the membership.

18/CS-093 Gender-Neutral Wording in Constitution

WHEREAS PSAC believes fully in the fundamental equality of all forms of gender expression; and

WHEREAS it is important to send a clear message that PSAC is a place of inclusion; and

WHEREAS there are non-gendered terms for describing all union functions, in both French and English; and

WHEREAS the PSAC Constitution and Regulations use gendered designations, in French in particular:

BE IT RESOLVED THAT PSAC create a committee composed of the NEVP and three other people to revise the entire Constitution and Regulations, in both official languages, to eliminate gendered designations (e.g. “présidente ou président” in French) in favour of gender-neutral wording (e.g. “présidence”); and

BE IT FURTHER RESOLVED THAT this committee report to the 2021 Convention, where its recommendations regarding amendments to the Constitution shall be proposed as a unit.

2012

12/CS-19 Review of PSAC Structure

WHEREAS we are seeing a diminishing role in areas of responsibility for Components and Locals with PSAC AEC actions such as 1) the recent removal from both Locals and Components of responsibility for negotiating with individual departments the designated Essential Services in favour of PSAC staff negotiating these essential services directly with Treasury Board; 2) the current attempts to remove direct Component representation on the EOC; and 3) the PSAC organizing drives for direct charters and PSAC’s refusal to organize with Components; and

WHEREAS by the above actions, the PSAC fails to recognize our expertise, knowledge of the work performed by our members as well as fails to recognize our working relationship with our employers; and

WHEREAS we believe this is a continuation of the attack on the Component structure and reinforces our perception that the PSAC AEC continues actions such as the above to destroy the current structure of our union:

BE IT RESOLVED THAT the current practice of how new members are organized as new members in Directly Chartered Locals be reviewed in its entirety by a joint committee made up of an equal number of representatives from Components and from Directly Chartered Locals.

12/CS-048 Suspension of Membership

BE IT RESOLVED that the PSAC assist Locals in administering and retrieving fines during the discipline process

2009

09/CS-05 Suspension of Membership

WHEREAS it is necessary that all members support the PSAC and promote solidarity during collective bargaining and legal strikes; and

WHEREAS some members deliberately choose not to support legal strikes; and

WHEREAS the current discipline process puts a great deal of stress on the Local; and

WHEREAS the responsibility for collecting fines becomes the Local's responsibility, and this places an impossible task on the Local:

BE IT RESOLVED THAT the PSAC assist the Locals in administering the discipline process and find some way to retrieve the fines from the member who has been disciplined.

09/CS-66 Strike Breakers – Policy on Discipline

WHEREAS it is necessary that all members support the PSAC and promote solidarity during collective bargaining and legal strikes; and

WHEREAS some members choose not to support legal strikes; and

WHEREAS a decision by the Ontario Supreme Court in 2007 stated that scabs do not have to pay fines; and

WHEREAS losing membership in the PSAC is not the least concern to those scabs and in some cases, it is seen as a welcome punishment:

BE IT RESOLVED THAT PSAC develop a policy document on how we (the PSAC) can discipline scabs more effectively.

2000

00/24 Education Budgets

BE IT RESOLVED THAT the administration of education budgets be decentralized in **each Council** and managed according to priorities determined by the **Regional Councils** on the basis of the Regional Education Committee's recommendations; and

BE IT FURTHER RESOLVED THAT regional education budgets be considered as a provisional account **beginning in the year 2001**.

00/69

Section 25 – Discipline

WHEREAS Section 25, Sub-Section (1) of the PSAC Constitution provides the authority for the National Board of Directors by two-thirds (2/3) majority to suspend or expel from membership; and

WHEREAS suspension from membership is only for a maximum of five years; and

WHEREAS there have, in recent years, been some actions initiated against the union, *Public Service Staff Relations Act*, Section 23 complaints, alleging violation of Section 8(1) and making application under the *Public Service Staff Relations Act*, Section 43(2) for revocation of certification. These actions, if successful, would have resulted in the destruction of the union, leaving thousands of members without representation; and

WHEREAS there is a need to respond to these very serious actions:

BE IT RESOLVED THAT the provision of expulsion be enacted to provide for removal of membership up to life; and

BE IT FURTHER RESOLVED THAT such removal of membership be subject to the appeal provision of the PSAC Constitution; and

BE IT FURTHER RESOLVED THAT the expulsion be reviewed every five years.

00/93A

Regional Committees

BE IT RESOLVED THAT:

Regional Committees be formally established and entrenched in the Constitution of the Alliance, and that the subsequent regional Alliance structure accommodate the following equity groups: Racially Visible; Aboriginal Peoples; Members with Disabilities; and, Gays, Lesbians, Bisexuals and Persons Transgendered.

This national conference has the power to submit resolutions directly to the PSAC Triennial Convention.

The PSAC Constitution be amended to recognize and reflect the existence of and support for these equity-seeking ad hoc committees.

PSAC change its Equity and Human Rights Constitution to include bisexual and transgendered issues and persons.

FINANCE

2018

18/FIN-002A Funding for Regional Health and Safety Conferences

WHEREAS Regional Health & Safety Conferences are currently unfunded as compared to other regional conferences; and

WHEREAS health & safety has been established as a national priority by the Public Service Alliance of Canada; and

WHEREAS the federal government has attacked occupational health & safety in later years; and

WHEREAS over the course of the previous few years, the federal government has meddled in health & safety matters:

BE IT RESOLVED THAT the PSAC allocation for Regional Health & Safety Conferences be increased to the same level as the funding allocated for the Racially Visible Regional Conferences.

18/FIN-013A Regional Convention Subsidy

WHEREAS Regional Executive Vice-Presidents and Alternate-Regional Executive Vice-Presidents are elected at Regional Triennial Conventions; and

WHEREAS Regional Triennial Conventions can submit resolutions to the PSAC National Triennial Convention and should have autonomy to conduct the business of the Region; and

WHEREAS the cost for members attending their Regional Triennial Convention is not fully covered by the PSAC; and

WHEREAS more than 50% of members' union dues go to PSAC; and

WHEREAS delegates are chosen to attend PSAC Regional Conventions to conduct PSAC business and elect PSAC Regional Officers; and

WHEREAS many Locals are unable to provide a subsidy to delegates attending Regional PSAC Conventions; and

WHEREAS as a union we should seek to support our front-line activists and make

conventions accessible to all members:

BE IT RESOLVED THAT the Regional Convention Subsidy line item be increased by 25% per region to assist regions in holding Regional Triennial Conventions.

18/FIN-016A **Area Council Funding**

WHEREAS Area Councils serve as the political arm of the PSAC and undertake much of the important work of our union such as lobbying, engaging with the public, organizing rallies and marches, and other political and community activities; and

WHEREAS the formation of a new Area Council does not automatically increase the national allocation for Area Councils, resulting in a reduced budget allocation for each individual Area Council creating difficulty in funding meetings and projects not covered by a national political action campaign; and

WHEREAS the funding for Area Councils in the budget passed at the last Triennial PSAC National Convention was set at \$45,000 per year to fund meetings and activities including meals, materials and resources for projects not covered by a national political action campaign:

BE IT RESOLVED THAT the PSAC National budget line for Area Council funding be increased to \$90,000 per year.

18/FIN-024 **PSAC Regional Organizers**

WHEREAS at the 2000 PSAC Convention the delegates passed General Resolution 221; and

WHEREAS General Resolution 221 commits to have six full-time organizers, one for each region of the PSAC; and

WHEREAS this commitment is still in place; and

WHEREAS at the 2015 PSAC Convention, there was a separation of the number of PSAC staff and the salary dollars that resulted in a further loss of organizers; and

WHEREAS if our union is to continue to grow, we must have organizers in each region to immediately search out and act upon any opportunities that arise:

BE IT RESOLVED THAT PSAC recommit to organizing the unorganized.

18/FIN-027 Carbon Offsets – PSAC Convention

WHEREAS climate change and global warming are the greatest risks facing humanity in the 21st century; and

WHEREAS many of those attending PSAC Conventions must travel for thousands of kilometers; and

WHEREAS there are various organizations that specialize in carbon emissions offsets; and

WHEREAS the current practice is to purchase carbon offset credits but there is no formal obligation to do so:

BE IT RESOLVED THAT PSAC encourage delegates to the National Triennial Convention to use public transit (e.g. buses) or car pool when the distance allows.

18/FIN-032 Protection of Membership Data

WHEREAS the adequate encryption of sensitive data is a necessity for conducting business in 2016; and

WHEREAS the employer recognizes the importance of encryption in its security policies; and

WHEREAS the employer passes member data to the union for the purpose of dues collection and membership management; and

WHEREAS the data may not be handled securely by the employer nor by the union; and

WHEREAS all members have good reason to want their identity adequately protected both by the employer and the union:

BE IT RESOLVED THAT the union asserts as a priority the need to work with the employer to implement adequate encryption and handling procedures for member data.

2015

15 Strategic Campaign

WHEREAS the federal Conservative government has repeatedly adopted

legislation undermining the rights, benefits, health and safety and collective agreements of PSAC members and all federal public sector workers; and

WHEREAS this government now intends to legislate changes to sick leave protection contained in collective agreements covering PSAC members and other federal public sector workers; and

WHEREAS this government has already violated our Constitutional right to collective bargaining through budget implementation legislation:

BE IT RESOLVED THAT we, the PSAC, condemn the Conservative government for undermining the collective bargaining process and its intention to unilaterally take away our members' negotiated sick leave benefits; and

BE IT FURTHER RESOLVED THAT we stand up and oppose any government actions that will compromise any of our members' rights; and

BE IT FURTHER RESOLVED THAT we will continue to organize and mobilize our members through concerted and strategic actions with other unions to defend our bargaining rights; and

BE IT FURTHER RESOLVED THAT we will take the necessary legal action to defend our Constitutional right to free collective bargaining; and

BE IT FURTHER RESOLVED THAT we will work to elect a federal government that respects worker and union rights and federal public services, and that governs for the benefit of all Canadian workers;

BE IT FURTHER RESOLVED THAT we will not let this government intimidate us or take away our rights; and

BE IT FURTHER RESOLVED THAT PSAC take up to 5 million dollars from the Surplus Fund and coordinate a strategic campaign without a dues increase.

15

PSAC Staff Pension Plan Special Dues Levy

WHEREAS in 2012, the PSAC Convention agreed to set aside funds to cover off a potential future solvency deficit in the PSAC Staff Pension Plan; and

WHEREAS in 2012, the delegates voted to commence a Special Pension Solvency dues levy of 0.0593% to be collected from January 2013-December 2015; and

WHEREAS up to December 31, 2014, the PSAC had accumulated a total of just over \$14 million in Pension Solvency reserves through employer contributions and the special dues levy; and

WHEREAS it is projected that by December 31, 2015, we will have accumulated approximately \$20 million in reserves; and

WHEREAS the estimated Solvency Deficit today is approximately \$30 million, and changes in interest rates and market conditions can cause that number to increase or decrease significantly; and

WHEREAS we wish to maintain a viable defined benefit PSAC Staff Pension Plan; and

WHEREAS Regulation 909 subsection 14(1) of the *Ontario Pension Benefits Act* requires us to make any solvency deficit after filing a valuation:

BE IT RESOLVED THAT PSAC maintain the Pension Solvency Special Dues Levy at 0.0593% for the year 2016; and

BE IT FURTHER RESOLVED THAT the National Board of Directors conduct an assessment of the solvency deficit in the PSAC Pension Plan in 2017 and 2018, and decide whether the Pension Solvency Special Dues Levy should remain in place for the years 2017 and 2018; and

BE IT FURTHER RESOLVED THAT any special dues levy funds not required to fund the solvency deficit of the PSAC Staff Pension Plan shall be used to credit members' dues.

15/FIN-030

Advance Cheques for PSAC Members with Disabilities to Participate at Fully-Funded Functions

WHEREAS members with disabilities need to be accommodated by receiving advance cheques prior to attending PSAC functions, in order to cash them prior to the date of their participation at these functions; and

WHEREAS removing barriers will ensure that members with disabilities can fully participate in all aspects of PSAC functions; and

WHEREAS to avoid the needs and/or concerns of members with disabilities who are unable to cash their cheques upon receipt at function locations due to accommodation issues:

BE IT RESOLVED THAT the PSAC shall issue members with disabilities advance cheques prior to attendance at fully funded functions as PSAC should ensure a barrier-free environment, especially for members of this equity group.

15/FIN-032

Strike Pay Increase

WHEREAS PSAC and its members need to stop the continued threat of austerity

during negotiations; and

WHEREAS there will be a need for our union members to strike; and

WHEREAS the current strike pay doesn't reflect the true cost of living:

BE IT RESOLVED THAT Strike Pay be paid at the following rates:

Daily Amount in the three territories:

Yukon	N.W.T.	Nunavut
103.20	117.35	141.00

2012

12

PSAC Pension Solvency Special Dues Levy

WHEREAS a draft PSAC 2013-2015 Budget was approved at a special NBoD meeting in December 2011; and

WHEREAS the approved budget included an assumption that the internal PSAC defined benefit pension plan – including full indexation – would have a solvency surplus at the next valuation; and

WHEREAS while the PSAC Pension Plan is registered under the Ontario Pension Benefits Act, Ontario is a party to a multi-jurisdiction agreement that applies pension rules from other provinces and territories to the plan members who work in those provinces and territories; and

WHEREAS Ontario signed a multi-jurisdiction agreement with Québec in July 2011, that requires the PSAC to include indexation in the solvency calculation for our officers and staff who work in Québec; and

WHEREAS other provinces and territories that include indexation in solvency calculations may also sign into the multi-jurisdiction agreement during the 2013-2015 PSAC Budget cycle; and

WHEREAS the PSAC Pension is subject to ongoing pressure such as volatile markets, low interest rates and increase in average membership age which inflates liabilities; and

WHEREAS an actuarial valuation of the PSAC Pension Plan is required to be filed in 2013 (every three years) but it is allowable to file them more frequently; and

WHEREAS while it is difficult to predict the solvency deficit in the Plan in 2015, it

is expected that the solvency deficit will be at least \$30 million:

BE IT RESOLVED THAT the PSAC build a reserve of \$18 million, over to the 2013- 2015 Budget cycle, earmarked to fund future PSAC Pension Plan (solvency) liabilities; and

BE IT RESOLVED THAT the PSAC institute a special dues levy from January 1, 2013 to December 31, 2015; and

BE IT RESOLVED THAT that the special dues levy be applied based on percentage of salary which represents an average of 0.0593% per member per year; and

BE IT FURTHER RESOLVED THAT any of the special levy funds not required to fund the solvency deficit of the PSAC employee Pension Plan shall be used to credit members' dues in the 2016-2018 budget cycle.

12/FIN-005A PSAC Supplemental Pension Plan

WHEREAS officers elected within the PSAC and its Components who are employed by Treasury Board, Crown Corporation and/or Federal Agencies, are normally eligible for a retirement pension under the *Public Service Superannuation Act* or a similar plan; and

WHEREAS elected officers within the PSAC and its Components are eligible to join the PSAC Pension Plan and are normally eligible for a retirement pension under that plan; and

WHEREAS the combined pension under these two plans is normally less than the officer would receive if his/her pension was paid out under one plan based on 2% of his/her salary (average best five years) multiplied by years of pensionable service; and

WHEREAS the PSAC and Treasury Board signed a Reciprocal Transfer Agreement on July 19, 1999. From 1999 to 2008, the Reciprocal Transfer Agreement was interpreted in such a way as to provide elected officers with a pension based on their average best five years' salary as an elected officer. From 2008, Treasury Board's interpretation has been that the pension benefit of elected officers is based on the best five years' average salary in their substantive position; and

WHEREAS the NBoD and AEC adopted a resolution to create a Supplemental Pension Plan for elected officers on February 3, 2011; and

WHEREAS the Supplemental Pension Plan was designed to provide elected officers with a pension that equals 2% of the officers' best five years' average salary times years of service; and

WHEREAS the Supplemental Pension Plan has not been implemented:

BE IT RESOLVED THAT the PSAC Supplemental Pension Plan, adopted by the National Board of Directors on February 3, 2011 for PSAC elected full-time officers NOT be implemented or funded in any way.

12/FIN-019A **Reciprocal Transfer Agreement**

WHEREAS officers elected within the PSAC and its Components who are employed by Treasury Board, Crown Corporation and/or Federal Agencies, are normally eligible for a retirement pension under the *Public Service Superannuation Act* or a similar plan; and

WHEREAS elected officers within the PSAC and its Components are eligible to join the PSAC Pension Plan and are normally eligible for a retirement pension under that plan; and

WHEREAS the combined pension under these two plans is normally less than the officer would receive if his/her pension was paid out under one plan based on 2% of his/her salary (average best five years) multiplied by years of pensionable service; and

WHEREAS the PSAC and Treasury Board signed a Reciprocal Transfer Agreement on July 19, 1999. From 1999 to 2008, the Reciprocal Transfer Agreement was interpreted in such a way as to provide elected officers with a pension based on their average best five years' salary as an elected officer. From 2008, Treasury Board's interpretation has been that the pension benefit of elected officers is based on the best five years' average salary in their substantive position; and

WHEREAS sufficient time is required to properly explore all options in a fair and transparent way:

BE IT RESOLVED THAT the PSAC establish a committee to study and research pension benefits for full-time elected officers of the PSAC and its Components and report to the 2015 PSAC National Triennial Convention through the Convention Finance Committee.

12/FIN-027 **Costing of PSAC Resolutions**

WHEREAS delegates need to be allowed to make informed decisions on the impact of membership dues prior to the convention; and

WHEREAS PSAC resolutions are brought forth with no costing attached; and

WHEREAS the convention committee should know the costing prior to the convention:

BE IT RESOLVED THAT the PSAC provide costing of all PSAC resolutions that result in a dues increase.

12/FIN-030 **Termination Date for PSAC Resolution Funding**

WHEREAS PSAC resolutions passed with an increase in dues are ongoing with no end dates; and

WHEREAS the dues increases are no longer necessary after the subject has been addressed to the extent possible or has been resolved:

BE IT RESOLVED THAT the PSAC include a termination date for the dues increase related to any resolution where the subject of a resolution will be completed prior to the next National PSAC Triennial Convention.

12/FIN-033A **Membership Cards – Visual Impairment and Blindness**

WHEREAS signing a union membership card is fundamental to a worker being a member in good standing with all rights and privileges accorded; and

WHEREAS all members should have the right to understand the process and to sign a membership card with full knowledge of what they are signing first hand:

BE IT RESOLVED THAT PSAC ensure that alternate format membership cards be made available to any member who requests such and that all locals be advised that alternate format membership cards are available to them.

12/FIN-038 **Direct Deposit**

WHEREAS members participating in PSAC events such as conventions or courses are required to wait a very long time, sometimes more than 20 days, for reimbursement of expenses; and

WHEREAS PSAC's green policy deals with the environment; and

WHEREAS reimbursement cheques could be lost or stolen in the mail; and

WHEREAS our employer pays employees through direct deposit within a 14-day period when it comes to expense accounts, overtime and bonuses; and

WHEREAS some PSAC members participate in consecutive activities such as courses and meetings, which require travel; and

WHEREAS nowadays, employers frequently pay employee wages and expense accounts through direct deposit:

BE IT RESOLVED THAT the PSAC set up a direct deposit system for advances and expense accounts and provide all members with access to this system if they so choose; and

BE IT FURTHER RESOLVED THAT the stub (receipt) be sent by mail to avoid causing any prejudice to Canada Post employees; and

BE IT FURTHER RESOLVED THAT this process be established before Convention in 2015.

12/FIN-039

Electronic Formatting and Submission of Members' Expense Claims

BECAUSE the use of carbon implanted, multiple page forms are contrary to the environmental and health doctrines espoused by the PSAC; and

BECAUSE computer systems are safe and secure; and

BECAUSE electronic forms can be developed with "drop downs/radio buttons" and edit functionality that would make the completion of Members' Expense claims both efficient and user friendly:

THE ALLIANCE EXECUTIVE COMMITTEE SHALL determine the viability of developing and using electronic formats for expense claims; and

THE ALLIANCE EXECUTIVE COMMITTEE SHALL immediately implement electronic formatting and electronic submission of members' expense claims upon their findings that this method of claiming expenses is viable, efficient and user friendly; and

THE ALLIANCE EXECUTIVE COMMITTEE SHALL provide a report to the full membership, their rationale for not implementing electronic formatting and electronic submission of expense claims if it is determined that electronic formatting will not be utilized.

12/FIN-040

Loss of Salary Claims

WHEREAS activists must take unpaid leave from the employer in order to participate in union functions and activities; and

WHEREAS reimbursement currently can take several weeks; and

WHEREAS this creates a financial burden that is onerous and unfair to activists:

BE IT RESOLVED THAT the PSAC pay all loss of salary claims within 30 days of receiving completed and accurate claims forms and supporting documentation, where required.

12/FIN-045

Compensation for Training for Members with Precarious and Atypical Status

WHEREAS PSAC has made member recruitment and mobilization a priority; and

WHEREAS PSAC provides its militants with union training; and

WHEREAS PSAC has always defended workers with precarious and atypical status; and

WHEREAS PSAC pays for member releases based on an employer-established work schedule, not on the number of training hours taken; and

WHEREAS this practice discriminates against members with precarious and atypical status who do not have a work schedule; and

WHEREAS since 2004, members of unions in the university sector have been paid for time spent in training, regardless of the work they are doing; and

WHEREAS in January 2010, PSAC decided to pay members in the university sector three (3) hours of training per day because some collective agreements these members have prevent them from working more than fifteen (15) hours a week; and

WHEREAS members in the university sector have already made unsuccessful representations to the PSAC Finance Department:

BE IT RESOLVED THAT a five-person committee be created to establish a special compensation procedure for members with precarious and atypical status; and

BE IT FURTHER RESOLVED THAT this committee be made up of representatives of the members concerned, among others.

12/FIN-057

Printing Cost Reduction

WHEREAS the PSAC spends large amounts of money to print and mail out National Board of Directors' meeting minutes and many other large documents to local presidents and other executive members; and

WHEREAS the PSAC should endeavor to reduce costs and be more environmentally conscious:

BE IT RESOLVED THAT the PSAC send out only the electronic links to these large documents as necessary to reduce printing & mailing costs and the waste of natural resources; and

BE IT FURTHER RESOLVED THAT the PSAC continue to send out these large documents only at the request of the recipient and that a mailing list be developed for those who want to continue to receive paper copies of these documents due to limited internet availability in their respective areas or for other reasons. Another option would be to mail out the documents in electronic format on either small USB drives or on a DVD. Again, this would be more cost-effective than mailing large amounts of paper.

12/FIN-058 **Moral and Financial Support to APSAR**

WHEREAS all aspects of reforms dealing with retirement, health, the Canada pension, the various pension plans and social services which former members of PSAC can avail themselves of once retired must be followed and closely scrutinized on a regular basis to ensure there is no regression and that members do not lose any benefits once they have retired; and

WHEREAS an association of this type does need minimal financial support to assume its operations:

BE IT RESOLVED THAT the unions and the seven major regions that make up the PSAC structure fully encourage the movement and development of the Association of Public Service Alliance Retirees.

2009

09/FIN030 **Loss of Salary Reimbursement – Union Activities**

WHEREAS members on LWOP, for unpaid union leave, experience times when they are out of pocket for significant amounts of money; and

WHEREAS PSAC has been unable to date to negotiate an invoice system with the onus on the employer to bill the union or Component directly for unpaid union leave, whether planned or not:

BE IT RESOLVED THAT the PSAC develop a system in order to ensure that claims for LWOP are paid to members within ten working days of receipt of said claim.

09/FIN034 Members on Extended LWOP

WHEREAS members who are on leave from their substantive positions for a variety of reasons (maternity leave, parental leave, disability, education, etc.) are not paying dues and often get dropped from local membership roles before they return to work; and

WHEREAS it is often difficult to locate these members when they return to work:

BE IT RESOLVED THAT PSAC and its Components develop a system whereby a member on extended leave without pay remain on membership lists, flagged as on leave but due to return.

09/FIN036 Application for Membership Cards

WHEREAS Locals and Components acquire delegate status on the total of full members; and

WHEREAS Rand members are not considered full members and are not allowed to participate in union activities or attend union events; and

WHEREAS Rand members who sign an application for membership, and who are showing on the Locals' source listing as Rand members still do not reap the benefits of a full member:

BE IT RESOLVED THAT PSAC expedite the process for members transferring from Rand status to full membership status, and use whatever means necessary to reduce the waiting time these Rand members must wait to a turnover time of not more than one month, once the PSAC receives the card.

2006

06 Special Levy

BE IT RESOLVED THAT the PSAC institute a special levy from July 1, 2006, until December 31, 2006, to be applied as follows:

\$5 per member per month for members who earn more than \$30,000;
\$2 per member per month for members who earn less than or equal to \$30,000;
and

BE IT RESOLVED THAT the special levy be:

\$2.75 per member per month for members who earn more than \$30,000;

\$2 per member per month for members who earn less than or equal to \$30,000; applied from January 1, 2007 until the month after the PSAC Strike Fund has a positive balance of \$25 million; and

BE IT FURTHER RESOLVED THAT the \$0.35 per member per month Strike Fund contribution be increased to \$1 per month following the termination of the special levy; and

BE IT FURTHER RESOLVED THAT a special levy:

\$4 per member per month for members who earn more than \$30,000;
\$2 per member per month for members who earn less than or equal to \$30,000

be instituted at any future time whenever the Strike Fund balance falls below \$10 million and remains in place until such time as the Strike Fund balance exceeds \$25 million.

06/FIN08 **Health and Safety Officer in the Northern Region**

WHEREAS the Northern Region does not have a Health and Safety Coordinator on staff; and

WHEREAS the Northern Region is in dire need of assistance in the area of health and safety:

BE IT RESOLVED THAT the AEC consider allocating further resources to help promote and coordinate activities related to health and safety in the North.

06/FIN10 **Education Officer in the Northern Region**

WHEREAS the Northern Region does not have an Education Coordinator on staff; and

WHEREAS the Northern Region would benefit from a full-time Education Coordinator:

BE IT RESOLVED THAT the PSAC consider allocating resources to help promote and coordinate activities related to education in the North.

06/FIN11 **Simultaneous Translation**

WHEREAS the Atlantic Region is the only recognized bilingual region within the PSAC structure and is required to provide simultaneous translation; and

WHEREAS the costs for providing simultaneous translation have to be

absorbed by the various budgets allotted to the Region (Regional Conferences, Council meetings and Conventions); and

WHEREAS this current practice proves to cause undue hardship on our ability to fund members to attend Regional Conferences and Conventions:

BE IT RESOLVED THAT all simultaneous translation requirements for the Atlantic Region be paid from PSAC national funds and not regional funds.

06/FIN12 **PSAC Conferences – Advances**

WHEREAS smaller Locals are affected due to lack of funds; and

WHEREAS this would encourage new members to become involved and lessen the financial burden:

BE IT RESOLVED THAT members of the PSAC are given an advance upon attending all conferences when requested.

06/FIN13 **PSAC Conferences – Travel Arrangements**

WHEREAS PSAC urges its members to balance their work, personal life and union commitments; and

WHEREAS PSAC instructed WE Travel to make travel arrangements for the participants to the 2005 National Women’s Conference in such a way that leave without pay reimbursements would be minimal (i.e. Ottawa and Montreal participants were required to work until noon and only allowed to fly to Vancouver on afternoon or evening flights); and

WHEREAS PSAC also instructed WE Travel to book only the cheapest fare for the women attending the Conference held February 18 to 20, 2005; and

WHEREAS that fare amounted to a stand-by ticket; and

WHEREAS following their union’s restrictions, many participants worked until the last minute before rushing to the airport only to find they were bumped off their flight; and

WHEREAS some of these participants got to Vancouver much later than planned and started the Conference too tired to participate fully; and

WHEREAS reservations with confirmed seating would have spared them that stress, frustration and fatigue:

BE IT RESOLVED THAT from now on, to help the activists balance work,

personal life and union commitments, PSAC direct its travel agency to book the lowest fare with a confirmed seat for members flying out of town to attend PSAC functions.

06/FIN14 **Family Care Policy**

WHEREAS the PSAC Family Care Policy does not provide enough financial assistance to offset the cost of quality family care that members must incur to participate in PSAC activities; and

WHEREAS this creates a barrier for members with family care obligations to participate in PSAC activities whose input is valuable to our union:

BE IT RESOLVED THAT PSAC increase the family care expenses to a:

- a) maximum of \$50.00 per day for the first family member;
- b) maximum of \$25.00 per day for each additional family member;
- c) maximum of \$30.00 per night per family member for overnight care.

06/FIN16 **Federation of Labour Conventions – Funding**

BE IT RESOLVED THAT PSAC provide funding to attend Federation of Labour Conventions for members elected to an executive position as the PSAC representative on the Federation of Labour Executive.

06/FIN29 **Seasonal Members – Record of Employment**

WHEREAS PSAC employs some members who are seasonal and who are entitled to employment insurance at the end of their employment; and

WHEREAS PSAC deducts employment insurance premiums from these members; and

WHEREAS these same members pay tax on their earnings and receive a T4 at the end of the taxation year:

BE IT RESOLVED THAT PSAC provide a Record of Employment, if requested, to seasonal members who perform union work because this organization is considered to be an employer with regard to these members and this usually fills the lack of insurable hours.

06/FIN30 **Seasonal Members**

WHEREAS returning seasonal members are listed as Rands in spite of repeatedly

signing membership applications:

BE IT RESOLVED THAT the PSAC will institute a system to ensure returning seasonal members are not indicated as Rands on the membership list.

06/FIN38 **Membership Applications Cards**

WHEREAS Locals and Components acquire delegate status on the total of full members; and

WHEREAS Rand members are not considered full members and are not allowed to participate in union activities or attend union events; and

WHEREAS Rand members who sign an application for membership, and who are showing on the Locals source listing as Rand members still do not reap the benefits of a full member:

BE IT RESOLVED THAT the PSAC expedite the process for members transferring from Rand status to full membership status and use whatever means necessary to reduce the waiting time these Rand members must wait to a turnover time of not normally more than one month from the time that PSAC is advised.

06/ FIN40A **Membership Database Information**

BE IT RESOLVED THAT the PSAC develop and maintain an Internet accessible database of membership information which allows individual members, through secure login, to update their personal and employment information; and

BE IT FURTHER RESOLVED THAT the system allow Local Executives to obtain updated membership information for their Locals; and

BE IT FURTHER RESOLVED THAT each Local of the PSAC be provided with an electronic copy of its membership list.

2003

03/138 **Thunder Bay Regional Office**

BE IT FURTHER RESOLVED THAT the PSAC Regional Office in Thunder Bay remain open.

2000

00/95 Advances for LWOP Members

WHEREAS members attending PSAC functions should not be subject to financial hardship as a result of the delay in payment of leave without pay (LWOP):

BE IT RESOLVED THAT there is a need for LWOP to attend an Alliance function, the member will be issued an advance cheque equal to the LWOP minus salary deductions before the end of the event.

00/97 Funding: Area Councils and Human Rights' Committees

WHEREAS the union has a number of equity members who have difficulty in participating in union activities; and

WHEREAS due to the lack of funds these members do not receive adequate communications and access to all union activities; and

WHEREAS equity members should be able to access all levels of union activities:

BE IT RESOLVED THAT PSAC Area Councils and Human Rights' Committees be able to access PSAC's fund of \$10,000 in order to assist in providing adequate communications and access for these challenged members.

00/127 Toll-Free Telephone Calls to Regional Offices

WHEREAS some Locals have relatively small budgets; and

WHEREAS some members of Locals or Local Executives work in travel status a lot and are not able to telephone from home to take advantage of telephone discount plans; and

WHEREAS almost every Alliance or Component Office is in a location which would render it a long distance call from this Local; and

WHEREAS this Local does not have convenient in-person access to PSAC offices instead of telephoning:

BE IT RESOLVED THAT PSAC Regional Offices receive toll-free or 1-888 telephone services for official union business (funded by PSAC) which decrease the financial burden on distant Locals and which facilitate and promote Locals to call more frequently to the Regional Offices to keep the Regional Office staff

informed and receive union advice without committing a significant portion of their budget to telephone bills.

1997

97/353 **Membership Lists**

BE IT RESOLVED THAT the PSAC provide an annual mailing list of each Local's deductees to that Local for verification and use by the Local.

97/354 **Membership Lists**

BE IT RESOLVED THAT CEUDA prepare a resolution for the next PSAC Convention requesting that membership lists include the gender of members as well as a total of this data (women, men) on every printing of these lists.

1994

94/102 **Challenged Members Fund**

WHEREAS the union has a number of challenged members who have difficulty in participating in union activities; and

WHEREAS due to lack of local funds these members do not receive adequate communication and access to union activities;

BE IT RESOLVED THAT PSAC set up a fund of \$10,000 in order to assist locals to provide adequate communication and access for these challenged members.

COLLECTIVE BARGAINING

2018

18/NEGO-005A Electronic Voting

WHEREAS this is currently enforced as an in-person requirement for attendance at information sessions which greatly limits the participation of members in the ratification voting process who are on pre-approved leave, sick or caring for family; and

WHEREAS electronic voting is a cost-effective way to conduct a vote; and

WHEREAS the current Administrative Guidelines and Voting Procedures limit the participation of the entire membership by only allowing ratification votes to take place after an information session or by the mailing in of a ballot; and

WHEREAS the current process of conducting the local balloting does not make use of all alternative methods available for easy access for all members to participate in a ratification vote; and

WHEREAS members' work pattern is evolving to include more and more telework, which makes it difficult, or practically impossible, to gather members together to exercise their right to vote in person:

BE IT RESOLVED THAT alternative options, such as online voting, be offered to members who cannot attend ratification votes in-person; and

BE IT FURTHER RESOLVED THAT electronic voting be entrenched into the wording of Regulation 15 and its Administrative Guidelines as an option for ratification voting; and

BE IT FURTHER RESOLVED THAT if passed at the PSAC National Convention, this be effective for the next bargaining process.

18/NEGO-024 Three-Year Term Conversion

WHEREAS precarious and casual work is on the rise across Canada; and

WHEREAS many members of the PSAC have served in term positions for over five years without being made permanent:

BE IT RESOLVED THAT PSAC promotes during collective bargaining sessions the conversion of all term employees to indeterminate positions within three years.

18/NEGO-026 Employer Violation of the *Public Service Employment Act*

WHEREAS in 2015 the PSEA changed article 30 (1) to remove "best fit" practices from staffing processes; and

WHEREAS the employer is still applying a non-merit base to staffing processes, as documented in the Report of the Review of the PSMA 2003; New Approach to Merit; and

WHEREAS "Best Fit" is subjective and leads to unfairness and favouritism:

BE IT RESOLVED THAT the PSAC takes all necessary measures to ensure the employer bases staffing on merit in conformance with the current PSEA section 30 (1).

18/NEGO-028A Domestic Violence

WHEREAS a national study by the CLC, its affiliates, and Western University's Centre for Research & Education on Violence against Women & Children found that 82% of respondents who had experienced domestic violence said it hurt their job performance. Many reported that the violence made them late or miss work (38%) and some reported actually losing their job (8.5%); and

WHEREAS 50% of all Canadian women experience at least one incident of physical or sexual violence in their lifetime, with devastating direct and indirect consequences. This amounts to decreased productivity conservatively estimated at \$78 million annually in costs to Canadian employers; and

WHEREAS research further reveals that victims of domestic violence are often forced to take time off work to deal with the consequences of domestic violence (e.g. moving to a shelter), often in the form of unpaid leave; and

WHEREAS it is important for victims of domestic violence to know that their position and job stability will not be affected while they seek the help they and their family need; and

WHEREAS Manitoba and Ontario became the first provinces to pass legislation for five days of paid leave for survivors of domestic violence, guaranteeing job security while they take time off to sort out their lives and find a new place to live:

BE IT RESOLVED THAT the PSAC take concrete steps to address the needs of

victims of domestic violence, including paid leave; and

BE IT FURTHER RESOLVED THAT these steps include, but are not limited to, lobbying federal, provincial and territorial governments for paid leave, reasonable unpaid leave, options for flexible work arrangements, guaranteed job security, and mandatory workplace training on domestic violence and sexual violence.

18/NEGO-030 Advocacy Programs to Help Members Experiencing Domestic Violence

WHEREAS domestic violence may negatively affect a worker's ability to get to work, her/his performance at work, and sometimes lead to job loss, as well as negatively affecting co-workers (e.g. increased conflict or tension, increased workload, increased stress, phone calls/messages/emails from the abuser or physical harm); and

WHEREAS domestic violence occurs between intimate partners of any gender identification or sexual orientation; and

WHEREAS unions have developed successful workplace advocacy programs and negotiated domestic violence leave into collective agreements:

BE IT RESOLVED THAT PSAC develops a support program for workers, regardless of gender, gender identity or sexual orientation, who are targets of domestic violence, **similar to existing women's advocacy programs**, and to draft model language for negotiating domestic violence leave and advocacy program language.

18/NEGO-039 Enhancing PSAC 2015 National Convention Resolution 29, Legal Consultation in Use of Force

WHEREAS during the 2015 PSAC National Convention, a resolution was passed to provide legal consultation to officers when they have discharged a firearm in the course of their duties; and

WHEREAS discharging a firearm is not the only use of force tool or option that can cause grievous bodily harm or death; and

WHEREAS the majority of stewards of PSAC are not trained or experienced to provide consultation or advice on use of force situations; and

WHEREAS use of force situations could have serious employment implications and even criminal prosecutions:

BE IT RESOLVED THAT PSAC enhance and broaden the legal representation to members who are peace and police officers who use force under the *Criminal Code of Canada* or under another Act of Parliament in the course of their duties.

18/NEGO-040 Safety of Canadians

WHEREAS all Canadians deserve to expect the Government of Canada to act in a way which protects their safety; and

WHEREAS federal safety inspectors (and other public servants), members of PSAC (and other unions), have an important role in promoting and protecting safety standard in Canada with regards to such areas as transportation, foods, etc.; and

WHEREAS the role of federal safety inspectors (and other public servants) is vital in maintaining safety standards:

BE IT RESOLVED THAT the PSAC, in consultation with the Components representing safety inspectors, will develop a presentation document outlining the important role of federal safety inspectors (and other public servants), in promoting and protecting safety standards in Canada, and make it available to all Locals, and to the public, to increase awareness on the important role of federal safety inspectors in promoting and protecting safety standards in Canada.

2015

15/NEGO-009 Tentative Agreement Voting

WHEREAS there is a need to get younger people involved into the union in order to rejuvenate its membership base; and

WHEREAS more and more organizations use electronic means to increase membership participation and get a better view of its membership; and

WHEREAS a significant number of members may be working/living away from a voting site or Local headquarter; and

WHEREAS a better connected membership to the union improves participation in union campaigns:

BE IT RESOLVED THAT the PSAC implement a new secured website where members could vote on tentative agreements in order to increase membership participation.

