

REPORT OF THE RESOLUTIONS COMMITTEE

March 2020



2021 PSAC NATIONAL WOMEN'S CONFERENCE

September 22 to 26, 2021

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INTRODUCTION

PSAC National President, Chris Aylward, appointed Regional Executive Vice-President, Sharon DeSousa, as the AEC officer responsible for the 2020 PSAC National Women's Conference Resolutions Committee.

The following conference delegates were named to the PSAC National Women's Resolutions Committee:

Officer Responsible

Sharon DeSousa PSAC Regional Executive Vice-President, Ontario

Members

Missy Taylor Canada Employment and Immigration Union (CEIU)
Angela Decker Union of National Employees (UNE)

The Resolutions Committee held a meeting on Friday, February 14, and a teleconference on Tuesday, March 3, 2020.

During the course of its deliberations, the Committee reviewed a total of 57 resolutions.

The following resolutions were ruled out of order and referred back to the submitting body by the National President. The submitting body was advised in writing and the resolutions are included in **Appendix "A"** of the Committee's report and include:

RESOLUTION 23: This resolution is referred back to the submitting body as it does not meet the resolution call-out as it addresses delegate entitlement at the PSAC National Triennial Convention for the Quebec Council.

RESOLUTION 25: This resolution is referred back to the submitting body as the NHRC is an advisory committee to the PSAC National Board of Directors and it is the purview of the NBoD to determine the structure of such. The resolution will be forwarded to the NBoD for their information.

INTRODUCTION

RESOLUTION 28, RESOLUTION 29, RESOLUTION 30 RESOLUTION 33, RESOLUTION 42 and RESOLUTION 43: These resolutions are referred back to their respective submitting bodies as the resolutions do not meet the criteria in the resolution call-out.

RESOLUTION 37 and RESOLUTION 39: These resolutions are referred back to their respective submitting bodies as the resolutions do not meet the criteria in the resolution call-out.

The Committee established its priorities as follows:

1. **RES 35** Women Centered Leadership Development Program
2. **RES 34** Diversity Mentorship
3. **RES 5** Support for Sexual Assault Victims
4. **RES 14** Forced Sterilization of Indigenous Women
5. **RES 15** “Pink Tax”
6. **RES 17** Increase EI Provisions for Parental Leave
7. **RES 55** Sex Trafficking in Canada
8. **RES 11** Women’s Health Care and Right to Choose
9. **RES 9** Menopause Support

The Committee would like to acknowledge and thank Kate Bradley (Administrative Assistant), Meera Chander (Technical Advisor), the Translators and all the staff at the PSAC who assisted before and during the Committee’s deliberations and in the preparation of this report.

I would also like to acknowledge and thank members of the PSAC National Women’s Conference Resolutions Committee for their thoughtful deliberations and contributions to the report.

Respectfully submitted on behalf of the Committee,



Sharon DeSousa
Officer Responsible

CONCURRENCE PRIORITIES

RESOLUTION 35 WOMEN CENTERED LEADERSHIP DEVELOPMENT PROGRAM

The Committee recommends **concurrence** in Resolution **35** which reads as follows:

WHEREAS PSAC recognizes a lack of women's representation at leadership levels throughout the PSAC structure and is encouraging women to take leadership roles; and

WHEREAS PSAC needs to ensure succession planning includes women:

BE IT RESOLVED THAT the PSAC through the Gender Equity Task Force, develop a leadership program for members identifying as women who are active and interested in pursuing and obtaining leadership roles in the union; and

BE IT FURTHER RESOLVED THAT this women leadership program be implemented in the next three-year cycle.

Rationale

The development of a women's leadership program is one of the many recommendations of the Gender Equity Task Force Report. The PSAC National Board of Directors adopted the recommendation made by the Gender Equity Task Force.

RESOLUTION 34 DIVERSITY MENTORSHIP

The Committee recommends **concurrence** in Resolution **34** which reads as follows:

WHEREAS the PSAC is actively working to increase diversity and women's participation, activism and leadership in the union; and

CONCURRENCE PRIORITIES

WHEREAS members in leadership positions teach and lead by example; and

WHEREAS the PSAC needs to plan for the future and pursue succession planning that includes women and diversity:

BE IT RESOLVED THAT the PSAC begin a formal mentorship program that matches members who identify as Indigenous, Racially Visible, LGBTQ2+, Persons with a Disability or Women who are currently in leadership roles with members who are active and interested in learning and pursuing leadership roles in the union; and

BE IT FURTHER RESOLVED THAT this mentorship program be voluntary and have clear benchmarks and guidelines to assist mentors and mentees to pursue their place in union leadership; and

BE IT FURTHER RESOLVED THAT this mentorship program be implemented in the next three-year cycle.