15/NEGO-014 Electronic Voting

WHEREAS the PSAC membership is spread across vast areas from urban to remote centers and are geographically challenged to meet all the members within their respective areas in a timely fashion; and

WHEREAS votes are not administered in a consistent manner by PSAC Regional Offices across regions; and

WHEREAS no member should be denied the right to vote based on personal or work schedules which may conflict with stipulations of the PSAC Regional Offices to attend regional meetings; and

WHEREAS other unions have established the viability of automated web and/or phone based ballot systems; and

WHEREAS it is cost efficient and environmentally responsible to undertake electronic voting; and

WHEREAS it has now become technologically possible to set up electronic voting across Canada; and

WHEREAS other organizations and unions successfully hold electronic voting; and

WHEREAS it is technologically feasible, cost-efficient and environmentally responsible to undertake electronic voting for collective bargaining ratifications and strike votes as well as PSAC National and Regional Conventions; and

WHEREAS electronic voting was already used successfully at some but not all Regional Conventions; and

WHEREAS an electronic vote will provide another voting option thus encouraging greater participation; and

WHEREAS electronic voting will provide a longer time period to vote due to technology; and

WHEREAS a majority of members have access to computers; and

WHEREAS electronic voting will be a time-saving measure as it does not require PSAC employees to work evenings or travel from their office to different locations to conduct votes; and

WHEREAS inclement weather affects members and PSAC employees trying to reach voting locations; and

WHEREAS during winter months travel may not be safe and has led to re- scheduling of vote thereby increasing costs to taking a vote; and

WHEREAS members with mobility challenges may be able to participate easier especially during inclement weather; and

WHEREAS technology exists and is used successfully for other issues, the procedure is not complicated to use to extract results; and

WHEREAS PSAC and its Components, develop and maintain a database of email addresses of its members to establish a communication system to be used for various online voting and/or referendum (direct vote in which an entire electorate is asked to either accept or reject a particular proposal) type questions; and

WHEREAS this system could be used for all PSAC members with respect to different tables/groups; and

WHEREAS this system through coordination of Components and their respected provinces and/or regions;

WHEREAS the locals would take part in submitting email lists to their Components for this national database; and

WHEREAS access to voting or referendum to the site would be accessed by individual members using PSAC identification and password as the normal practice on the web; and

WHEREAS if this system would be implemented, it would eliminate or minimize ballot voting at numerous sites across the country and would save money in the long run: and

WHEREAS members are currently obligated to attend an information session before casting their ballots during ratification votes; and

WHEREAS these sessions often present only one side of the issues or arguments; and

WHEREAS many members have expressed feeling intimidated or unduly persuaded by the one-sidedness of these information sessions as they are currently presented; and

WHEREAS members are not subject to information sessions prior to voting in any other vote or election (municipal, provincial/territorial or federal); and

WHEREAS there were members turned away from voting because they did not have the time to sit through the presentations; and

WHEREAS these members had already researched the proposed agreement on their own or had attended teleconferences and were still denied the right to

vote without sitting through the presentations; and

WHEREAS votes are not administered in a consistent manner by PSAC Regional Offices across regions; and

WHEREAS ballots cast at regional meetings remain the responsibility of each Local; and

WHEREAS no member should be denied the right to vote based on personal or work schedules which may conflict with stipulations of the PSAC Regional Offices to attend regional meetings:

BE IT RESOLVED THAT the PSAC establish an automated web and/or phone-based ballot system, supplemented by paper ballots if necessary, for all the membership votes it conducts and that all materials and resources relating to each vote be provided to Components and Locals via their respective Regional Office; and

BE IT FURTHER RESOLVED THAT Regulation 1 5 (3.1 1), Voting Procedures General, be updated to reflect this change in voting procedure.

15/NEGO-015 PSAC Regulation 15 & Administrative Guidelines Governing Voting Procedures and Bargaining Expenses

WHEREAS there have been ongoing concerns from the membership on Regulation 15, voting procedures on ratification votes, and holding mandatory town-hall meetings in order to vote; and

WHEREAS the previous PSAC National President, Brother John Gordon, commissioned a “Task Force” in 2011 to consult with the membership on ideas, improvements and recommendations to Regulation 15 and the Administrative Guidelines governing voting procedures; and

WHEREAS the “Task Force” committee provided a report to the PSAC National Board of Directors on February 7-10, 2012 with 19 recommendations to improve the process; and

WHEREAS there have been many previous Component and PSAC resolutions to implement electronic voting for all ratification votes and many other unions have made this technology available; and

WHEREAS the current cost to conduct traditional ratification vote(s) is very costly, around \$10.00 per member, per vote versus electronically voting at \$1.00 per member, per vote; and

WHEREAS the Regulation 15 and the current Administrative Guidelines are out of date, are not inclusive, or accessible, or democratic; and

WHEREAS there is a full understanding that “ELECTRONIC VOTING” is not always available to all members and there must be other alternative forms of voting within an inclusive, accessible and fully democratic organization:

BE IT RESOLVED THAT the PSAC, AEC, and NBoD initiate this “Task Force” report and its 19 recommendations as its collective bargaining priority and make the necessary changes during the next mandate; and

BE IT FURTHER RESOLVED THAT the PSAC make “ELECTRONIC VOTING” available for all ratification votes as another option/alternative form of voting to supplement the tradition paper ballot.

15/NEGO-025 PSAC Bargaining Conferences

WHEREAS there was not enough time during the scheduled hours for elections of bargaining team members at the PA Table at the Bargaining Conference held February 13th to 16th; and

WHEREAS before all elections were completed almost half the PA Bargaining Conference delegates had left; and

WHEREAS the closing of the Bargaining Conference had to be cancelled because of the time required for the elections for the PA table bargaining team:

BE IT RESOLVED THAT the PSAC ensure they allot sufficient time for elections for bargaining team members; and

BE IT FURTHER RESOLVED THAT PSAC Regulation 15 be amended to stipulate that elections for bargaining team members shall be conducted as the first item of business in the a.m. of the final day of the Bargaining Conference.

15/NEGO-027 Voting

WHEREAS at the PSAC Equity Conference in Toronto in 2013, members were not fully able to participate in the conference because they had to leave before the event was over to get transportation home; and

WHEREAS at the PSAC Bargaining Conference in Ottawa in February 2014, members of the PA Table were unable to fully participate in voting in Bargaining Team members because they had to leave to get transportation home before the voting had concluded; and

WHEREAS conference and convention scheduling has guest speakers who, while worthwhile, have taken time away from the business of the union; and

WHEREAS this contravenes the duty of the union to ensure that all members can fully participate in the business of the union:

BE IT RESOLVED THAT the PSAC ensure that, at events where elections are to take place, voting is planned for the conference or convention to ensure that full participation can be realized.

15/NEGO-029 Legal Support for Members Required to Carry Fire Arms

WHEREAS PSAC has members who are required to carry firearms and may be required to use them in the course of their duties; and

WHEREAS employers do not have a history or protecting our members rights; and

WHEREAS police unions, who have experience representing armed members, always ensure their members have independent legal counsel paid for by the union when they are required to use their fire arms or other use of force equipment:

BE IT RESOLVED THAT PSAC provide to all members who are required to carry a firearm or use of force tools legal counsel who is expert in law enforcement, fully paid for by PSAC and is immediately accessible in the event that a member is involved with discharging their firearm.

15/NEGO-032A Sick Leave

BE IT RESOLVED THAT the PSAC champion a campaign to continue the fight to protect our negotiated sick leave; and

BE IT FURTHER RESOLVED THAT the PSAC inform the public of the falsely inflated sick leave usage that this government is reporting; and

BE IT FURTHER RESOLVED THAT the campaign strategy includes a lobby of the Members of Parliament & senators, ad campaigns and the involvement of members.

15/NEGO-037 Use of Sick Leave for Medical Appointments

WHEREAS PSAC members are currently being forced to use sick leave for non- sick purposes; and

WHEREAS such usage of sick leave for appointments violates collective agreements that state “an employee shall be granted sick leave because of

illness or injury” forces employees to falsify the true nature of their absence; and

WHEREAS Treasury Board has put a negative focus on employee sick leave usage in the media and in public when a percentage of the usage is actually not related to illness or injury:

BE IT RESOLVED THAT the PSAC shall commence a fight back to Treasury Board Employers’ unilateral changes to disallow appointment leave for medical appointments, except the preventative annual checkup; and the replacement of this with the requirement to use sick leave for all other medical-related appointments.

15/NEGO-038 Sick Leave

WHEREAS the employer has declared its intention to change (through bargaining) the existing public service sick leave benefits; in particular, to eliminate paid sick leave entitlements of 15 days per annum, cumulative without limit, and to replace them with a non-cumulative 10 days per annum personal leave days benefit to be used for all personal leave, including illness of children, and personal emergencies, along with a limited short-term (insurer-managed) disability plan; and

WHEREAS the employer’s intended approach to sick leave risks an increase in “presenteeism”; and

WHEREAS “presenteeism”, is increasing in Canadian workplaces; in particular, numerous studies show that where sick leave is unavailable, or extremely limited, employees increasingly attend work even though they are sick, thereby increasing risks to their own health, their co-workers’ health, as well as risking decreasing productivity, and generally escalating the employer’s costs beyond that of a reasonable paid sick leave right as it currently exists; and

WHEREAS the employer’s approach appears to create a discriminatory regime, in that it will have a differential adverse impact on parents, and in particular single- parents, the majority of which are women:

BE IT RESOLVED THAT the PSAC:

- 1) Continue to take a proactive approach to challenging the employer’s effort to change our sick leave rights;
- 2) Gather research on the known rate of “presenteeism” in workplaces where paid sick leave is limited or requires hurdles such as short- term disability plans;
- 3) Gather research and prepare a position on the discriminatory impact of the government’s intended approach to sick leave;
- 4) Inform members and the public of the risks of the Treasury Board’s approach.

15/NEGO-043A Protective Reassignment for Pregnant and Nursing Mothers

BE IT RESOLVED THAT the PSAC exert pressure to obtain legislation guaranteeing the protective reassignment of workers, a practice currently underway in some provinces (including Quebec) so that pregnant or nursing employees receive leave with pay; and

BE IT FURTHER RESOLVED THAT the PSAC continue the petition campaign to make progress on the issue of protective reassignment for pregnant or nursing women; and

BE IT FURTHER RESOLVED THAT the PSAC work in solidarity with all women who do not have access to protective reassignment.

15/NEGO-059 Contracting-Out of Building Maintenance Services

WHEREAS we have many members across Canada working in the building maintenance field; and

WHEREAS some federal government departments have already started using contractors to perform building maintenance duties; and

WHEREAS the federal government is looking to expand its use of contractors to perform building maintenance duties; and

WHEREAS the use of contractors will cost taxpayers more money; and

WHEREAS the use of contractors to perform bargaining unit duties will only open the door to further expansion down the road:

BE IT RESOLVED THAT the PSAC launch a campaign opposing the contracting-out of our jobs and expose the pitfalls to the employer and to the Canadian public.

15/NEGO-063 Workers in Atypical Jobs

WHEREAS the labour market has changed significantly over the past fifty years; and

WHEREAS atypical employment has greatly increased and now makes up one-third of the workforce; and

WHEREAS labour legislation has not considerably evolved over the last few years and excludes workers in atypical jobs from the legal system; and

WHEREAS the PSAC represents many workers in atypical jobs:

BE IT RESOLVED THAT the PSAC take a stand and actively advocate for better legal and social protection for workers in atypical jobs.

15/NEGO-068 Hiring of Students to Perform Bargaining Unit Work

WHEREAS the use of students continues to be rampant in our workplaces; and

WHEREAS these individuals continue to perform our bargaining unit work and, in many instances, replace or hold jobs that rightfully belong to bargaining unit members; and

WHEREAS previous resolutions from UCTE to PSAC Conventions have MADE NO IMPROVEMENT in this regard and the misuse of these services by employers continues to increase:

BE IT RESOLVED THAT the PSAC research the extent of this misuse and abuse of hiring practices, research the legalities and file PSLRB and CLC complaints on the misuse of hiring students; and

BE IT FURTHER RESOLVED THAT the PSAC make this abuse of hiring practices a part of the PSAC “Defending Quality Public Services” campaign.

2012

12/NEG-002A Pensions

WHEREAS the current pension plan contributed to by federal workers is a safe and understandable defined benefit program whereby workers know what their income will be when they retire; and

WHEREAS there has been a growing shift in the private sector to defined contribution plans that resemble RRSPs in terms of high risks, high costs, and very uncertain outcomes; and

WHEREAS there has been continued pressure on the federal government from right-wing organizations such as the CD Howe Institute and the Canadian Federation of Independent Business to do away with the current defined benefit program; and

WHEREAS federal public workers contribute 10.45% of every dollar they make under \$47,000 and 8.4% of every dollar over that amount to their pension plan;

and

WHEREAS women in Canada earn on average 70% of what men earn; and

WHEREAS women's pensions are lower than men's pensions; and

WHEREAS federal public workers are not retiring in luxury on gold-plated pensions:

BE IT RESOLVED THAT the PSAC lobby diligently to protect the current defined benefit plan for PSAC members; and

BE IT FURTHER RESOLVED THAT the PSAC, in concert with the Canadian Labour Congress and other unions, inform Canadians about the looming pension crisis and potential solutions so as to ensure all Canadians retire with dignity and respect and not have to live in poverty.

12/NEG-002B Pensions

WHEREAS the current pension plan contributed to by federal workers is a safe and understandable defined benefit program whereby workers know what their income will be when they retire; and

WHEREAS there has been a growing shift in the private sector to defined contribution plans that resemble RRSPs in terms of high risks, high costs, and very uncertain outcomes; and

WHEREAS there has been continued pressure on the federal government from right-wing organizations such as the CD Howe Institute and the Canadian Federation of Independent Business to do away with the current defined benefit program; and

WHEREAS federal public workers contribute 10.45% of every dollar they make under \$47,000 and 8.4% of every dollar over that amount to their pension plan; and

WHEREAS women in Canada earn on average 70% of what men earn; and

WHEREAS women's pensions are lower than men's pensions; and

WHEREAS federal public workers are not retiring in luxury on gold-plated pensions:

BE IT RESOLVED that the PSAC undertake a major community based education program to inform Canadians about the reality of the public sector pension plan.

12/NEG-007 Pension Administration

WHEREAS Federal Superannuation Pension administration has been centralized with no local control or resources; and

WHEREAS backlogs and delays of up to a year for administration has caused increasing hard ship for PSAC members who have this pension plan:

BE IT RESOLVED THAT PSAC carry out a campaign to ensure that pension administration is staffed sufficiently to ensure that members receive timely receipt of their pension and benefits and timely responses to their questions.

12/NEG-013 Pay Equity

WHEREAS the federal government has removed the public's right to file pay equity complaints; and

WHEREAS this action is discriminatory towards many lower-paid Canadians:

BE IT RESOLVED THAT the Public Service Alliance of Canada challenge the federal government's decision upon the right to file pay equity complaint through the court system; and

BE IT FURTHER RESOLVED THAT the PSAC pursue this course of action up to and including the Supreme Court of Canada.

12/NEG-014 Union Leave – Salary Continuation

WHEREAS the participation of members on bargaining teams/committees with the employer is an important and critical role of engaging the broader membership; and

WHEREAS the employer and the union is engaged in the same process as equal contributors to the process; and

WHEREAS the employer – in the case of our members who work for the Government of Canada and bargaining through the Treasury Board Secretariat (TBS) as the employer – need not insist that members who are engaged in the bargaining process suffer loss of salary and have to be reimbursed by the PSAC while engaged in bargaining sessions:

BE IT RESOLVED THAT the PSAC continue its pressure before, during and after (if necessary) the next round of bargaining to have the employer (TBS) and employing departments continue to pay our members on bargaining teams and that the employer invoice the PSAC for the time they were absent from

their day jobs with those employing departments just like some of our members currently enjoy in Separate Agencies (e.g. Parks Canada Agency).

12/NEG-016A Union Leave – Salary Continuation

WHEREAS when participating in union training courses or performing their duties as Officers of the union, members' benefits and wages are affected when forced to use Union Leave Without Pay; and

WHEREAS there are times when members' wages are not received in a timely manner to coincide with the employer's deduction due to the use of ULWOP:

BE IT RESOLVED THAT the PSAC encourage the employer to provide uninterrupted pay when a member takes union leave without pay; and

BE IT FURTHER RESOLVED THAT a new process for reimbursement of salary be created by PSAC and made payable to the employer; and

BE IT FURTHER RESOLVED THAT the PSAC institute a system whereby the employer recovers a member's wages from the union versus from the members' pockets; and

BE IT FURTHER RESOLVED THAT this new process will not result in a loss of salary/pension for the member.

12/NEG-019 Term Employment Policy

WHEREAS PSAC has negotiated the Term Employment Policy with Treasury Board for term employees; and

WHEREAS the conditions of employment under the sunset clause circumvent these negotiated terms:

BE IT RESOLVED THAT PSAC endeavour to make sure that the time spent as employees funded by the sunset clause, have their time spent as employees go towards their term prior to indeterminacy.

12/NEG-022 Term Employment Policy

WHEREAS some of our members who are affected by the Term Employment Policy complain about the employer's lack of transparency with regard to applying this policy; and

WHEREAS several of our members have filed complaints and grievances regarding this issue; and

WHEREAS this situation created a direct and very negative impact on work relation on general; and

WHEREAS certain complainants suffered very serious personal losses (bankruptcy, loss of home, impact on the family, etc); and

WHEREAS the critiques create tension between the employees and their local and national representatives:

BE IT RESOLVED THAT the PSAC implement an oversight Committee with a mandate to ensure that the Term Employment Policy is used properly and better support local union officers and employees in terms of their needs for projects subject to various clauses (i.e. sunset clauses) of the Term Employment Policy, particularly that on questionable termination of term employment.

12/NEG-023 Bargaining Unit Work

WHEREAS over the past years we have seen and continue to see the employer contracting out good paying bargaining unit jobs, such as grass mowing, whipper snipping, janitorial, snow shoveling, snowplowing and golf course operations to the non-union contractor; and

WHEREAS non-union work results poor quality work, with low wages and limited benefits the employee and few rewards for the community:

BE IT RESOLVED THAT within sixty days of this convention, the Public Service Alliance of Canada commence an organizing drive to reclaim all lost bargaining unit work.

12/NEG-026 Bargaining Unit Work

WHEREAS the employer has given the union notice that they will be introducing volunteers into the workplace; and

WHEREAS the work volunteers perform is the property of the bargaining unit; and

WHEREAS unpaid, unorganized labour undermines union values and principles and is detrimental to employees and communities:

BE IT RESOLVED THAT within sixty days of this convention, the Public Service Alliance of Canada implement an aggressive action plan including court action to oppose volunteers and protect bargaining unit work.

12/NEG-027 Compensation Services Transfer

WHEREAS the transfer of Compensation Services to New Brunswick will result in significant hardship to our members in Compensation Services; and

WHEREAS the transfer will result in erosion of service and downloading of responsibilities to our members in British Columbia; and

WHEREAS members of the Compensation community have a unique understanding of the service; and

WHEREAS the PSAC has agreed to take part in a consultation process in respect of this initiative:

BE IT RESOLVED THAT the PSAC will ensure that members of the Compensation Community are involved in the consultation process regarding their transfer to New Brunswick.

12/NEG-028 Health and Safety – Protective Reassignment

WHEREAS about 90% of female employees in Québec are entitled to a protective reassignment when they are pregnant or nursing, when the health of the mother or the child is in danger; and

WHEREAS workers under federal jurisdiction do not have any such entitlement, even when they are working in the province of Québec; and

WHEREAS it is often difficult for employers to reassign workers to duties that do not entail risks; and

WHEREAS the National Assembly passed a unanimous motion in June 2010, the aim of which was to gain recognition for the right to protective reassignment for workers under federal jurisdiction; and

WHEREAS the federal MP for Laval, Ms. Nicole Demers, has established a provincial campaign to amend the Act respecting occupational health and safety in Québec to include all women under federal jurisdiction working in the province of Québec:

BE IT RESOLVED THAT PSAC pressures the Government of Canada into working out an administrative agreement with the Government of Québec so that all female employees are entitled to protective reassignment, as has been done for the QPIP and the CSST; and

BE IT FURTHER RESOLVED THAT PSAC continue the petition campaign for protective reassignment for pregnant or nursing women, in solidarity with all

women who do not have access to protective reassignment.

12/NEG-029A Regulation 15 – Electronic Voting

WHEREAS technology exists and is already being used by large organizations to conduct votes; and

WHEREAS the cost benefits would likely justify the implementation of electronic voting regardless of the new costs associated to protecting the integrity of the vote; and

WHEREAS the entire PSAC structure (Components/Regions/Locals) could benefit from a PSAC initiative to incorporate technology into the voting process, producing indirect cost savings to our members; and

WHEREAS voter turn-out would certainly increase significantly if the process allowed them to vote from anywhere at any time during the voting period:

BE IT RESOLVED THAT PSAC research electronic voting options for all bargaining units referenced in Regulations 15A, B and C; and

BE IT FURTHER RESOLVED THAT part of the electronic voting options research include a detailed cost analysis; and

BE IT FURTHER RESOLVED THAT the electronic voting options research be completed by December 31, 2012, and that a report be presented to the National Board of Directors at its spring 2013 meeting; and

BE IT FURTHER RESOLVED that the PSAC continue to compile a list of members' non-work emails to be used in upcoming voting if adopted; and

BE IT FURTHER RESOLVED that if electronic voting is adopted, Regulation 15 and all other PSAC policies and procedures be updated to reflect this change in voting procedure.

12/NEG-038 Regulation 15 – Ratification Votes

WHEREAS Votes are not administered in a consistent manner by PSAC Regional Offices across Regions; and

WHEREAS ballots cast at Regional meetings remain the responsibility of each Local; and

WHEREAS no member should be denied the right to vote based on personal or work schedules which may conflict with stipulations of the PSAC Regional Offices to attend Regional meetings:

BE IT RESOLVED THAT in the absence of an automated web or phone-based ballot system, all PSAC Locals have the option to administer all PSAC membership votes at locations as described in Regulation 15 and that all materials and resources relating to each vote be provided to Locals via their Regional Office; and

BE IT FURTHER RESOLVED THAT all sections of PSAC Regulation 15 dealing with membership votes be updated to reflect this Local responsibility and entitlement.

12/NEG-055 **Protection for Elected Members**

WHEREAS elected PSAC members have to get involved in all matters pertaining to the members of our union; and

WHEREAS risks are much greater when our elected members have to make public interventions; and

WHEREAS the risks our elected members take may lead to disciplinary measures up to and including dismissal:

BE IT RESOLVED THAT the National PSAC Executive enter into negotiations with our employers with a view to obtaining total immunity for all members elected to a union position in order to protect them when they have to make public interventions to defend our members as part of their union duties.

12/NEG-056 **Recognition of Service**

WHEREAS the RCMP is included in Schedule IV of the FAA, and in a recent decision, the Federal Court of Appeal identified a member of the RCMP to be a person employed in the public service for the purposes of the bilingual bonus; and

WHEREAS the Treasury Board Secretariat has reviewed this interpretation with respect to service as RCMP member in the context of vacation leave entitlements now have their prior service as members of the RCMP recognized as public service and will be credited with the appropriate vacation leave credits as per the relevant collective agreements:

BE IT RESOLVED THAT the PSAC lobby the Treasury Board Secretariat to give the same recognition to employees who are former members of the Canadian Forces; and

BE IT FURTHER RESOLVED THAT the PSAC make a concerted and

transparent effort to make this a reality by engaging other labour organizations in the federal public service.

12/NEG-057 Employment Insurance – Benefits

WHEREAS PSAC-Quebec represents more than 40,000 members, particularly in the federal public service, in Quebec universities and in other para-public and private sectors in all regions in Quebec; and

WHEREAS PSAC-Quebec is hoping to take political positions on issues concerning the entire population of Quebec; and

WHEREAS illness must not make the economic situation more precarious, which would hinder persons who fall ill from being active in society; and

WHEREAS illness is only rarely limited to 15 weeks:

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

12/NEG-059 Long Service Awards

BE IT RESOLVED THAT PSAC lobby the employers to have the long service awards changed by the employers so that the awards for Canadian public service be Canadian-made products or items.

12/NEG-060 Long Service Awards

WHEREAS the current long-service awards specify continuous periods of service for eligibility for long-service awards; and

WHEREAS the current criteria allow for only a three-month break in service in order to be eligible for long-service awards except in cases of extenuating circumstances; and

WHEREAS time spent serving as Local Executives, consecutive or not, is crucial to the proper functioning of the union; and

WHEREAS the “consecutive service” requirement may disqualify some long-term union activists due to brief breaks in service to the union; and

WHEREAS members should be recognized for their total time served:

BE IT RESOLVED THAT the long-service requirements be amended to

read total time served instead of consecutive service.

12/NEG-061 Precarious Employment

WHEREAS there are members with disabilities (auxiliary, on call, casual) supporting themselves/family members; and

WHEREAS members without permanent work do not have decent pension plans/health benefits; and

WHEREAS many auxiliary/on-call workers work for years without becoming permanent workers; and

WHEREAS workers fear raising concerns affecting job security and finances; and

WHEREAS precarious workers often have limited options with health and safety issues:

BE IT RESOLVED THAT PSAC undertake a campaign to:

1. educate the membership, the employer and the Canadian public as to the impact of two-tier standards for non-standard hours of work on women, youth, older workers and workers with disabilities; and
2. review/initiation of other avenues to address with employers to ensure that workplace practices do not abuse the use of terms, part-time, casuals and other non-standard hours of work.

12/NEG-062 Student Employment

WHEREAS increasingly Treasury Board employers are using programs such as the Federal Student Work Experience, Co-op and Internship Programs to bypass competitions and appoint students indeterminately to bargaining unit positions, via the so-called “bridging mechanisms”; and

WHEREAS these students are receiving unearned employment at a cost to our members; and

WHEREAS in January 2011 the Harper Government announced new monies for student employment and UCTE believes that this will be at the expense of unionized employees:

BE IT RESOLVED THAT the PSAC demand a review of the Federal Student Work Experience, Co-op and Internship Programs, as well as the Treasury Board Student Employment Policy with a view to eliminate the bridging mechanisms; and

BE IT FURTHER RESOLVED THAT PSAC use every means possible to stop the bridging programs, to ensure that unionized jobs stay unionized.

12/NEG-063 **Pay Administration – Parental Leave**

WHEREAS delays in payment of the parental leave top up cause our members to incur financial hardship as a result of deferring mortgage and loan payments; and

WHEREAS the employer does not advise our members that payment of the parental leave top up is not on the same date as a regular pay, causing our members to incur financial penalties as a result of insufficient funds in their bank accounts to cover pre-authorized payments of mortgages, loans and other monthly bills:

BE IT RESOLVED THAT the PSAC press the employer to ensure parental leave top up payments are paid on the same schedule as the normal pay dates.

12/NEG-072 **Public Service Health Care Plan (PSHCP)**

WHEREAS some of our members have various addiction problems, which, in some cases, require immediate care or treatment; and

WHEREAS several of these addictions have a direct impact on the health of some of our members and their families; and

WHEREAS these addictions create negative situations and even jeopardize employees' jobs, and can lead to financial losses because of the need to seek treatment or other care; and

WHEREAS some forms of care and treatment are not covered by our group insurance or by other DND or Treasury Board programs; and

WHEREAS some types of care are necessary and highly recommended by physicians and specialists:

BE IT RESOLVED THAT the PSAC make the Treasury Board aware of the clear need to implement a financial assistance program for employees whose employers require, as a condition to maintaining their employment that they seek treatment or other care that is not covered and that involves promptly paying significant expenses.

2009

09/NEG001 Regulation 15 – Dispute Resolution

WHEREAS Regulation 15 of the PSAC Constitution describes dispute resolution processes as either conciliation/strike or binding arbitration; and

WHEREAS Regulation 15 has a mechanism of choice of alternate settlement route:

BE IT RESOLVED THAT the default dispute settlement route for all bargaining units that have the option of dispute settlement route be set as conciliation/strike route as compared to binding arbitration.

09/NEG002 Regulation 15 – Dispute Resolution

WHEREAS most PSAC bargaining units have the option to choose a dispute settlement route prior to a round of bargaining with their respective employer; and

WHEREAS conciliation/strike route has been known to expedite and shorten protracted contract disputes:

BE IT RESOLVED THAT the PSAC endorse conciliation/strike as the default dispute settlement route at its Triennial Convention for bargaining units that have the option to choose.

09/NEG012 Regulation 15 - Ratification Vote Procedures

WHEREAS the Union of Environment Workers and the Public Service Alliance of Canada strongly support the democratic right of all members to have a voice and vote in its union; and

WHEREAS existing PSAC practice and procedures governing membership votes (e.g. strike votes, ratification votes, bargaining methods, etc.) are a lengthy, drawn- out process; and

WHEREAS the PSAC voting procedure presently limits the right of all members to vote at “town-hall” venues for a limited time; and

WHEREAS many members who are geographically isolated or members with unusual work schedules are unable to attend meetings and consequently are not permitted to vote; and

WHEREAS votes should be conducted in a timely and efficient manner; and

WHEREAS democratic votes can be held using internet-based electronic voting, e-mail balloting, mail-in votes and/or telephone voting:

BE IT RESOLVED THAT the PSAC review its present procedures for conducting membership votes and adopt a less complex, more timely and shorter procedure.

09/NEG017 **Regulation 15 – Role of Negotiating Team**

WHEREAS the information to be announced to members at ratification and strike vote meetings must be consistent and appropriate; and

WHEREAS the members of the bargaining team have detailed, relevant information on how the face-to-face bargaining process with the employer is to run; and

WHEREAS the members of the bargaining team should be allowed the opportunity to explain the bargaining team’s positions:

BE IT RESOLVED THAT PSAC Regulation 15.2.7 be amended to emphasize the participation, use and roles and responsibilities of the bargaining team members during ratification and strike votes.

REGULATION 15.2.7 NEGOTIATING TEAM

The Negotiating Team finalizes the bargaining demands and establishes priorities in preparation for presentation to the employer and together with the negotiator/staff person, negotiates with the employer.

The Negotiating Team may make recommendations to the AEC through the Strike Strategy Coordinating Committee with respect to strike support activities, including whether and when votes are taken, whether particular employer offers are adequate to put before the members, etc.

Team members **shall** ~~(may)~~ be called upon to act as spokespersons for the team during ratification and strike votes.

09/NEG023 **Voting Procedures – Speakers’ Notes**

WHEREAS it is crucial that consistent and adequate information be relayed to members who must speak during a strike or a ratification vote; and

WHEREAS the speakers are not necessarily members of the bargaining team or persons who took part in meetings leading up to a strike vote:

BE IT RESOLVED THAT PSAC provide speakers’ notes for all responsible

persons (speakers) when strike or ratification votes are held.

09/NEG029 Regulation 15 – Travel Expenses

WHEREAS the charter class no longer exists:

BE IT RESOLVED THAT the portion of PSAC Regulation 15.4.3 pertaining to the charter class be removed.

Regulation 15.4.3 Transportation

Charter Class to Save Money (Voluntary)

Reservations must be made well in advance with a Saturday night stay over in order to obtain the most economical fare. The travel agent will be booking at the most economical discounted airfare possible.

In circumstances when an event is not scheduled to meet the criteria of a Saturday night stay over at destination, the travel agent will give the opportunity to voluntarily take advantage of the discounted fares. However, the PSAC will only pay actual loss of salary, extra hotel costs (no more than two) and meal expenses providing that the reduced fare plus expenses and loss of salary is less than the cost of the regular economy fare. Claims will be reviewed accordingly.

If charter fares are booked, travel back to destination should occur on day planned. However, if negotiations are adjourned earlier, contact the Negotiations Section to arrange when it is appropriate to return home. (The cost will be the determining factor.)

09/NEG030 Translation of Documents

WHEREAS during the last bargaining process, some documents were not produced in both official languages; and

WHEREAS translation is not the responsibility of the team members; and

WHEREAS translation must be done by professional translators:

BE IT RESOLVED THAT all documents required during the face-to-face bargaining process for national bargaining units be produced in both official languages by both parties.

09/NEG031 Union Officers – Free Speech

WHEREAS PSAC members have to get involved in all cases affecting members of our union; and

WHEREAS there are increasing risks when our elected members have to get involved publicly; and

WHEREAS the risks our elected members run can lead to disciplinary action up to dismissal:

BE IT RESOLVED THAT the PSAC begin negotiations with our employers to obtain total immunity for all members elected to a union position to protect them when they must get involved publicly to defend our members within the scope of their union duties.

09/NEG033 **Union Leave Without Pay**

WHEREAS activists must take unpaid leave from the employer, whether scheduled or not, to participate in union activities and functions; and

WHEREAS this creates a financial burden that can prevent some activists from participating:

BE IT RESOLVED THAT the PSAC pursue negotiations with the employer to ensure that members continue to receive their pay cheque without 'union leave without pay' deductions and the employers directly invoice PSAC for such 'union- related leave without pay'.

09/NEG035 **Union Leave With Pay**

WHEREAS much of union business conducted in the workplace is not directly related to a grievance; and

WHEREAS this work is still of utmost importance to our members; and

WHEREAS most collective agreements provide Leave With Pay for Union Business *only* to deal with a grievance; and

WHEREAS union members are working to solve workplace issues to prevent them from becoming grievances:

BE IT RESOLVED THAT each round of collective bargaining includes a demand for Leave With Pay for Union Business paid by the employer to be granted to each Local/Branch President or his/her designate; and

BE IT FURTHER RESOLVED THAT each bargaining unit determines the amount of time requested, but that the amount will be no less than five hours

per week.

09/NEG037 PSEA Staffing Process

WHEREAS the Public Service Commission (PSC) is an employer of choice for Canadians; and

WHEREAS to apply for a position on the PSC Internet site under "Jobs Open to the Public", you must apply online even if you do not have access to a computer or the Internet; and

WHEREAS applications for employment which are mailed in or faxed are not accepted; and

WHEREAS not all Canadians have access to a computer; and

WHEREAS this process is discriminatory because it does not provide an equal opportunity to all Canadians:

BE IT RESOLVED THAT the PSAC pressure the Public Service Commission so that this staffing process is inclusive and not exclusive of all Canadians; and

BE IT FURTHER RESOLVED THAT the PSAC pressure the Public Service Commission so that persons wishing to apply for a position in the public service can also do so by mail or by fax.

09/NEG038 PSEA Staffing Complaint Process

WHEREAS the staffing process is defined by an Act of Parliament; and

WHEREAS the Act is not scheduled to be reviewed until 2010; and

WHEREAS the employer controls the staffing process; and

WHEREAS appeals are not possible under the Act and grounds for grievances are extremely limited; and

WHEREAS there are problems with staffing that must be dealt with on a regular basis; and

WHEREAS the recent Supreme Court Decision (Health Services and Support vs. B.C. June 8, 2007) has established the right of unions to consult with government on matters important to their members:

BE IT RESOLVED THAT the PSAC use all means at its disposal (even court

challenges) with the objective of developing a responsive mechanism for solving staffing problems on an ongoing basis.

09/NEG041 Term Employment Policy

WHEREAS term employees are the lifeblood of our union; and

WHEREAS there have been a number of problems and concerns related to the Treasury Board Term Employment Policy; and

WHEREAS the Policy is difficult to grieve due to employer intimidation, manipulation and use of casual employment:

BE IT RESOLVED THAT PSAC put on the agenda of all appropriate national meetings the Term Employment Policy with the view to strengthening the language of the Policy in favour of our members.

09/NEG042A Term Employment Policy – Maternity Leave

BE IT RESOLVED THAT the PSAC place pressure on Treasury Board to put a stop to this practice that discriminates against our sisters who, for the most part, must be employed for up to four years before obtaining indeterminate status; and

BE IT RESOLVED THAT the PSAC immediately enter into negotiations with the Treasury Board to rewrite a term employment policy that is fair and just for pregnant women.

09/NEG048 PSEA – PSC University Equivalency Test

WHEREAS the population of the public service is getting older; and

WHEREAS we have a lot of members who, for a multitude of reasons, have accumulated an immense amount of job experience and ability, but have not been able to complete a university degree; and

WHEREAS some government departments have recognized and accepted the Public Service Commission University Equivalency Test which can be administered interdepartmentally under the direction of the Public Service Commission:

BE IT RESOLVED THAT the PSAC, at all levels through LMRCs and joint consultation at the highest level, campaign for a government-wide initiative that would accept this equivalency test, including it as acceptable for staffing initiatives that are now only accepting proof of university accreditation and have

this equivalency test administered locally to all PSAC members who should desire to take advantage of this opportunity.

09/NEG049 Superannuation – Benefits while Continuing to Work

WHEREAS the population of the federal public service is aging; and

WHEREAS a large number of members will be able to retire with full pensions within the next five to ten years; and

WHEREAS employees now cannot retire and return to work for longer than a six- month period without a claw-back of their pension; and

WHEREAS the Treasury Board has begun to investigate the possibility of amending legislation to allow federal public service members to receive up to 60% of their pension and work at the same time without penalty; and

WHEREAS this appeals to a great number of our membership:

BE IT RESOLVED THAT the PSAC begin a political action campaign to lobby for the *Public Service Superannuation Act* to be amended quickly so that retirees may receive up to 60% of their pension and work at the same time without penalty.

09/NEG055 Superannuation – Policy Paper 12

WHEREAS the PSAC Superannuation Policy was developed in 1989; and

WHEREAS the public service, UEW, the PSAC and the goals of its members have changed significantly since PSAC Policy Paper 12 was written; and

WHEREAS all UEW/PSAC members have a right to a pension that meets their needs and desires:

BE IT RESOLVED THAT the PSAC consult with its members (by survey, focus group or other means) with the objective of reviewing and revising Policy Paper 12 (Superannuation) so that it is responsive to the needs of members in today's society.

09/NEG065 Health & Safety – No Suspension of Activities

WHEREAS in the past the PSAC has instructed its members not to participate in any consultations with the employer – not even those involving health and

safety; and

WHEREAS the Canada Labour Code Part II includes legal requirements that health and safety representatives and committee members attend meetings, investigate accidents, participate in investigations, consult on policies and many other duties; and

WHEREAS refusing to carry out these duties for even a brief period of time may be illegal; and

WHEREAS the primary duty of health and safety representatives and committee members is to protect the health and safety of our members, co-workers and any other people on the worksite; and

WHEREAS they cannot do this without dealing with the employer; and

WHEREAS one of, if not the main reason unions were first created, was to protect the lives of our members; and

WHEREAS suspending our activities related to health and safety, even in a limited way for a short period of time, goes against this; and

WHEREAS for all of the above reasons, refusing to participate in health and safety activities for even a short period of time may endanger the health and safety of workers or other people present in the workplace:

BE IT RESOLVED THAT the PSAC make a policy to never suspend activities related to health and safety.

09/NEG066 **Classification Reform**

WHEREAS the classification standard used to rate performance analysis has been declared outdated; and

WHEREAS PSAC on behalf of the Canada Revenue Agency has negotiated a new form of classification:

BE IT RESOLVED THAT the PSAC shall continue to pursue new classification standards.

09/NEG067 **Classification Reform**

WHEREAS the existing Treasury Board classification standards are continuing to ghettoize the membership; and

WHEREAS some PSAC Components have been successful in establishing their own classification systems, such as CRA; and

WHEREAS as long as the classification system with Treasury Board is broken, our members' work descriptions will never be fairly evaluated against fair criteria:

BE IT RESOLVED THAT the PSAC make fixing the present classification system a priority; and

BE IT FURTHER RESOLVED THAT the PSAC also put wording together for a grievance campaign for all members against the unfair application of the classification system.

09/NEG069 **Compensation Advisors**

WHEREAS the federal government has refused to recognize the importance of our work for Compensation Advisors and our positions are under classified. The federal government is using Classification Standards dated 1965; and

WHEREAS due to shortage of Compensation Advisors, employees' cheques are delayed for new and retired employees, acting pay, overtime, etc.; and

WHEREAS all separate employers remunerate their Compensation Advisors more (\$800.00 to \$20,000.00 per annum), than those within the public service. A report with this data is available upon request; and

WHEREAS there are also inconsistencies in the classification of Compensation Advisors within the public service:

BE IT RESOLVED THAT the PSAC continue its efforts to work with the federal government to look at the classification of Compensation Advisors. A study comprised of PSAC officials, compensation representatives and employer representatives within 12 months of the signing of the collective agreement.

09/NEG074 **Scent-Free Workplaces**

WHEREAS the PSAC has a scent-free policy; and

WHEREAS many employers do not; and

WHEREAS many members have sensitivities to personal fragrances and other cosmetic agents:

BE IT RESOLVED THAT all PSAC bargaining include a mandatory proposal

for a personal scent-free workplace.

09/NEG076 **Privacy – Workplace Surveillance**

WHEREAS workplace surveillance technologies, such as keystroke and e-mail monitoring and vehicle tracking, are increasingly available and of interest to employers; and

WHEREAS a lack of workplace privacy is associated with a significant and documented increase in employee mental and physical illness and a decrease in workplace trust, morale and productivity; and

WHEREAS departmental and Treasury Board privacy policies and federal privacy legislation may not offer employees complete protection from arbitrary, excessive or inappropriate workplace monitoring:

BE IT RESOLVED THAT the PSAC commence research into the issue of workplace privacy with the goal of producing model collective bargaining language that affords employees the best possible privacy protection including a prohibition on the use of monitoring technologies for disciplinary purposes.

09/NEG079 **Human Rights – Duty to Accommodate**

WHEREAS the “Duty to Accommodate” is the law under the *Human Rights Act*, and

WHEREAS many members face the double jeopardy of living with their disability as well as discrimination, financial hardships and lack of opportunities in their workplace; and

WHEREAS many members are unaware of their rights or how to ensure these rights:

BE IT RESOLVED THAT the PSAC place priority in development and delivery of education courses on Duty to Accommodate for its members; and

BE IT FURTHER RESOLVED THAT the PSAC lobby appropriate levels of employer governments and separate employers to bring more awareness as well as highlight their legal responsibility under the *Human Rights Act*; and

BE IT FURTHER RESOLVED THAT the PSAC call for employer governments and separate employers to provide education on the legal obligations of Duty to Accommodate for all management and employees; and

BE IT FURTHER RESOLVED THAT the PSAC take steps to attain/pursue to ensure adequate processes are in place to deal with workplace

accommodation issues.

09/NEG081 Employment Equity – Inclusive Workplaces

WHEREAS workplaces are often dominated by Western European structures that may not accommodate First Peoples’ values and culture and other diversity considerations; and

WHEREAS our workplaces are not equitably reflective of this diversity:

BE IT RESOLVED THAT PSAC place priority to ensure diversity analysis and strategies which will result in hiring, training and mentoring opportunities for a more inclusive and reflective workplace through contract language contained in all collective agreements.

09/NEG083 Employment Equity – Information

WHEREAS the *Public Service Employment Act* (PSEA) of 2000 contained specific language relating to promotion and protection of employment equity designated positions; and

WHEREAS previous PSEA provisions protecting designated employment equity positions have been replaced by language that now refers to the needs of departments (ie “organizational needs”) rather than the employment equity status of individuals:

BE IT RESOLVED THAT the PSAC negotiate with Treasury Board so that the departments provide specific empirical data concerning previous employment equity designated positions; and

BE IT FURTHER RESOLVED THAT the PSAC negotiate with Treasury Board to provide previous and current regional and branch level organizational charts identifying *Employment Equity Act* designated positions; and

BE IT FURTHER RESOLVED THAT Treasury Board provide detailed rationales explaining each unfilled and/or eliminated employment equity position; and

BE IT FURTHER RESOLVED THAT should Treasury Board not provide specific departmental empirical data concerning previous employment equity designated positions, previous and current regional and branch level organizational charts identifying *EEA* designated positions, and detailed rationales explaining each unfilled and/or eliminated employment equity position, a complaint be filed by the PSAC with the Public Service Management Agency.

09/NEG084 Workers' Compensation – Leave with Pay for Member Representation

WHEREAS we recognize that the Workers' Compensation Benefit Programs (WSIB in Ontario) are different throughout the provinces and territories; and

WHEREAS we have members on WSIB who require the union's assistance in dealing with Return to Work, Appeals, etc.:

BE IT RESOLVED THAT the PSAC explore possibilities and/or avenues to ensure that the PSAC member representatives receive leave with pay (paid by the employer) in order to represent our members during Workers' Compensation Benefit Program processes.

09/NEG085 Child Care

WHEREAS many working families, especially single parents and families in lower- income brackets incur prohibitive child care costs; and

WHEREAS there is a need in Canada for a universal, publicly-funded system of child care:

BE IT RESOLVED THAT all PSAC bargaining include a mandatory proposal for an employer-funded child care program.

09/NEG87A Child Care

BE IT RESOLVED THAT the PSAC, during the upcoming round of collective agreement bargaining, include in its list of demands that the Government of Canada provide, where viable, subsidized child care spaces for the children of federal employees; and

BE IT FURTHER RESOLVED THAT the PSAC demand that the federal government establish more workplace child care centers and that all child care workers receive fair and equitable wages.

09/NEG091 Hours of Work – Extended Hours of Work

WHEREAS extended hours can create family and personal stress; and

WHEREAS family obligations don't always agree to extended hours; and

WHEREAS extended hours will create additional financial cost, such as day care and care givers; and

WHEREAS day cares are not open extended hours:

BE IT RESOLVED THAT the PSAC, as our negotiating agent, formally oppose all inclusion of extended hours in our collective agreement.

09/NEG095 Compensation Process – Timelines

WHEREAS individual members do not have a direct line of communication with compensation in order to address pay issues in a more timely manner; and

WHEREAS individual financial obligations are suffering:

BE IT RESOLVED THAT the PSAC work with the employers to place a time limit on how long the compensation process has to resolve issues presented and an open-door communication line be established.

2006

06/NEG38 Strike Pay

WHEREAS the qualifying period for strike benefits is only two (2) paid days only effective from day 3, a situation that could make it difficult to obtain a strike mandate from our members, because members have become more aware of this regulation since the last strike; and

WHEREAS strike benefits, as provided for under current conditions, do put several members in precarious financial position; and

WHEREAS strike benefits for one or two days (as is the case at present) would not be paid to members, a situation that would be a total loss for them and would consequently place them in a yet more precarious financial position; and

WHEREAS the payment of strike benefits for one (1) or two (2) days rather than three (3) minimum could be advantageous to PSAC; and

WHEREAS several of our members in a strike situation are women who support single-parent households:

BE IT RESOLVED THAT paragraph 1 (a) of Regulation 6, Emergency Fund, be amended as follows:

The qualifying period for benefits **takes effect the first day of the strike** ~~is two days which need not be consecutive providing that the strike action is part of the same dispute.~~ **Using the attendance lists provided by the branches and**

locals, ~~Beginning on the third day~~ strike pay will be paid to each member participating in the strike: \$50 for each day to a maximum of \$250 per calendar week for the authorized duration of the strike in accordance with the PSAC Strike Procedure.

06/NEG42 Regulation 6 – Strategic Strike

WHEREAS to receive strategic strike pay, a maximum of 10% of the bargaining unit can go out on strike; and

WHEREAS this is not effective for smaller locals:

BE IT RESOLVED THAT PSAC add a clause to Regulation 6 for smaller separate employer Locals to allow for up to 25% of the unit to go out on strategic strike.

06/NEG43 Bargaining Demand Exchange

WHEREAS the collective bargaining process for some units is extremely lengthy; and

WHEREAS the members would like to see a new collective agreement concluded prior to the expiration of the old collective agreement:

BE IT RESOLVED THAT the PSAC be prepared to exchange bargaining demands with the employer on the first day allowable under the applicable legislation; and

BE IT FURTHER RESOLVED THAT the PSAC do everything in its power to commence face-to-face negotiations with the employer on the first day allowable under the applicable legislation.

06/NEG44 Communications During Strikes

WHEREAS daily information being distributed to the members during the strike of 2004 was often late or non-existent; and

WHEREAS an educated membership on the strike line makes a stronger front and boosts morale; and

WHEREAS information on the PSAC website was limited on strike days; and

WHEREAS management had more current and timely information before the membership:

BE IT RESOLVED THAT PSAC provide more detailed and timely information to the membership outlining all strike activities for that particular day; and

BE IT FURTHER RESOLVED THAT PSAC provide this information in the form of bulletins for daily distribution to the membership on the line.

06/NEG48 **SC Bargaining Table**

WHEREAS Ships Officers (SO) have their own bargaining table and Ships Crew members (SC) are feeling discriminated against in regards to negotiations for Officers (SO); and

WHEREAS Ships Crew members feel alienated from Table 2 since they have nothing in common with the other groups of this table:

BE IT RESOLVED THAT PSAC applies for Ships Crew members (SC) to be given their own bargaining table.

06/NEG54 **Term Employees – CFIA**

WHEREAS the Treasury Board's Term Employment Policy states that where an employee has been employed by the same department or agency for a cumulative period of three (3) years, the department/agency must appoint the employee indeterminately at his/her substantive position; and

WHEREAS Agriculture and Agri-Food Canada has a two-year term rollover policy; and

WHEREAS the CFIA declares itself to be the employer of choice; and

WHEREAS the CFIA continues to lack an automatic term rollover policy:

BE IT RESOLVED THAT the PSAC continue to fight the CFIA for an automatic term roll over for CFIA employees, similar to that of Treasury Board and Agriculture and Agri-Food Canada.

06/NEG58 **Term Employees – Three-Year Period**

WHEREAS following negotiations in 2001, term employees can gain permanent status after working three consecutive years without interruption; and

WHEREAS some departments or agencies can resort to doubtful justifications to dismiss employees before the three-year period is up; and

WHEREAS the only recourse open to members under this policy is an official

complaint, in which case only Treasury Board (TB) can make a decision following a review; and

WHEREAS in most cases, TB supports the decisions made by departments or agencies:

BE IT RESOLVED THAT PSAC exert pressure to amend the term policy to include a provision whereby a review of disputed cases be done jointly by PSAC and TB or a third party.

06/NEG60

Pay Equity

BE IT RESOLVED THAT PSAC (bargaining agent) make every effort to maintain pay equity among the groups it represents during collective bargaining (wage demands) regarding their respective employers.

06/NEG61A

Regional Rates of Pay

BE IT RESOLVED THAT the elimination of the regional rates of pay must become a PSAC priority; and

BE IT FURTHER RESOLVED THAT the PSAC establish a National Steering Committee with a mandate of elimination of regional rates of pay; and

BE IT FURTHER RESOLVED THAT this Committee be comprised of members that currently fall under regional rates of pay that is reflective of Components representing these members; and

BE IT FURTHER RESOLVED THAT this National Steering Committee carries out a mandate to develop a national strategy for eradication of the regional rates of pay that includes researching options and liaising the needs of grassroots members to the Alliance Executive Committee and the PSAC National Board of Directors; and

BE IT FURTHER RESOLVED THAT the National President and the Alliance Executive Committee provide encouragement to the negotiating teams in the next round of negotiations that regional rates of pay are eliminated; and

BE IT FURTHER RESOLVED THAT PSAC immediately undertake a review to determine what legal options are available and that these options be presented to the membership no later than six (6) months following convention; and

BE IT FURTHER RESOLVED THAT the PSAC initiate a grievance campaign for Table 2 members to grieve the discriminatory practice of Regional Rates of Pay; and

BE IT FURTHER RESOLVED THAT the PSAC immediately initiate a political action campaign to lobby the federal government to stop their discriminatory practice of regional rates of pay.

06/NEG69 **Pay Equity – Gender Neutral Pensions**

WHEREAS women have lower incomes than men do; and

WHEREAS the wage gap in Canada is about 70% during employment but women with pensions receive about 50% of the amount that men receive:

BE IT RESOLVED THAT pension inequality resulting from the identified wage gap be recognized by the PSAC as an important factor in the fight for pay equity across the public service.

06/NEG74 **Superannuation**

WHEREAS the Superannuation Directive is an Act of Parliament; and

WHEREAS employees currently contribute 4% on salary up to the maximum covered by CPP/QPP and 7.5% on salary above the maximum covered by CPP/QPP; and

WHEREAS a referendum was held in 1967 where employees decided not to deduct an extra 4.5% to cover the cost of not having CPP/QPP deducted from their pension payments; and

WHEREAS very few employees from that date are still employed with Treasury Board:

BE IT RESOLVED THAT PSAC investigate holding a new referendum on the decision to deduct the additional 4.5% to be applied to pension payable upon retirement.

06/NEG81 **Travel Directive**

WHEREAS the employer's travel directive in regards to dependent care does not allow reimbursement for child care for employees with spouses or partners who work shift work or who are out of town working; and

WHEREAS this travel directive discriminates against these members by violating their human rights by treating them differently than a sole care giver or two federal employees resulting in excluding them from dependent care; and

WHEREAS a member may have to decline training and possible advancement

because of the lack of dependent care:

BE IT RESOLVED THAT the PSAC pressure the employer into changing the travel directive on dependent care to include situations where the spouse or partner is not available to provide child care; and

BE IT FURTHER RESOLVED THAT the PSAC enter into dialogue with the employer within 60 days of the passing of the resolution at PSAC Convention.

06/NEG86 **Interest on Back Pay**

WHEREAS there is a long period of time between the settlement of our agreement and the receipt of our back pay:

BE IT RESOLVED THAT the PSAC adopt a policy that all back pay be accompanied with interest at the rate anticipated at the time of issue at the rate of the cost of living.

06/NEG87 **PSAC Event – LWOP**

WHEREAS militants must take unpaid leave, whether scheduled or not, to participate in union activities and functions; and

WHEREAS this creates a financial bind that can stop them from participating:

BE IT RESOLVED THAT PSAC ensure that members continue to receive their pay cheque and that employers directly invoice PSAC for scheduled or unscheduled union-related leave.

06/NEG88 **Collective Bargaining – Seniority**

WHEREAS our employer does not recognize seniority; and

WHEREAS the recognition of seniority is of increasing concern to our members as it relates to advancement; and

WHEREAS the principle of recognizing experienced employees is one of the Canadian values that must be respected and asserted by all Canadian unions; and

WHEREAS the passage of Bill C-25 will have an adverse effect on the merit principle in staffing:

BE IT RESOLVED THAT PSAC will do everything in its power to promote and make demands on employers to adopt actual measures to recognize seniority

in staffing, e.g. competitions, reverse order of merit, etc.

06/NEG89 Maternity and Paternity Leave

WHEREAS the federal public service now includes various types of employers: Treasury Board, Commissions and Agencies; and

WHEREAS all federal public service employers have provisions for maternity and paternity leave through collective agreements; and

WHEREAS all federal public service employers are funded through a singular Treasury Board fund for maternity and paternity leave costs; and

WHEREAS the *Employment Equity Act*, and the *Canadian Human Rights Act* applies to all federal public service employers to prevent systemic discrimination, career barriers and on the basis of family status; and

WHEREAS exercising maternity or paternity benefit requires return to work to a substantive position with the employer by our members; and

WHEREAS on return, or during the contractual return to work from maternity or paternity leave, some members have opportunity to work for other federal public service employers at position levels as transfer or above their substantive levels through appointment, competition or other staffing processes, that may represent a career advancement, but is currently restricted due to employer contractual requirements to complete return to work service with their “pre-leave” employer:

BE IT RESOLVED THAT the PSAC immediately demand the implementation of retroactivity, reciprocal agreements between all federal public service employers for the transfer of all contractual maternity or paternity leave agreements to any employer within the federal public service.

06/NEG96 Employment Insurance Fund

WHEREAS the Employment Insurance Fund (EI) has managed to create a surplus by denying laid-off workers the benefits they deserve:

BE IT RESOLVED THAT PSAC demand that the federal government increase EI benefit payments, extend the EI benefit period, and adopt a more reasonable approach to qualification for EI benefits.

06/NEG101A Group Benefits – Vision Care

BE IT RESOLVED THAT the coverage for eye ware should be increased to a

fixed amount of \$750; and 80% reimbursement for drugs; and

BE IT FURTHER RESOLVED THAT a pro-rated plan come into effect for claims that are more frequent than two years; and

BE IT FURTHER RESOLVED THAT an appeal mechanism be in place for full vision care coverage should the claim be backed up by for medical reasons as required.

06/NEG115 Group Benefits – Ergotherapy

WHEREAS our members are increasingly being prescribed ergotherapy and remedial education treatments; and

WHEREAS these treatments are not covered by Sun Life:

BE IT RESOLVED THAT PSAC take the steps required for getting these ergotherapy and remedial education treatments covered and reimbursed by the Public Service Health Care.

06/NEG116 PSHCP – PSAC/NJC Negotiations

WHEREAS the current healthcare programs are not sufficient to meet the needs of our members with disabilities; and

WHEREAS the timelines established for replacement of equipment is not reflective of the useful life of the equipment:

BE IT RESOLVED THAT PSAC negotiate improvements to our healthcare benefits, e.g. hearing aids, prosthetics, T.T.Y., wheelchairs, etc.

06/NEG118 PSHCP Health Care Program

WHEREAS a visit to a psychologist can cost up to \$150 a visit; and

WHEREAS mental illness can require frequent visits to the psychologist; and

WHEREAS supplementary health claim benefits pay up to 80% of \$1,000 claims per calendar year is no longer adequate:

BE IT RESOLVED THAT the coverage for the services of a psychologist should be increased to \$5,000 a year.

06/NEG119 Public Service Health Care Plan

WHEREAS the public Service Health Care Plan (PSHCP) has not kept up with the rising cost of health care in Canada; and

WHEREAS members have the burden of paying for the cost difference of hospitalization such as a private room:

BE IT RESOLVED THAT the Public Service Health Care Plan (PSHCP) be looked at fully to make sure that it keeps up with the rising cost of health care.

06/NEG120 **Occupational Health and Safety Committees**

BE IT RESOLVED THAT the PSAC never use the cessation of OH&S activities as a bargaining tactic again.

2003

03/166 **LWOP for Union Business**

WHEREAS the members of a Local must take leave without pay to carry out union business or training; and

WHEREAS the union reimburses its members for lost wages; and

WHEREAS the members lose a pensionable day for each day taken as leave without pay for union business or training if they do not complete their ten (10) days during the month:

BE IT RESOLVED THAT the union enter into an agreement with the Treasury Board and Separate Employers so that the days taken by its members to carry out a union activity be paid by the employer and reimbursed by the bargaining agent and/or Component; and

BE IT FURTHER RESOLVED THAT the bargaining agent shall also remit to the employer a sum equal to the employer's contribution to superannuation, the Canada Pension Plan, Employment Insurance, Medical Insurance and any other benefit that the employees are entitled to from their work.

03/167 **LWOP**

WHEREAS at times there are numerous claims going in for various union activities by members:

BE IT RESOLVED THAT the National Office negotiate with the employer to bill the union for union leave without pay.

03/170

Public Transit

WHEREAS there is a program available to regular users of the OC Transpo transit system which enables them to acquire their monthly passes in their workplace. These passes are paid for via payroll deduction; and

WHEREAS this ease of purchase and payment could encourage more PSAC members to use this economical and ecologically preferred method of transport to and from work; and

WHEREAS those members currently using OC Transpo would accrue savings on their transportation costs:

BE IT RESOLVED THAT the PSAC pursue with Treasury Board and all Separate Employers, the adoption of subsidized transit pass programs and/or payroll deduction or similar transit pass programs in all areas where PSAC members have access to public transit systems.

03/171

Purchase of Uniforms

WHEREAS Public Works and Government Services Canada purchase large quantities of uniforms for its staff; and

WHEREAS there is no policy to purchase these uniforms from a unionized workshop manufacturer:

BE IT RESOLVED THAT lobbying be done to ensure that employers purchase uniforms from a unionized workshop manufacturer.

03/182

Casual and Term Employees – Membership Dues

WHEREAS casuals and terms under three (3) months enjoy similar wages as those of indeterminate employees; and

WHEREAS currently such employees pay no union dues; and

WHEREAS such wages were achieved through the efforts of union members:

BE IT RESOLVED THAT PSAC convince Treasury Board to include casual and term employees employed less than three (3) months under some form of dues payment.

03/183

Reduce Proportion of Determinate Jobs

WHEREAS the OAG and the Quail Committee on the Reform of Human Resources Management have condemned in the media the excessive recourse in recent years to determine employment in the federal government; and

WHEREAS several departmental sectors such as Language Training Canada at the Public Service Commission compose disproportionately at the level of their indeterminate and determinate human resources; and

WHEREAS this imbalance undermines the quality of life in the workplace by placing more pressure on all employees and favouring unhealthy competition between employee classes:

BE IT RESOLVED THAT the PSAC shall pressure the employers for the commitment to limit per employment group the proportion of determinate employees in order to facilitate the creation of indeterminate jobs.

03/184

Medical/Dental Plan (Retirees)

WHEREAS extended medical and dental benefits are available to military personnel at retirement; and

WHEREAS our employees pay a monthly premium for medical coverage and no monthly premium for dental coverage while we are employed in the federal government; and

WHEREAS insurance premiums have to be paid in full by the members when they retire from the government:

BE IT RESOLVED THAT all medical and dental benefits be extended to all employees covered by the collective agreement at the time of and after their retirement, with no additional cost to them, other than what they paid when they were employed.

03/188

Remuneration Zoning

WHEREAS 90% of unionized employees of the Treasury Board of Canada receive, for the same classification, the same salary throughout Canada regardless of the region where they work; and

WHEREAS “blue-collar” employees of Treasury Board have had zoned remuneration imposed on them by the back-to-work acts successively since 1989; and

WHEREAS the employer of the “blue-collars” (of the public service of Canada) has abused of its ubiquity (Employer and Legislator) and its legislative power to impose the remuneration zoning of “blue-collars” (of the public service of Canada); and

WHEREAS this zoning is a discriminatory measure against the public service blue collar workers, in that it targets manual labourers of the public service of Canada; and

WHEREAS our employer has indicated that he thought to extend the zoning to other groups with the implementation of the UCS:

BE IT RESOLVED THAT it shall be a priority for the PSAC to confront our employer with every means available to obtain the abolition of zones and obtain complete financial compensation for all the years of zoning imposed by legislative means.

03/190A

Contracting-Out

BE IT RESOLVED THAT the PSAC look at ways to minimize and/or have a say in controlling contracting-out by the employer; and

BE IT FURTHER RESOLVED THAT the PSAC undertake and implement this by whatever means necessary, including all legal avenues and other actions in order to protect members subjected to privatization and guarantee collective bargaining agreements.

03/195

Communications and Solidarity Actions During Strikes

WHEREAS consistency within a region is important to maintaining solidarity:

BE IT RESOLVED THAT PSAC improve its communications system within all regions, maintain daily communication during a strike and ensure that strike actions are reported to entrench members’ commitment to taking all the appropriate action necessary to winning a strike.

03/196

Bargaining Strategy

WHEREAS our employer can implement or change labour laws at will; and

WHEREAS past and present governments are very willing to implement laws that allow them to evade accepted bargaining processes; and

WHEREAS traditional strike methods are extremely expensive to implement and

carry out; and

WHEREAS traditional strike methods are seen by many to be of diminishing effectiveness:

BE IT RESOLVED THAT PSAC actively research and implement alternate methods of applying pressure to the employer as part of our bargaining strategy.

03/205 **Negotiations – Fishery Officers**

WHEREAS Fisheries Officers represented by the Environment Component, PSAC who are classified as PMs and GTs bargain at separate tables but have common issues:

BE IT RESOLVED THAT the PSAC work to ensure that all members who are Fishery Officers are represented at a common bargaining table.

03/219 **Collective Bargaining Team Members**

WHEREAS delegates to Regional Bargaining Committees (TB) are required to hold a union position; and

WHEREAS this is not applicable to bargaining team delegates from separate employers:

BE IT RESOLVED THAT the bargaining team delegates for separate employers be required to hold a union position.

03/229A **Public Service Health Care Plan**

BE IT RESOLVED THAT PSAC immediately pursue improvements to the Public Service Health Care Plan such as, and not limited to shorten the qualifying period and increasing the dollar coverage to purchase wheelchairs, crutches, braces, eye glasses, contact lens, digital hearing aids, and other hearing technology, hearing aid batteries, and other assistive devices; and

BE IT FURTHER RESOLVED THAT PSAC immediately take steps to obtain a card based direct payment service from the group insurer; and

BE IT FURTHER RESOLVED THAT PSAC review immediately the Public Service Health Care Plan in order to eliminate the deductible and the 20% client cost of prescription/medical devices and medical treatments, including those currently not available in Canada, and increase or eliminate yearly caps on treatments.

03/236

Drug Plan

WHEREAS the benefits under the current prescription/benefits drug plan are barely adequate; and

WHEREAS other drug plans have better coverage and benefits; and

WHEREAS the deductible is high and the total yearly benefits run out quickly:

BE IT RESOLVED THAT the PSAC negotiate with Sun Life or a competitor a better drug and benefit plan for its members.

03/242

Retirement

WHEREAS an employee must have 30 years of service and be 55 years of age to retire without penalty:

BE IT RESOLVED THAT employees who have reached the age of 50 years be able to retire without penalty, no matter the number of years of service.

03/254

Child Care

WHEREAS TB Travel Directive 7.7.1 provides child care assistance only to households where there is one parent; and

WHEREAS the policy discriminates against two-parent households; and

WHEREAS TB amended the policy for 2000 to include two-parent households where both parents were federally employed:

BE IT RESOLVED THAT PSAC demand that TB change the travel directive dependent care section to include all two-adult households.

03/256

Health and Safety Emergency Kits

WHEREAS health and safety is a union priority, and many members are required to use an automobile in the fulfillment of their work duties; and

WHEREAS the National Joint Council directive regarding Occupational Health and Safety, Section 2.05, defining required first aid kits does not address automobile emergency kits:

BE IT RESOLVED THAT the issue of emergency kits for automobiles be addressed at the next round of bargaining at the NJC table, within the context

of the National Joint Council directive on Occupational Health and Safety, Section 2.05.

03/259

Dental Health Plan

WHEREAS there have been no significant changes to the DHP since 1992; and

WHEREAS it is increasingly shown through research that dental health and physical health are closely related and that dental health is not ‘cosmetic’; and

WHEREAS the average cost of orthodontic work and dental work has increased significantly over the last decade:

BE IT RESOLVED THAT PSAC bargain changes to the collective agreements with respect to the DHP to raise the coverage of all treatment to at least 80% regardless of the treatment (orthodontic/fillings/crowns/etc.); and

BE IT FURTHER RESOLVED THAT under the DHP, the lifetime maximum for orthodontic work be raised to \$10,000 per family member to better reflect the present day cost of orthodontic work; and

BE IT FURTHER RESOLVED THAT dental coverage rates in the DHP be paid against the actual charges vice a recommended rate.

03/260

Dental Care Plan

WHEREAS the Dental Care Plan provides coverage for specific services and supplies that are not covered under a provincial health or dental care plan; and

WHEREAS the DCP covers only reasonable and customary dental treatment, necessary to prevent or correct dental disease or defect, provided the treatment is consistent with generally accepted dental practices:

BE IT RESOLVED THAT the PSAC negotiate that members of the Dental Care Plan be able to use a family member’s unused portion, should that family member seldom or never use the Plan; and

BE IT FURTHER RESOLVED THAT the PSAC negotiate initial percentage coverage in the DCP to at least 90% of the current year rate scale; and

BE IT FURTHER RESOLVED THAT the PSAC negotiate that the member be able to carry over unused amounts or a percentage of unused amounts from calendar year to calendar year.

03/261

Sun Life Disability Insurance

WHEREAS Sun Life has not honoured its commitment to administer fairly the Public Service Disability Plan; and

WHEREAS Sun Life continually delays the payment of claims and discriminates against the weakest of our membership at a time in their lives that they are most vulnerable by not providing even a minimum amount of service:

BE IT RESOLVED THAT the PSAC firmly denounce the services by Sun Life; and

BE IT FURTHER RESOLVED THAT the PSAC negotiate with the employer a new disability insurance plan which will include strict penalties for substandard and discriminatory service.

03/263

Sun Life Canada

WHEREAS we are insured by Sun Life of Canada; and

WHEREAS during a prolonged period of medical leave, an employee must cover a thirteen (13) week period before being covered by the insurance; and

WHEREAS an employee who cannot cover these thirteen (13) weeks must go on Employment Insurance before collecting Sun Life benefits:

BE IT RESOLVED THAT henceforth a two (2) week period be sufficient in order to collect Sun Life benefits at no additional cost to the employee.

03/266

PSAC Strike Fund

WHEREAS the federal government has legislated the PSAC negotiations with Treasury Board to follow the conciliation route; and

WHEREAS the strike pay at its present rate makes it extremely difficult for our members when on strike:

BE IT RESOLVED THAT for any future strategic strikes against all employers, the level of strike pay be maintained at 65% of gross salary.

03/267

National Hardship Fund – Transfer to Regional Councils

WHEREAS the National Hardship Fund is held at the national level with funds collected from all regions:

BE IT RESOLVED THAT funds collected for the purpose of Regulation 6B National Hardship Fund be allocated to the Regional Council for the region where the funds were collected; and

BE IT FURTHER RESOLVED THAT the funds be administered by a Regional Council Hardship Fund Committee in accordance with the purpose of the Fund.

03/270

Privatization Under Alternate Service Delivery Policies and Practices

WHEREAS the PSAC recognizes employers and service providers have a responsibility to build in concepts of equity in all policies, procedures and rules; and

WHEREAS inequities still exist for persons with disabilities in the federal public sector; and

WHEREAS the <for profit> private sector performs far worse in providing equity for persons with disabilities:

BE IT RESOLVED THAT the PSAC demand the employer to suspend all Alternate Service Delivery Initiatives that either flow from Treasury Board policies or any other federal public service policies based on the view this has an adverse impact on persons with disabilities; and

BE IT FURTHER RESOLVED THAT the PSAC undertake an adverse impact analysis of all Alternate Service Delivery Policies and Practices. In addition, PSAC ensure an employment systems review of these policies and procedures is undertaken and that it is done in accordance with consultation and collaboration provisions of the *Employment Equity Act*; and

BE IT FURTHER RESOLVED THAT the PSAC access the provisions of the *Canadian Human Rights Act* to determine a complaint of discrimination against Alternate Service Delivery Initiatives related to any/all discrimination indicated in the analysis. Further, that such a complaint be filed without delay. Also should this analysis suggest a charter complaint that this complaint be filed using the equity provisions of the Charter; and

BE IT FURTHER RESOLVED THAT the PSAC include a disability analysis in a campaign against the privatization of the federal public service.

03/272

Collective Bargaining Vision

BE IT RESOLVED THAT the PSAC remain committed to membership involvement and representation in their own negotiations; to an efficient,

effective process of collective bargaining that represents the interests of the members and the goals of the union; to build solidarity between bargaining units; to ensure that all bargaining units, regardless of size, are afforded the same opportunity to express their aspirations and goals through collective bargaining, while advancing the union's vision of social justice; and

BE IT FURTHER RESOLVED THAT the PSAC remain committed to the goal of ensuring that all its members achieve economic security through job security and proper wages, a balanced work and family life through flexible work arrangements, appropriate hours of work and adequate leave, and barrier-free workplaces that recognize religious, cultural, ethnic and racial diversity without discrimination and harassment, and which promote diversity through employment equity; and

BE IT FURTHER RESOLVED THAT this commitment as reflected through our history of:

- Pursuing issues relating to women's economic security beginning with paid maternity leave and recent improvements in the maternity/parental leave provisions;
- In negotiating protections against discrimination in the workplace and against harassment;
- Actively pushing for recognition of the rights of same-sex partners and in achieving paid leave for spousal union;
- Negotiating employer-funded joint training for the vast majority of our membership;
- Promoting the importance of achieving a work/family life balance through the negotiation of strong flex time provisions, leave for family-related responsibilities, and unpaid leave for the care of pre-school age children;
- By negotiating provisions for elder care;
- In achieving recognition for diversity in the workforce, by negotiating provisions recognizing the need to provide leave for religious holy days or culturally significant days;
- By negotiating groundbreaking employment equity provisions;
- Achieving limits on the use and abuse of term employees.

The Alliance must remain at the forefront of those seeking a world where people are properly served by technology and are not dominated by it and therefore controlled by its ownership. The Alliance must accept the challenge of reaching out globally to strengthen the bonds we share with all workers.

03/274

Plan of Action on Globalization

Objective:

To develop a bargaining vision that truly reflects our diverse membership.

Strategy:

Improve family-related and human rights provisions.

Actions:

- Seek input from, and actively involve equity group members in the development of the bargaining demands;
- Ensure equity representation on bargaining teams;
- Address child care barriers for women who wish to participate in the bargaining process;
- Ensure local and regional bargaining demands are effective;
- Undertake equity analyses of our collective agreements;
- Negotiate workplace child care centres and child care funds;
- Negotiate 52-week top-up for maternity leave for ALL PSAC members;
- Negotiate preventative reassignment provisions for pregnant/nursing women;
- Expand the elder care provisions and ensure the family care provisions are inclusive;
- Negotiate provisions that enhance and maintain human rights;
- Negotiate an international solidarity fund;
- Allocate appropriate human and financial resources to allow the union to conduct and follow-up on all of the above;
- Negotiate union developed and delivered training paid for by the employer;
- Negotiate union leave provisions on all collective agreements; and
- Negotiate provisions that maintain, protect and enhance the workplace rights of part-time workers, shift workers, term employees, and other vulnerable workers, the majority of whom are women and members of other equity groups.

03/ER1

Bill C-25

WHEREAS for a long time, the PSAC has been fighting for public sector labour relations legislation, similar to the *Canada Labour Code*, that expressly recognizes and fosters the right of federal public sector workers to an effective collective voice on all workplace issues; and

WHEREAS the federal government, through Bill C-25, continues to exclude the PSAC from effectively representing its members on key workplace issues such as classification, staffing and pension-related issues; and

WHEREAS Bill C-25 silences or weakens the voice of public sector workers by making their ability to exercise the right to strike more difficult, by dismantling the merit principle and undermining accountability within the public service, and by making recourse against appointments and deployments almost impossible; and

WHEREAS Bill C-25 places a chill on union activism, participation and representation activities; and

WHEREAS Bill C-25 fails to establish any statutory protections for public sector workers who seek to expose wrongdoing in the workplace, and goes so far as to block their access to the courts; and

WHEREAS the PSAC has put forth a comprehensive position to Parliament documenting why Bill C-25 is unacceptable in its current form:

BE IT RESOLVED THAT the PSAC strongly pressure the federal government to amend Bill C-25 to recognize, and ensure, that public sector workers are able to associate and participate in free collective bargaining in a manner consistent with the rights enjoyed by workers covered by the *Canada Labour Code*; and

BE IT FURTHER RESOLVED THAT the PSAC, its elected officers and members, oppose the offensive provisions of Bill C-25 through:

- 1) an organized letter-writing/fax/e-mail campaign to Members of Parliament voicing PSAC members' concerns (a template appears on the PSAC website);
- 2) a concerted lobby of Members of Parliament by elected officers and members to seek support for the necessary amendments to the Bill;
- 3) the continued publication of information for members related to Bill C-25 on the PSAC web site and in print;
- 4) the development of and the active participation by all members in PSAC organized events related to Bill C-25;
- 5) ongoing cooperation and collaboration with other unions who stand with the PSAC in opposition to Bill C-25; and
- 6) legal and other challenges of the excesses of Bill C-25, if passed into law.

03/A9

No Deduction of CPP/QPP Benefits from Superannuation

WHEREAS under the current *Public Service Superannuation Act* (PSSA) that governs the current plan, at age 65 plan benefits are calculated by deducting CPP/QPP contributions received; and

WHEREAS this formula makes CPP/QPP contributions worthless as they are deducted from the superannuation benefit at age 65:

BE IT RESOLVED that the BC Region of the PSAC forward our concerns

regarding the Public Service Superannuation Plan (PSSA) with respect to the deductions of CPP/QPP benefits Public Service Superannuation benefits to the PSAC and Treasury Board; and

BE IT FURTHER RESOLVED the BC Region of the PSAC be on record as opposing the deduction of CPP/QPP benefits from the Public Service Superannuation Benefits; and

BE IT FURTHER RESOLVED that the BC Region of the PSAC forward a similar motion as this motion to the next PSAC Triennial Convention for their approval.

03/A12

Waving Pension Reductions at Age 50

WHEREAS the Alliance believes in bargaining in good faith and keeping with the current employment/market trends; and

WHEREAS GM workers negotiated waving of pension reduction at 50, in their last settlement for its members; and

WHEREAS Toronto firefighters have a provision to wave pension reductions at age 50; and

WHEREAS a STAR newspaper article about the GM settled sited Chrétien commenting that he thought it was a “good policy”; and

WHEREAS some collective agreements with PSAC have similar provisions to wave pension reductions at age 50; and

WHEREAS when we had the mass lay-offs just a few years ago if an employee chose the ERI the reduction was waived; and

WHEREAS some members who have contributed the full 35 years into the pension plan say at 53 have to stay to 55 otherwise they will incur a 10% reduction in their pension plan:

BE IT RESOLVED THAT where collective bargaining on pension benefits is prohibited by law/regulation, that every effort be made to amend said law/regulation.