Rationale

The PSAC Gender Equity Task Force identified the need for a mentorship program to help support women's participation and leadership in the union. The committee noted that the PSAC National Board of Directors recently adopted the recommendation on mentorship by the Gender Equity Task Force.

RESOLUTION 5 SUPPORT FOR SEXUAL ASSAULT VICTIMS

The Committee recommends **concurrence** in Resolution **5** which reads as follows:

THE PROBLEM OR ISSUE:

CONCURRENCE PRIORITIES

The needs of sexual assault victims are largely unmet by RCMP and courts, often with inadequate support services to victims in the aftermath of being profoundly violated.

Less than 10% of sexual assaults are reported to the police in Canada and few of these cases result in convictions.

Northern regions have a high number of sexual assault cases tossed out because RCMP didn't think they merited further investigation.

Women need to feel safe reporting sexual assault and need access to victim services.

THE ACTION REQUESTED:

That the Public Service Alliance of Canada lobby governments to improve national and regional commitments to prevent and respond to sexual assault against women and girls through increased access to justice and health services, with a human-rights and culturally responsive approach.

Rationale

In 2015, the Canadian Network of Women's Shelters and Transition Houses released a Blueprint for Canada's National Action Plan on Violence Against Women and Girls. PSAC has called on the government to implement the National Action Plan.

PSAC is committed to building a world free of violence and harassment. A culturally responsive approach would ensure the cultural experiences of women and girls are identified as strengths and nurtured to promote access to justice and health services.

RESOLUTION 14 FORCED STERILIZATION OF INDIGENOUS WOMEN

CONCURRENCE PRIORITIES

The Committee recommends **concurrence** in Resolution **14** which reads as follows:

WHEREAS Indigenous women are known to be overrepresented as victims of femicide in Canada and a national inquiry has exposed the truth concerning the more than 1,500 missing and murdered Indigenous women in Canada; and

WHEREAS PSAC-Quebec denounces the injustices experienced by Indigenous women; and

WHEREAS Indigenous women who consider that they were sterilized against their will are rallying in protest; and

WHEREAS the Women's Committees protect women's rights over their own body and their ability to make decisions freely about their own life; and

WHEREAS Indigenous women experience systemic discrimination by the physical and mental health-care systems, the judicial system and government agencies:

BE IT RESOLVED THAT PSAC take a stand against the forced sterilization of Indigenous and/or marginalized women.

Rationale

Forced sterilization is a violation of human rights. The coerced sterilization of Indigenous women is connected to the broader context of colonialism and undermines the ability of women to make decisions about their own lives. Sterilization breaks the link between Indigenous women and future generations. PSAC must take a stand against the forced sterilization of Indigenous and/or marginalized women.

RESOLUTION 15 **"PINK TAX"**

CONCURRENCE PRIORITIES

The Committee recommends **concurrence** in Resolution **15** which reads as follows:

WHEREAS women in Canada pay a “pink tax”; premium of more than 43 per cent over what men pay when it comes to personal care products and services. This practice is called gender pricing, where men and women are charged different amounts for similar products and services; and

WHEREAS women have long been discriminated against based on gender and have also traditionally made less money than men. According to Statistics Canada, women still only make between 75 and 85 cents for every dollar men make; and

WHEREAS we must strive to create a society free of gender discrimination:

BE IT RESOLVED THAT PSAC launches an awareness campaign that outlines the gendered pricing differences for goods and services to show there is work still to be done beyond pay equity; and

BE IT FURTHER RESOLVED THAT PSAC lobbies the government to enact legislation to end gender pricing.

Rationale

The ‘pink tax’ is a phenomenon that many people are not aware of. It is a form of gender-based pricing that discriminates against women. It is where women pay more than men for a host of products and services, from razors to dry cleaning. It is estimated that women pay an extra \$1,300.00 per year for relatively similar products as men. PSAC continues to fight for women’s rights and PSAC should raise awareness about this issue and lobby the government to enact legislation to end gender pricing.