2000

00/Emergency

Resolution #2 Zone Pay System

WHEREAS 90% of the unionized employees working for the Treasury Board of Canada in any given job classification receive the same salary regardless of the region in which they work; and

WHEREAS the “blue collar” workers employed by the Treasury Board of Canada have been subjected to a zone pay system as a result of back-to-work legislation since 1989; and

WHEREAS the employer of said “blue collar” workers has taken undue advantage of its double role (employer and legislator) and of its power to legislate in such a manner as to impose a “zone pay” system for “blue collar” workers in Canada’s public service; and

WHEREAS the “zone pay” discriminates against said “blue collar” workers in that it is restricted to the manual workers of Canada’s public service; and

WHEREAS our employer has indicated that it is considering extending the zone pay concept to other groups in connection with the implementation of the UCS:

BE IT RESOLVED THAT it be the priority of the PSAC to confront our employer by all means possible in order to abolish the zone pay system and obtain comprehensive financial compensation for all the years of zone pay imposed through back-to-work legislation.

00/129A Casual Staff

WHEREAS some agreements exist between Treasury Board and the Public Service Commission, departments and the Public Service Commission, and employers and the PSAC at various levels; and

WHEREAS the employer is relying more and more on casual staff to perform our work and rehiring more and more (125 days per year); and

WHEREAS the casual employees’ working conditions have influenced our union rights:

THEREFORE, BE IT RESOLVED THAT the PSAC monitor the application of all agreements on the hiring of casual staff and have those agreements complied with; and

BE IT FURTHER RESOLVED THAT the PSAC explore the legal aspects of the matter related to the use of casual staff and file a complaint with the PSSRB; and

BE IT FURTHER RESOLVED THAT PSAC work to change the PSE Act and

employers' policies to create permanent jobs; and

BE IT FURTHER RESOLVED THAT collective bargaining teams be urged to energetically bargain to eliminate "casual work" from the workplace.

00/130

Customs Officers' Bargaining Unit

WHEREAS the inclusion of uniformed Customs Inspectors in the bargaining unit of Table 1 has been an ongoing concern of our members for many years; and

WHEREAS Customs Inspectors perform enforcement functions on a shift work basis, often in isolated locations; and

WHEREAS the advent of the CRRRA opens a door to renegotiating bargaining groups:

BE IT RESOLVED THAT PSAC pursue the establishment of a separate bargaining unit for Customs Officers.

00/131

Dispute Settlement Route

WHEREAS the federal government has removed our right for arbitration; and

WHEREAS the CX staff are virtually designated 100% by the employer during contract negotiations, thereby limiting our bargaining power:

BE IT RESOLVED THAT the PSAC adopt a course of action leading to the ability to choose binding arbitration for PSSRA units.

00/133A

Disability Insurance (Sun Life)

WHEREAS Sun Life has not honoured its commitment to fairly administer the public service Disability Insurance (DI) Plan; and

WHEREAS the membership continuously reports a lack of service, continuous denial of long term disability benefit entitlement, documented obstruction of claims, the necessity to provide costly and repeated medical documentation and incompetent and incomplete assessment of their medical claims for both short-term and long-term benefit entitlement:

BE IT RESOLVED THAT the PSAC in concert with other unions, meet as expediently as possible with the appropriate authority to either (a) find a solution or (b) negotiate another disability insurance plan which includes strict penalties for substandard and discriminatory service.

00/137

Employment Insurance Act

WHEREAS with the settlement of the recent collective agreement, a retroactive payment was made to union members. Some of the retroactive period affected women away on maternity leave. While on leave, they collected Employment Insurance. When requested, Employment Insurance Officials would not make a retroactive adjustment based on the change of income:

BE IT RESOLVED THAT the PSAC lobby the federal government to amend all legislation that prevents Employment Insurance Officials from making retroactive adjustments based on change of income following a contract settlement, and to allow taxation and insurability for the year in which it was earned.

00/138

Family Care Policy

WHEREAS the Treasury Board family care allowance policy is not at all consistent with employee needs:

BE IT RESOLVED THAT the PSAC bargain with all employers to revise their family care allowance policies to be, at a minimum, consistent with that of UTE, and that this bargaining begin immediately after the present resolution has been adopted at the 2000 PSAC Triennial Convention.

00/140

Occupational Groups

WHEREAS the occupational groupings for members has changed as published in the Canada Gazette on March 27, 1999; and

WHEREAS new occupational groupings are not based on work descriptions and were arbitrarily decided by the PSAC and Treasury Board without input from the members through UCS or otherwise; and

WHEREAS recommendations of a committee studying occupational groups within the science community for Treasury Board which would have impacted certain groups in the PSAC were ignored:

BE IT RESOLVED THAT when it is known that occupational groupings are being reviewed, it is the policy of the PSAC to inform the Components and provide affected members an opportunity for input regardless of whether there is a change in grouping and/or subsequent change in union affiliation.

00/141

Parks Canada Agency

WHEREAS the strength of a union is in its collectivity; and

WHEREAS united we stand, divided we fall; and

WHEREAS in most work sites, it is important that all groups be negotiating at the same time and at the same table to create solidarity:

BE IT RESOLVED THAT PSAC pursue one table for all Parks Canada members for bargaining with Parks Canada Agency.

00/142 **Parks Canada Agency**

WHEREAS Parks Canada Agency has yet to bargain its first collective agreements; and

WHEREAS the two-year job guarantee expires on April 1, 2001:

BE IT RESOLVED THAT PSAC make every effort to have the first collective agreements in place by April 1, 2001.

00/143 **Pay Equity – Separate Employers**

WHEREAS there are PSAC members in the pay equity affected groups who work for separate employers who are not bound by the Treasury Board Pay Equity Complaint; and

WHEREAS these members were employees of Treasury Board at the time the complaint was filed and had no say in the decision to move to separate employer status; and

WHEREAS this will result in extreme inequities between our members who work for Treasury Board and those who work for separate employers, some of whom work side by side at the same work site:

BE IT RESOLVED THAT the PSAC immediately bring pressure to bear on separate employers to abide by the agreement reached between Treasury Board and PSAC which was signed on October 30, 1999; and

BE IT FURTHER RESOLVED THAT the PSAC use all avenues available, including another pay equity complaint with the Canadian Human Rights Commission, to reach a successful end to this inequity.

00/144 **PSHCP**

WHEREAS members have seen an erosion of benefits under the National Joint Council consultation process, thereby reducing any salary increase we may

achieve:

BE IT RESOLVED THAT the PSAC call on all parties, to bring all health, drug and other benefits under the negotiation process of collective bargaining.

00/145

PSHCP

WHEREAS homeopathic care is not covered by the Public Service Health Care Plan:

BE IT RESOLVED THAT the PSAC ask all employers to include homeopathic care in refundable expenses under all plans negotiated by the PSAC.

00/146A

PSHCP

WHEREAS refractive eye surgery (radial kerotomy and laser surgery) are not covered by all Health Care Plans; and

WHEREAS optical surgery technology was developed whereby safe and successful eye laser surgery is performed; and

WHEREAS it would eliminate the need for eye glasses:

BE IT RESOLVED THAT the PSAC negotiate with all employers to include the expenses of all corrective surgery in refundable expenses under all Health Care Plans.

00/148

PSHCP

WHEREAS eye care is an important fact of life; and

WHEREAS eye sight correction devices are increasingly expensive:

BE IT RESOLVED THAT the Alliance bargain to raise the maximum of all Health Care Plans compensation for eye sight correction devices to at least \$400.

00/154A

PSSA

WHEREAS the current government has taken over the surpluses of the pension fund of federal public service; and

WHEREAS this policy is not tolerated in the private sector:

BE IT RESOLVED THAT the Public Service Alliance of Canada force Treasury

Board to reimburse the pension fund, with interest, the monies from the surplus of the pension fund of federal public service; and

BE IT FURTHER RESOLVED THAT emphasis be placed on challenging our employer to open the pension plan to negotiations so that a better plan can be negotiated.

00/158

PSSA – Death Benefit, Spouse

WHEREAS the definition of spouse in the *Income Tax Act* was ruled to be unconstitutional (Ontario Court of Appeal ruling, April 1998):

BE IT RESOLVED THAT the definition of spouse henceforth be defined to include same-sex couples; and

BE IT FURTHER RESOLVED THAT the PSAC continue to take action on the government to amend the pension death benefit plans until such time as the government has enacted Bill C-78, and it is proclaimed into law; and

BE IT FURTHER RESOLVED THAT PSAC take action to ensure the employer adheres to the law.

00/160

Simultaneous Translation

WHEREAS problems have existed in recent bargaining rounds with the availability of text in both official languages; and

WHEREAS the deliverance of any text has not been dutifully transcribed in both official languages; and

WHEREAS all persons do not have the language base or knowledge of both official languages:

BE IT RESOLVED THAT all bargaining teams stop the debate on their respective bargaining demands until the texts from their respective employer are received simultaneously with an adequate amount of copies in both official languages, if required by the bargaining team.

00/161

Staffing

WHEREAS the employer is changing the staffing process; and

WHEREAS the *Public Service Employment Act* is outdated and will be updated;

and

WHEREAS the union should be involved in the process on behalf of its members:

BE IT RESOLVED THAT staffing be included in all collective agreements so that staffing grievances can be filed.

00/165

Contracting-Out

WHEREAS the department of National Defence has clearly stated its intentions to contract out large portions of support services; and

WHEREAS Union of National Defence Employees' jobs are threatened; and

WHEREAS the reason for contracting-out is to cut jobs and not save money; and

WHEREAS the project is clearly against the public interest of all Canadians; and

WHEREAS the Union of National Defence Employees is mounting a vigorous campaign against this contracting-out effort; and

WHEREAS all UNDE members in attendance at the Triennial Convention have committed to working with the members in their Local, their communities and with politicians at all levels to stop the creation of WarMart at DND:

BE IT RESOLVED THAT the Public Service Alliance of Canada urge all its members to support workers in defending their jobs and their communities; and

BE IT FURTHER RESOLVED THAT PSAC continue its support to all the workers who are involved in fightback campaigns.

00/169A

CPP/QPP

WHEREAS the 1997 QPP/CPP reforms provide for a reduction in the disability pension at age 65 as follows:

- a) QPP: persons declared to be disabled after January 1, 1999 shall have their normal pension reduced, at age 65, by 0.5% per month for each month during which they were deemed to be disabled by the QPP between the ages of 60 and 65;
- b) CPP: persons declared to be disabled after January 1, 1998 shall have their pension converted, at age 65, to a retirement pension based on the annual allowable earnings under the CPP as of the date on which their disability

commenced; and

WHEREAS the discount factor (0.007) for the coordination of the QPP/CPP applied to public service workers when they reach the age of 65 is a maximum; and

WHEREAS persons who were declared to be disabled pursuant to the 1997 QPP/CPP reform incurred monetary losses; and

WHEREAS retirement due to disability is not taken willingly, but imposed:

BE IT RESOLVED THAT PSAC make appropriate recommendations for reinstating the normal pension at age 65 for persons declared to be disabled under the QPP/CPP, thereby reverting to the situation in effect prior to the 1997 reform; and

BE IT FURTHER RESOLVED THAT all losses of income under the QPP/CPP incurred since the reform be reimbursed to the persons declared to be disabled since said reform.

00/170

Legislation: Human Rights

WHEREAS every province and one territory have established human rights' legislation; and

WHEREAS the Government of the Northwest Territories and the Government of Nunavut do not yet recognize the need for human rights; and

WHEREAS the Government of the Northwest Territories and the Government of Nunavut continue to deny the human rights of our sisters and brothers employed by these two governments; and

WHEREAS a recent court decision has forced the Treasury Board to properly recognize human rights in equal pay for work of equal value; and

WHEREAS the court just ordered full and final settlement for our sisters and brothers that work or worked for the TreasuryBoard:

BE IT RESOLVED THAT the Alliance support and assist our sisters and brothers in the Northwest Territories and Nunavut in achieving their own human rights' legislation.

00/171

Return-to-Work Legislation

WHEREAS collective bargaining is the centre most important function of a union; and

WHEREAS the PSAC has once again had its hands tied during the bargaining processes during the last round with Treasury Board with the threat of legislation; and

WHEREAS the current strategy that the PSAC has to deal with is this threat has not worked:

BE IT RESOLVED THAT the PSAC approach the legislation situation by educating the membership in the position of refusing to obey the return-to-work legislation.

00/172

Human Rights Library

WHEREAS many Locals' Human Rights or Employment Equity Committees are very active in promoting employment equity or human rights; and

WHEREAS these Human Rights or Employment Equity Committees do not necessarily know about all of the resources available:

BE IT RESOLVED THAT the PSAC organize a Human Rights Library which would include informational material from Regional Offices and Components. This Resource Centre would include books, videos, etc.; and

BE IT FURTHER RESOLVED THAT this Library will be made available to all Locals, Employment Equity or Human Rights Committees to use for promotion of various activities; and

BE IT FURTHER RESOLVED THAT the PSAC will publish and distribute a current listing to each Local as well as keep the current listing on the PSAC's web site of what is available in the Library.

00/174

Pension Investments

WHEREAS workers contribute to their pension fund in order to provide a decent retirement income for all members; and

WHEREAS by law this money belongs to the workers; and

WHEREAS no discussion has taken place about investment in financial markets, within the union:

BE IT RESOLVED THAT PSAC call for a full debate of the PSAC membership concerning investment of pension funds in financial markets.

00/176

Picket Lines

WHEREAS the union policy of allowing managers to escort employees across picket lines has been in place for some time; and

WHEREAS this policy is not followed in other sectors, both public and private:

BE IT RESOLVED THAT the PSAC discontinue the practice of allowing managers to escort employees across picket lines other than essential services as defined by the union.

00/215

Scholarships

WHEREAS each year, the Public Service Alliance of Canada offers scholarships and bursaries to children of members in good standing; and

WHEREAS these scholarships and bursaries are offered to students entering first year university; and

WHEREAS university costs are prohibitive for students who are currently enrolled in university and obtaining degrees:

BE IT RESOLVED THAT PSAC offer some of the scholarships to students entering their first year university and offer some to students already enrolled in a university.

00/224

Policy Paper: Women and the Alliance

WHEREAS unused family-related leave days cannot be carried over to subsequent years; and

WHEREAS other leave such as sick leave, vacation leave are carried over:

BE IT RESOLVED THAT the PSAC Policy Paper – Women and the Alliance – reflect the change.

The amended portion of PSAC Policy 34 would read as follows:

A.3.2 Negotiating leave with pay for family-related responsibilities of twenty-five working days per year with no limitations on the number of consecutive days. Unused family-related leave days would be carried over to subsequent fiscal years. This increased entitlement to paid leave recognizes that members have the right to work in environments that are “family friendly”, encourages sharing of family-related responsibilities, enables members to also assist with elder care.

00/225

Policy Paper: Women and the Alliance

WHEREAS Article 1 of our Collective Agreement talks about a mutually beneficial and harmonious relationship; and

WHEREAS union activists have “double/triple” days; and

WHEREAS our members are not willing to attend union meetings:

BE IT RESOLVED THAT the Women and the Alliance: From the Margins to the Mainstream Policy Paper be amended to reflect the following demand: that the Public Service Alliance of Canada negotiate a minimum of three hours paid union leave per month from the employers; and

BE IT FURTHER RESOLVED THAT this leave be used for meetings with our members to discuss current issues as well as for union conferences and union courses.

1997

97/149

Bargaining Agent

BE IT RESOLVED THAT the Alliance send a clear message to the employer that PSAC is the sole bargaining agent for PSAC members; and

BE IT FURTHER RESOLVED THAT the Alliance give the employer clear direction that any meetings relating to career development, classification and any issue covered in the collective agreement must not be conducted without sanctioned union representation.

97/159A

Closed Union Shops

BE IT RESOLVED THAT the Public Service Alliance of Canada pressure all employers with PSAC members to make their worksites closed union shops; and

BE IT FURTHER RESOLVED THAT until closed union shops are achieved the PSAC seek amendments to all relevant legislation in order that the union is able to sign up temporary employees on their first day of employment and require that union dues be paid from the first day of employment.

97/160

Collective Bargaining Booklet

BE IT RESOLVED THAT the PSAC pressure Treasury Board to provide Alliance members with a new complete and concise Collective Agreement after each and every round of negotiations for each respective group.

97/167

Employment Act – Determinate Employees

BE IT RESOLVED THAT all time employed, including the period of time suspended by legislation be counted (retroactively) for the calculation of time towards permanent status.

97/168

Employment Act – Determinate Employees

BE IT RESOLVED THAT the time within which term employees gain permanent employee status be reduced from five years to two years.

97/169

Direct Bill – Pay Benefits

BE IT RESOLVED THAT the PSAC negotiate the following with the employer:

If any member is on leave without pay for union business, their pay will not be interrupted but instead the employer will directly bill the PSAC or the Component for the loss incurred.

97/186

Negotiations – Provincial or Territorial Governments

BE IT RESOLVED THAT Alliance members who work in one province or territory and live in another, or any Alliance member who is affected by any type of negotiation undertaken with a territorial, provincial, or federal government on any sort of structural reorganization, be kept informed as to the status of any discussions or negotiations undertaken, either through the PSAC Regional Office, through a National Director for any region, or through a Regional Vice-President for a region, or through the Alliance Centre, irrespective as to whether the Local to which these members belong, are affiliated to any particular Area Council, Regional Council, Component or not.

1994

94/243

Canadian Constitution

WHEREAS the Canadian Constitution is lacking a Bill of Rights for Labour:

BE IT RESOLVED THAT the PSAC through the Canadian Labour Congress initiate a campaign to amend the Canadian Constitution to compose a Bill of Rights for Labour which would include the following points:

1. The right to a job
2. The right to join a union
3. The unrestricted right to strike and picket
4. The right to organize
5. The right to a safe working environment
6. The right to free collective bargaining on all matters affecting their wages, security and working conditions
7. The right to political expression and support.

GENERAL

2018

18/GEN-001 PSAC Policy Statement on Phoenix Pay System

That Convention adopts the PSAC Policy Statement on Phoenix Pay System, as amended, which now reads as follows:

The Phoenix pay system is a national disgrace. The employer is not treating federal public service workers with dignity or respect. Members have lived through this nightmare for too long. The government isn't paying workers accurately and on time; they add insult to injury by making it too difficult to rectify pay problems that they are responsible for creating.

Dealing with Phoenix has been frustrating and stressful for all members. Phoenix has created many issues which have been aggravating the mental health and well-being of members. It is unacceptable that some members are missing mortgage payments, going into debt and having their credit ratings destroyed because the Government of Canada can't find a way to pay its employees.

It is shameful that after two years of ongoing systematic problems, members still need to worry about the government's pay system not being able to process clearly defined entitlements in collective agreements. Members shouldn't be afraid to take leave, take an acting position or choose to retire because they fear that Phoenix won't process it properly. New parents on parental leave shouldn't have to worry about having enough money to enjoy the first months of their baby's life. Members dealing with illness and disability shouldn't need to worry about getting the benefits that they are owed.

Compensation workers are doing everything they can, under enormous stress, to help public service workers get paid accurately. Also, they are frustrated when they can't provide all the help that is needed.

The union has demanded that more compensation workers be hired throughout the federal government to restore the one-on-one relationships that we used to have. Public service workers need a consistent point of contact with someone who has the resources to resolve pay issues quickly.

The disaster of the Phoenix pay system did not happen by accident. The former Conservative government eliminated over seven hundred experienced Compensation Advisor positions – people who knew how the complicated federal payroll system worked. The current Liberal government went ahead with Phoenix, despite the warnings of our union and others that it would result in the mess we are left with today.

Union activists and leaders at all levels have fought back. Together, we have fought for people with disabilities and new parents to get quicker access to their income. Together, we have stood with our members in Miramichi who work hard every day to pay federal public service workers under very difficult circumstances.

The union has fought every step of the way to force the employer to provide solutions. Together, we have:

- Forced the employer to establish a claims process to compensate members for out-of-pocket expenses related to their pay problems.
- Negotiated a retention allowance; improvements to overtime pay and leave provisions for Compensation Advisors.
- Mobilized through national, regional and local rallies, lobby sessions with MPs and direct actions to pressure the employer to address pay issues.
- Provided education sessions and training to members to help them address pay issues and get what they are owed.
- Employed an aggressive legal strategy to put pressure on the employer. This includes court action in the federal court; filing unfair labour practice complaints; filing policy grievances on behalf of members working in the Pay Centre in Miramichi; filing complaints on the failure to implement new collective agreements; and filing complaints on the failure to correctly forward members' dues.
- Demanded that contracted-out call centres be replaced with experienced public service workers who have access to the pay system and can provide members with accurate and helpful information on their pay problems.
- Resisted employer attempts to contract out compensation advisor work as a "solution" to Phoenix.

In the streets and in the courts, the union has fought to hold this government accountable for the injustices caused by Phoenix. We will not stop fighting until every single federal public service worker is paid what we are owed – and fully compensated for the damage done to our lives.

Together, we are demanding:

- Damages for the health, emotional and financial impacts of Phoenix.
- Employer-paid leave to compensate for the personal time used to resolve pay-related issues.
- More and permanent compensation workers – in departments, agencies and pay centres – who can help us get paid accurately and understand what we are owed.
- Fair treatment by the tax system for members who have been overpaid and are now being asked to repay more than they received.
- Reimbursement of sick leave taken due to Phoenix-related causes.
- An end to any bonuses for public sector executives until every worker is paid correctly every time.

- Clear, understandable pay stubs and a payroll reconciliation for all members paid through Phoenix once the backlog is cleared.
- A commitment by the federal government to provide adequate funds for emergency and priority payments to public service workers hit by Phoenix, as well as ongoing funding to support measures in place to get workers paid accurately.
- Consultation, as well as extensive and publicly reported testing of any future technological changes that have a potential impact on pay or benefits before these changes are implemented.
- A public inquiry to find out how the Phoenix pay system failed so completely, so that no worker ever suffers the same fate.
- **A new pay system be developed and implemented in consultation with bargaining agents that will replace the Phoenix pay system, which is broken and cannot be fixed.**

The Auditor General has stated that it may take several years to solve the problems of the Phoenix pay system. Our demands and actions will change and grow as long as we are not getting paid what we are owed.

The union is committed to escalating action to get fairness and respect for our members who have suffered the impact of the Phoenix pay system for too long. We will explore every legal avenue to hold this government accountable. We will take direct action to demonstrate our frustration and maintain the pressure on the federal government to act.

In the 2019 federal election, we will ensure that Members of Parliament are held accountable for the failures of Phoenix. We will take our message and our fight directly to Canadians.

Even though we can't count on a pay cheque every two weeks, we still go to work. We are dedicated to the safety, health and well-being of all people in Canada.

We deserve the pay – and the respect – that we have earned.

18/GEN-009A Precarious Work

WHEREAS atypical and/or precarious and casual work is on the rise across Canada; and

WHEREAS many employees have been in term positions for over three years; and

WHEREAS atypical and/or precarious jobs are part-time, temporary, seasonal, casual or contract, unstable, mostly poorly paid with erratic scheduling, sometimes with dangerous working conditions and few benefits; and

WHEREAS the negative impact of atypical and/or precarious employment includes poor mental health and decreased physical health related to stressful and strenuous working conditions, lack of benefits such as drug plans, increased poverty and low income, loss of skills and social statuses and family conflicts; and

WHEREAS health and safety risks are increased due to lack of training and experience, fear of losing a job or being deported, as well the pressure of holding multiple jobs for long hours:

BE IT RESOLVED THAT PSAC lobby provincial/territorial and federal governments to amend the applicable labour legislation to ensure that workers with atypical and/or precarious employment status enjoy the same legislative and social protections as other workers; and

BE IT FURTHER RESOLVED THAT PSAC collaborate to that end with its partners at the CLC, provincial/territorial federations of labour, other unions and community organizations; and

BE IT FURTHER RESOLVED THAT PSAC work alongside other labour unions to find ways to give a voice to precarious workers within union structures; and

BE IT FURTHER RESOLVED THAT PSAC advocate for fair and just working conditions for precarious workers in the public service and in DCLs; and other employers; and

BE IT FURTHER RESOLVED THAT PSAC advocate for the employer to stop abusing the use of repeated term positions when they should be staffing indeterminately.

18/GEN-021 Indigenous Awareness Training on Truth and Reconciliation

WHEREAS the genocide of Canada's Indigenous Peoples is acknowledged; and

WHEREAS the Truth and Reconciliation Commission's Call to Action #57 calls upon all levels of government to: "provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties and Aboriginal rights, Indigenous law and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights and anti-racism."; and

WHEREAS PSAC has many Indigenous members and is a strong ally; and

WHEREAS PSAC values meaningful reconciliation with Canada's Indigenous peoples; and

WHEREAS we need our union members to be informed leaders in our social

justice causes; and

WHEREAS we need our union leaders to lead our social justice causes:

BE IT RESOLVED THAT PSAC will develop, deliver and properly fund ongoing Indigenous awareness training to its members, leaders and the National Board of Directors on the Truth and Reconciliation Commission's Call to Action #57, with the first training to be presented in the 2019-2021 cycle.

18/GEN-023 **Islamophobia and Xenophobia**

WHEREAS islamophobia and xenophobia are real. The climate of hatred is increasing in our society today; and

WHEREAS islamophobia and xenophobia detract from the well-being of people in society today; and

WHEREAS we believe that people of all different colors, races, religions, creeds, beliefs and opinions can live together in peace:

BE IT RESOLVED THAT PSAC promotes awareness to all PSAC members as it relates to islamophobia and xenophobia.

18/GEN-039 **Support for IRIS**

WHEREAS the media are saturated with neoliberal discourse on the economy and debt management; and

WHEREAS the *Institut de recherche et d'informations socio-économiques* (IRIS) conducts scientific research to benefit workers and does not have sufficient resources to meet its goals:

BE IT RESOLVED THAT PSAC promotes research on progressive tax measures by financially supporting IRIS and urging its affiliates to do the same.

18/GEN-043 **Addressing the Source of Economic Inequality**

WHEREAS inattention to economic equality leads to populist politics with all the unfortunate consequences; and

WHEREAS structural inequality is created by laws and policies that protect the income of privileged groups; and

WHEREAS when the laws protect privileged groups, fighting inflation by reducing employment is asking the most impoverished workers to make the sacrifice; and

WHEREAS as Keynes illustrated, government debt is non-inflationary when demand is lacking because privileged groups are not re-investing in productive assets; and

WHEREAS trade agreements that ignore the protection and mobility of workers transfer wealth to the already wealthy:

BE IT RESOLVED THAT PSAC works with community groups, district labour councils and the Canadian Labour Congress to reduce economic inequality.

18/GEN-045 **Systemic Racism**

WHEREAS systemic racism is the social production of inequality based on race in the decisions to which people are subject and the manner in which they are treated; and

WHEREAS systemic racism is an obstacle to solidarity, mobilization and union strength; and

WHEREAS racial inequality is a result of the way that economic, cultural and political life is organized within a society; and

WHEREAS systemic racism is a form of violence that advances under cover, without a single or clearly distinguished guilty party, and that is detected mainly by its effects; and

WHEREAS systemic obstacles persist and prevent immigrants and visible minority members from accessing and maintaining employment or advancing in their careers; and

WHEREAS the unemployment rate for the immigrant population in Quebec is twice that of Canadian-born citizens, and 43% of immigrants are over-qualified for their employment, as compared with 29.7% of native-born Quebecers; and

WHEREAS a number of studies have been carried out on this subject in recent years:

BE IT RESOLVED THAT PSAC takes a public stand against any form of systemic racism; and

BE IT FURTHER RESOLVED THAT PSAC adopts a policy designed to eliminate systemic racism; and

BE IT FURTHER RESOLVED THAT PSAC, in conjunction with its Racially Visible Action Committee, launches a national information campaign on systemic racism and good ways of eliminating it.

18/GEN-051 **Family Day**

WHEREAS the collective agreements have a provision to be determined by the Government in Council in enacting in Parliament a 12th national statutory holiday; and

WHEREAS many provinces already have holidays in place encouraging and valuing a Family Day (Ontario: 3rd Monday in February; British Columbia: 2nd Monday in February); and

WHEREAS a lack of statutory holiday in the middle of the long winter season (New Year's Day, then approximately three months later – Good Friday/Easter Monday):

BE IT RESOLVED THAT the PSAC promotes the provision of a 12th national statutory holiday be enacted by the Government in Council; and

18/GEN-052 **Medical Practitioners Compliance with Health and Safety Requirements**

WHEREAS many employers are not complying with legislative instruments pertaining to health and safety of workers, such as the *Canada Labour Code*, Part II and its associated Regulations, and the *Workers Compensation Act* and its associated Regulations; and

WHEREAS some of the medical practitioners appear to be unaware of their responsibilities under the above-mentioned legislations, such as reporting requirements for occupational workplace injuries and illnesses; and

WHEREAS this may impact a worker's claim for compensation; and

WHEREAS medical certificates do not reflect the nature and cause of the injury:

BE IT RESOLVED THAT PSAC undertakes a campaign to sensitize the medical community to its respective roles and responsibilities under the health and safety legal instruments and exercise due diligence in their dealings with occupational accidents/ illnesses/occurrences.

18/GEN-054 **Anti-Scab Legislation**

WHEREAS the presence of scabs could lead to violent incidents; and

WHEREAS the right to strike is critical and could facilitate a return to the bargaining table; and

WHEREAS the presence of scabs undermines the power of unions when a strike

is called; and

WHEREAS Quebec has legislation to address this issue:

BE IT RESOLVED THAT PSAC continues to urge political parties to introduce anti-scab legislation similar to that which is in effect in Quebec; and

BE IT FURTHER RESOLVED THAT PSAC promotes this bill within its own structure, to other unions and to political parties in Parliament.

18/GEN-059 **Support for Bill S-215**

BECAUSE Bill S-215, an *Act to amend the Criminal Code (sentencing for violent offences against Indigenous women)* requires a court to consider the fact that when the victim of an assault or murder is an Indigenous female person, this constitutes an aggravating circumstance for the purpose of sentencing; and

BECAUSE Bill S-215 was passed by the Senate on December 15, 2016 and is now before The House; and

BECAUSE the purpose of Bill S-215 is a remedial response meant to rectify the over-victimization of Indigenous females thus interrupting the detrimental effects and addressing biases:

PSAC WILL provide members direction, training and resources to undertake coordinated national actions pressuring Members of Parliament to pass Bill S-215.

18/GEN-060 **Implementing Truth and Reconciliation Recommendations**

WHEREAS reconciliation between Aboriginal and non-Aboriginal Canadians is the responsibility of every Canadian; and

WHEREAS Aboriginal Peoples of Canada have seen numerous reports on Aboriginal Peoples of Canada and no avail has come of them; and

WHEREAS Aboriginal Peoples of Canada continue to face many barriers to becoming equal citizens of Canada due to colonization, cultural genocide, poverty, lack of education, residential schools, over populated prisons, and there are more Aboriginal children in care now than in residential schools' history; and

WHEREAS the 94 Truth and Reconciliation recommendations will help Aboriginal Peoples achieve their rightful place in Canadian society:

BE IT RESOLVED THAT PSAC continues to ensure, monitor and lobby the federal, provincial/territorial governments in implementing the 94 recommendations of the Truth and Reconciliation report; and

BE IT FURTHER RESOLVED THAT PSAC implements and leads any of the recommendations of the Truth and Reconciliation into the union, Components and affiliates.

18/GEN-061 **Canadian Constitution**

BECAUSE the Canadian Constitution recognizes Aboriginal and treaty rights but does not fully define those rights; and

BECAUSE the Assembly of First Nations is calling for talks to reopen the Constitution; in a release they stated that “it’s still a grey area whether it’s a full box of rights or an empty box of rights”; and

BECAUSE Minister Carolyn Bennett declared that the *United Nations Declaration on Rights of Indigenous Peoples* will be implemented in accordance with Section 35 of the *Canadian Constitution*:

THE PSAC WILL lobby the necessary political and public authority to give all Indigenous groups across Canada, including Inuit, a mechanism to define Aboriginal and treaty rights which will be protected in the Canadian Constitution; and

THE PSAC WILL lobby the federal government when referring to Aboriginal programs and core funding to ensure Inuit peoples are included as having the same rights as those considered Aboriginal of Canada.

18/GEN-062 **Lobbying the Government for Interest-Free Student Loans**

WHEREAS the PSAC recognizes that students are leaving post-secondary education inundated with high debt; and

WHEREAS the PSAC believes that having high debt early in life is a detriment to the worker as this limits its potential spending power; and

WHEREAS it is important to recognize that the economic pressures may result in people choosing not to start a family. Economic pressure should not be a deciding factor when considering a worker’s home life balance, wants and needs:

BE IT RESOLVED THAT the PSAC will lobby the federal and provincial governments to work on creating interest-free student loans.

18/ GEN-065 **Food Insecurity in Nunavut**

BECAUSE of the high percentage of food insecurity in Nunavut:

THE PSAC WILL commit to lobbying the necessary political and public authority to redesign the Nutrition North Canada Program so that it provides greater access to traditional food and affordable grocery foods that are available in a regulated grocery retail market in all communities across Nunavut, Yukon and NWT; and

THE PSAC WILL FURTHER commit to lobbying the federal government to finalize the National Food Strategy.

18/GEN-070 **Add LGBT Count to Census**

WHEREAS there has never been an official count of the LGBT+ community in Canada; and

WHEREAS the 2016 Long Form Census only includes one question related to same-sex common-law or married partners and does not take into account single LGBT+ people:

BE IT RESOLVED THAT the PSAC lobbies the federal government to include questions pertaining to how Canadians self-identify to provide statistics on the number of LGBT+ people living in Canada, regardless of their marital status.

18/GEN-072 **“Visible Minority” Terminology**

WHEREAS the term “visible minorities” has been deemed racist by the *United Nations Convention on the Elimination of All Forms of Racial Discrimination* since March 2007; and

WHEREAS the United Nations Human Rights Committee on the Elimination of Racial Discrimination (CERD) recommended that Canada ceases using this term in its report of March 2007; and

WHEREAS the Federal Government of Canada continues to use the term as defined in the Canadian *Employment Equity Act* as “persons, other than Aboriginal people, who are non-Caucasian in race or non-white in colour” as a census category that has been contrived for a particular public policy purpose:

BE IT RESOLVED THAT the PSAC, in support of all equity groups, lobby the federal government, through education and action campaigns, to discontinue the use of the term “visible minorities” and instead use the term “racially visible”.

18/GEN-075 **National Water Policy**

BECAUSE Canada does not have an enforceable water standard, many communities do not have access to safe drinking water and about 90 Canadians

die from water-borne diseases each year; and

BECAUSE water must be recognized in Canada as a human right to ensure all people living in Canada are legally entitled to safe, clean drinking water:

THE PSAC WILL lobby the federal government to establish a national water policy that recognizes the human right to water, establishes national enforceable drinking water standards, adequately fund infrastructure and stop projects that threaten our water; and

THE PSAC WILL educate its members on the importance of a national water policy.

18/GEN-076 **Missing Persons DNA Sample**

WHEREAS there are over 15,000 unidentified DNA samples obtained from crime scenes that may provide clues as to the fate of the 7,000 number of missing persons in Canada; and

WHEREAS the families of missing persons deserve to know the fate of their loved ones and DNA identification would be a critical tool toward reaching that knowledge; and

WHEREAS DNA Identification for missing persons will help law enforcement agencies determine the fate of missing persons; and

WHEREAS Bill C-43, *The Economic Action Plan 2014 Act No. 2* includes "Lindsey's Law", federal government legislation developed to assist the RCMP in creating a DNA database of future missing persons, received Royal Assent in December 2014; and

WHEREAS there has been no formal processes or budgetary commitments identified to address historical DNA samples collected prior to "Lindsey's Law" across Canada:

BE IT RESOLVED THAT the PSAC lobbies the federal government, to honour its commitment to the families of missing persons by expanding legislation to include historical DNA samples collected by RCMP and police death examiners in a Human Remains Index (HRI) under existing legislation; and to include historical DNA samples across Canada under existing legislation; and to develop formal processes that ensure the sharing of DNA databases of Missing Persons and Human Remains Indexes (HRIs) across all provincial and municipal police jurisdictions in Canada.

18/GEN-080 **Indigenous Peoples' Day**

WHEREAS the United Nations adopted the “United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)” in 2007; and

WHEREAS Canada endorsed the UNDRIP in November of 2010 and removed its permanent objector status in 2016; and

WHEREAS the United Nations Special Rapporteur Miguel Alfonso Martinez prepared and issued the United Nations’ Study on treaties’ agreements and other constructive arrangements between States and Indigenous Peoples wherein he denotes the use of the terminology that identifies Indigenous Peoples as "Native, Indian and others of a similar cast (including Aboriginal) utilized by the discoverers/colonizers and their descendants, to differentiate themselves – in a relationship of superiority/inferiority – from the original inhabitants of the new territories being added to the European crowns."; and

WHEREAS the Government of Canada has identified a day of observance called "National Aboriginal Day" recognized annually on June 21st:

BE IT RESOLVED THAT PSAC will call on the Government of Canada to recognize and honour the Indigenous Peoples in what is now Canada, through a national holiday - Indigenous Peoples’ Day – that would completely replace the current National Aboriginal Day observed annually on June 21st.

18/GEN-082 Jordan’s Principle

WHEREAS Jordan’s Principle is a child first principle in memory of Jordan River Anderson, a First Nations’ child with complex medical needs who died at age 5 in hospital while the provincial and federal governments battled over payment of his home care. It is intended to ensure that First Nations’ children do not experience delay, denial or disruption of services that are normally available to all children; and

WHEREAS in January 2016 the Canadian Human Rights’ Tribunal ordered the federal government to fully implement Jordan’s Principle by May 10, 2016 to ensure First Nations’ children can access government services on the same terms as other children:

BE IT RESOLVED THAT PSAC expresses full support of Jordan’s Principle by promoting Bear Witness days every year on May 10th to ensure we do not lose sight of the importance of First Nations’ children accessing government services on the same terms as other children.

18/GEN-083A P3s and Privatization Fight Back

WHEREAS the liberal government through its most recent Defence Review Policy has introduced ways and means that will lead to privatizing future federal public

service jobs; and

WHEREAS the liberal government is clearly continuing with a Conservative agenda to contract out public service jobs; and

WHEREAS PSAC members who work in the federal government dockyards CFB Esquimalt and CFB Halifax will be impacted through job loss as aging military ships are replaced:

BE IT RESOLVED THAT the PSAC fight the loss of federal, provincial and territorial public service jobs by launching a fightback campaign against current and future Private Public Partnerships (P3s) and privatization of federal public service jobs for all members.

18/GEN-089 **Harassment**

WHEREAS just under one in six student workers experience harassment in the university work environment; and

WHEREAS harassment is also widespread in other work environments, including the federal public service; and

WHEREAS this is an under-reported problem; and

WHEREAS a healthy and positive workplace must necessarily be free of harassment; and

WHEREAS a local campaign tailored to a specific workplace is more effective and less costly than a broad national campaign:

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

BE IT FURTHER RESOLVED THAT PSAC release financial, human and material resources for Locals, Area Councils, Regional Councils and Components that are planning initiatives to that effect; and

BE IT FURTHER RESOLVED THAT the level of funding for each project be determined by the NBoD, on the recommendation of the REVP for the region in which the request originates; and

BE IT FURTHER RESOLVED THAT total funding for such projects not exceed \$250,000 annually for the country as a whole. Any requests in excess of that level that are authorized must be justified at the following convention in the Finance Committee Report; and

BE IT FURTHER RESOLVED THAT PSAC lobby provincial governments and the

federal government to have the relevant labour legislation amended to expressly prohibit harassment, either sexual or psychological, at all workplaces; and

BE IT FURTHER RESOLVED THAT PSAC collaborate with partners at the CLC, provincial workers' federations, other labour organizations and community organizations to that end.

18/GEN-093 Research Grants

WHEREAS a society's future depends on the education of its future generations; and

WHEREAS knowledge is not a commodity and the production of knowledge must benefit the advancement of humanity as a whole; and

WHEREAS the way research is funded is intrinsically linked to its production; and

WHEREAS fundamental and applied research contributes to student education and to the advancement of any society that promotes it; and

WHEREAS thousands of PSAC members work in scientific research and other areas of knowledge; and

WHEREAS PSAC is a key player in defending knowledge workers in Canada; and

WHEREAS the Department of Innovation, Science and Economic Development Canada commissioned a large study on this subject and tabled its report (the Naylor Report) on April 10, 2017:

BE IT RESOLVED THAT PSAC publicly denounces the budget cuts at federal and provincial granting agencies; and

BE IT FURTHER RESOLVED THAT PSAC calls on the federal government and provincial governments to reinvest in federal and provincial granting agencies; and

BE IT FURTHER RESOLVED THAT PSAC insists on massive reinvestment in fundamental and applied research intended for non-commercial purposes; and

BE IT FURTHER RESOLVED THAT PSAC lobbies the federal government and provincial governments as well as the granting agencies to ensure that grants are better allocated to the different research groups and the different research projects; and

BE IT FURTHER RESOLVED THAT PSAC lobbies 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.

18/GEN-096 **Member Outreach**

WHEREAS unions in this country are under attack:

BE IT RESOLVED THAT PSAC aggressively addresses the attack on members in workplaces by challenging such policies as values and ethics, or duty to loyalty, that compromise Local activities including, but not limited to, plant-gating, speaking out to the media, and other promotions of union solidarity where Local volunteers are threatened and/or disciplined.

18/GEN-100 **Gender Inclusive Terms**

WHEREAS the gender neutrality movement suggests that policies, language and other social institutions should avoid distinguishing roles according to people's sex or gender, in order to avoid discrimination arising from the impression that there are social roles for which one gender is more suited than another; and

WHEREAS PSAC values inclusion of our membership especially those facing barriers to participate; and

WHEREAS saying brother(s) and sister(s) is not inclusive for all who identify outside the male/female binary; and

WHEREAS not all PSAC members identify with traditional binary of male and female or brother and sister:

BE IT RESOLVED THAT PSAC finds and implements alternatives, more inclusive terms such as friend(s), comrade(s) or delegate(s) in addition to sister(s) and brother(s) when addressing the entirety of the membership or delegation (in written and verbal communication) unless the member indicates his/her preference otherwise; and

BE IT FURTHER RESOLVED THAT PSAC educates the membership on the importance of inclusivity in greetings.

18/GEN-108 **Transgender Participation at RWCs**

WHEREAS transgender people face unique challenges; and

WHEREAS being LGBT inclusive means understanding and welcoming the Transgender Community:

BE IT RESOLVED THAT the PSAC will ensure that all members who self-identify as a woman are welcome at all Women's Committees.

18/GEN-124 Sex Workers

BECAUSE the PSAC works diligently to protect the health, safety and rights of women, marginalized and oppressed peoples, and all workers; and

BECAUSE Canada's asymmetrical criminalization of sex work targets the buyers of services, it pushes transactions and encounters into dangerous spaces; and

BECAUSE sex workers themselves advocate for decriminalization as the best means to protect their own health, safety and well-being; and

BECAUSE the PSAC developed a policy paper defending Canada's model of sex work criminalization titled *Prostitution is not Decent Work*:

THE PSAC WILL rescind its policy paper titled *Prostitution is not Decent Work* and the accompanying statement of principle on prostitution; and

THE PSAC WILL meaningfully and broadly consult sex workers and sex worker advocacy organizations to develop any future policy papers affecting sex workers.

18/GEN-143 Statement on Multiple Chemical Sensitivity

WHEREAS the PSAC has had a scent-free policy for many years; and

WHEREAS the PSAC references this policy ahead of all courses, conferences, conventions and meetings; and

WHEREAS on multiple occasions, members have needed to be reminded of this policy during PSAC events; and

WHEREAS there still appears to be misconceptions pertaining to multiple chemical sensitivity (MCS):

BE IT RESOLVED THAT PSAC composes a statement explaining what is Multiple Chemical Sensitivity (MCS) and its impact on those who suffer from it; and

BE IT FURTHER RESOLVED THAT this statement be read at PSAC events similarly to the anti-harassment statement; and

BE IT FURTHER RESOLVED THAT members who suffer from MCS and the relevant PSAC standing committees be consulted in the writing of this statement; and

BE IT FURTHER RESOLVED THAT PSAC implements this resolution no later than six months following its adoption.

18/GEN-146 Unpaid Internships

WHEREAS an internship is a period of practical studies required in a number of fields of training, at a university, college or secondary level; and

WHEREAS a number of companies create “internships” that are not related to a training program; and

WHEREAS the employers of these interns benefit from their work in every case; and

WHEREAS approximately 300,000 interns and trainees in Canada, most of whom are women, are not being paid for up to a 40-hour work week and must take on additional part-time work to make ends meet; and

WHEREAS interns and trainees work equally as hard as regular employees without receiving any remuneration; and

WHEREAS an education should not have to be obtained at the expense of a student’s quality of life; and

WHEREAS the Liberal government has announced that it intends to bring in legislation to this effect:

BE IT RESOLVED THAT PSAC lobbies provincial governments and the federal government to require that interns and trainees be paid; and

BE IT FURTHER RESOLVED THAT PSAC pays all of its interns and trainees; and

BE IT FURTHER RESOLVED THAT PSAC encourages its internal bodies and union partners at the CLC, provincial workers federations, other labour organizations and community organizations to ensure that all interns and trainees they hire are paid.

18/GEN-154 PSAC Resolutions of Record

WHEREAS at past UCTE/PSAC Conventions, resolutions were passed to protect bargaining unit positions; and

WHEREAS the number of casual, contract, and student positions are increasing dramatically and bargaining units within UCTE are being eroded; and

WHEREAS UCTE/PSAC must continue the fight to protect bargaining unit jobs; and

WHEREAS at the last PSAC Triennial Convention, resolutions were not dealt with because they were deemed to be “Resolutions of Record” and therefore a pre-determination was made that they did not need to go forward to the floor of PSAC Triennial Convention:

BE IT RESOLVED THAT “Resolutions of Record” be reviewed in their entirety for determination as to whether or not the actions called for have been taken, whether there is relevance/merit in having these resolutions go forward for debate prior to removing them by using the reference to “Resolutions of Record”; and

BE IT FURTHER RESOLVED THAT when a determination of “Resolution of Record” is made that there be a rationale that accompanies the decision that also advises of the actions taken to address the issues; whether the issue has been resolved; and/or what is the current status of actions.

18/GEN-164 **Supporting Locals**

WHEREAS it is almost impossible to have a clause requiring that employees become and remain members of a union (perfect union shop clause) included in new collective agreements; and

WHEREAS new units joining PSAC are composed of workers who come from a variety of backgrounds and who have a wide range of levels of union involvement; and

WHEREAS employers are becoming increasingly aggressive in their efforts to discredit unions and seek decertification (*Université Laval 2014, Polytechnique 2015, etc.*); and

WHEREAS the general climate of Canadian society has been difficult for unions since 1979, but in the past 15 years, in particular, with the election of conservative governments under various names (Quebec Liberal Party, Saskatchewan Party, etc.) at the provincial and federal levels; and

WHEREAS provincial legislation requires that unions have and maintain a minimum membership of 50% + 1 for each bargaining unit in order to continue existing; and

WHEREAS maintaining certifications is a huge task, particularly during the first few years following a new certification; and

WHEREAS PSAC, rather than its Locals, is certified to represent its members; and

WHEREAS members are members of PSAC rather than its Locals; and

WHEREAS responsibility for maintaining certifications must be shared between

the Locals and PSAC:

BE IT RESOLVED THAT PSAC endeavors to improve the transition between organizing and membership management by Locals.

2015

15/GEN-001 Workforce Survey

WHEREAS the main evaluation tool in the federal public service is based on the Public Service Employee Survey (PSES); and

WHEREAS this survey does not ask respondents if they wish to identify as equity seeking members and it is believed that PSES data on equity seeking members would help the union make links with any ongoing discrimination against equity group members such as bullying in the workplace; and

WHEREAS employment equity legislation addresses a need to provide protection and ensure an equitable and representative workforce, and provides protection for all minorities in society:

BE IT RESOLVED THAT PSAC lobby the federal government to include optional questions to identify equity-seeking groups in the next workforce survey.

15/GEN-012 GLBTQ as a Designated Group for Employment Equity – Official Count in Census

WHEREAS there has never been an official count of the GLBTQ community in Canada:

BE IT RESOLVED THAT the PSAC lobby the federal government to include questions pertaining to the GLBTQ community in the next census; and

BE IT FURTHER RESOLVED THAT the PSAC enlist the assistance of the Canadian Labour Congress and its federations in a lobby campaign; and

BE IT FURTHER RESOLVED THAT the PSAC support the inclusion of the GLBTQ community in the employment equity-designated groups as determined by the *Employment Equity Act*.

15/GEN-014 GLBTQ as a Designated Group for Employment Equity

WHEREAS the resolution for the PSAC to support the inclusion of the GLBTQ community in the employment equity-designated groups as determined by the *Employment Equity Act* has already been adopted at a previous PSAC Triennial Convention (12-GEN-032); and

WHEREAS sexual orientation has yet to be included as an equity group by the federal government of Canada:

BE IT RESOLVED THAT the PSAC lobby the federal government of Canada to amend the *Employment Equity Act*, Section 3 "designated groups", which currently reads: "designated groups" means women, aboriginal peoples, persons with disabilities and members of visible minorities to include LGBTTIQQ2S people as a fifth group.

15/GEN-016 Gender Identity

WHEREAS PSAC believes in non-discrimination for all equity groups covered under the *Canadian Human Rights Act*; and

WHEREAS PSAC believes in non-discrimination on the grounds of gender identity because it is included in the PSAC Constitution; and

WHEREAS PSAC is a leader in creating an inclusive work environment for our members; and

WHEREAS PSAC takes a leadership role in improving the working conditions of all workers (union and non-union) when it comes to discrimination, non-

discrimination and equity:

BE IT RESOLVED THAT PSAC lobby the federal Canadian government to add gender identity or expression to the *Canadian Human Rights Act*.

15/GEN-017 Gender Neutral Washrooms

WHEREAS washroom and changing facility access issues can be particularly acute for people in transition and of ambiguous gender:

BE IT RESOLVED THAT the PSAC encourage its Components and membership to initiate discussions with employers about creating “positive spaces” by implementing “gender neutral” washrooms and changing facilities where necessary.

15/GEN-018A Blood, Bone Marrow and Organ Donations

WHEREAS there is a need for blood, bone marrow and organ donations with long waiting lists for life saving transplants; and

WHEREAS all blood, bone marrow and organ donations are screened to ensure the health of recipients; and

WHEREAS everyone is susceptible to contracting HIV, hepatitis and other viruses; and

WHEREAS blood donations from any man who has had at least one sexual contact with another man in the previous five years is currently prohibited; and

WHEREAS singling out men who have sex with men as a high risk group is discriminatory; and

WHEREAS the focus should be on risky practices, not on sexual orientation, regardless of the sexual orientation of donors:

BE IT RESOLVED THAT the PSAC partner with affiliates and/or progressive organizations to pressure both the federal and Quebec governments (Health Canada and Héma-Québec) to amend the regulations and policies that prohibit men who have sex with men from donating blood and make it difficult for them to be bone marrow and organ donors; and

BE IT FURTHER RESOLVED THAT PSAC raise awareness about the prohibition on blood, bone marrow and organ donation from potential male donors who have had sexual relations with a man in the past five years.

15/GEN-027 Domestic Violence Awareness

WHEREAS domestic and workplace violence and abuse has made it more difficult for members who have experienced it to be successful in the workforce; and

WHEREAS with education, we as a union would be stronger and would be better able to assist our affected members to cope, move forward, and work towards succession in the workforce and no longer being held back by the effects of abuse; and

WHEREAS the continuation of violence and abuse has created barriers for many members; and

WHEREAS the union has always been a strong supporter of social issues and their popular education approach would have an impact on the lives and families of those affected:

BE IT RESOLVED THAT PSAC create a domestic violence awareness course for the education of members on the struggles of victims of domestic and/or workplace abuse and of approaches that can be taken to make a difference to the lives and families of members affected by such violent situations.

15/GEN-040A Child Care in Canada

BECAUSE the UN report card –The Child Care Transition (2008) ranked Canada last out of 24 economically-advanced countries in the area of early childhood education and care; and

BECAUSE the UN Convention to Eliminate All Forms of Discrimination against Women (1979) requires Canada to ensure access to affordable child care; and

BECAUSE Canada ratified the UN’s Convention on the Rights of the Child in 1989, holding itself accountable internationally for its progress in “setting standards in health care, education and social services”. Under the terms of this document, governments commit themselves to acting in “the best interests of the child” on the basis of human rights:

THE PSAC WILL continue to work with affiliates, allies and child care advocates to propose and develop a campaign to aggressively lobby the various levels of governments for a nationally-funded child care program to be implemented by unionized workers that is accessible, affordable and standardized across the country; and

THE PSAC WILL FURTHER dedicate \$10,000 per year for each region to promote the campaign in their workplace and community.

15/GEN-052 National Campaign for Inquiry into Missing and Murdered Aboriginal Women

WHEREAS there are currently 816 missing and murdered Aboriginal women in Canada; and

WHEREAS the United Nations Declaration on the Rights of Indigenous Peoples, to which Canada is a signatory, affirms a commitment to upholding the human rights of Indigenous People, Article 22 of the Declaration asserts the rights of Indigenous women to full protection against all forms of violence and discrimination; and

WHEREAS Statistics Canada data has shown that Aboriginal women are three times more likely to become the target of violence than non-Aboriginal women; and

WHEREAS a national inquiry into missing and murdered Aboriginal women could lead to recommendations for real changes in the relationship between Aboriginal Peoples and the Canadian state; and

WHEREAS a national inquiry would represent a vital starting point for Canada in upholding the rights of Aboriginal sisters; and

WHEREAS only a national public inquiry would have the scope and resources necessary to identify the root causes of this ongoing tragedy, provide justice for the victims and healing for the families:

BE IT RESOLVED THAT the Public Service Alliance of Canada, in addition to the current postcard campaign, produce and present a brief and conduct a direct lobby campaign that will call on the Government of Canada to commence a national public inquiry into missing and murdered Aboriginal women; and

BE IT FURTHER RESOLVED THAT the PSAC urge the Government of Canada to adopt a national action plan on violence against women; and

BE IT FURTHER RESOLVED THAT the PSAC strongly urge the Government of Canada to implement all recommendations from the national public inquiry.

15/GEN-053 National Campaign for Inquiry into Missing and Murdered Aboriginal Women

WHEREAS United Nations Human Rights investigators say Canada needs a National Inquiry into missing Aboriginal women; and

WHEREAS the new database lists 824 missing and murdered indigenous women in Canada; and

WHEREAS the Conservative government has again denied the launch of a National Inquiry into the missing and murdered Aboriginal women:

BE IT RESOLVED THAT the PSAC launch an awareness campaign in support of a national inquiry aimed at both members and the general public; and

BE IT FURTHER RESOLVED THAT the PSAC members stand in solidarity in the Women's Memorial March (February 14) in honour of the missing and murdered Aboriginal women and children; and

BE IT FURTHER RESOLVED THAT PSAC members stand in solidarity in the Sisters in Spirit Vigils (October 4) to honour the lives of the missing and murdered Aboriginal women and children.

15/GEN-076 **Asbestos Safety**

WHEREAS some workplaces are known to, or suspected to, contain asbestos in some building materials; and

WHEREAS asbestos is a known cause of mesothelioma, a form of cancer; and

WHEREAS there are strictly-prescribed asbestos abatement protocols for removing asbestos from federal workplaces; and

WHEREAS asbestos abatement specialists should have the knowledge and ability to safely remove asbestos; and

WHEREAS ensuring staff in federal workplaces are not exposed to unacceptable health risks is an employer responsibility; and

WHEREAS staff in federal workplaces are entitled to know when such procedures are occurring, and of any associated risks:

BE IT RESOLVED THAT the Public Service Alliance of Canada will lobby and encourage the government, as employer, to commit to the following:

1. To inform and educate all staff of any asbestos abatement work, and of any associated risks and concerns.
2. To ensure that asbestos abatement contractors work under a zero tolerance policy, regarding safe removal practices.
3. To ensure that these contractors are suitably sanctioned when violating protocols, and risking the health of employees, including immediate termination of contracts, exemption from future contracts, and up to and including legal recourses.

15/GEN-077 Health and Safety Enforcement

WHEREAS Regulations 19 and 20 of the Canada Occupational Health and Safety Regulations (COHSR) provide valuable protection to PSAC members; and

WHEREAS ergonomic and violence hazards are a major source of injury for PSAC members; and

WHEREAS the Regulations have been in force for 5 and 6 years respectively; and

WHEREAS many of the workplaces are still waiting for some or all of their provisions to be implemented:

BE IT RESOLVED THAT the PSAC conduct a study to determine which departments have not implemented the violence, ergonomic and hazard prevention requirements of Regulations 19 and 20 of the COSH Regulations; and

BE IT FURTHER RESOLVED THAT the PSAC publicize the results of the survey; and

BE IT FURTHER RESOLVED THAT the PSAC work with Components and Directly Chartered Locals, to develop strategies to improve the implementation of Regulations 19 and 20 of the COSH Regulations.

15/GEN-079 Automatic External Defibrillators

WHEREAS Automatic External Defibrillators (AEDs) have become a common life- saving device in many public buildings and workplaces; and

WHEREAS the media has reported on a number of incidents whereby access to AEDs has made the difference in life or death; and

WHEREAS AEDs are not difficult to operate, nor costly to purchase; and

WHEREAS in the 2013 Budget, the current government committed to having AEDs placed in every hockey rink in the country, clearly indicating their belief in the benefit of these units:

BE IT RESOLVED THAT the Public Service Alliance of Canada lobby and encourage the employer to immediately begin a program to supply AEDs to federal worksites, including field camps, light stations and all other remote locations.

15/GEN-080 Firefighters Presumptive Cancers

WHEREAS the incidence of certain cancers occurs at a much higher rate in the firefighters than the general public; and

WHEREAS the incidence of these cancers have been verified by scientific studies; and

WHEREAS provincial Workers' Compensation authorities have entrenched these presumptions in legislation; and

WHEREAS federal workers fall under provincial legislation for Workers' Compensation (GECA); and

WHEREAS federal firefighters have been unable to be included because of working in the legislation:

BE IT RESOLVED THAT PSAC, as the Bargaining Agent, lobby the appropriate federal government bodies to change the wording in the legislation to include federal firefighters in the Presumptive Cancer Coverage.

15/GEN-087 Union Education for Aboriginal Women

WHEREAS Aboriginal workers have unique expertise and cultural understanding; and Aboriginals, especially Aboriginal women, often have to navigate more barriers to attend education programs, conferences and conventions; and

WHEREAS education is a priority and assists in empowering Aboriginal workers seeking leadership in our union; and Aboriginal women told their union that their needs are unique as compared to the needs of their PSAC sisters:

BE IT RESOLVED THAT PSAC national establish and fund education courses (such as Idle No More) directed at Aboriginal workers and in particular women Aboriginal workers who aspire to leadership activism roles.

15/GEN-088 Anti-Oppression Training for PSAC National, Regional and Local Officers

WHEREAS PSAC is committed to a barrier-free and inclusive union movement; and

WHEREAS PSAC membership continues to diversify; and

WHEREAS Anti-Oppression training creates greater awareness, fosters positive spaces and strengthens analysis and communication among officers and the general membership:

BE IT RESOLVED THAT PSAC develop and integrate anti-oppression modules into existing Education for Local, Regional and National Officers.

15/GEN-089 **Stewards' Handbook Update**

WHEREAS PSAC members are getting older; and

WHEREAS PSAC members need to stay informed:

BE IT RESOLVED THAT PSAC revise the Stewards' Handbook to include information about medical retirements which is a possibility for members who have been on leave for disability and/or medical reasons for two continuous years.

15/GEN-090 **Lobbying Member Education – Speaking with Elected Officials**

WHEREAS political campaigns request that members speak to their Members of Parliament; and

WHEREAS there are many issues that our members need to have more in depth knowledge and confidence when speaking of these issues to MPs:

BE IT RESOLVED THAT the PSAC develop a course that helps PSAC members lobby and speak with confidence to their elected officials.

15/GEN-092A **Policy Paper on Water**

BECAUSE water can be viewed as Canada's most valuable natural resource, which is essential to the lives of all Canadians; and

BECAUSE the federal government has considerable jurisdiction over water and its uses in Canada, including Navigable Waters, Environmental Assessment, *Fisheries Act*, international waters and federal lands; and

BECAUSE the federal government's commitments to protect fresh water for all Canadians and to ensure a sustainable resource have declined markedly in the last two decades:

THE PSAC WILL adopt the Union of Environment Workers (UEW) and PSAC BC Region's policy paper on water.

PSAC Water Policy

The PSAC recognizes water as Canada's most valuable natural resource and

essential to our lives as Canadians.

The federal government has considerable jurisdiction over water and its uses in Canada including Navigable Waters, Environmental Assessment, *Fisheries Act*, International waters and federal lands. It used to be that we could look to the federal government to protect fresh water for all Canadians with the establishment of institutions such as: The Inland Waters Directorate, Canada Centre for Inland Waters, *Canada Water Act*, Great Lakes Water Quality Agreement and in 1987 the Federal Water Policy.

Unfortunately, this commitment towards ensuring a sustainable water resource for all Canadians has declined markedly in the past two decades. The Inland Water Directorate was disbanded in the 1990s and almost nothing from the Federal Water Policy was ever implemented.

In addition, the current federal government has for all intent and purposes done away with the *Navigable Waters Act*, *Environmental Assessment Act* and Section 35 of the *Fisheries Act*, and with the implementation of Bill C-45 we have gone from 2.5 million protected lakes and rivers in Canada to 159 lakes and rivers protected. Compounding this abrogation of responsibility by the federal government has been the hundreds of millions of dollar cuts to both Environment Canada and Fisheries and Oceans Canada.

“From groundwater protection on federal lands to enforcement of the *Fisheries Act*, these cuts will tie the hands of Environment Canada to protect the nation’s water heritage for future generations,” declared Randy Christensen, lawyer with Ecojustice. “Going Forward, our environment, our health and our prosperity will require that Canada manage water better and these cuts will cripple Canada’s ability to do that.”

A reinvigorated federal role in water sustainability begins with rebuilding and enhancing our country’s capacity to deal with our freshwater challenges. Federal inaction does not arise from a lack of mandate; it comes from a lack of political will.

The PSAC will support and promote:

- The UN Human Rights Council’s resolution that places certain responsibilities upon governments to ensure that people can enjoy “sufficient, safe, accessible and affordable water, without discrimination”.
- That water is a public good, not a commodity and as such will oppose any bulk water exports of Canadian water. The need for a ban is pressing due to the pressure to send water to serve drought prone areas of the United States.

- The exclusion of water from NAFTA, CETA, any current and all future trade agreements. Under NAFTA water is defined as a service and an investment. If a corporation is granted permission to export water anywhere in Canada, it becomes a tradable good under NAFTA, and other provinces will have to grant similar access to corporations seeking water export rights. Only a clear exclusion of water from NAFTA and other trade agreements will avert this threat.
- Including bottled water in the banning of bulk water exports from Canada. Water in 20 liter containers is not at the moment considered bulk water. The continuation of bottled water exports could set a precedent allowing for water to be treated as a commodity under NAFTA. The energy required to extract water from natural sources, manufacture water containers, bottle the water in a factory, transport the water by truck to ships before being loaded into more trucks producing enormous carbon emissions.
- The use of public tap water at all PSAC events and in our members' daily lives.
- The development of water conservation strategies that benefit the Canadian economy, communities and the environment.
- The establishment of national enforceable drinking water standards.
- The declaration of surface and ground water as a public trust. Under a public trust doctrine private water use would be subservient to the public interest. The public trust concept means water is a public resource owned by the people of Canada, with the government acting as a trustee responsible for taking care of the resource. The public trust doctrine is becoming increasingly common and established in modern water legislation and has been incorporated in the environmental legislation in the Yukon, Northwest Territories and Québec.
- The creation of a national public water infrastructure fund. Decades of cuts in infrastructure funding, coupled with the downloading of programs and services to municipal governments, have resulted in a "municipal infrastructure deficit" conservatively estimated at \$123 billion by the Federation of Canadian communities.

The PSAC will support and promote a strategy to address water pollution concerns including:

- Standards for industry and agribusiness, which would include the enforcing of strict laws against industrial dumping, use of pesticides and discharge of toxins into waterways.

- A slowdown of tar sands production and increased monitoring by federal agencies on water usage and water pollution. Toxins connected to the tar sands have been found as far downstream as the Athabasca delta, one of the largest fresh water deltas in the world.
- Removal of Schedule 2 from the *Fisheries Act*. Lakes that would normally be protected as fish habitat by the Fisheries act are now being redefined as “tailing impoundment areas” in a 2002 schedule added to the Metal Mining Effluent Regulations of the Act Under this schedule, healthy freshwater lakes lose all protection and become dump-sites for mining waste. Canada is the only industrialized country to allow this practice.
- National enforceable standards for sewage treatment. Canada has no national standards for municipal sewage treatment and wastewater effluent quality. As a result, 200 billion liters of raw sewage are flushed into our waterways every year.
- The restoration of historical funding levels to both Environment Canada and Fisheries and Oceans Canada investing in the country’s freshwater heritage – surely our greatest heritage – in a world running out of clean, accessible water.

15/GEN-099 Promotion of “Environmental Petitions Process”

WHEREAS the current federal Conservative government ignores science and scientific recommendations concerning the environment, promotes resource development while at the same time reducing environmental regulations:

BE IT RESOLVED THAT the “Environmental Petitions Process” be actively promoted and used by the PSAC when it comes to obtaining information and having the Auditor General review federal government actions or inactions concerning environmental issues.

15/GEN-100 Environmental Responsibility

WHEREAS our union promotes environmental responsibility and is striving to reduce waste by offering a choice of electronic version over printed materials; and

WHEREAS advances in technology, i.e. battery life, portable displays, etc. extends the usability of electronic documents and materials even to the floor of convention or conferences; and

WHEREAS elimination provides a greater benefit to the environment than recycling:

BE IT RESOLVED THAT delegates to any PSAC convention or conference are given the **choice** of opting to receive their convention/conference materials in electronic format only.

15/GEN-103 Cuts Veterans Affairs

WHEREAS the level of service to clients of Veterans Affairs Canada has declined due to the current federal government of Canada's cuts and office closures:

BE IT RESOLVED THAT PSAC along with advocates of Veterans Affairs Canada such as the Royal Canadian Legion (RCL) continue to lobby the current federal government of Canada to restore these essential services.

15/GEN-105 Destroying of Deceased Veterans' Files

WHEREAS Veterans' Affairs Canada (VAC) is destroying Head Office files of deceased veterans, thereby destroying critical and historical information valuable to veterans' families, Power of Attorneys, etc. and that the documents being destroyed are required to provide background information for approval of services such as burial services for veterans:

BE IT RESOLVED THAT PSAC lobby the current federal government of Canada to cease and desist this practice immediately; and

BE IT FURTHER RESOLVED THAT PSAC negotiate an appropriate action by the current federal government of Canada to use new technology to retain an electronic document rather than destroying documents on any veteran's file.

15/GEN-120 Amendment to the *Employment Insurance Act*

WHEREAS over 60% of the Canadian population, both unionized and non-unionized, do not have access to disability insurance; and

WHEREAS employment insurance is largely funded by workers and must be used to protect our wages:

BE IT RESOLVED THAT the PSAC actively lobby to amend section 12(3c) of the *Employment Insurance Act* which provides for a cap of fifteen (15) weeks of benefits payable in case of illness so that this period be extended to reflect the reality of claimants and the varying length of time they may require depending

on the type of disability.

15/GEN-128 **Pay Extracts**

WHEREAS the employer has ceased sending pay extracts; and

WHEREAS one must be on work premises to access such data:

BE IT RESOLVED THAT PSAC lobby the Ministries and employers to develop a system by which they will send these administrative records (pay extracts, T-4s, etc.) directly to employees or make them accessible outside the workplace.

15/GEN-145 **Regional Racially Visible Conference**

WHEREAS PSAC recognizes the importance of regional lens on PSAC priorities and actions; and

WHEREAS PSAC is seeing an increasing number of racially visible members across the North and in the communities; and

WHEREAS PSAC has made provisions for the establishment of Regional Racially Visible Committees; and

WHEREAS there is currently no provision for racially visible members to maintain links and connect between National Racially Visible Conferences:

BE IT RESOLVED THAT PSAC allocate necessary resources and funds to establish Regional Racially Visible Conferences.

15/GEN-159 **Event Accommodation**

WHEREAS Members with Disabilities (MWD) have the right to participate at any and all PSAC-sponsored events; and

WHEREAS removing barriers ensures that MWD can participate in all aspects of any and all PSAC-sponsored events; and

WHEREAS MWD are the best individuals to consult with when dealing with facilities that may not be barrier-free:

BE IT RESOLVED THAT PSAC ensure that a review of such facility by a designated member of the MWD Working Group or regional representative takes place well in advance of booking any facilities; and

BE IT FURTHER RESOLVED THAT PSAC remove or accommodate as many

identified barriers as possible to MWD in order to achieve maximum participation at any PSAC events.

15/GEN-182A Organ Donation Policy

WHEREAS less than 20% of Canadians have made arrangements to donate their organs and tissue; and

WHEREAS there are over 1,600 Canadians added to the transplant waiting list annually; and

WHEREAS one donor can save as many as eight lives, by donating his/her eyes, bone marrow, skin, kidney, heart, lung, pancreas, liver, bowel and colon:

BE IT RESOLVED THAT the PSAC promote organ and tissue donation among our membership.

15/GEN-184 Bangladesh Building Safety

WHEREAS since 2006, more than 1800 persons, the vast majority of whom are women, have died due to deplorable safety conditions in clothing factories in Bangladesh; and

WHEREAS several Canadian companies that have clothing manufactured in Bangladesh refuse to sign the Accord on Fire and Building Safety (Gap, Wal-Mart, The Bay, Canadian Tire, etc.); and

WHEREAS this agreement is actively supported by unions in Bangladesh, NGOs, IndustriALL and UNI unions:

BE IT RESOLVED THAT PSAC demand that all Canadian companies that have clothing manufactured in Bangladesh sign the Accord on Fire and Building Safety in Bangladesh.

15/GEN-186 DCL List on PSAC Website

WHEREAS PSAC is comprised of over 180,000 members from many different locals; and

WHEREAS many DCLs are neither listed in the PSAC website nor the regional websites:

BE IT RESOLVED THAT the PSAC website (psacunion.ca) be updated to include a list of DCLs as well as a link to the website of the DCL should one exist

2012

12/GEN-001 Workers' Compensation Network

WHEREAS locals are seeing an increase in members struggling with Workers' Compensation issues as workers deal with the current and past introduction of workplace technology; and

WHEREAS unlike health and safety where training is provided for by law, Workers' Compensation training is not judged a priority by employers:

BE IT RESOLVED THAT a network be set up and maintained by the PSAC to provide ongoing communications with the trained Workers' Compensation people in our locals.

12/GEN-002 Bullying Awareness Campaign

WHEREAS workplace bullying and other forms of workplace harassment are four times more prevalent than other illegal forms of harassment such as sexual harassment or prohibited grounds-based discrimination; and

WHEREAS only three Canadian provinces: Quebec, Saskatchewan and Ontario have attempted to address workplace bullying through legislation; and

WHEREAS workplace bullying issues are escalating within our union and our workplaces:

BE IT RESOLVED THAT PSAC develop a national bullying awareness campaign; and

BE IT FURTHER RESOLVED THAT PSAC develop strategies to empower and train PSAC locals and their members to deal effectively with individual and institutional workplace bullying; and

BE IT FURTHER RESOLVED THAT PSAC provide financial support in the amount of \$30,000 to each PSAC Region to assist with initiatives and material in support of the PSAC national bullying awareness lobbying campaign.

12/GEN-003 Workplace Bullying Legislation

WHEREAS the Safety Council of Canada states that workplace bullying is the ongoing health or career-endangering mistreatment of an employee, by one or

more of their peers or higher-ups. Unlikely to involve physical violence, it usually takes the form of psychological abuse. Often, verbal and strategic insults are intended to prevent targets from being successful in their job; and

WHEREAS individuals who are targets of workplace bullying may suffer a range of reactions such as shock, anger, feelings of frustration and helplessness, inability to sleep, loss of appetite, stomach pains, headaches, panic or anxiety with going to work, family tension and stress, inability to concentrate, low morale and productivity; and

WHEREAS bullying can create an unhealthy workplace: absenteeism, turnover, stress, increased cost of employee and family assistance programs, risks for accidents, decreased productivity and motivation:

BE IT RESOLVED THAT the PSAC will immediately start a lobby campaign to ensure that PSAC members, covered by various legislation, have progressive bullying and harassment protection; and

BE IT FURTHER RESOLVED THAT the PSAC demand that provincial and territorial governments also introduce legislation similar to the federal government.

12/GEN-005 Workplace Violence and Bullying

WHEREAS workplace violence and bullying continues to impact upon workers' lives via increased absenteeism from work, depression, anxiety and other mental health problems, as well as decreased productivity; and

WHEREAS workers continue to be unprotected due to the continued absence of laws, acts, policies, etc. against workplace violence bullying; and

WHEREAS violence and bullying in the workplace has taken a forefront in the media and psychological harassment has become a real concern; and

WHEREAS UCTE takes an active role in preventing any and all bullying in the workplace:

BE IT RESOLVED THAT PSAC lobby to amend the Canada Labour Code Part II to reflect sub-sections 81.18 to 81.20 of the *Québec Labour Standards Act* and add psychological harassment to the Canada Labour Code Part II; and

BE IT FURTHER RESOLVED THAT PSAC lobby to get recognition of workplace violence and bullying as an accepted grounds for Workers' Compensation; and

BE IT FURTHER RESOLVED THAT PSAC encourage and support all members who experience violence and bullying and ensure that workers

process and file complaints; and

BE IT FURTHER RESOLVED THAT PSAC seek revisions of the Treasury Board Harassment Policy and other employer harassment policies to address psychological harassment and bullying.

12/GEN-006 **Violence in the Workplace Workshop at Health and Safety Conferences**

WHEREAS violence in the workplace continues to be a health and safety issue for many of our members; and

WHEREAS Treasury Board Policy states that all federal workers are entitled to be treated with respect and dignity in the workplace; and

WHEREAS the definition of violence has recently been expanded to include violence in all forms, including intimidation and bullying; and

WHEREAS HRSDC's Regulatory Initiatives 2008-2009 lists Occupational Health and Safety Regulations (COHSR) - Part XX - Violence in the Workplace as a required regulation that will fulfill the Labour Program's obligation to make regulations prescribing steps to prevent and protect against violence in the workplace:

BE IT RESOLVED that all PSAC health and safety conferences include a workshop that addresses the issue of violence in the workplace.

12/GEN-010 **Booklet on Bullying and Violence**

WHEREAS bullying in the workplace is not tolerated by the Public Service Alliance of Canada; and

WHEREAS employers state that anti-bullying is included in the collective agreements; and

WHEREAS bullying is used as "performance management" and the employee has no recourse; and

WHEREAS the Canada Safety Council has reported that "bullied employees take more sick leave due to stress-related illnesses"; and

WHEREAS bullying has affected morale, production, physical health/well being; and

WHEREAS little information is available to union members to deal with this issue:

BE IT RESOLVED THAT PSAC completes a booklet that includes:

- education to help unions monitor their employer;
- the promotion of violence-free workplaces;
- training workers to be aware of anti-bullying strategies; and
- all bullying incidents be reported, investigated and documented.

12/GEN-012 **Policy on Bullying and Violence**

WHEREAS PSAC promotes effective mechanisms to prevent harassment and manage harassment complaints both within the PSAC at union functions and in the workplace; and

WHEREAS Policy 23A and 23B have been long-standing policies of the organization last reviewed and amended in 1997 and 1998; and

WHEREAS there have been significant changes in what constitutes acceptable behaviour in the workplace; and

WHEREAS bullying behavior and violence in the workplace is an important area in the advancement of workplace rights; and

WHEREAS every worker has the right to be free from harassment, bullying and violence in the workplace:

BE IT RESOLVED THAT the PSAC take on a comprehensive review of Policy 23A and Policy 23B to expand and incorporate appropriate aspects of bullying and violence into each of the policies and/or if deemed appropriate develop a stand-alone policy to address the issues of bullying and violence within one year of the 2012 PSAC Triennial Convention.

12/GEN-014 **Isolated Workplaces**

WHEREAS all forms of workplace violence continue to be a major issue; and

WHEREAS inadequate staffing levels for employees providing essential services after normal working hours in isolated workplaces often result in their working alone and frequently facing incidents or threats of violence; and

WHEREAS essential service workers working in isolated locations are often placed in a situation where their loyalty and oath to provide essential services places them in unnecessary danger and very few options; and

WHEREAS critical incidents in recent years have seen changes where RCMP no longer go on patrol alone during late night shifts:

BE IT RESOLVED THAT PSAC initiate a review with the employer on staffing levels for workers in isolated workplaces to ensure that workplace practices do not unreasonably place employees at risk.

12/GEN-015 **First Aid Respondents at PSAC Events**

WHEREAS health and safety is a top priority for the Public Service Alliance of Canada (PSAC); and

WHEREAS the safety of workers should extend to events of the union:

BE IT RESOLVED THAT PSAC adopt a mandatory policy that a qualified first aid responder be identified at the starting and available throughout all regional and national PSAC events.

12/GEN-017 **Industrial Diseases and Cancers Training Material**

BE IT RESOLVED THAT the PSAC develop and incorporate a section on industrial diseases and cancers in their health and safety training material.