RESOLUTION 17

INCREASE EI PROVISIONS FOR PARENTAL LEAVE

(which covers Resolutions 18, 20 and 21)

CONCURRENCE PRIORITIES

The Committee recommends **concurrence** in Resolution **17** which reads as follows:

WHEREAS parents can choose to receive EI benefits over the current 35 weeks at the existing 55% of their insurable earnings or; parents can opt to receive EI benefits over a 61 week period at 33% of their insurable earnings; and

WHEREAS many parents cannot afford to live off only 33% of their income; and

WHEREAS this 18 month leave at 33% of income for parents is also not a substitute for a high quality, universally accessible child care system:

BE IT RESOLVED THAT PSAC lobby the federal government to increase EI benefits from 55% to 75% for parents who choose to receive benefits over 35 weeks; and from 33% to 55% for parents who choose to receive benefits over 61 weeks.

Rationale

Sustaining one's family at 33% EI benefits is difficult to do with the rising cost of living. Increasing EI provisions for parental leave would not only benefit PSAC members, but all parents and families. It is key for the economic security of women. PSAC is working to push for increased EI benefits at the bargaining tables and must continue to put pressure on the employer.

RESOLUTION 55 SEX TRAFFICKING IN CANADA

The Committee recommends **concurrence** in Resolution **55** which reads as follows:

THE PROBLEM OR ISSUE:

CONCURRENCE PRIORITIES

Women represent most victims of sex trafficking in Canada, especially women and girls who are socially or economically disadvantaged, as well as unstable social networks.

The extent of human trafficking is difficult to assess due to the hidden nature of the crime, the reluctance of victims and witnesses to come forward to law enforcement, and the difficulty of identifying victims.

THE ACTION REQUESTED:

That the Public Service Alliance of Canada

Lobby government to prevent trafficking from occurring, protect victims of human trafficking, bring its perpetrators to justice, and ensure rehabilitation to re-enter society, the workforce and find meaningful employment.

Build partnerships domestically and internationally to identify supports and safe spaces for victims of sex trafficking, and to expose the pipeline for victims and hidden nature of the crime.

Rationale

Although the federal government implemented the National Strategy to Combat Human Trafficking 2019-2024, the union must keep the government to account as human trafficking remains prevalent in our communities.

RESOLUTION 11 WOMEN'S HEALTH CARE AND RIGHT TO CHOOSE (which covers Resolution 12)

The Committee recommends **concurrence** in Resolution 11 which reads as follows:

WHEREAS the PSAC has long supported women's rights and have

CONCURRENCE PRIORITIES

fought and won the right for PSAC women to exercise reproductive (contraceptive) choice; and

WHEREAS women's control over their body and reproductive rights are under threat; and

WHEREAS with the upcoming federal election, women's right to control their own body will likely become an election issue:

BE IT RESOLVED THAT PSAC visibly opposes any attempts to introduce restrictive legislation; supports the rights of all women to adequate services for contraception and abortion; supports campaigns that protect women's right to choose; and demands current and prospective members of parliament endorsed by our union to support this position.

Rationale

PSAC firmly believes in the bodily autonomy of women and has long advocated for a woman's right to choose. At the PSAC 1991 National Triennial Convention, delegates adopted Resolution 91/375A supporting a woman's right to choose.

RESOLUTION 9 MENOPAUSE SUPPORT (which covers Resolution 10)

The Committee divided Resolution **9** into two parts.

Part 2

The Committee recommends **concurrence** in Part 2 of Resolution **9** which reads as follows:

WHEREAS it is recognized that menopause can lead to health changes in women that may require workplace adjustments, and is now an occupational issue; and

CONCURRENCE PRIORITIES

WHEREAS our employers have not demonstrated awareness of the fact that 80% of women experience noticeable changes during menopause and 45% report symptoms that are difficult to deal with, and which have an impact on work; and

WHEREAS workplaces and working practices are not designed with menopausal women in mind, and research shows the working environment can make symptoms worse:

BE IT RESOLVED THAT PSAC will develop and promulgate a campaign for members that educates and recognizes menopause as an important occupational health issue and support a positive woman friendly environment.