12/GEN-018 **June 1st – Injured Workers’ Day**

WHEREAS injured workers across Canada continue to be denied justice and growing numbers of injured workers live in deepening poverty due to the failure of governments to legislate policies that provide dignity and fair compensation to all injured workers; and

WHEREAS provincial workers’ compensation boards collaborate on an ongoing basis to produce policies that are responsible for the plight of injured workers across Canada; and

WHEREAS provincial governments have shown they are more concerned with reducing the costs of their workers’ compensation systems to employers than they are in addressing the pressing needs of all injured workers for dignity and fair compensation:

BE IT RESOLVED THAT PSAC declare its support for making June 1st a Canada- wide day of action to intensify the struggle for justice for all injured workers and call upon the Canadian Labour Congress to do the same.

12/GEN-019A **Mental Health Awareness in the Workplace**

WHEREAS mental health is a growing concern in our workplaces as stress caused by increased workload is at an all-time high; and

WHEREAS a significant number of disability claims are due to mental health issues in the workplace; and

WHEREAS there is a growing need to raise awareness on mental health within our membership:

BE IT RESOLVED THAT PSAC develop a strategy on mental health awareness in the workplace where prevention and respectful representation are highlighted; and

BE IT FURTHER RESOLVED THAT PSAC develop educational material that can be used at various levels of the union to ensure our members are educated and equipped to deal with mental health issues in the workplace.

12/GEN-023 Scent-Free Environment

WHEREAS PSAC members are negatively affected by scents; and

WHEREAS workplaces do not have a scent-free policy to accommodate multiple chemical sensitivities; and

WHEREAS employees have the right to healthy air, free from chemicals/all scented products; and

WHEREAS in Canada, environmental and multiple chemical sensitivities is a recognized occupational disease by Workers' Compensation Boards; and

WHEREAS members are unaware of their rights or how these rights are recognized:

BE IT RESOLVED THAT PSAC lobby all levels of employers to introduce a scent- free policy; and

BE IT FURTHER RESOLVED THAT PSAC educate on scent-free workplaces for its members; and

BE IT FURTHER RESOLVED THAT PSAC work to amend applicable legislation in order to promote scent-free workplaces; and

BE IT FURTHER RESOLVED THAT PSAC show leadership in their union functions (and offices) by promoting and maintaining scent-free facilities.

12/GEN-028 **Accessible Workplaces**

WHEREAS Duty to Accommodate is the law; and

WHEREAS many members face the double jeopardy of living with their disability as well as discrimination, financial hardship and lack of opportunities in their workplace:

BE IT RESOLVED THAT PSAC lobby appropriate levels of employer governments and separate employers to ensure all new leases are fully accessible; and

BE IT FURTHER RESOLVED THAT PSAC lobby appropriate levels of employer governments and separate employers to develop an acceptable timeline to ensure all workplaces are fully accessible.

12/GEN-030 **Cultural Accommodation**

WHEREAS PSAC is seeing an increasing number of racially visible members who are immigrants to Canada; and

WHEREAS immigrants are often faced with barriers of workplace language and culture differences; and

WHEREAS Duty to Accommodate is the law:

BE IT RESOLVED THAT PSAC lobby to ensure provisions for training and support for workplace orientation to eliminate barriers of adapting to new workplace culture and working language based on prohibited grounds under Human Rights legislation.

12/GEN-031 **GLBT Representation on Employment Equity Committees**

WHEREAS the GLBT community is not represented as an equal with other equity groups on any regional or national employment equity/diversity committees; and

WHEREAS the GLBT community has had systemic discrimination within the government that is well documented; and

WHEREAS the GLBT community is still suffering discrimination at work and in the community at large; and

WHEREAS there is no requirement that GLBT members be included in committees that impact on their wellbeing:

BE IT RESOLVED THAT the PSAC lobby Treasury Board to include GLBT member(s) on all regional and national employment equity/diversity committees with union approval.

12/GEN-032 **Inclusion of GLBT Group in *Employment Act***

WHEREAS the GLBT community is not represented as an equal with other equity groups on any regional or national employment equity/diversity committees; and

WHEREAS the GLBT community has had systemic discrimination within the government that is well documented; and

WHEREAS the GLBT community is still suffering discrimination at work and in the community at large; and

WHEREAS there is no requirement that GLBT members be included in committees that impact on their well-being; and

WHEREAS the GLBT community is ignored by Treasury Board on a local, regional and national levels in all aspects:

BE IT RESOLVED THAT the PSAC lobby the *Employment Equity Act* review committee to include GLBT as an equal equity group under the Act.

12/GEN-033 **Eliminate Homophobic Language**

WHEREAS homophobia is still a fact of life for gay, lesbian, bisexual and transgendered children; and

WHEREAS suicide is the highest among our gay, lesbian, bisexual and transgendered youth; and

WHEREAS bullying and harassment are frequently targeted towards our gay, lesbian, bisexual and transgendered youth by their peers; and

WHEREAS the PSAC encourages diversity and understanding within the membership; and

WHEREAS the PSAC seeks to promote egalitarianism and the freedom to pursue education and knowledge in a safe and caring environment:

BE IT RESOLVED THAT the PSAC endeavour to eliminate homophobic and bullying language such as the phrase “that’s so gay” from all our public educational communities and institutions; and

BE IT FURTHER RESOLVED THAT the PSAC encourage other social justice organizations and allies to do the same.

12/GEN-035 **Awareness of Homophobia, Transphobia and Heterosexism**

WHEREAS the GLBT community experiences homophobia at every level of society; and

WHEREAS the PSAC can become a champion in fighting against homophobia and standing in solidarity with the GLBT community:

BE IT RESOLVED THAT PSAC commit to promoting awareness of homophobia, transphobia and heterosexism; and

BE IT FURTHER RESOLVED THAT PSAC develop an education awareness module on homophobia, transphobia and heterosexism in the workplace and the union movement that can be delivered at PSAC educational conferences.

12/GEN-036 **Inclusive Definition of Relationships**

WHEREAS language, terms and definitions may be chosen, deliberately or not, to exclude relationships other than heterosexual ones; and

WHEREAS the PSAC encourage diversity and understanding within the membership:

BE IT RESOLVED THAT the PSAC encourage the examination of current public policies and legislation which use such language, terms and definitions, to the exclusion of any relationship not between a heterosexual man and a heterosexual woman; and

BE IT FURTHER RESOLVED THAT the PSAC support the development of future public policies and legislation which embrace an inclusive definition of relationship between consenting adults and is not limited to the point of view that heterosexual relationships are the norm.

12/GEN-041 **Trans-Atlantic Slave Trade Policy Paper**

WHEREAS last year marked the 200th Anniversary of the *British Act* that abolished the Trans-Atlantic Slave Trade in African people also known as the Slave Trade; and

WHEREAS the atrocities and crimes against humanity perpetrated against

women and children of African descent during this period are well known and documented; and

WHEREAS the long-standing effects of slavery and the slave trade have had far reaching negative consequences for women in the federal public service who are of African descent; and

WHEREAS there is a world movement requesting reparations to African People as a result of the Trans-Atlantic Slave Trade in African people in effect:

BE IT RESOLVED THAT PSAC develop a policy paper that includes educating the members on the impact of slavery and racism upon women of African descent who work in the federal public service and addresses the role of unions in this struggle.

12/GEN-042 **Aboriginal Descendants and the *Indian Act***

WHEREAS the PSAC is a union that strives to be inclusive; and

WHEREAS the PSAC Prairie Region is highly populated with members of Aboriginal descent; and

WHEREAS the granting of Indian Status to offspring of inter-racial descendants is administered differently dependent on the gender of the Aboriginal ancestor; and

WHEREAS this is blatant discrimination:

BE IT RESOLVED THAT PSAC lend its support to ensure that all Aboriginal descendants are treated equally.

12/GEN-046 **Violence against Aboriginal Women**

WHEREAS young Aboriginal women are at least 5 times more likely than all other women to die as the result of violence; and

WHEREAS this violence takes place in the home in First Nations' communities, in the streets of our cities, and along the highways of Canada; and

WHEREAS the Harper government has recently cut funding to "Sisters in Spirit" a move that will have negative effects on the activities that the Native Women's Association of Canada can undertake and will hamper their ability to maintain focus on resolving the epidemic of violence that threatens Aboriginal women:

BE IT RESOLVED THAT the Public Service Alliance of Canada undertake a campaign of lobbying the government of Canada to work with First Nations'

women's organizations to establish a comprehensive plan of action to stop violence against Aboriginal women.

12/GEN-050 Safe Drinking Water for First Nations

WHEREAS it is estimated that 20,000 First Nations people on reserves across Canada have no access to running water or sewage, and tap water in 116 reserves is unsafe to drink:

BE IT RESOLVED THAT the PSAC campaign to make safe drinking water accessible to the First Nations people; and

BE IT FURTHER RESOLVED THAT PSAC campaign to make access to safe drinking water a human rights' issue.

12/GEN-051 Shannen's Dream – First Nations' Education

BE IT RESOLVED THAT PSAC donate funds, lobby and support "Shannen's Dream" to become a reality for all First Nations' children living on reserves who have the right to decent schools and education.

12/GEN-052 Aboriginal People's Course

WHEREAS the Public Service Alliance of Canada acknowledges our union is a reflection of society and, as such, carries the mark of racism. Historically, and to its credit, the Alliance has been quick to put policies and action plans into effect when issues of discrimination are identified; and

WHEREAS PSAC has taken great effort towards inclusiveness by providing Aboriginal Worker education through the course "*Our Union, Our People and Our Communities*"; and

WHEREAS human resource demographics clearly indicate Aboriginal Peoples will be the significant human resource for public services; and

WHEREAS PSAC North NWT Aboriginal members have noted the need to extend an educational opportunity to our union brothers and sisters for better understanding of our distinct constitutional relationship with the Canadian government:

BE IT RESOLVED THAT PSAC develop and implement a PSAC education course on Aboriginal Peoples and their distinct constitutional relationships with various levels of government and how those relationships affect our society.

12/GEN-053 **RCMP Conduct**

WHEREAS violence against women and Aboriginal peoples is widely recognized as a major issue across the nation; and

WHEREAS Royal Canadian Mounted Police (RCMP) officers are mandated to work with vulnerable populations including 630 Aboriginal communities across Canada, often times as the sole law enforcement agency; and

WHEREAS RCMP professes a requirement that their employees demonstrate professionalism and the core values of the organization, which specifically includes conduct on and off duty; and

WHEREAS Officers Graham Belak and Shawn McLaughlin did breach the RCMP's Code of Conduct, objectives, mandate and core values, without repercussion or disciplinary action of their behaviours which is contrary to the *RCMP Act*; and

WHEREAS there is publicly documented testimony in which Officers Belak and McLaughlin have admitted and discussed their disgraceful acts against their employer's Code of Conduct; and

WHEREAS on June 13, 2011 the mechanism known as the RCMP tribunal threw out charges of disgraceful conduct against Officers Belak and McLaughlin:

BE IT RESOLVED THAT the PSAC lobby the current authorities to have RCMP comply with self-investigation to hold their members accountable for their actions in accordance with the basic principles of fundamental justice; and

BE IT FURTHER RESOLVED THAT the PSAC lobby the current government to mandate effective responses to misconduct by the RCMP that go beyond self-regulation and serve to promote justice.

12/GEN-058A **Employment Equity for Racially Visible Members**

WHEREAS adequate representation/fair recruitment of racially visible workers into the federal public service has been recognized as a pressing issue:

BE IT RESOLVED THAT PSAC support the goal that 1-in-5 permanent hires in the federal public service be racially visible workers; and

BE IT FURTHER RESOLVED THAT PSAC collaborate with other unions to develop tools, resources and actions aimed at promoting and guaranteeing employment equity for racially visible workers; and

BE IT FURTHER RESOLVED THAT PSAC monitor and document whether the federal public service is meeting its employment equity obligations and present its findings to the Senate Standing Committee on Human Rights on a three-year cycle.

12/GEN-061 **Nominee Programs**

WHEREAS Nominee Programs in response to critical labour shortages have been established and are growing; and

WHEREAS current Nominee Programs' processes are inconsistent with balance of power with employers; and

WHEREAS current provisions leave nominees, especially racially visible workers, in an extremely vulnerable position to enforce their rights; and

WHEREAS current provisions fail to ensure transparent and equitable provisions; and

WHEREAS current provisions often lead to lowering of hard fought labour standards and underground labour force:

BE IT RESOLVED THAT PSAC make it a priority to lobby for a more balanced, equitable and fair Nominee Programs' process along with necessary provisions to ensure enforcement and compliance of the workers' rights.

12/GEN-063 **Accreditation Process**

WHEREAS PSAC is seeing an increasing number of Racially Visible members who are immigrants to Canada; and

WHEREAS the Accreditation Process which recognizes education and qualification standards is not consistent across the country:

BE IT RESOLVED THAT PSAC call for review and reform of current Accreditation Process to more fairly and accurately and consistently recognize and reflect standards in Canadian workplaces; and

BE IT FURTHER RESOLVED THAT PSAC lobby to have the Accreditation Process be brought in line with universally recognized principles of Human Right to end discriminatory practices.

12/GEN-064 **Peace in the Middle East**

WHEREAS, for over 40 years, policies of the State of Israel have violated the human rights of Palestinians whose land has been confiscated, whose security has been systematically compromised and who have been deprived of their livelihood, these policies violating also several articles of the Geneva Convention (articles 31-33, 49); and

WHEREAS the United Nations Security Council has adopted many resolutions (including 242 and 338) to denounce the situation and call upon Israel to respect the 1967 borders; and

WHEREAS various boycotts against apartheid in South Africa have played a positive role in isolating and ultimately abolishing that racist regime; and

WHEREAS several unions in Canada and throughout the world (Great Britain, South Africa, Ireland, Australia...) support the *Boycott, Divestment and Sanctions* campaign to put an end to the injustice perpetrated daily upon Palestinians:

BE IT RESOLVED THAT PSAC adopt a position in favour of lasting peace in the Middle-East; and

BE IT FURTHER RESOLVED THAT PSAC support the *Boycott, Divestment and Sanctions* movement.

12/GEN-065 **Support for Colombian Workers**

BECAUSE Colombia is still the most dangerous country in the world for unionized workers and Indigenous leaders; and

BECAUSE in 2008 the United Nations High Commissioner for Human Rights reported that Colombia's security forces are engaging in wide spread and systematic killings of civilians; and

BECAUSE PSAC partners in Colombia have recently come under attack by paramilitary organizations who are engaged in an escalating pattern of threats on the lives of activists and their families:

THE PSAC WILL continue to support campaigns to defend trade unionists and human rights' workers in Colombia and encourage its membership to write letters, petition to the Colombian government and otherwise demand through international solidarity that these attacks on our brothers and sisters be taken seriously by the Colombian government and a stop put to them.

12/GEN-067 Eightback Campaign

WHEREAS on May 2, 2011, Canadians elected a majority government with 167 conservative MPs loyal to Stephen Harper, the former head of the National Citizens' Coalition, and an official opposition of 102 New Democratic Party MPs; and

WHEREAS the current political configuration provides both challenges and opportunities to the PSAC and its 180,000 members; and

WHEREAS a majority Conservative government has the potential to eviscerate public services, reduce public service employment levels and attack the collective bargaining and legislative rights of PSAC members; and

WHEREAS an effective NDP opposition requires support from unions and our many coalition partners:

BE IT RESOLVED THAT the PSAC develop a campaign to hold the majority Conservative government to account and promote policies and programs that enhance the economic and social well-being of PSAC members and all working Canadians.

12/GEN-075 Regulation on Government Funding to Universities

WHEREAS university unions represent more than 20,000 PSAC-Québec members; and

WHEREAS universities are chronically underfunded; and

WHEREAS operating budgets are routed to capital infrastructures instead of supporting university missions such as research and teaching; and

WHEREAS such transfers adversely affect the advancement and maintenance of employees' working conditions:

BE IT RESOLVED THAT PSAC demand that a government regulation be developed as quickly as possible to prohibit the transfer of earmarked funds for university operations to capital budgets.

12/GEN-084 Campaign for Child Care

WHEREAS Canadian women want a publicly-funded child care system since 1970s; and

WHEREAS 66 % women with children under 3 years old work outside the home; 75 % women with children from 3-5 years old work outside the home;

and

WHEREAS child care is available during the day excluding other work hours; and

WHEREAS in 2005, the government implemented Universal Child Care Benefit; \$100 monthly for children under 6 years old; and

WHEREAS \$100, taxed income, does not cover child care costs; and

WHEREAS less than 20 % of children have access to regulated child care:

BE IT RESOLVED THAT PSAC lobby the government to promote, develop, and implement affordable national system for Canada, Aboriginal Communities on/off reserve; and

BE IT FURTHER RESOLVED THAT PSAC fund political action, forums, campaigns in Canada for child care to become a major PSAC priority.

12/GEN-089 **Equitable Taxation**

BECAUSE taxes play an important role in our society through the re-distribution of income and the funding of social programs that helps make Canada a more equal and just place to live; and

BECAUSE over the past decades tax cuts have eroded the progressivity of Canada's tax system resulting in the richest 1% of families paying a lower total tax rate (total taxes combined) than the poorest 10% of Canadians; and

BECAUSE Canada is amongst the lowest in corporate tax rates in the G7 group of countries; and

BECAUSE the Harper government plans to continue its program of corporate tax cuts, cutting the tax rate for corporations from 22% to 15% resulting in a loss of \$14 billion dollars in revenue; and

BECAUSE tax cuts have resulted in the proliferation of slots and casino gambling and government reliance on those revenues. This is an example of a tax transfer from the rich to the poor; and

BECAUSE organized and vocal opposition to certain taxes has severely limited the ability to have reasoned and open public discussion on the need for increasing taxes to fund social programs:

THE PSAC WILL support the carbon tax going into public transit funding; and

THE PSAC WILL support improving tax rebates on the HST and/or GST by increasing the amounts of the rebates and the income levels to which the rebates apply; and

THE PSAC WILL continue to partner and work with progressive group such as the Canadian Centre for Policy Alternatives to advocate for equitable taxation and work on projects to support equitable taxation; and

THE PSAC WILL in conjunction with other unions and progressive organizations pressure and lobby the federal government to adopt taxation policies that are equitable, responsible, and just, for the good of our society.

12/GEN-090 **Long Gun Registry**

WHEREAS the Conservative Government has already tried to scrap the Gun Registry under Bill C-391; and

WHEREAS PSAC, CLC and like-minded partners were successful in defeating Bill C-391; and

WHEREAS the Conservative Government has vowed to abolish the gun registry resulting in the loss of over 200 PSAC members' jobs:

BE IT RESOLVED THAT the PSAC continue to work with the CLC and other like-minded partners on the gun registry campaign.

12/GEN-093 **Canadian Human Rights Commission Offices**

WHEREAS the Canadian Human Rights Commission (CHRC) recently closed regional offices in Vancouver, Toronto and Halifax, three of the most diverse cities in Canada; and

WHEREAS the three offices received 70% of all signed complaints to the CHRC in 2008; and

WHEREAS the closures of the CHRC offices are part of a broader trend by the Harper government towards self-regulation, something that puts both public safety and human rights into question; and

WHEREAS in BC, residents will no longer have access to a human rights commission of any kind:

BE IT RESOLVED THAT PSAC work with the CLC and like-minded partners to lobby the federal government to increase Canadian Human Rights Commission funding and ensure regional offices are re-opened; and

BE IT FURTHER RESOLVED THAT PSAC work with the CLC, community and cultural groups to lobby and call upon the provincial and federal governments to make human rights a priority through education, monitoring, enforcement, and proper funding and infrastructure.

12/GEN-108 Area Council Teleconferences

WHEREAS Chairs of Area Councils would benefit from connecting with their counterparts across the country; and

WHEREAS Chairs of Area Councils would be able to share best practices and continue to be connected with the broader vision of the PSAC's political activities:

BE IT RESOLVED THAT Chairs of Area Councils across the country have at least one regular teleconference per year which would be facilitated by the Alliance Executive Committee's (AEC) representative for Political Action.

12/GEN-113 Training for Directly Chartered Locals

WHEREAS union training is the cornerstone of the defense of workers' rights; and

WHEREAS the more highly trained the workers, the more they get involved in union life; and

WHEREAS training is essential to our maintaining the social and union gains we have made; and

WHEREAS PSAC-Quebec is representing an ever-increasing number of atypical workers; and

WHEREAS the reality of workers in Directly Chartered Locals (DCLs) is different from that of workers in Components; and

WHEREAS the PSAC-Québec training program is less suited to the realities of atypical workers and workers in DCLs; and

WHEREAS the working world needs trained people to respond to the needs of new workers:

BE IT RESOLVED THAT PSAC review its union training program so that it is better suited to the specific reality of atypical workers and those in DCLs.

12/GEN-114 Private Sector Locals' Training

WHEREAS the PSAC advocates for an educated membership; and

WHEREAS the PSAC education was primarily developed to meet the needs of its Treasury Board membership; and

WHEREAS the PSAC has organized new members into private sector locals that fall under other provincial codes and legislations:

BE IT RESOLVED THAT PSAC develop and deliver education specific to private sector locals.

12/GEN-116 Privacy Act Training

WHEREAS the *Privacy Act* is law in Canada; and

WHEREAS most Locals/Components are not familiar with its requirements for the protection of private information:

BE IT RESOLVED THAT PSAC offer training to ensure compliance with the *Privacy Act*.

12/GEN-122 Work of the Equal Opportunity Committee

WHEREAS many human rights' complaints are still discrimination-based on grounds of race, national or ethnic origin, colour, religion and mostly employment related; and

WHEREAS the PSAC remains committed to its goal to integrate human rights and equity matters into daily practice; and

WHEREAS most Locals and Components are not structured to properly cascade the work the National Equal Opportunity Committee (EOC) is doing to effectively translate the above PSAC goal into a reality; and

WHEREAS many PSAC members are increasingly confronting human rights' violations, harassment and the like with unsatisfactory protection and representation at both the Local and the Component levels:

BE IT RESOLVED THAT the PSAC strengthen its support to local EOC Development to better cascade the results of EOC work to all members and bridge communication gaps.

2009

09/GEN003 May Day

WHEREAS May 1st, known as May Day or International Workers' Day, is a historic commemoration and international celebration of the social and economic achievements of the working class and labour movement dating back to the struggle for the eight-hour work day in the United States and Canada on May 1, 1886; and

WHEREAS May Day is not officially recognized in Canada or the United States, but instead has been replaced with "Labour Day"; and

WHEREAS May Day commonly sees organized street demonstrations by hundreds of thousands of working people and their labour unions throughout most of the world; and

WHEREAS there are local activists/community organizations that hope to reclaim the historic tradition of May Day in Canada:

BE IT RESOLVED THAT Locals/Branches of the Public Service Alliance of Canada work with or support local activist/community organizations presently involved in organizing May Day actions to include as many workers and workers' organizations as possible on May 1, 2009 and subsequent May Days; and

BE IT FURTHER RESOLVED THAT Locals/Branches/Area Councils of the PSAC be encouraged to join or endorse May Day Organizing Committees; and

BE IT FURTHER RESOLVED THAT the PSAC call upon Federations of Labour to promote and assist the labour movement to fully participate in every community to reclaim the fighting tradition of May Day on May 1st of each year with demonstrations, rallies and meetings to highlight the workers' movement in Canada as part of the international May Day actions which take place around the world.

09/GEN006 Employer-Provided Health and Safety Training

WHEREAS high quality health and safety training is imperative to protect the health and safety of our members; and

WHEREAS many employers look for the cheapest training available; and

WHEREAS in some cases employers are turning to computer-based health and safety training; and

WHEREAS this often results in our members getting inadequate training; and

WHEREAS the only way to ensure proper training of our members is to have training provided, at least in part by our members; and

WHEREAS health and safety legislation requires that training be jointly developed between the employer and the union; and

WHEREAS the law requires the employer to provide health and safety training:

BE IT RESOLVED THAT it be the position of the PSAC that training solely based on computer training does not meet the training requirements of health and safety legislation; and

BE IT FURTHER RESOLVED THAT the PSAC and its Components use all tools available including collective bargaining, NJC agreements, participation in health and safety committees, complaints to HRSD, etc. to ensure that employers do not rely solely on computer-based training to meet their training requirements.

09/GEN008

Travel for PSAC Members with Disabilities

WHEREAS PSAC members, when attending a PSAC conference and/or convention, are instructed to utilize the services of WE Travel; and

WHEREAS PSAC members with visible and invisible disabilities have self-identified as a person with a disability with WE Travel as the sole provider for all PSAC travel bookings; and

WHEREAS it is the mandated language of PSAC to enquire as to whether members require assistance to attend the conference and/or convention; and

WHEREAS the Canadian Transportation Agency rendered a decision on January 10, 2008, Decision number 6-AT-A-2008 that states *“domestic airlines will no longer be allowed to charge extra fares for severely disabled people who need to travel with a caregiver or require more than one seat on a plane.”*:

BE IT RESOLVED THAT the PSAC communicate to WE Travel, and/or any other travel agency used by the PSAC, the mandated language of PSAC around visible and invisible disability special needs; and

BE IT FURTHER RESOLVED THAT the PSAC also communicate all the current and updated rulings, interpretations, decisions on personal attendant(s) accompanying a member with a disability; and

BE IT FURTHER RESOLVED THAT the PSAC ensure that all members requiring assistance will be provided with the same level of customer service

that is afforded to any other traveler.

09/GEN013 List of Scent-Free Products

WHEREAS the PSAC has a no scents policy:

BE IT RESOLVED THAT the PSAC update and keep current its list of scent-free products and make it available prior to gatherings of PSAC members including conventions, meetings and courses.

09/GEN014 UnionWare

WHEREAS communications and sharing of information have become more and more difficult in an increasingly diversified PSAC; and

WHEREAS having resources and information at our fingertips would make it possible to better serve our members; and

WHEREAS UnionWare has many tools that will assist our members that can be shared across the public service; and

WHEREAS many, many of our union dollars have already been spent on UnionWare:

BE IT RESOLVED THAT the PSAC commit to having the UnionWare and/or alternate software that will provide the same service, up and running by the next PSAC Convention; and

BE IT FURTHER RESOLVED THAT if the implementation of UnionWare is not completed by the next PSAC Convention, a full accounting be made of progress and expected completion date.

09/GEN017 Clear Language Resolutions

WHEREAS the Canadian Labour Congress and Federations of Labour have accepted the use of what is called clear language for resolutions:

Example of style and wording:

***THAT** PSAC will accept wording of resolutions written in “clear language” style;*

***BECAUSE** it allows for us to be consistent with the broader Canadian labour movement.*

BE IT RESOLVED THAT the PSAC will accept clear language wording for resolutions submitted to PSAC Triennial Conventions; and

BE IT FURTHER RESOLVED THAT acceptance of clear language will not impact on acceptance of traditional wording for resolutions.

09/GEN070 **Canadian Breast Cancer Network Campaign**

WHEREAS the Canadian Breast Cancer Network and the provincial and territorial breast cancer networks have been funded through the Community Capacity building (CCB) program of the Canadian Breast Cancer Initiative (CBCI) since 1998-1999; and

WHEREAS the objectives of the Community Capacity Building program are to enable networks to act/intervene at the level of communities; to create improved conditions which allow people to access breast cancer information and support; and to focus on network development and community dynamics rather than individual behaviour/outcomes; and

WHEREAS the networks have historically been under funded, with the entire annual amount of funding for the entire country of \$623,000, and this amount has not been increased or adjusted for inflation since the program's creation; and

WHEREAS in 2004, the provincial and territorial networks and the Canadian Breast Cancer Network were offered four-year funding, but with a 25% cut in funding each year of the last three years of the funding period; and

WHEREAS by 2008, the entire annual amount of funding for capacity building and increasing access to information and support services to the 21,000 women newly- diagnosed with breast cancer each year and the tens of thousands of women living with a breast cancer diagnosis in Canada will be just \$263,829, despite the expectation of a huge jump in cancer rates as our population increases and ages:

BE IT RESOLVED THAT the issue of federal funding for the Canadian Breast Cancer Network be included in the next PSAC campaign issue in the next federal election; and

BE IT FURTHER RESOLVED THAT the following actions be requested:

- a) immediately cancel the 25% cuts in funding;
- b) in consultation with the networks, immediately develop a mechanism to enable meaningful participation of the Canadian Breast Cancer Network and the provincial/territorial breast cancer networks in determining adequate funding levels for their grassroots capacity building activities;
- c) immediately upwardly adjust funding to the provincial/territorial breast cancer

- networks and the Canadian Breast Cancer Network;
- d) ensure that there is permanent, dedicated funding to the Canadian Breast Cancer Initiative (CBCI);
 - e) ensure that there is permanent dedicated funding to the Community Capacity Building program under which the Canadian Breast Cancer Network and the provincial/territorial breast cancer networks are funded to provide capacity building at a grassroots level.

09/GEN075 Cuts to the Status of Women

WHEREAS the Conservative Government slashed 40% of Status of Women Canada's (SWC) administrative budget, removed all references to "equality" from SWC's mandate, closed 12 of 16 Status of Women Canada regional offices, eliminated the Court Challenges Program that funds equality tests cases on behalf of marginalized people, and disallowed funding to women's groups that do advocacy and lobbying:

BE IT RESOLVED THAT the PSAC work with Provincial and Territorial Federations of Labour, the Canadian Labour Congress and women's groups to pressure the federal government to reverse the cuts and changes made to the Status of Women Canada; and

BE IT FURTHER RESOLVED THAT the PSAC call for a Status of Women Canada with a strong mandate to advance women's equality, with the resources to lead the way when it comes to research and policy development on women's equality issues within government; a federal presence for women's equality across the country; and a women's program that funds not-for-profit women's groups that support feminist principles and research and advocate for change; and

BE IT FURTHER RESOLVED THAT the PSAC work with Provincial and Territorial Federations of Labour, the CLC and women's and community groups to put pressure on the federal government to reinstate and properly fund the Court Challenges Program.

09/GEN078 Fisheries Campaign

WHEREAS commercial and recreational fisheries remain the drivers of economies in regions of Canada; and

WHEREAS the collapse of many fisheries have had devastating effects on workers and communities throughout Canada; and

WHEREAS arms-length agencies such as the Fisheries Resource Conservation Council (FRCC) have sounded the alarm bells on fish stock concerns and science and scientists as near as Halifax's Dalhousie University

predict that by the year 2050 we could see major collapse of ocean fisheries; and

WHEREAS in human history, marine ecosystems have never been under greater threat and in greater need of protection:

BE IT RESOLVED THAT the PSAC continue advocacy campaigns and lobbying efforts, such as the UEW Our Fish campaign, to raise awareness that the Department of Fisheries and Oceans is inadequately funded to fulfill its mandate in the areas of habitat protection, conservation and protection and scientific research for the good of Canada and all Canadians; and

BE IT FURTHER RESOLVED THAT the PSAC allocate the necessary resources to achieve a strong lobby that could result in enough public pressure to effect budgetary allocations to the Department of Fisheries and Oceans that would improve upon their current ability to meet their mandate.

09/GEN079 **Public Postal Service**

WHEREAS political trends favouring commercialization are transforming public-oriented post offices around the world into commercially-driven businesses through privatization and deregulation; and

WHEREAS our Public Post Office plays a key role in our social and economic life by providing the infrastructure healthy communities need to thrive and businesses need to grow; and

WHEREAS our Post Office connects communities throughout our vast land, helping us to overcome differences and distances; and

WHEREAS Canada Post would not have to consider the public's interest if it were privatized; and

WHEREAS deregulation would threaten revenues, services and jobs at Canada Post and ultimately its ability to provide universal service and a uniform standard rate:

BE IT RESOLVED THAT the PSAC support universal public postal service and oppose Post Office closures and the privatization or deregulation of Canada Post; and

BE IT FURTHER RESOLVED THAT the PSAC actively oppose Bill C-14, the proposed legislation to partially deregulate Canada Post, and change the *Canada Post Corporation Act*.

09/GEN080 Pharmacare

WHEREAS almost half of the Canadian population are not covered by work-related drug plans; and

WHEREAS where there are drug plans, many employers are attacking the benefit plans to weaken them; and

WHEREAS the Canadian Labour Congress (CLC) is actively lobbying for the introduction of a national pharmacare plan that will be part of our public health care system and include a national drug form providing a list of safe and essential drugs to maintain the health of Canadians:

BE IT RESOLVED THAT the PSAC support the campaign of the Canadian Health Coalition and the Canadian Labour Congress (CLC) for pharmacare – a national drug plan that would be publicly-funded and administered, to control costs and provide universal access to ensure the safe and appropriate use of drugs.

09/GEN081 Clean Public Water

WHEREAS the trade union movement and particularly the PSAC has taken the position that public services should remain public and any dilution of these services should be opposed; and

WHEREAS several unions have taken a stand that clean water should be considered a human right, not a privilege, and should therefore not be commodified for profit and available to all:

BE IT RESOLVED THAT the PSAC support the delivery of clean water as a public service and eliminate the practice of purchasing bottled water; and

BE IT FURTHER RESOLVED THAT the PSAC educate the membership on the importance of clean water remaining a public service by incorporating the issue into educational and/or newsletters.

09/GEN088 Asbestos Industry and Just Transition for Workers

THE PROBLEM OR ISSUE:

There is an epidemic of asbestos-related diseases throughout the globe including many Canadian provinces; and

The Canadian asbestos industry is one of the world's largest asbestos producers, shipping 95% of its product abroad primarily to poor countries; and

All forms of asbestos are carcinogenic, including chrysotile; and

Asbestos mining communities in Canada need support through a just transition process to deplete and curtail the mining of this product enabling them to reclaim an environment free of asbestos contamination.

THE ACTIONS REQUESTED:

PSAC to lobby the Canadian Labour Congress to demand that the federal government curtail its support for the Canadian asbestos industry, including ending the use and exportation of asbestos by Canada; and

The Canadian Labour Congress demand that the federal government provide the economic assistance necessary for “just transition” for Canadian workers still employed in the asbestos industry while assisting their communities in environmental remediation.

09/GEN089 Banning Asbestos in Canada

WHEREAS asbestos causes mesothelioma and respiratory diseases; and

WHEREAS asbestos causes painful and premature death:

BE IT RESOLVED THAT the PSAC lobby the employer to remove asbestos from all buildings in Canada where employees of the federal government work and learn; and

BE IT FURTHER RESOLVED THAT the PSAC lobby the federal government of Canada to ban asbestos from being mined, used and exported or imported, to Canada; and

BE IT FURTHER RESOLVED THAT the PSAC lobby the employer to remove asbestos from all buildings in Canada where employees of the federal government work and learn.

09/GEN090 Workers’ Occupational Health and Safety Centres

THE PROBLEM OR ISSUE:

Labour-controlled worker health and safety centres are a valuable resource in research, identification and prevention of workplace occupational health and safety illnesses, diseases and injuries.

Worker Occupational Health & Safety Centres would employ medical specialists in occupational medicine to identify work-related injuries, illnesses and diseases and to help ensure prevention.

THE ACTIONS REQUESTED:

PSAC lobby the Canadian Labour Congress to support the establishment of a Workers' Occupational Health & Safety Centre in each province/territory where none exists; and

PSAC lobby provincial/territorial governments through the Federations of Labour and District Labour Councils for funding dedicated to a Workers' Occupational Health & Safety Centre.

09/GEN092A Transfer of Federal Labs to the Private Sector

WHEREAS the Canadian public and society at large is protected by public science and research to a degree that we rely on and take for granted; and

WHEREAS the difference in private, academic or industry research versus public research is that the primary beneficiary is society as a whole and future generations; and

WHEREAS the current government has signaled to Canadians its desire to transfer federal non-regulatory laboratories to either the private sector industry or academia (through existing relationships with universities) and has dispatched a Panel to report back on that goal, which includes a specific goal to identify five laboratories that could be transferred; and

WHEREAS the work of non-regulatory laboratories often supports the work of regulatory laboratories:

BE IT RESOLVED THAT the PSAC launch a lobbying campaign to oppose the privatization of federal laboratories and to raise awareness amongst Canadians of the need and importance of public science and research.

09/GEN107 Temporary Foreign Workers Program

PSAC will work through the Canadian Labour Congress to demand that the federal government overhaul its current Temporary Foreign Workers Program by ensuring that these workers have access to full rights of citizenship, not just temporary access to jobs; and

PSAC will work through the CLC to demand that the federal government provide the same rights of access to permanent residency and/or citizenship to foreign workers as any other individual; and

PSAC will call through the CLC for a full review of Canada's immigration programs, including the role of ministerial exemptions, the use of spot-checks and the addition of penalties for employers violating regulations; and

PSAC will continue to work with CLC member unions and progressive organizations to ensure that temporary foreign workers' rights are protected.

09/GEN111 **Reducing the Printing of PSAC Documents**

WHEREAS protecting the environment is one of the societal issues the PSAC must adhere to; and

WHEREAS the misuse of paper is harmful to the environment; and

WHEREAS the PSAC prints too many documents; and

WHEREAS among other things, the minutes of the PSAC National Board of Directors are very bulky and it is difficult to find therein the information that is a priority for Locals:

BE IT RESOLVED THAT the PSAC review whether it is necessary to print so many documents.

09/GEN112 **Environmental Protocols for PSAC Offices**

WHEREAS unions play an important role in our communities and need to show leadership both to our membership and our communities; and

WHEREAS issues of the environment are very important to our members and to the well-being of our communities:

BE IT RESOLVED THAT the PSAC develop a strategic plan to implement environmentally-responsible operating protocols for PSAC offices, such as, but not limited to, elimination of the use of disposable styrofoam and plastic products, purchasing of recycled paper products and use of recycling bins.

09/GEN115 **Fighting Employer-Sponsored Unions**

WHEREAS employer-sponsored unions are an attack on the fundamental right of workers to an independent union; and

WHEREAS the Christian Labour Association of Canada (CLAC) engages in employer-sponsored union recognition which undermines legitimate union organizing:

BE IT RESOLVED THAT the PSAC join Federations of Labour and the Canadian Labour Congress (CLC) to fight employer-sponsored unions such as CLAC in all workplaces in Canada.

09/GEN120 UN Declaration on the Rights of Indigenous People

WHEREAS around the world, indigenous peoples, including First Nations, Inuit and Métis in Canada, are among the most impoverished and disadvantaged; and

WHEREAS the United Nations Declaration on Indigenous Peoples affirms minimum human rights standards necessary for the “survival, dignity and well-being of the Indigenous peoples of the world”, including the right to cultural identity; the right of self-determination, protections from discrimination and genocide; and recognition of rights to lands, territories and resources that are essential to the identity, health and livelihood of Indigenous peoples; and

WHEREAS for over a decade, Canada played a leading role in developing the Declaration and only withdrew its support in 2007 under Harper’s federal Conservatives; and

WHEREAS the Declaration was adopted by the UN General Assembly on September 13, 2007 by all member states except for Canada, New Zealand, Australia and the United States; and

WHEREAS the Human Rights Declarations become universally applicable upon their adoption by the UN General Assembly, regardless of how individual states vote; and

WHEREAS on April 8, 2008, the majority of Members of Parliament of the opposition parties voted in favour of a resolution to endorse the Declaration as adopted by the UN and calling on Parliament and the government of Canada to “fully implement the standards contained therein”:

BE IT RESOLVED THAT the PSAC strongly condemn Harper’s contention that the United Nations Declaration on Indigenous Peoples should not apply to Canada, and strongly oppose any exemption Canada might seek from this human rights instrument adopted by the United Nations General Assembly; and

BE IT FURTHER RESOLVED THAT the PSAC and its members work in coalition with Aboriginal, social justice and labour organizations to push the federal government to endorse the Declaration on the Rights of Indigenous People as adopted by the UN, and to fully implement the standards contained therein.

09/GEN121 Trade Union Rights Violations in Ethiopia

WHEREAS the ruling of the Ethiopian Federal Court meeting on June 21, 2007 against the authentic Ethiopian Teachers’ Association (ETA), which could result in all property of the ETA being transferred to the government-supported ETA created in 1993, is politically motivated; and

WHEREAS this action follows other repressive measures adopted by the government of Ethiopia, including the assassination of Assafa Maru, imprisonment of Taye Woldesemayat, persecution of teacher trade unionists, closure of ETA offices, freezing of bank accounts, disruption of local, national and international meetings and continued imprisonment of Anteneh Gatanet, Meqcha Mengistu and Woldie Dana, while Tilahun Ayalew has disappeared:

BE IT RESOLVED THAT the PSAC work with the Canadian Labour Congress (CLC) to make a representation to External Affairs Canada to press the Ethiopian government to cease all actions interfering in the internal affairs of the ETA and other trade unions; and

BE IT FURTHER RESOLVED THAT the PSAC work with the CLC and Amnesty International for the release of trade union activists wrongly imprisoned as well as a call for an impartial international investigation into the assassination of Assafa Maru and the disappearance of Tilahun Ayalew.

09/GEN122 **Colombia and Human Rights**

WHEREAS the government of Canada is currently negotiating a free trade agreement with Colombia; and

WHEREAS more trade unionists are killed in Colombia than in the rest of the world combined, and there are 3.8 million internally displaced people; and

WHEREAS Colombia's President and his government do not share Canadian values of human rights, democracy, freedom and rule of law; and

WHEREAS even the US Congress has refused to approve a similar free trade agreement with Colombia based on evidence of government involvement in crimes against humanity, massive human rights violations, ongoing unsolved crimes against labour activists, and direct involvement of the Colombian government with paramilitary death squads:

BE IT RESOLVED THAT the Public Service Alliance of Canada, through the Canadian Labour Congress, call on Prime Minister Harper to stop negotiations of the free trade deal with Colombia.

09/GEN123 **Repression in Zimbabwe**

WHEREAS general and presidential elections took place in Zimbabwe on March 29, 2008; and

WHEREAS the results of the presidential election took more than four weeks to be announced; and

WHEREAS opposition leader Morgan Tsvangirai overwhelmingly won this election; and

WHEREAS the regime of Robert Mugabe manipulated the results of this election to present the appearance of a much closer election result than actually took place to force a run-off election which is now scheduled for June 27, 2008; and

WHEREAS many of these victims are members and leaders of the Zimbabwe Congress of Trade Unions; and

WHEREAS the regime of Robert Mugabe has been attempting to bring arms into Zimbabwe through countries such as South Africa, Angola and Mozambique to suppress popular dissent; and

WHEREAS labour unions in South Africa, Angola and Mozambique have refused to unload arms shipments to the Zimbabwean government:

BE IT RESOLVED THAT the PSAC join with its African brothers and sisters and strongly condemn the regime of Robert Mugabe and support a democratic resolution to the current crisis in Zimbabwe; and

09/GEN124 Haiti Union Solidarity Fund

WHEREAS Haiti is a country that has been the most severely repressed of all underdeveloped nations in the Western Hemisphere in terms of labour strife, repression and suppression, a struggle that recalls only too well what many of our own trade union pioneers experienced in Canada; and

WHEREAS the only way for all trade unionists in Haiti to succeed is with major financial support from the international trade union movement:

BE IT RESOLVED THAT the Public Service Alliance of Canada encourage all of its Locals/Branches to give ongoing financial support as determined by the Local/Branch to the Haiti Union Solidarity Fund to support our Haitian brothers and sisters in their historic struggle for basic human rights, a decent minimum wage, and basic educational, health and social services in Haiti; and

BE IT FURTHER RESOLVED THAT the funds provided to the Haiti Union Solidarity Fund by the Locals/Branches be administered by the PSAC.

2006

06/GEN10 Aboriginal Conference

WHEREAS PSAC recognizes the existence of five equity groups; women, members with disabilities, GLBT, Aboriginal and racially visible members; and

WHEREAS currently PSAC fully funds national conferences including the Women's Conference, the Access Conference for members with disabilities, the Pride Conference for GLBT members, and the Unity Conference for Aboriginal and racially visible members; and

WHEREAS this practice ignores that Aboriginal and racially visible groups have their own unique identities, cultural backgrounds and requirements:

BE IT RESOLVED THAT the PSAC fully fund a separate national conference for its Aboriginal members and a separate national conference for its racially visible members.

06/GEN26 National Equity Conference Funding

WHEREAS the PSAC funds conferences (Access, Women's, etc.); and

WHEREAS the costs differ on a per capita basis for each of these conferences; and

WHEREAS the constituency of certain equity groups can result in a larger costing per capita for general conference space such as plenaries and break-out rooms:

BE IT RESOLVED THAT the PSAC revise the funding policy to provide an equitable amount of funds to allow for a balanced number of equity attendees at these conferences; and

BE IT FURTHER RESOLVED THAT the funding be adjusted to take into account the requirements of equity members.

06/GEN28 Observers at PSAC National Equity Conferences

WHEREAS the PSAC recognizes the under representation of equity group members in the worksite and in the union; and

WHEREAS PSAC National Equity Conferences include Pride, Access and Unity and Women's Conferences; and

WHEREAS the PSAC has greatly restricted the attendance of observers to PSAC National Equity Conferences; and

WHEREAS PSAC members are committed and creative and may be able to fund attendance to PSAC National Equity Conferences through their Local, Region, Component, employer or other means:

BE IT RESOLVED THAT observers be permitted to attend the PSAC National Equity Conference for which they have self-identified; and

BE IT FURTHER RESOLVED THAT the number of observers be calculated after the delegate entitlement has been maximized.

06/GEN31 **Health and Safety Conference Delegate Entitlement**

WHEREAS Health and Safety Conferences are an opportunity to interact with other health and safety activists; and

WHEREAS co-chairs of Workplace Health and Safety Committees have taken on a more prominent, visible role in ensuring health and safety in the workplace as dictated by the Canada Labour Code, Part II; and

WHEREAS there is no guarantee currently in place to ensure co-chairs get accepted to attend Health and Safety Conferences:

BE IT RESOLVED THAT PSAC union co-chairs of Workplace Health and Safety Committees be given priority for selection to attend Health and Safety Conferences.

06/GEN38 **Increased Funding for Regional Equity Committees**

WHEREAS the funding for PSAC regional equity committees does not provide enough resources for the committee members to fully encourage members to participate in union activities; and

WHEREAS equity members have drastically increased in the Greater Toronto Area; and

WHEREAS PSAC encourages and fully supports equity member involvement in the union:

BE IT RESOLVED THAT PSAC national increase the funding for its Regional Equity Committees.

06/GEN41 Resolutions to National Women's Conference

WHEREAS not every woman can actively participate at Regional Women's Committees (RWCs); and

WHEREAS Regional Women's Conferences draw a broad spectrum of participation from our union sisters, involving RWCs, Components and Equity Committees:

BE IT RESOLVED THAT the Regional Women's Conferences be given the power to send resolutions to National Women's Conferences.

06/GEN50 Regional Structure

WHEREAS the regional structure of PSAC functions relatively well where Locals are involved; and

WHEREAS the needs of members and Locals are in the Region; and

WHEREAS member resources are limited and members must expect that resources they entrust to the unions are managed properly; and

WHEREAS in the interest of members and the union it is essential to review how the union can improve its services and image:

BE IT RESOLVED THAT the PSAC, Components and Directly Chartered Locals review how our union could be restructured to respond better to member needs and expectations, taking all scenarios into consideration.

06/GEN53 Changing the Name of the Public Service Alliance of Canada

WHEREAS several Locals affiliated with PSAC represent workers employed in sectors other than Canada's public service; and

WHEREAS the number of such workers within PSAC should increase in the short or medium term; and

WHEREAS the PSAC name no longer reflects the various areas of activity these members are active in:

BE IT RESOLVED THAT PSAC form a committee to study the possibility of modernizing our name to reflect our new union reality.

Equal Opportunities Committee Structure

WHEREAS the PSAC has a long and demonstrated commitment to human rights, justice and equity for all its members; and

WHEREAS the strength of the PSAC is in its diversified structure; and

WHEREAS the PSAC has evolved to encompass a strong Component and Regional structure; and

WHEREAS the composition of the PSAC Equal Opportunities Committee (EOC), has not effectively kept pace with the changes in the PSAC structure; and

WHEREAS the current structure of the PSAC Equal Opportunities Committee (EOC) is severely limited by physically meeting only twice a year due to budget limitations:

BE IT RESOLVED THAT the Alliance Executive Committee (AEC) strike a national ad hoc committee after the 2006 Triennial Convention, composed of regional equity representatives and the PSAC National Board of Directors, to develop options for the effective restructuring and financing of the PSAC National Equal Opportunities Committee (EOC); and

BE IT FURTHER RESOLVED THAT this ad hoc committee be resourced from existing funding and have an initial one-year mandate; and

BE IT FURTHER RESOLVED THAT for practical purposes of this endeavour, the ad hoc committee will conduct its meetings through meetings at Regional PSAC Offices, if convenient, or with monthly teleconference calls, where necessary; and

BE IT FURTHER RESOLVED THAT a chairperson be chosen from within the ad hoc committee, and that this person will be responsible for the day-to-day administration of the committee; and

BE IT FURTHER RESOLVED THAT the ad hoc committee submit a final report of its findings and options, which will be presented to the AEC at its next regular meeting; and

BE IT FURTHER RESOLVED THAT for the purposes of informing the PSAC membership of this endeavour, the EOC will have a dedicated webpage available to it on the main PSAC website, and that the current content regarding the EOC now include background information, contact information, meeting agendas, and minutes of meetings, as well as any related documents, which will be available on said web page for public dissemination and discussion.

06/GEN57 Commitment to Organizing

WHEREAS the strength of the union is relative to the membership; and

WHEREAS the constant threat of a reduction in the federal public service could have a significant impact on our membership:

BE IT RESOLVED THAT the Alliance Executive Committee (AEC) consider establishing and using a committee of trained member organizers to assist in organizing within each region.

06/GEN64 Scholarship Program

WHEREAS PSAC scholarship programs/opportunities only apply to dependant children of members in good standing; and

WHEREAS this is restrictive; and

WHEREAS this is not reflective of an inclusive union; and

WHEREAS our collective agreement language currently contains more inclusive language on the definition of family; and

WHEREAS this is disadvantageous toward our membership:

BE IT RESOLVED THAT PSAC scholarship programs be amended to be a more inclusive opportunity; and

BE IT FURTHER RESOLVED THAT PSAC scholarship program offer be expanded to include grandchildren (residing with member), permanent foster child or any dependent who currently resides with member.

06/GEN65 Scent-Free Product List

WHEREAS the PSAC has a no-scent policy:

BE IT RESOLVED THAT the PSAC update and keep current its list of scent-free products including locations of availability where applicable, and make the list more widely available to members.

06/GEN69 Scent-Free Policy in the Workplace

WHEREAS many PSAC members have environmental sensitivities; and

WHEREAS all PSAC members have the right to a safe workplace:

BE IT RESOLVED THAT PSAC place priority in the development and delivery of education on scent-free workplaces for its members; and

BE IT FURTHER RESOLVED THAT PSAC lobby appropriate levels of government employers and separate employers to jointly develop and implement scent-free policies, including an ongoing education program.

06/GEN73 **Dependent Registration Forms**

WHEREAS the PSAC allows for the provision of child care when its members are attending PSAC-related functions; and

WHEREAS many members attend to the care for dependents with disabilities:

BE IT RESOLVED THAT the PSAC ensure that registration forms for all PSAC-sponsored activities take into account the requirements for the dependents with disabilities of the member attending the sponsored events. The registration forms should gather the information necessary to make sure that access to the activities will be available for those dependents with disabilities including those with environmental illness.

06/GEN74 **Attendant Care Policy**

WHEREAS every PSAC member should have equal access to attend PSAC functions; and

WHEREAS PSAC members with disabilities who require attendant care while traveling to PSAC functions have individual requirements unique to their needs; and

WHEREAS the attendants who normally assist PSAC members are familiar with those requirements and can provide a level of care that ensures the safety, comfort and dignity of the members; and

WHEREAS members often require attendant care during travel to and from PSAC functions; and

WHEREAS members have been asked by PSAC to sign waivers rescinding their rights in order to have their attendant of choice attending to their care:

BE IT RESOLVED THAT PSAC develop a policy on attendant care for PSAC members with disabilities that addresses the attendant care needs of our membership; and

BE IT FURTHER RESOLVED THAT the policy be developed in consultation

with a sufficient variety of affected members to ensure that all likely contingencies are addressed; and

BE IT FURTHER RESOLVED THAT concurrent with the development of the policy, PSAC investigate appropriate liability protection in order that members with disabilities can avail themselves of the provisions of the policy without being required to sign waivers rescinding their rights.

06/GEN78 **Challenge Limitations Insurance for Attendant Care**

WHEREAS all PSAC members should have equal access and status when attending PSAC functions without being restricted by arbitrary dictated insurance limitations; and

WHEREAS our current insurance provider has varying standards for persons with disabilities that are discriminatory and violate the Canadian Charter of Human Rights and the *Canadian Human Rights Act*.

BE IT RESOLVED THAT the PSAC join forces with other unions and coalitions to fight against double standards, high rates, and practices by insurance groups that marginalize the members.

06/GEN80 **Privacy Act - Members' Rights**

WHEREAS the federal government has made changes to the *Privacy Act*; and

WHEREAS the members of PSAC are not aware of their rights under this Act; and

WHEREAS employers are requesting medical information that can potentially affect a member's rights under this Act:

BE IT RESOLVED THAT PSAC put out an article to all members explaining their rights under the *Privacy Act*; and

BE IT FURTHER RESOLVED THAT this article also advise members what information under the *Privacy Act*, the employer is entitled to; and

BE IT FURTHER RESOLVED THAT a PSAC training module be developed on members' rights.

06/GEN82 **Privacy Act – PSAC Practice**

WHEREAS privacy is a fundamental human right recognized by the UN's Universal Declaration of Human Rights; and

WHEREAS the laws of Canada provide that the government of Canada and most private sector organizations shall respect the privacy rights of Canadians; and

WHEREAS the PSAC and USGE should be leaders in the protection of privacy rights:

BE IT RESOLVED THAT the management of members' personal information by PSAC at least meet the principles and standards established by federal privacy laws.

06/GEN84 **Clear Language**

WHEREAS the traditional format of writing resolutions is to state the issue or problem as "WHEREAS" and the actions requested as "BE IT RESOLVED"; and

WHEREAS this method does not embrace principles of clear language; and

WHEREAS a clear language format for resolutions would state "THE PROBLEM (or issue)" and "THE ACTION(S)" requested; and

WHEREAS many Federations of Labour and the Canadian Labour Congress have adopted the principles of clear language as a method to allow more members to understand and participate in our movement:

BE IT RESOLVED THAT resolutions submitted for the PSAC Triennial Convention be accepted in either the traditional format or in a clear language format; and

BE IT FURTHER RESOLVED THAT the other conditions regarding resolutions be unchanged; and

BE IT FURTHER RESOLVED THAT Convention organizers provide information on clear language format which may be used when they send out Convention Calls.

06/GEN88 **Sign and Oral Interpreters**

WHEREAS sign and oral interpreters are few in number:

BE IT RESOLVED THAT the PSAC ensure that sign and oral interpreters are booked well in advance of the event they are needed for.

06/GEN90 **Timely Distribution of Human Rights' Materials**

WHEREAS the PSAC is mandated to commemorate the African Heritage/Black History Month, International Women's Day, United Nations Day for the Elimination of Racial Discrimination, Pride Day/Week, Aboriginal Solidarity Day, International Day of Disabled Persons, National Day of Remembrance and Action on Violence Against Women and Human Rights Day; and

WHEREAS information about these days raises member awareness so they can contribute to the forging of solidarity between all sisters and brothers; and

WHEREAS it is important to share information in a timely manner with Local members:

BE IT RESOLVED THAT PSAC publications, posters, or other support material developed to mark these human rights' events be received and in the possession of the Locals a minimum of one month before such dates.

06/GEN92 **Increased Funding to Regions for Education**

WHEREAS education is the cornerstone to an active and mobilized membership; and this is supported by the PSAC Education Policy; and

WHEREAS access to education is sometimes limited because of demand and limited resources which results in activists not having access to timely quality union education:

BE IT RESOLVED THAT PSAC increase funding to the regions for education to ensure that more advanced courses are offered annually.

06/GEN93 **Selection Process for PSAC Advance Courses**

WHEREAS the PSAC Education Policy states that:

- 1.2 Union education must be accessible, i.e., free of barriers due to geography, language, disability, income, family responsibility, working conditions, etc.;
- 1.3 Union education must be equitable and inclusive and encourage the participation of all members in all Components and all regions; and

WHEREAS the selection process for advanced courses should be all inclusive; and

WHEREAS Regional Representatives, Regional Education Officers, Component Presidents and Regional Executive Vice-Presidents have input into the selection process of advanced courses:

BE IT RESOLVED THAT each Regional Executive Vice-President (REVP) should be encouraged to solicit input from their Regional Council Education Committee with respect to the selection of members for all advanced courses.

06/GEN99 **Appeals and Dispute Course**

WHEREAS the PSAC and the provincial and territorial Federations of Labour participate jointly in the education of members through “Disability Awareness” and “Return to Work Accommodation” courses; and

WHEREAS members with disabilities encounter difficulties with insurance companies and accommodation requirements from employers; and

WHEREAS the provincial and territorial Federations of Labour offer a follow-up course called “Appeals and Dispute Resolutions” which is a beneficial course that is costly:

BE IT RESOLVED THAT the PSAC offer and fully fund participation of its members in the “Appeals and Dispute Resolutions” course currently provided by the provincial and territorial Federations of Labour until the PSAC develops its own “Appeals and Dispute Resolutions” course from existing resources, pertaining to compensation and disability claims.

06/GEN100 **Inclusion of Equity Issues in PSAC Education Materials**

WHEREAS PSAC offers training to all members; and

WHEREAS these courses are developed regionally and the topics and content of these courses vary; and

WHEREAS our membership is diverse; and

WHEREAS the labour movement has made many major gains in improving working conditions:

BE IT RESOLVED THAT all PSAC courses promote past equity milestones and general equity issues related to the subject matter.

06/GEN102 **Education Course for Local Secretaries and Treasurers**

WHEREAS it is of great importance that Locals keep accurate minutes and financial statements; and

WHEREAS the positions of Local Executives can change at every Annual General Meeting:

BE IT RESOLVED THAT the PSAC establish a course within the existing PSAC Education budget to educate Local Secretaries and Treasurers to keep accurate minutes and financial statements in a standard format.

06/GEN103 Human Resources Modernization Act – Training

WHEREAS new legislation is being introduced to government employees; e.g. the *Public Service Modernization Act*, that will change the way business will be conducted by unions in government, regarding appeals etc.:

BE IT RESOLVED THAT the PSAC develop a course or courses to assist members dealing with the changes brought by the *Public Service Modernization Act* (PSMA) and that they be made available to each member.

06/GEN112 Future Federal Elections and Aboriginal Issues

WHEREAS in the last federal election, Aboriginal issues were rarely addressed or heard and within the two national televised debates, Aboriginal issues were only addressed at the latter part of the French language debate; and

WHEREAS it is critical that Aboriginal issues be at the forefront of political agendas during elections and when party platforms are established at conventions and forums so our Nations' Peoples and issues are taken into account in all decisions that take place nationally, provincially, territorially, municipally and organizationally:

BE IT RESOLVED THAT the PSAC, in conjunction with the Network for Aboriginal, Inuit and Métis (NAIM), establish a comprehensive strategy for ensuring the needs of Aboriginal Peoples take a prominent place in future national elections including coverage and debates in party platforms, as well as in ongoing national political agendas; and

BE IT FURTHER RESOLVED THAT the PSAC's NAIM enter into an ongoing dialogue with the Assembly of First Nations, Inuit Tapiriit Kanatami, the Métis National Council, the National Association of Friendship Centres, Native Women's Association of Canada, Pauktuutit (Inuit Women's Association) and the Congress of Aboriginal Peoples, in an attempt to keep this initiative ongoing; and

BE IT FURTHER RESOLVED THAT the PSAC's NAIM report on this particular activity as part of its regular reports to the Alliance Executive Committee, National Board of Directors and the NAIM membership.

06/GEN114 Labour Relations with First Nations

WHEREAS the National Capital Region is in the traditional territories of both the Algonquin and Mohawk Nations; and

WHEREAS the area of Victoria Island and the Chaudière Falls has been a traditional area for the First Nations of the region to be a place for negotiation, trade and ceremony, and was considered neutral; and

WHEREAS in accordance with First Nations, Inuit and Métis traditions, it is a wise and appropriate course of action for young people to seek the advice and assistance of Elders, who pass down to younger generations the oral history and customs of Native people; and

WHEREAS Elders, particularly grandfathers and grandmothers, are significant, since they have experienced life to the fullest and possess a wisdom that must be acknowledged and respected:

BE IT RESOLVED THAT in accordance with Aboriginal customs, each major national conference and event held by the Public Service Alliance of Canada should wherever possible begin and end with a ceremony with an Aboriginal Elder who will serve as the host Elder at the opening and closing ceremonies.

06/GEN118 Union Leave for Health and Safety Activities

WHEREAS Component members are selected, in each province, to represent the Component on various Committees, Area Councils, and they must attend various conferences and training dealing with occupational safety and health; and

WHEREAS occupational safety and health are the Component's as well as the employer's responsibility; and

WHEREAS the Federations of Labour and the Components hold various conferences on occupational safety and health, as well as triennial regional or national conferences and expect council and committee members to attend; and

WHEREAS a great number of Locals have limited funds and have more than one member on those committees, and the funding available for the members' participation at those activities may be limited and cause hardship to the Local:

BE IT RESOLVED THAT an agreement be ratified between the union and the employer, to grant leave with pay by the employer in order to attend health and safety related activities.

06/GEN119 Training to Counter Bullying in the Workplace

WHEREAS bullying at the workplace occurs on a daily basis; and

WHEREAS bullied victims are mostly women; and

WHEREAS most victims of bullying suffer in silence and are not inclined to report the incidents; and

WHEREAS most employers are in denial that bullying at the workplace creates stress, severe depression and high absenteeism:

BE IT RESOLVED THAT PSAC put in place with the employer joint management/labour training on bullying awareness.

06/GEN121 Addressing Workplace Hazards in Contact Centres

WHEREAS Canada Post and Purolator have established Contact Centre/Call Centres environments within the workplace; and

WHEREAS specific physical hazards have been linked to Contact Centre/Call Centres work:

BE IT RESOLVED THAT PSAC pursue field research identifying and correcting workplace dangers in all Contact/Call Centres.

06/GEN122 Electronic and Statistical Monitoring

WHEREAS the employer is currently using electronic and statistical monitoring to track and to set service delivery standards for some members; and

WHEREAS as the employer continues to enterprise government, monitoring of all types will become critical to the employer in order to prove and justify business cases; and

WHEREAS the potential for abuse by the employer in using all types of monitoring for performance and disciplinary concerns exists:

BE IT RESOLVED THAT the Public Service Alliance of Canada immediately create a policy on the use of monitoring, whether statistical or electronic, and its use within the workplace.

06/GEN125 BEST Program (Basic Education Skills Training)

WHEREAS many workers need to be able to access training from basic

upgrading to reading, writing, and computer skills; and

WHEREAS employers and government have an obligation to ensure that workers have the training required to maintain jobs and to be able to access new jobs; and

WHEREAS the BEST Program provided workers with the skills and training to maintain employment and access new employment; and

WHEREAS the government at all levels has cut funding for BEST programs:

BE IT RESOLVED THAT PSAC submit resolutions to the Canadian Labour Congress and Federation of Labour Conventions calling for a national lobbying campaign to be undertaken to achieve funding to allow Federations of Labour to reinstate programs similar to the Basic BEST; and

BE IT FURTHER RESOLVED THAT PSAC pressure employers to provide programs similar to BEST at the workplace.

06/GEN126 Embracing Change Action Plan Renewal

WHEREAS the current funding from the federal government for employment equity programs under the *Embracing Change Action Plan* will end at the completion of fiscal year 2005:

BE IT RESOLVED THAT the PSAC negotiate additional funding and the reinstatement of employment equity programs under the *Embracing Change Action Plan* for an additional 5 years.

06/GEN128 Health and Safety Legislation for Parliament Hill Workers

WHEREAS PSAC members of Locals 70390, 70407 and 70408 continue to work in an employer workplace where there is no recognized Health and Safety Legislation; and

WHEREAS these PSAC members experience workplace difficulties from the employers infractions on health and safety matters such as asbestos, ergonomics, repetitive strain injury, air quality, environmental issues and human rights violations; and

WHEREAS this restriction impedes members of Locals 70390, 70407 and 70408 in accessing the Canada Labour Code and other established health and safety regulations, guidelines and agreements; and

WHEREAS the PSAC National Health and Safety Conference on March 25 to 28, 2004 unanimously passed a resolution calling for proclamation of Health

and Safety Legislation for Parliament Hill workers:

BE IT RESOLVED THAT the National Capital Region Council in conjunction with the PSAC work cooperatively in obtaining proclamation of Health and Safety Legislation.

06/GEN134 **May Day**

WHEREAS May 1st of every year is recognized as an important day in North American labour history, and is celebrated in most European countries; and

WHEREAS labour education is recognized by the PSAC as an important means of building union solidarity:

BE IT RESOLVED THAT the PSAC actively promote the celebration of May 1st as the official day of demonstrating union solidarity, both within the PSAC membership and within the Canadian labour movement.

06/GEN141 **Access to Post-Secondary Education**

WHEREAS the PSAC will shortly be facing a time when many of its members will be retiring; and

WHEREAS the PSAC is in need of recruiting youth to carry on the voice the union; and

WHEREAS many youth entering into the workforce face situations of job insecurity and underemployment due to massive economic restructuring while at the same time having to pay off insurmountable student loans; and

WHEREAS this insecurity and underemployment limits PSAC youth from participating freely in their union:

BE IT RESOLVED THAT the PSAC, through its various Regional Committees, including Regional Women's Committees, work with other coalition groups with the goal of increasing universal access to education in Canada by fighting the escalating costs of post-secondary studies; and

BE IT FURTHER RESOLVED THAT funds be allocated towards this coalition work through Political Action budgets.

06/GEN143 **HIV-AIDS Relief in Africa**

WHEREAS the PSAC was one of 13 recognized BC Unions for donating

\$175,000.00 to the Tsunami Relief in Southeast Asia where approximately 155,000 people were tragically killed; and

WHEREAS it has been reported by the Globe and Mail that there are 39.4 million people world wide with HIV-AIDS that require treatment and a great concentration of women and children HIV-AIDS victims are in Africa; and

WHEREAS we're still living in a world where 8,000 people a day die of HIV-AIDS and the Global Fund to Fight AIDS is trying to raise \$2.3 – billion in 2005 and another \$3.4 billion in 2006 for HIV-AIDS treatment in such places as Africa, India and Nigeria:

BE IT RESOLVED THAT PSAC members be encouraged to continue to donate in any way they can to those less fortunate who live in poverty and are suffering from disaster or health problems whether it be at home in our communities or abroad in such places as Asia and Africa; and

BE IT FURTHER RESOLVED THAT this resolution be debated at the 2006 PSAC Convention to obtain further fund raising actions for AIDS relief in Asia and Africa.

06/GEN151 Public Health Care

WHEREAS budget cuts and attempts to privatize health care programs are threatening their universality, which is one of the linchpins of Canadian society; and

WHEREAS the provincial plan has privatized health care programs such as physiotherapy, chiropractic and other plans that complement essential health care; and

WHEREAS most caregivers are women who are directly affected physically, morally and financially by cuts to social services and attempts to privatize health care programs:

BE IT RESOLVED THAT PSAC support campaigns to maintain the universality of health care programs in Canada; and

BE IT FURTHER RESOLVED THAT PSAC continue to speak out against all attempts to privatize and cut the budgets of health care programs in the country.

06/GEN152 Deregulation and Privatization of Energy and Water

WHEREAS corporations and politicians continue to promote deregulation and privatization in the energy and water sectors; and

WHEREAS the experience of deregulation and privatization in California and Britain and other places has benefited the Executives and Shareholders of private energy companies at the expense of the public; and

WHEREAS natural resources belong to the people and must meet the needs of the people; and

WHEREAS regulation and public ownership of energy and water resources are in the best interests and security of the people of Canada:

BE IT RESOLVED THAT PSAC work with the Canadian Labour Congress to push to maintain and re-establish where needed public control over public energy and water resources.

06/GEN156 **Civic Marriage Act**

WHEREAS on February 1, 2005 the federal government tabled a Bill that entrenches marriage equality for lesbian and gay couples in Canada; and

WHEREAS gays and lesbians in 7 provinces and 1 territory have access to civil marriage as a result of court decisions based on the Charter of Rights and Freedoms; and

WHEREAS the *Civil Marriage Act* would provide access to civil marriage to all Canadians regardless of sexual orientation; and

WHEREAS the opposition of this Bill is well-organized, well-funded, and homophobic:

BE IT RESOLVED THAT the PSAC take a position in support of the *Civil Marriage Act*; and

BE IT FURTHER RESOLVED THAT the PSAC strongly and publicly denounce the Conservative Party of Canada's tactics to defeat the *Civil Marriage Act* as homophobic and anti-human rights; and

BE IT FURTHER RESOLVED THAT we call on the members to join the PSAC in lobbying MPs and speaking to friends, family and co-workers to ensure they support the *Civil Marriage Act*; and

BE IT FURTHER RESOLVED that the PSAC continue with its public education campaign in support of same-sex marriage and human rights legislation.

06/GEN158 **Promoting the Rights of Gay, Lesbian, Bisexual and Transgender (GLBT) Members**

WHEREAS PSAC promotes the rights of all members who could be the subject of discrimination on the grounds recognized by the Canadian Human Rights Commission; and

WHEREAS PSAC recognizes members of the GLBT group as an equity group; and

WHEREAS PSAC agrees with the courts that recognize that same-sex couples are entitled to marry and that denying them this right contravenes the *Canadian Charter of Rights and Freedoms*;

BE IT RESOLVED THAT PSAC support gay, lesbian, bisexual and transgender (GLBT) members in their action to gain recognition for the rights that they are demanding, which have been granted and/or recognized by the provincial courts and the *Canadian Charter of Rights and Freedoms*; and

BE IT FURTHER RESOLVED THAT PSAC inform all its members of the nature of rights demanded by GLBT members.

06/GEN159 **Labour Council Affiliation**

WHEREAS PSAC Locals continue to lag behind in affiliation to Labour Councils; and

WHEREAS Labour Councils are an integral part of the fight for public services in the community;

BE IT RESOLVED THAT PSAC conduct a campaign annually to increase the affiliation to Labour Councils; and

BE IT FURTHER RESOLVED THAT PSAC report at the beginning of each year to the Locals on the progress of affiliation to Labour Councils.

06/GEN163 **Disability Insurance for Subsequent Injuries or Disabilities**

WHEREAS members with disabilities acquire disabilities as a consequence of the original one(s); and

WHEREAS the insurance company refuses to extend coverage to these subsequent disabilities automatically; and

WHEREAS the Sun Life Assurance Company that currently provides coverage

to PSAC members demands that a completely new and separate insurance claim process be filed for each newly-acquired disability; and

WHEREAS members with multiple disabilities are particularly vulnerable, debilitated and under economic duress:

BE IT RESOLVED THAT the PSAC lobby the employer to achieve an insurance plan where members with multiple disabilities as well as all members who develop subsequent and additional disabilities not be made to wait for benefits to start for each and every disability that befalls them.

06/GEN165 **Disability Insurance – Waiting Period**

WHEREAS members who are diagnosed ill, and members with disabilities are under emotional and financial duress; and

WHEREAS members who apply for Disability Insurance (DI) must undergo a waiting period of 13 weeks; and

WHEREAS members who apply for Employment Insurance (EI) must undergo a waiting period of two weeks:

BE IT RESOLVED THAT the PSAC lobby the employer to change the Disability Insurance policy to waive the waiting period.

06/GEN166 **Disability Insurance – Timelines**

WHEREAS members who are experiencing disabling issues need financial security; and

WHEREAS the DI process can be a lengthy process:

BE IT RESOLVED THAT PSAC pressure the employer to force Sun Life to be accountable to the members by implementing specific timelines.

06/GEN167 **Disability Insurance – Timelines**

WHEREAS the current Treasury Board Policy regarding disability insurance benefits discriminates against members; and

WHEREAS the current Treasury Board Policy displaces workers after two years of receiving disability insurance benefits:

BE IT RESOLVED THAT PSAC negotiate with Treasury Board to initiate a new Disability Insurance policy that eliminates timelines

2003

03/L4 Occupational Health and Safety Training

WHEREAS training on health and safety is mandated by the *Canada Labour Code*:

BE IT RESOLVED THAT PSAC review the occupational health and safety legislation to find ways to improve provisions for our members to have employer- paid leave for occupational health and safety training, including other training offered by organizations or institutions included in the *Canada Labour Code*, Part II.

03/31 Human Rights

WHEREAS the BC provincial government removed Mary Woo-Sims, a renowned human rights' advocate from the position of BC Human Rights Commissioner as one of its first acts as a government; and

WHEREAS the government in BC has now announced the elimination of the entire BC Human Rights Commission which is responsible for human rights' complaint investigation and ongoing human rights' policy development; and

WHEREAS the closure of this BC Human Rights Commission has impacted on PSAC members:

BE IT RESOLVED THAT PSAC provide our Components with education resources to properly protect the human rights of their members.

03/117 Raiding

WHEREAS raiding other unions is one of the worst crimes in the union movement; and

WHEREAS the PSAC has faced two raids in the last few years; and

WHEREAS these raids have cost the PSAC a lot of money and caused significant disruptions in its ability to service its members; and

WHEREAS decisions have been taken not to undertake disciplinary action until after the raid is over; and

WHEREAS this allows the organizers of the raids to continue in all activities of the union, including going to conventions, while the raid is in progress:

BE IT RESOLVED THAT it be the policy of the PSAC to immediately start disciplinary action against any member who helps to organize a raid of PSAC members.

03/274

Privatization/Organizing/Local Development

Privatization

Actions:

- Highlight the work of PSAC members in the public sector;
- Review and conduct further research and analysis on the impact of privatization on PSAC members;
- Further develop educational material on the cause and effect of privatization;
- Use PSAC workplaces such as the Canadian Food Inspection Agency, and the Supply Chain at the Department of National Defence as prime examples of the effects of privatization on quality public services;
- Refer to global experiences with privatization in other countries such as New Zealand and England as well as to the victories such as the people of Cochabamba Bolivia stopping the World Bank imposed water privatization scheme;
- Commit financial and active support to coalitions and campaigns on the privatization of public services such as health care;
- Conduct campaign to protect workers' rights internationally, including the right to free collective bargaining, the freedom of association, and other workers' rights; and
- Allocate appropriate human and financial resources to allow the PSAC to conduct and follow-up on all of the above.

Organizing

Actions:

- Strive to organize sectors and workplaces where there are young women, immigrant and racialized women, and other marginalized women;
- Adapt organizing tools and strategies to respond to the circumstances and needs of these workers;
- Recertify members in privatized workplaces; and
- Fight all forms of union-busting.

Local Development

Actions:

- Designate funds to enable locals to participate in worker-to-worker solidarity exchanges to develop successful anti-globalization strategies;
- Explore the twinning of locals at the international level;
- Ensure locals have better access to training, information and resources to mobilize members into action on globalization related issues and campaigns.

03/276

Support of Kyoto

WHEREAS within the last two weeks following the UN Conference on Sustainable Development in Johannesburg, South Africa, the Prime Minister announced the possible delay of adoption by Canadian government of the Kyoto Agreement;

WHEREAS the ratification of the Kyoto Accord promotes sustainable development;

WHEREAS the impact of delaying the official adoption of the Kyoto Accord will impact negatively on the environment and the future generation:

BE IT RESOLVED THAT the PSAC develop strategies to educate the membership on the importance of the Kyoto Accord by promoting the active involvement of the PSAC membership at all levels to ensure adoption of the Kyoto Accord; and

BE IT FURTHER RESOLVED THAT the PSAC mobilize all its membership to support the Kyoto Accord; and

BE IT FURTHER RESOLVED THAT PSAC support the speedy official adoption by the Canadian government of the Kyoto Accord.

03/277

Women in Nigeria

WHEREAS this past week another woman in Northern Nigeria has been condemned to death by stoning for adultery:

BE IT RESOLVED THAT this conference send a letter to the Nigeria Ambassador expressing our disgust at this treatment of women, and

BE IT FURTHER RESOLVED THAT this PSAC National Women's Conference urge the Canadian government to officially protest to the Nigeria government this treatment of women.

03/278

Action Against the Corporate Agenda

WHEREAS the economy is moving towards a global agenda; and

WHEREAS the global agenda marginalize all members of the five equity groups; and

WHEREAS all members of the five equity groups face financial hardships and health crisis because of the corporate agenda:

BE IT RESOLVED THAT the Public Service Alliance of Canada engage in a campaign to protect all members against the corporate agenda; and

BE IT FURTHER RESOLVED THAT the Public Service Alliance of Canada strengthen links with organizations that are engaged in the fight against the corporate agenda.

03/292

Recruitment of Education Program Participants

WHEREAS a desired goal of the Public Service Alliance of Canada is to build on the strength of our union by increasing the participation of racially visible and Aboriginal members in all levels of the union activities; and

WHEREAS courses offered through the Public Service Alliance of Canada Education Program are essential to enabling the participation of new members in various levels of the union:

BE IT RESOLVED THAT the Public Service Alliance of Canada provide additional resources to actively conduct recruiting sessions in order to increase the participation of racially visible and Aboriginal members in the education programs.

03/297

Equity and Human Rights Training

WHEREAS equity group members, after being hired by the employer, find themselves facing further challenges and barriers in the workplace; and

WHEREAS education of workers with regard to equity hiring and human rights would assist in building a more inclusive environment for these members, and in fact all members; and

WHEREAS we, as an organization, need to ensure that equity group members are supported in the workplace after they have been hired:

BE IT RESOLVED THAT the PSAC negotiate with employers to deliver equity

and human rights' training, and that the PSAC negotiate with employers to provide for attendance to equity conferences on employer time.