Rationale

Menopause symptoms can have a significant impact on women workers and should be viewed as an occupational health issue and an equality issue. The union must do more to ensure the membership and the employer understand how menopause can affect women workers and must ensure that women are properly supported in the workplace.

CONCURRENCE RESOLUTIONS

RESOLUTION 1 ISLAMOPHOBIA / RACISM POLICY STRATEGY

The Committee recommends **concurrence** in Resolution 1 which reads as follows:

WHEREAS Islamophobia is a growing concern in Canada for women; and

WHEREAS the National Council of Canadian Muslims reports an upward trend in Muslim hate incidents; and

WHEREAS acrimonious rhetoric on women's dress is fueling direct attack on Canadian Muslim women; and

WHEREAS the European Union Court of Justice rules workplace headscarf ban is not discrimination; and

WHEREAS racism effects a broad spectrum of women and is an act of violence with negative consequences for women in the federal public service; and

WHEREAS the PSAC prides itself on diversity and the eradication of discriminatory practices globally:

BE IT RESOLVED THAT PSAC complete a comprehensive review, one of substance, of the Union's position on Islamophobia and racism and develop a policy strategy that includes educating members on the impact of racialization and supremacism upon women who work in the federal public service and re-address the role of unions in this global human rights struggle.

Rationale

PSAC has taken a strong public stance against Islamophobia and must continue to do so. Islamophobia is on the rise in Canada and around the world and has a negative impact on our members. Islamophobia must continue to be addressed within our union and in society.

CONCURRENCE RESOLUTIONS

RESOLUTION 2 ENDING SEXUAL AND GENDER HARASSMENT

The Committee recommends **concurrence** in Resolution 2 which reads as follows:

WHEREAS it is recognized that no one should have to endure sexual and gender harassment or improper conduct in the workplace; and

WHEREAS recent British Union research found that only 1% of those who experienced sexual harassment reported it to their union; sexual and gender harassment is widespread and continues unabated; and

WHEREAS there is no PSAC union sponsored research in empirical and qualitative data that captures the lived experience of gender and sexual harassment that PSAC women member's experience:

BE IT RESOLVED that PSAC undertakes an inquisitive inquiry-based research in collaboration with an appropriate agency like the Everyday Sexism project to capture PSAC women's wealth of experience about how gender and sexism affects them emotionally and professionally; and

BE IT FURTHER RESOLVED that PSAC, in collaboration with PSAC women who work in sexist environments, and others who are experts by experience will direct the collection, analysis, promulgation and recommendations resulting from the research.

Rationale

PSAC has been at the forefront of fighting for women's rights. The PSAC Gender Equity Task Force, reviewed and analyzed data and made several recommendations to advance gender equity. This resolution calls for the union to delve deeper into the emotional and professional impacts of sexism on women and develop further recommendations for action.

CONCURRENCE RESOLUTIONS

RESOLUTION 4 GENDER OPPRESSION

The Committee recommends **concurrence** in Resolution 4 which reads as follows:

WHEREAS PSAC and the Regional Women's Committees support the global movement against gender oppression; and

WHEREAS women must take their fight beyond protests and awareness-raising; and

WHEREAS the #MeToo movement has increased global public awareness of the widespread problem of sexual harassment; and

WHEREAS the elections of Donald Trump in the United States and Jair Bolsonaro in Brazil have resulted in massive protests against their sexist attitudes and a grassroots movement to protect women's rights:

BE IT RESOLVED THAT PSAC continue to advocate for women's economic and social status so they can leave all forms of violence and its repercussions behind and lead safe and independent lives.

Rationale

PSAC has a long track record in the struggle for women's rights. Whether it was in achieving ground-breaking advances in pay equity; negotiating sexual harassment protection and domestic violence leave; or campaigning for universal childcare and women's reproductive freedom; the PSAC has and must continue to advocate for women's equality, including their economic security.

RESOLUTION 6 PREVENTING VIOLENCE CAMPAIGN

CONCURRENCE RESOLUTIONS

The Committee recommends **concurrence** in Resolution **6** which reads as follows:

THE PROBLEM OR ISSUE:

Stopping violence before it happens against women is key and it costs much less than our traditional criminal justice system responses or corporate response measures.

The very justice system that victims turn to is often a source of severe re-victimization, particularly to women at risk including some Indigenous women, migrants and new immigrants, teenaged runaways, and children in protection.