03/298

Human Rights Training in the Workplace

WHEREAS the push for the global agenda is on the rise; and

WHEREAS the global agenda is infiltrating workplaces and promoting racism and sexism and homophobia:

BE IT RESOLVED THAT the Public Service Alliance seek language in all collective agreements to protect all members of equity groups.

03/299

Membership Survey

WHEREAS racially visible members are under-represented in the federal public service; and

WHEREAS the Embracing Change Task Force Report identifies benchmarks for the achievement of goals regarding racially visible members:

BE IT RESOLVED THAT the Public Service Alliance of Canada institute an appropriate action plan to address the inaction of departments/managers concerning "a reasonable effort" under the *Employment Equity Act*.

03/300

Public Service Employment Survey

WHEREAS we, the members with disabilities caucus, have grave concerns regarding the results of the Public Service Employment Survey (PSES); and

WHEREAS we, the members with disabilities caucus, feel that the follow-up to the PSES is critical as well as the gathering of additional specific information:

BE IT RESOLVED THAT PSAC pressure the employer to a follow-up survey for people with disabilities, members of visible minority and aboriginal people; and

BE IT FURTHER RESOLVED THAT the survey be done jointly following the principles of collaboration and consultation of the *Employment Equity Act*.

03/301

Employment Equity

WHEREAS the Employment Equity Policy of the Yukon Government does not have employment equity programs for non-Yukon Aboriginal people, visible

minorities or gay, lesbian, transgender and bisexual; and

WHEREAS the Affirmative Action Policy of the Government of the Northwest Territories does not have employment equity programs for visible minorities, Aboriginal people, women, gay, lesbian, bisexual and transgender and people with disabilities unless they have long-term residency in the Northwest Territories; and

WHEREAS the Affirmative Action Policy of the Nunavut Government does not have employment equity programs for visible minorities, non-Inuit Aboriginal people, women, gay, lesbian, bisexual and transgender and people with disabilities:

BE IT RESOLVED THAT the Public Service Alliance of Canada explore the feasibility of a Constitutional court challenge against the Yukon Government, Government of the Northwest Territories, and Nunavut Government under Section 15 (Equality) of the Canadian Charter of Rights and Freedoms to ensure that members of the Public Service Alliance of Canada have full access to employment equity programs in the Yukon Government, Northwest Territories Government and Nunavut Government.

03/304

Equity Status

WHEREAS the federal government has determined that evidence of discrimination in occupational status, unemployment rates and earnings are sufficient criteria to designate an official equity group; and

WHEREAS no substantive research has been conducted to show that gays, lesbians, bisexuals and transgendered persons are discriminated against in similar or other ways that confirms the need for inclusion of these persons in federal equity, human rights and other anti-discrimination legislation:

BE IT RESOLVED THAT PSAC coordinate a major campaign to extend official equity status to gays, lesbians, bisexuals and transgendered persons in federal equity, human rights and anti-discrimination legislation.

03/307

Privatization of Federal Public Sector Jobs

The PSAC delegates at the PSAC Access Conference 2002 recognize that employers and service providers have a responsibility to build in conceptions of equality in all policies, practices, procedures and rules.

Although inequalities still exist for persons with disabilities in the federal public sector, these services play a critical role in protecting the equality rights of persons with disabilities.

While representation of persons with disabilities in the federally-regulated sector is significantly well below the labour market availability of this group, delegates also recognize that for-profit private sector employers perform far worse in providing equality of opportunities for persons with disabilities.

The delegates at the PSAC Access Conference 2002 are opposed to the privatization of public services and public sector jobs and recognize that privatization of federal public service jobs and services will in particular have an adverse impact on persons with disabilities.

The delegates at the PSAC Access Conference 2002 will fully support the continuing efforts made by the PSAC to stop the Supply Chain Project and will further support this struggle by adding their disability analysis to the PSAC's fightback campaign.

In light of the adverse impact that privatization has on persons with disabilities, the delegates at the PSAC Access Conference 2002 endorse a PSAC Disability Rights Action Plan Against Privatization.

This Action Plan includes:

1. The PSAC demand that the employer suspend approval of all Alternate Service Delivery Initiatives either flowing from the Treasury Board Alternate Service Delivery Policy or any other privatization initiatives based on our view that privatization has an adverse impact on persons with disabilities, and other groups.
2. The PSAC undertake an adverse impact analysis of the Alternate Service Delivery policy and practice. In addition, the PSAC should ensure that an employment systems review is immediately undertaken of the Alternate Service Delivery Policy and practices flowing from it. The PSAC will ensure that this employment systems review is done in accordance with the consultation and collaboration provisions of the *Employment Equity Act*.
3. That the PSAC assess the provisions of the *Canadian Human Rights Act* in order to determine if a complaint of discrimination against Alternate Service Delivery initiatives related to the grounds of disability or other prohibited grounds of discrimination is indicated. If this PSAC analysis indicates that such a complaint may be filed, that the PSAC file such a complaint as quickly as possible.
4. If the PSAC analysis suggests that a *Charter* complaint is indicated, that such a complaint, using the equality provisions of the *Charter*, be initiated.
5. In particular, pending the analysis and the determination of whether a complaint is indicated, we request that the PSAC and UNDE make representation to Treasury Board to suspend current negotiations between the Department of National Defense and Tibbett and Britten Group on the

privatization of DND's Supply Chain, until the Treasury Board provides us with all information and findings related to the adverse impact analysis of this initiative on persons with disabilities.

6. That the PSAC include a disability analysis in their important campaign against the privatization of federal public services.
7. In support of the PSAC 2002 Access Conference theme "Nothing For Us Without Us", delegates and their allies commit to actively participate in the PSAC campaign to stop privatization. As well, delegates and allies will ensure that a disability perspective is present in mobilization efforts at all levels of the PSAC including Locals, Members with Disabilities Action Committees, PSAC Equal Opportunities Committee, PSAC Regional Women's Committees, PSAC Regional Equity Committees, Area and Regional Councils.

03/308

Disability Rights and Health Care

Delegates to the PSAC Access Conference 2002 are opposed to the current trend provincial and federal governments have embarked on with respect to Canada's healthcare system with the closures of hospitals and beds, the introduction of user fees, the de-listing and the privatization of health care services and the allowing of public monies to fund the private delivery of health care.

Delegates at the PSAC Access Conference 2002 want an enhanced public health care system that includes a national homecare and pharmacare program. As well, our health care system must fully meet the needs of persons with disabilities.

Many delegates at the PSAC Access Conference 2002 have participated in a videotaping of their particular concerns, as persons with disabilities and users of health care services. This video will be sent to the Commission on the Future of Health care in Canada.

The delegates also recognize their unique and important role as advocates for persons with disabilities and the existing gap in the social justice and broader labour movements where a disability analysis in the context of health care has yet to be fully addressed.

Delegates at this Conference recommend the following:

1. That the PSAC continue to participate in the Canadian Health Coalition campaigns for publicly-funded and delivered health care and that information be widely circulated, including via website and other media; and
2. That the video developed and information collected at the Access

Conference be utilized as educational and mobilizing tools on health care issues from a disabilities perspective; and

3. That the PSAC facilitate members' participation in the Commission on the Future of Health care in Canada by, for example, providing a space on our website to assert our positions and linking this space to the Commission website and providing a contact list of provincial, territorial and local health care coalitions for members to join; and
4. That the PSAC utilize the information and analysis highlighted at the PSAC Access Conference 2002 on disability issues and health care and develop a comprehensive analysis on public health care with a disabilities' focus.

03/310

Health Canada Referral Pamphlet

BE IT RESOLVED THAT the PSAC publish a pamphlet on the Health Canada referrals process; and

BE IT FURTHER RESOLVED THAT the PSAC distribute this pamphlet through the customary channels; and

BE IT FURTHER RESOLVED THAT the PSAC incorporate training on the Health Canada Referral process in appropriate training sessions for Stewards, Human Rights forums and other applicable venues.

03/311

Health Care System

WHEREAS corporate-sponsored attacks and government cuts to funding threaten Canada's health care system:

BE IT RESOLVED THAT PSAC support the public campaign to defend the principles of the *Canada Health Act*, and demand the removal of the profit motive from health care decisions; and

BE IT FURTHER RESOLVED THAT PSAC support the call to enshrine the principles of the *Canada Health Act* in the Canadian Constitution.

03/312

Sun Life

WHEREAS Government of Canada employees are members of Sun Life Disability Insurance; and

WHEREAS many members report that they have gone months and even years before they have their initial request approved or before they reach the final level of appeal if it is denied; and

WHEREAS even more members report having difficulty having their application approved for benefits after the two-year mark if they are still unable to return to work:

BE IT RESOLVED THAT the PSAC firmly denounce the lack of service provided by Sun Life Disability Insurance Plan and the National President of the PSAC write a letter to Sun Life of our dissatisfaction with Sun Life's service to our members.

03/313

Disability Insurance Kit

WHEREAS members with disabilities and their union representatives who act as their advocate would benefit from the use of a disability insurance kit; and

WHEREAS a draft copy of this kit was given out to the members attending the PSAC Access Conference in 1999 along with a verbal promise that this kit along with a training package on its use would be available within a time frame of a year; and

WHEREAS since the Access Conference in 1999, the PSAC has regularly delayed the completion of this kit further that a resolution for its completion from the PSAC Equal Opportunities Committee to stop this delay had no effect on the kit's completion:

BE IT RESOLVED THAT the PSAC Alliance Executive Committee allocate sufficient funds to complete the disability insurance kit and training package; the kit and training program should be available for distribution and implementation no later than one year (to the month) after the 2003 National PSAC Convention.

03/315

Canadian Disabilities Act

WHEREAS the United States has legislation that created an *American Disabilities Act*, and

WHEREAS Canada does not have legislation for Disabled Persons that is as strong and effective as the *United States Disabilities Act*.

BE IT RESOLVED THAT the PSAC lobby for federal legislation to give and protect the rights of disabled persons based on this *American Disabilities Act*.

03/316

Disabled Workers

WHEREAS there is a Treasury Board policy that allows the employer to terminate employees who have been off on leave without pay for disability for

two years; and

WHEREAS this Treasury Board policy is being challenged by a former Prince George CEIU member and her case has now been accepted by the Canadian Human Rights; and

WHEREAS members who take these challenges are most vulnerable, out of work and usually have financial restraints or are poor:

BE IT RESOLVED THAT the PSAC on all levels fight to eliminate the discriminatory employer's policy of termination of our disabled PSAC members after two years on leave without pay.

03/318 **Representation on Equity Groups**

WHEREAS equity groups are under-represented within our union at all levels; and

WHEREAS our union needs to implement a recruitment plan to ensure equitable representation of equity groups:

BE IT RESOLVED THAT the PSAC address and develop strategies for the recruitment of equity groups to all levels within our union.

03/345 **National Conferences**

WHEREAS the membership pay high dues to the PSAC; and

WHEREAS the PSAC has been consistently downloading the cost of members attending PSAC Conferences down to its Locals; and

WHEREAS Locals cannot afford to be financing members to go to PSAC Conferences:

BE IT RESOLVED THAT the PSAC provide full funding for any delegates selected to attend any of its Conferences.

03/353 **Health and Safety Conference**

WHEREAS the PSAC, in 2002, had limited funding available for a PSAC-sponsored OSH Conference, based upon the financial state of the PSAC at its previous Triennial Convention; and

WHEREAS the PSAC is presently in a surplus situation; and

WHEREAS education is the primary responsibility of PSAC, and not its Components:

BE IT RESOLVED THAT the PSAC fully fund an OSH Conference capped at 300 members in a location within Canada each triennial period; and

BE IT FURTHER RESOLVED THAT the funding formula for this Conference be split in three parts: Part 1, that seven members of each Component be eligible to attend for a sub-total of 119; and

BE IT FURTHER RESOLVED THAT the Part 2 premise be split that allows for the representation of seven members amongst the seven regions of the PSAC, equalling 49, for a sub-total of 168; and

BE IT FURTHER RESOLVED THAT Part 3 be distributed amongst all of its Components based on pro-rata membership participation for the remaining 132 seats.

03/362

Occupational Health and Safety as an Agenda Item

WHEREAS OSH is about keeping our members alive in the workplace; and

WHEREAS OSH is part of the basic infrastructure of the workplace and the union; and

WHEREAS all areas of the union can relate to the values of OSH and its relationship to our workplaces:

BE IT RESOLVED THAT OSH must comprise an agenda item at all levels of PSAC meetings, conventions and conferences.

03/364

PSAC National Union Health and Safety Policy

WHEREAS health and safety affect all members and is a priority for our union; and

WHEREAS as a result of changes to the *Canada Labour Code Part II*, department policy committees are required and are being developed by departments; and

WHEREAS there is limited communication between union health and safety committee members, resulting in a higher potential for inconsistent health and safety policies for PSAC members:

BE IT RESOLVED THAT the PSAC establish a National Union Health and Safety Policy Committee to develop unified PSAC positions on health and

safety policies across jurisdictional lines (*CLC Part II*, provincial and territorial legislation).

03/366

Health and Safety Conference

WHEREAS the Public Service Alliance of Canada held a National Health and Safety Conference in March 2002; and

WHEREAS the members in attendance established that health and safety issues should be prioritized by the Alliance for the well-being of its members; and

WHEREAS many Locals have not yet established health and safety committees in their workplaces:

BE IT RESOLVED THAT the Alliance create a Standing Policy Committee for the establishment of a health and safety network to help Locals where committees do not exist; and

BE IT FURTHER RESOLVED THAT the Alliance negotiate joint training respecting union principles.

03/369

Wellness Committees

WHEREAS departments/management have taken upon themselves to unilaterally form workplace wellness committees apart from the joint Workplace Health and Safety Committees required under the *Canada Labour Code*:

BE IT RESOLVED THAT the PSAC undertake to ensure that these wellness committees be formed as ad hoc committees reporting to the joint Workplace Health and Safety Committees which will retain all rights, roles and responsibilities as described by the *Canada Labour Code* and other legislation; and

BE FURTHER RESOLVED THAT the PSAC ensure that in the event these committees are formed in the workplace, that the members be equally comprised of trained union and management participants; and

BE IT FURTHER RESOLVED THAT the Local Union Executive be responsible for the selection of union participants on workplace wellness committees.

03/370

Health and Safety

WHEREAS the Public Service Alliance of Canada held a National Health and Safety Conference in March 2002; and

WHEREAS the members in attendance established that health and safety issues should be prioritized by the Alliance for the well-being of its members; and

WHEREAS many Locals have not yet established a health and safety committee in their workplaces:

BE IT RESOLVED THAT training with regard to the new changes in the *Canada Labour Code* become a permanent priority; and

BE IT FURTHER RESOLVED THAT the Alliance in conjunction with the Regional Offices, the Regional Councils and the different committees establish a health and safety network, maintain it and make it work.

03/372

Health and Safety

WHEREAS the occupational health and safety of our members is directly impacted by services offered to the Canadian public in certain areas such as aviation, ports security, food safety, and border security; and

WHEREAS in light of September 11, 2001, there is heightened security and concern over the provision of public services:

BE IT RESOLVED THAT the PSAC jointly evaluate, with our employers, all of the public services offered; and

BE IT FURTHER RESOLVED THAT the PSAC task our employers and politicians to appropriately resource public service areas that have been cut over the years, in order to safeguard the health and safety of our members and the health and public security of our Canadian population.

03/374

Amendments to *Canada Labour Code* Part I

WHEREAS there is a long tradition in Canada of labour legislation and policy designed for the promotion of the common well-being of Canadian workers, trade unions and employers promoting sound labour-management relations; and

WHEREAS the Parliament of Canada desires to continue and extend its support to labour and management in their cooperative efforts; and

WHEREAS an amendment to the *Canada Labour Code*, Part I, embodied in Bill C-19, was proclaimed into law on January 1, 1999 and provides for the maintenance of essential services whereby the Canada Industrial Relations Board may designate the supply of services and operation of facilities and specify the manner and extent to which the trade union and the employees in the Bargaining Unit must continue that operation and supply of service; and

WHEREAS an Essential Services Agreement has been entered into, in good faith, between the employer and the bargaining agent:

BE IT RESOLVED THAT the Union of Canadian Transportation Employees will commence lobbying diligently for new amendments to the *Canada Labour Code*, Part I, prohibiting, in the event of a work disruption, in all instances, the employer from hiring or utilizing replacement workers for any portion of work in the bargaining unit for the duration of the work disruption; and

BE IT FURTHER RESOLVED THAT this resolution be forwarded to the next Public Service Alliance of Canada Triennial Convention for the PSAC to commence lobbying diligently for new amendments to the *Canada Labour Code*, Part I, prohibiting, in the event of work disruption, in all instances, the employer from hiring or utilizing replacement workers for any portion of work in the bargaining unit for the duration of the work disruption.

03/375

Health & Safety Committees

WHEREAS health and safety issues are a priority to members; and

WHEREAS changes to the *Canada Labour Code* have increased the powers of the workplace Health and Safety Committees; and

WHEREAS changes to the *Canada Labour Code* have created National Health and Safety Policy Committees, it is crucial that policies developed at the national level are equal across Components and departments; and

WHEREAS the PSAC has members who are covered by other health and safety legislation:

BE IT RESOLVED THAT the BC Region make health and safety a priority in this region for members in all workplaces; and

BE IT FURTHER RESOLVED THAT the BC Region work towards joint health and safety training for workplace Health and Safety Committees and for members in all workplaces.

03/378

Election Campaigns

WHEREAS it is important during election campaigns for the members to know the positions of political parties and candidates on issues affecting them; and

WHEREAS the PSAC and the bodies that report to it, for ex., political action committees, have sometimes endorsed political parties or candidates for office; and

WHEREAS the PSAC has occasionally given financial support to members who run for office, for ex., loss of salary; and

WHEREAS these parties and candidates have frequently done a poor job of representing our interests and in some cases have turned against us; and

WHEREAS our members are capable of determining who they wish to vote for or give money to when they have the information they need; and

WHEREAS many of our members resent the union suggesting who they should vote for:

BE IT RESOLVED THAT the PSAC continue to survey candidates and parties running for office on issues affecting our members and to publicize this information.

03/379

Child Care

WHEREAS Treasury Board (TB) Travel Directive 7.7.1 provides child care assistance only to households where there is one parent; and

WHEREAS the policy discriminates against two parent households; and

WHEREAS TB amended the policy for 2000 to include two parent households where both parents were federally-employed:

BE IT RESOLVED THAT the PSAC demand that TB change the policy to include all two adult households.

03/380

Pregnant and Nursing Members

BE IT RESOLVED THAT the PSAC launch a petition campaign to advance the issue of precautionary work cessation for all pregnant and nursing members.

03/381

Superannuation Pension Plan

BE IT RESOLVED THAT the PSAC undertake a serious campaign to ensure changes to the Federal Superannuation Pension Plan to include the following:

- no reduction of Federal Superannuation Benefits because of Canada Pension Plan payments at age 65;
- maximum benefits raised to 80%;
- spousal benefits increased to 100%;
- maximum benefits available at 30 years of service without a penalty for age;
- information sessions for all Treasury Board and former Treasury Board PSAC members covered by the plan;

BE IT FURTHER RESOLVED THAT this campaign be undertaken as soon as possible.

03/382

Contracting-Out

WHEREAS (on to PSAC) the federal government is relying on and hiring more and more casual employees to do our work; and

WHEREAS the federal government is contracting-out more of our work; and

WHEREAS the federal government is hiring co-op students one after the other to replace our jobs; and

WHEREAS our jobs are being eliminated; and

WHEREAS bargaining unit work is being done by these same casual, non-unionized workers, contractors and students:

BE IT RESOLVED THAT the UCTE and the PSAC campaign to force federal government Departments to stop hiring casuals, contractors, and hire unionized employees; and

BE IT FURTHER RESOLVED THAT the UCTE and the PSAC campaign to stop the hiring of co-op students to replace our members; that UCTE and the PSAC work together to ensure that student employment does not eliminate unionized jobs; and

BE IT FURTHER RESOLVED THAT the PSAC research the legalities and file a Public Service Staff Relations Complaint on the misuse of hiring casuals, contracts, co-op students; and

BE IT FURTHER RESOLVED THAT the PSAC and the UCTE actively police and enforce any agreements that exist between Departments/Public Service

Commission on the hiring of casuals, contractors and students.

03/383 **Contracting-Out**

WHEREAS the employer is hiring more and more contract employees and/or outsourcing our work; and

WHEREAS this is eliminating bargaining unit work:

BE IT RESOLVED THAT the UCTE and the PSAC immediately pursue an aggressive campaign aimed at identifying and eliminating the use of contracting- out and/or outsourcing.

03/384 **RCMP Members**

WHEREAS the RCMP is currently considering amalgamating PSAC members with civilian members; and

WHEREAS if option 3 is chosen this will eliminate public service employees from RCMP: and

WHEREAS public service employees are proud to be represented and belong to PSAC; and

WHEREAS on amalgamation PSAC members will lose their right to union representation:

BE IT RESOLVED THAT PSAC continue to give full representative support to USGE to help convince RCMP Management to keep federal public service jobs and services; and

BE IT FURTHER RESOLVED THAT PSAC give full financial support to USGE to assist USGE to maintain unionized workers within RCMP and assist in any court case or cases to carry this out; and

BE IT FURTHER RESOLVED THAT the PSAC 2003 Convention delegates urge this resolution's immediate acceptance and action.

03/385 **Right to Work**

WHEREAS the card majority rules for union certification, the rand formula for paying union dues and the ability of unions to contribute to social justice and political programs are under attack by right-wing business and political interest; and

WHEREAS these rights are pillars of a democratic society and the labour movement; and

WHEREAS the so-called democratic unionism and right to work campaigns being spearheaded across the country are basically union-busting mechanisms:

BE IT RESOLVED THAT PSAC, Components and Locals actively educate their members on the dangers of Right to Work legislation and develop action plans to ensure our members and the public see the reality of “Right to Work”.

03/388

Raiding

WHEREAS our union is the target of improper raiding based on deception; and

WHEREAS the CSN engages systematically in raiding several PSAC Components; and

WHEREAS several Components must organize in order to counter raiding activities; and

WHEREAS raiding is contrary to ethics and union values of solidarity, justice and respect:

BE IT RESOLVED THAT the PSAC take all necessary means to counter raiding activities against the PSAC and its Components; and

BE IT FURTHER RESOLVED THAT the PSAC allocate the necessary funds to regions in order to counter raiding activities against the PSAC and its Components.

03/390

PSAC Events – Room Sharing

WHEREAS the PSAC’s past practice has been to share rooms; and

WHEREAS the PSAC provided single accommodations for the November 1999 National Women’s Conference; and

WHEREAS this single accommodation is not outlined in any PSAC Regulation and can be changed by conference organizers at any time:

BE IT RESOLVED THAT the PSAC amend the Regulations to include a regulation that states that there will be no obligation to room share at any national activities sponsored by the PSAC.

Globalization Action Plan**Action Plan Recommendation # 1**

Over the next three years the PSAC is committed to providing sustaining funding at the rate of 1 cent per member per hour worked to the PSAC Social Justice Fund through collective bargaining.

The PSAC will not sign any collective agreement over the next three years without a clause that financially supports the PSAC Social Justice Fund without the express written consent of the PSAC National President.

Action Plan Recommendation # 2

Over the next 12 months, the PSAC's Education Program will develop a course on globalization and the third world. This course will be developed and taught with resources from the PSAC's Operating Budget with member participation financed out of the PSAC Social Justice Fund.

Action Plan Recommendation # 3

Establish anti-globalization work as a priority for the PSAC political action program at the national and regional levels over the next three years.

Action Plan Recommendation # 4

- a) Broaden the terms of reference of appropriate PSAC internal committees to ensure that they consider international solidarity and the impact of corporate globalization on their issue area; and
- b) Ensure that internal PSAC Committees bring an international solidarity and anti-globalization perspective to all membership conferences (including Regional and National Bargaining Conferences).

Action Plan Recommendation # 5

That the PSAC work with the ICFTU (through the CLC) and directly with the PSI and UNI to confront corporate globalization and the international agencies that promote corporate controls of public resources.

Action Plan Recommendation # 6

The PSAC's Communication Section will provide regular updates on the unions' international solidarity and anti-globalization work in PSAC publications and electronic media.

Action Plan Recommendation # 7

That the PSAC National Board of Directors provide a detailed report and recommendations on PSAC International Solidarity and anti-globalization activities to the 2006 PSAC Triennial Convention.

2000

00 (Emergency Resolution # 1)

Leonard Peltier Coalition

WHEREAS the PSAC has policies on human rights, anti-racism and aboriginal issues; and

WHEREAS those policies speak to a commitment of the Alliance to participate with coalition who seek to improve the conditions for disadvantaged people in Canada, and to actively be engaged in the struggle to end racism, and to forging strong aboriginal networkers; and

WHEREAS the PSAC is committed to working with the labour community in ending all acts of injustice:

BE IT RESOLVED THAT the PSAC commit to working with the Leonard Peltier Coalition, the CLC and other labour bodies on a national campaign to free Leonard Peltier.

00/178

“Buy Canadian” Policy

WHEREAS one of the most important roles of Canadian unions is to protect the jobs of Canadian workers; and

WHEREAS one of the best ways to do this is to buy the products that they produce; and

WHEREAS our union occasionally buys foreign products when equivalent Canadian ones are available, for example, Microsoft instead of Corel:

BE IT RESOLVED THAT USGE institute a “buy Canadian” policy. Under this policy, when it is possible to buy equivalent products that are produced in Canada or somewhere else, that the union pay up to 5% extra to buy the Canadian product; and

BE IT FURTHER RESOLVED THAT the USGE encourage its Locals to institute similar policies; and

BE IT FURTHER RESOLVED THAT this resolution be forwarded to the PSAC National Convention and be made PSAC policy as well.

00/186

Education

WHEREAS union solidarity is being attacked both politically and publicly; and

WHEREAS union presence and effectiveness is being eroded from within the federal government and by public service ideals which promote individualism versus the collective; and

WHEREAS education is one of the main visible and effective means of promoting union ideals at the grassroots level of our membership; and

WHEREAS education is often the means of recruiting and developing unionists and activists:

BE IT RESOLVED THAT PSAC commit the money necessary, from existing funds, to effectively carry out an extensive and comprehensive member-oriented education program that will be the pride of our union.

00/188

Education – Classification Standards

WHEREAS the number of Separate Employer Locals is constantly growing; and

WHEREAS the classification standards used by Separate Employers differ from the standards in use in department and agencies where Treasury Board is the employer; and

WHEREAS many Separate Employers use Treasury Board classification standards to calculate pay relativity within certain classification groups; and

WHEREAS the Universal Classification System (UCS) being introduced by Treasury Board will most likely differ from the classification systems that will be used by Separate Employers:

BE IT RESOLVED THAT the PSAC develop, from existing resources, training courses for Local Officers of Separate Employer Locals on classification and the use of newly-revised standards.

00/189

Education – DI

WHEREAS a person on disability is not well and receives no help from the employer on disability claims; and

WHEREAS some Components offer assistance on the disability/ CPP process and others do not; and

WHEREAS it is a fight every step of the way to get financial help for these members:

BE IT RESOLVED THAT the PSAC have a contact person in each Regional Office appointed, that would be available to help members with the DI process; and

BE IT FURTHER RESOLVED THAT the PSAC develop training on DI issues and make it available.

00/190

Education – Equity

WHEREAS PSAC has engaged in educating and sensitizing its members on equity and union issues through conferences; and

WHEREAS these conferences have been designed for members at large and not specifically for stewards, executive officers and members serving on committees; and

WHEREAS stewards, executive officers and members serving on committees should be educated and sensitized to the needs of the membership they represent:

BE IT RESOLVED THAT PSAC develop a training module on equity issues that will be given to all stewards, executive officers and members serving on committees in order to educate and sensitize them.

00/192

Education – Human Rights

WHEREAS the PSAC Human Rights' Course is four to five days in length; and

WHEREAS many members cannot be away from their family for this length of time; and

WHEREAS many members have expressed the need to have some awareness on human rights' issues:

BE IT RESOLVED THAT the PSAC design a one-day awareness course on human rights' issues relating to the equity groups; and

BE IT FURTHER RESOLVED THAT this one-day awareness course will not replace the four to five days' course.

00/193

Education – Violence at Home

WHEREAS women and children in Canada are subjected to violence in the home, in our communities, workplace and schools; and

WHEREAS women and children are further victimized by the Canadian judicial system with judges making erroneous and precedent-setting court decisions from coast to coast; and

WHEREAS women and children die as a result of these decisions:

BE IT RESOLVED THAT PSAC demand that the federal government make it mandatory that all federal judges receive sensitivity training and education about domestic violence and other areas of violence toward women and children.

00/195 (1st
BIR)

Education: World Wide Web

WHEREAS education about the impact that organized labour has had on the development of our society and the things that everyone takes for granted is severely lacking in the public school system as well as the public domain; and

WHEREAS we, as union members, are aware not only of the costs associated with trying to get our message out but also the difficulty of dealing with a biased media; and

WHEREAS we recognize the attempt by management, both in the public sector and the private sector, to erode the perceived need for unions in our society today:

BE IT RESOLVED THAT the Public Service Alliance of Canada re-evaluate its World Wide Web site and incorporate links to sites on labour history and the history of the Public Service Alliance of Canada. This site is to be developed and can be modelled using any one of the excellent sites on the Web.

00/197

Equity Under-Representation

WHEREAS equity groups are under-represented within our union at all levels (PSAC, NBOD, Components, Locals); and

WHEREAS our union needs to implement a recruitment plan to ensure equitable representation of equity groups:

BE IT RESOLVED THAT the existing equity structure of the Alliance be asked

to address and develop strategies for the recruitment of equity groups to all levels within our union, from existing resources, to facilitate the development of these strategies.

00/199 **Equity Advisory Committee**

WHEREAS many equity members do not feel they are an integral part of our union; and

WHEREAS many equity members believe that they are under represented at all levels of our union; and

WHEREAS many equity members believe their issues are not addressed in our union:

BE IT RESOLVED THAT requirements for equity representation or input pertaining to equity issues/interests and concerns, the PSAC channel such requirements through the specific equity advisory committee; and

BE IT FURTHER RESOLVED THAT the PSAC normally accept the selection for that representation and/or input as made by that specific equity advisory committee.

00/204 **Health & Safety: Alliance Magazine**

WHEREAS health & safety is of the utmost importance to our members; and

WHEREAS members now have a greater responsibility under the Canada Labour Code Part II to expose themselves to reprisal from their employer because they are now obliged to report or complain to their employer before reporting to an outside party:

BE IT RESOLVED THAT the PSAC dedicate a section of each Alliance magazine to health & safety issues.

00/205 **Health and Safety Training**

WHEREAS health and safety (H&S) at work affects all Alliance members, and those members have repeatedly identified H&S as a high priority; and

WHEREAS our union's H&S objective is the promotion of the highest level of health for our members – a state of complete physical, mental and social well-being; and

WHEREAS we have not achieved that objective; and

WHEREAS effective active union representation on joint workplace H&S committees (JWHSC) is one of the best ways to achieve that objective; and

WHEREAS proposed changes to the Canada Labour Code Part II put even more responsibility on the JWHSC to develop and monitor H&S activities in the workplace; and

WHEREAS the employer will totally control this process unless the union has adequately trained and motivated union JWHSC members; and

WHEREAS the employer has regionalized the responsibility for H&S programs; and

WHEREAS current levels of Alliance H&S program funding do not allow sufficient ongoing joint H&S training to adequately train and motivate union H&S activists:

BE IT RESOLVED THAT the Alliance develop, market and deliver a joint H&S training program on a regional basis; and

BE IT FURTHER RESOLVED THAT the Alliance pursue appropriate sources and amounts of employer funding to deliver this ongoing joint H&S training program.

00/206

Insurance Agreements

WHEREAS the PSAC has one of the largest union membership; and

WHEREAS the PSAC enters into agreement with insurance companies to supply discontinued insurance:

BE IT RESOLVED THAT the PSAC review the insurance companies' agreements regularly to determine if a better agreement can be struck.

00/207

Internet Provider

WHEREAS PSAC has entered into a number of agreements with national companies to provide economical service to members such as life insurance, car rental service; and

WHEREAS effective communication is essential for union members to organize and to become aware of the issues; and

WHEREAS Internet access is an important communication tool:

BE IT RESOLVED THAT the PSAC strive to enter into an agreement with a national Internet service provider in order to provide the best Internet access price for the membership; and

BE IT FURTHER RESOLVED THAT this resolution be forwarded to the PSAC Convention.

00/208

Job Protection, Student Employment

WHEREAS the union is a supporter of the concept of student employment for the purpose of exposure to the work environment and on-the-job training; and

WHEREAS the employer has been constantly downsizing and is making more use of students to replace those workers who have been displaced:

BE IT RESOLVED THAT the Public Service Alliance of Canada immediately establish a policy through consultation with the employer on student employment and that this policy address the exploitation of students to replace full-time indeterminate employees. If there is a demonstrated need for a continuing job function and it is being filled by a student, that position should become either a term or an indeterminate position.

00/211

Organizing

WHEREAS the membership of the Public Service Alliance of Canada (PSAC) is in decline as a result of an ongoing attack on public sector workers by conservative governments; and

WHEREAS a concentrated effort must be made to organize new members if the PSAC is to remain a strong and vital union:

BE IT RESOLVED THAT the PSAC commit to organizing as a priority for the immediate future, with the goal of doubling the total number of PSAC members by the time the 2009 Triennial Convention is held.

00/214

Report on Funding Availability

WHEREAS some Locals may not be fully aware of all funding available from the Alliance or through the Alliance which can be applied for or accessed by the Locals or their Committees:

BE IT RESOLVED THAT the Alliance prepare a summary sheet(s) of funding available to the Locals and their Committees from the Alliance or through the Alliance and that these summary sheet(s) include information on how to apply for or access this funding so that Locals can improve the service to their

members; and

BE IT FURTHER RESOLVED THAT this summary sheet(s) be updated on an annual basis and be forwarded to all Locals.

00/216

Security and Parking at PSAC Headquarters

WHEREAS Local members of the Public Service Alliance of Canada submit relentless hours of volunteer work and labour in servicing their membership and taking active roles in their union; and

WHEREAS this participation and activity requires frequent communications with appropriate information sources and other service resources available at the PSAC Headquarters; and

WHEREAS this activity should be encouraged and supported by the PSAC in allowing free access to the building; and

WHEREAS difficulty of access to the appropriate service providers due to unanswered voice mail and staff shortage; and

WHEREAS there is no provision for emergency services to PSAC members:

BE IT RESOLVED THAT the PSAC re-evaluate the present security system at the entrance to 233 Gilmour.

00/217

Stress Leave

WHEREAS all work-related stress can result in short-term or long-term absence without pay; and

WHEREAS all work-related stress is not financially compensated in all provinces; and

WHEREAS a recent Public Service Alliance of Canada news article stated that a recent court decision in the Province of New Brunswick instructed the Workers' Compensation Board to cover all work-related stress leave:

BE IT RESOLVED THAT the PSAC petition the CLC and all the Federations of Labour to mount a campaign for the recognition of stress as a work-related illness; and

BE IT FURTHER RESOLVED THAT the Public Service Alliance of Canada immediately pursue and lobby the necessary governing bodies for all remaining provinces and territories so that all work-related stress leave be covered by the appropriate compensation body.

1997

97/288

Devolution

BE IT RESOLVED THAT CEIU demand that PSAC develop and implement immediately meetings with the National Union of Public and General Employees to address the issues of devolution affecting members in each of the respective unions; and

BE IT FURTHER RESOLVED THAT this implementation include meetings between PSAC Regional Representatives and their respective provincial and territorial unions; and

BE IT FURTHER RESOLVED THAT members on committees that have been established to discuss these issues in various provinces and territories be included and consulted in each step of this process to advise on members' concerns and wishes.

97/383

National Board of Directors (NBoD)

BE IT RESOLVED THAT each Local be visited by at least one member of the Alliance National Board of Directors at least once every three years in order to empower the Locals and strengthen the bond, solidarity and information sharing between the Locals and the Alliance through the National Board of Directors.

1991

91/375A

Campaign – Choice

BE IT RESOLVED THAT PSAC support women's right to freedom of choice on abortion; and

BE IT FURTHER RESOLVED THAT PSAC urge the federal government to recognize that women have the right to free choice; and

BE IT FURTHER RESOLVED THAT PSAC urge the federal government to guarantee access to free and unrestricted abortion to all women who request it; and

BE IT FURTHER RESOLVED THAT PSAC pressure for the establishment of

free- standing clinics to provide access to medically safe abortion procedures for women.

91/407

Capital Punishment

BE IT RESOLVED THAT the union withdraw its stand in favour of capital punishment and condemn any attempt to use such methods.

1990

90/11

National Unity

WHEREAS all Canadians recognize that the nature and the problems of Quebec are different from those of the other Canadian provinces; and

WHEREAS the Quebec workers and federal employees, be they anglophone or francophone, are active unionists who are aiming for the national solidarity of all Canadian workers; and

WHEREAS the Quebec unionists are also aware of their particular political status; and

WHEREAS Quebec, within Confederation, has the right to aim for self-determination if it so wishes, that is, the free choice of its political status:

BE IT RESOLVED THAT the PSAC support the right of self-determination.

1988

88/450

Choice

WHEREAS a woman's right to choose abortion in case of unwanted pregnancy has been endorsed by most major Canadian unions, the CLC and the Ontario Federation of Labour; and

WHEREAS without reproductive rights, a woman remains a second-class citizen inside and outside the workplace; and

WHEREAS women in unions need to know that their unions will defend such basic rights if the unions are genuinely committed to equality for women:

BE IT RESOLVED THAT the PSAC call for repeal of Section 251 of the Criminal Code which restricts the right of women to obtain abortion; and

BE IT FURTHER RESOLVED THAT the PSAC call for the establishment of free-standing clinics to provide access to medically safe abortion procedures for women if they choose them.

88/474

Nuclear Disarmament

WHEREAS the need for world peace has a significant impact on all of our lives; and

WHEREAS the question of human survival in the nuclear age is a real question for trade unionists today; and

WHEREAS the huge amounts of money spent in the military and nuclear industries could be better spent on creating jobs and services which are socially beneficial to the majority of Canadians – women, native people, immigrants, the unemployed, the disabled and the poor; and

WHEREAS we are facing the testing of cruise missiles in Canada and the proliferation of nuclear bases in Europe:

BE IT RESOLVED THAT the PSAC campaign for nuclear disarmament.

88/488

PSAC Convention Site

BE IT RESOLVED THAT the PSAC hold one of its Conventions in the province of Newfoundland.

1982

82/700

Convention Policy Papers

BE IT RESOLVED THAT in future, resolutions containing an intent which is already embodied in a policy paper or Resolution of Record be referred back to the submitting person or body with a suitable explanation.