Every sector of society—businesses, employers, schools, workplaces, and neighbours—can make important contributions to Parallel Justice.

THE ACTION REQUESTED:

That the Public Service Alliance of Canada campaign regionally and nationally for all sectors of civil society to reorient core practices to play a greater role in stopping violence before it happens, and in helping victims rebuild their lives.

Lobby the government to address service gaps in Victim Services across Canada.

Rationale

In 2015, the Canadian Network of Women's Shelters and Transition Houses released a blueprint for Canada's National Action Plan on Violence Against Women and Girls. PSAC has called on the government to implement the National Action Plan.

PSAC is committed to building a world free of violence and harassment. A culturally responsive approach would ensure the cultural experiences of women and girls are identified as strengths and nurtured to promote access to justice and health services.

CONCURRENCE RESOLUTIONS

RESOLUTION 7 SEXUAL MISCONDUCT

The Committee recommends **concurrence** in Resolution **7** which reads as follows:

WHEREAS sexual misconduct remains predominant in our union;
and

WHEREAS the union is still considered by many members, not a safe space:

BE IT RESOLVED THAT PSAC will develop and implement appropriate strategies and procedures when dealing with reports and complaints of sexual misconduct from amongst its activists; and

BE IT FURTHER RESOLVED THAT this procedure/process/strategy come into effect prior to the next PSAC Triennial Convention in order to establish and maintain a healthy workplace culture.

Rationale

The PSAC Constitution states that every member is entitled to be free from discrimination and harassment and any member found guilty of harassment, including sexual harassment, may be disciplined in accordance with PSAC Regulation 19. The National Board of Directors is currently reviewing Regulation 19 and this should include ensuring that appropriate and effective strategies are implemented to address harassment.

RESOLUTION 8 CONSENT

The Committee divided Resolution **8** into two parts.

CONCURRENCE RESOLUTIONS

Part 1

The Committee recommends **concurrence** in Part 1 of Resolution **8** which reads as follows:

WHEREAS consent culture is a culture in which asking for consent is normalized and condoned. It is respecting the person's response even if it isn't the response wanted; and

WHEREAS if we build a culture where consent is normalized, our unions will become safer for all. This will then be carried to all aspects of our lives; and

WHEREAS consent is a voluntary agreement that should never be assumed. It is the responsibility of the initiator. Consent is ongoing, meaning it can be given or taken away at any time; and

WHEREAS developing educational material and information on consent would help members understand what consent looks like:

BE IT RESOLVED THAT PSAC build a consent culture to combat harassment and interpersonal violence within the union, and to educate members on the importance of consent.

Rationale

PSAC continues to fight for women's rights and an end to gender based violence. Unfortunately, harassment and interpersonal violence remains prevalent in our society. We must increase our efforts to provide education that will help build a consent culture where people are respected and have autonomy, choice and agency to decide what is best for them. Building a consent culture means listening, respecting and bringing mindfulness to all our interactions. A consent culture ensures that a person is always the best judge of their own wants and needs.

RESOLUTION 13 LACTATING WORKERS

CONCURRENCE RESOLUTIONS

The Committee recommends **concurrence** in Resolution **13** which reads as follows:

WHEREAS workers should not be forced to pump in washroom stalls as they are unhygienic and unsanitary:

BE IT RESOLVED THAT PSAC creates a position paper to support lactating workers to have a safe space in addition to accommodation of work time to express; and

BE IT FURTHER RESOLVED THAT PSAC lobbies employers to create a policy on the topic of lactating workers.

Rationale

PSAC continues to advocate for a safe space in addition to accommodation of work time to express for lactating workers. Many of these accommodations are often accessed through duty to accommodate.

RESOLUTION 16 FERTILITY, MISCARRIAGE AND INFANT LOSS SUPPORT

The Committee divided Resolution **16** into two parts.

Part 2

The Committee recommends **concurrence** in Part 2 of Resolution **16** which reads as follows:

WHEREAS it is recognized that fertility, miscarriage and infant loss may have a profound impact on a women's mental health and body; and

WHEREAS women receiving fertility treatments or women who have experienced a miscarriage, or the loss of an infant may require workplace adjustments and support; and

CONCURRENCE RESOLUTIONS

WHEREAS employers have not demonstrated awareness that one (1) in four (4) women have experience fertility issues, miscarriage or infant loss; and

WHEREAS employers need to promote work-life balance and be cognizant of women's issues outside of pregnancy:

BE IT RESOLVED THAT PSAC develop a campaign to support and raise awareness for women who have experienced or are currently experiencing fertility issues, miscarriage or infant loss.

Rationale

Undergoing fertility treatments, miscarriage or infant loss is experienced by many PSAC members and may impact their mental health and body. It is important that awareness be increased about the impact so that members receive support they deserve.

RESOLUTION 22 ELECTION OF DELEGATES TO NATIONAL TRIENNIAL CONVENTION OF THE PSAC

The Committee recommends **concurrence** in Resolution **22** which reads as follows:

WHEREAS Section 19 Sub-section (7) of the PSAC Constitution states: *Women equity groups shall each be entitled to send two (2) delegates to any National Triennial Convention of the PSAC who shall be accorded all the rights and privileges of accredited delegates. These delegates shall be elected at their respective PSAC National Triennial Conference; and*

WHEREAS women elected at the Women's National Conference are far removed from women within their regions and members do not have the opportunity to discuss with elected delegates about issues that are important to them:

CONCURRENCE RESOLUTIONS

BE IT RESOLVED THAT one (1) delegate be elected at each Regional Triennial Convention to represent Women in their region at the Triennial Convention of the PSAC.

Rationale

The PSAC membership consists of more women members than men and yet women continue to be under-represented at the PSAC National Triennial Convention. This resolution would increase the current number provided under Section 19 from two (2) to seven (7) and better ensure that the elected delegate is an active member in the region.

RESOLUTION 31 PRIORITY EQUITY RESOLUTIONS

The Committee recommends **concurrence** in Resolution **31** which reads as follows:

WHEREAS this resolution was brought before the National Triennial Conference; however, never brought to the floor for consideration, this committee feels this resolution needs to be revisited; and

WHEREAS every region holds Equity Conferences and debates resolutions that have an impact on their Equity Groups; and

WHEREAS the resolutions passed regionally are sent forward to the PSAC National Equity Conferences for further debate; and

WHEREAS each National Equity Conference prioritizes and debates their resolutions and forwards them to the PSAC Triennial Convention; and

WHEREAS a lot of the time the Equity Conferences Resolutions do not hit the PSAC Triennial Convention floor for debate:

CONCURRENCE RESOLUTIONS

BE IT RESOLVED that the PSAC Constitution be amended as follows:

SECTION 17 – NATIONAL TRIENNIAL CONVENTIONS Sub-Section (6)

(i) Strike a committee specifically tasked with reviewing the report and recommendations adopted at the National Triennial Women’s, Indigenous Peoples, Racially Visible Persons, Pride, Access and Health and Safety Conferences and bring recommendations forward to the National Triennial Convention delegates.

Rationale

Hundreds of resolutions are submitted to the PSAC National Triennial Convention and only a limited number are debated by delegates. Striking a committee to specifically review recommendations and resolutions adopted at PSAC National Conferences and present them at the Convention, will contribute to ensuring that equity and human rights are debated by delegates and remain a priority for the union.

RESOLUTION 36 ALLY TRAINING

The Committee recommends **concurrence** in Resolution **36** which reads as follows:

WHEREAS the PSAC has identified that it is important to be an ally to members of equity groups; and

WHEREAS the PSAC offers ally training at the National Equity Conference; and

WHEREAS only a select group of equity members are eligible to attend the conference:

BE IT RESOLVED THAT the PSAC develop ally training to engage and educate members to become effective allies.

CONCURRENCE RESOLUTIONS

Rationale

While effective allies need to take initiative and responsibility for their own learning, the union should provide opportunities and resources such as ally training to engage and support members to become more effective allies.

RESOLUTION 38 CHILD CARE AT PSAC EVENTS

The Committee recommends **concurrence** in Resolution **38** which reads as follows:

WHEREAS onsite childcare is not currently offered to observers who attend PSAC events, including conferences; and

WHEREAS observers often still pay registration fees and participate at these events; and

WHEREAS a lack of on-site childcare for parents creates barriers that are prohibitive to our members participating with their union:

BE IT RESOLVED THAT PSAC offer on-site childcare to all attendees of PSAC conferences, conventions and training.

Rationale

PSAC must continue to work to ensure that barriers are removed to increase the participation of women in union events.

RESOLUTION 40 UNIVERSAL CHILD CARE FOR ALL OF CANADA

The Committee recommends **concurrence** in Resolution **40** which reads as follows:

CONCURRENCE RESOLUTIONS

WHEREAS according to the 2008 UNICEF report, the Canadian child care system ranked 25th among the OEDC countries; and

WHEREAS quality child care is lacking in Canada to the point where only 1 in 4 children has access to regulated child care; and

WHEREAS for every year that a woman provides child care to her child at home, she loses 5% of her earning capacity which she will never be able to regain in her life time:

BE IT RESOLVED THAT the PSAC will renew its budget for the Affordable Childcare national campaign. This not only contributes to children growing up to be happy, healthy and productive citizens but reduces the numbers living in poverty.

Rationale

Achieving quality, accessible and publicly funded universal child care continues to be a political priority of the PSAC. It would benefit not only PSAC members, but all parents and families struggling to pay for child care and it is key for the economic security of women. The momentum created over the last few years must continue by ensuring adequate campaign resources are in place.

RESOLUTION 44 REGIONAL WOMEN'S COMMITTEE FUNDING

The Committee recommends **concurrence** in Resolution **44** which reads as follows:

WHEREAS Young Worker's Committees currently receive funding from the PSAC in the amount of a flat rate of \$2,000 per committee; and

WHEREAS Regional Women's Committees (RWCs) do great work across Canada to advance various PSAC campaigns (i.e. Childcare

CONCURRENCE RESOLUTIONS

Now, Pharmacare, Thirsty for Justice, etc.) that directly or indirectly impact women and all Canadians; and

WHEREAS the current funding formula (through a certain amount forwarded to regions and then divided up among the number of RWCs in that region) does not allow for all projects that our committees would like to implement each year in our communities; and

WHEREAS we are trying to organize additional RWCs in our regions to assist with the work of moving forward the PSAC campaigns, which causes less and less funds to be available to each RWC; and

WHEREAS the costs to organize Special Events (such as International Women's Day, for example) has increased over the years:

BE IT RESOLVED THAT each RWC that is following PSAC RWC requirements for eligibility receive a flat rate funding amount of \$2,000 per year in funding.

Rationale

Regional Women's Committees provide an important opportunity for women to advocate and mobilize in support of gender equity in the workplace, the union and community. They do so on limited budgets and providing more resources will ensure this work continues more effectively.

RESOLUTION 45 REGIONAL WOMEN'S CONFERENCES FUNDING

The Committee recommends **concurrence** in Resolution **45** which reads as follows:

WHEREAS regional women's conferences provide an opportunity to educate and increase awareness on issues that women face; and

CONCURRENCE RESOLUTIONS

WHEREAS several new Women’s Committees are becoming established across the regions and more women should be able to take part in these conferences to learn from each other and share committee workplans; and

WHEREAS regional women’s conferences empower women to become more engaged in the women’s movement, including becoming more active in the union and in their communities; and

WHEREAS the costs of accommodations and travel are continually increasing; and

WHEREAS we should maximize the number of participants to be able to attend these conferences and benefit from the education, awareness, and engagement:

BE IT RESOLVED THAT PSAC double the amount of funding for Regional Women’s Conferences that is provided to each of the seven (7) regions in the 2021-2023 budget cycle, in order to significantly increase the participation of women at each Regional Women’s Conference.

Rationale

PSAC Regional Women’s Conferences are a key forum for women to come together to network, strategize, learn, mobilize and set a feminist agenda for the region. Doubling the funding for Regional Women’s Conferences would help increase the participation of women at these events and ultimately within the PSAC.

RESOLUTION 47 PRESERVATION, REGARD FOR AND ENHANCEMENT OF PUBLIC SERVICE

The Committee recommends **concurrence** in Resolution **47** which reads as follows:

CONCURRENCE RESOLUTIONS

WHEREAS public sector employees are primarily women, who are disproportionately affected by precarious or part-time employment and systemic gender-based discrimination; and

WHEREAS public service requirements are constantly increasing while staffing shortages exert pressure on the workplace environment, resulting in skyrocketing mental health issues; and

WHEREAS public sector salaries are no longer competitive with their private sector equivalents; and

WHEREAS the Conservatives have worked to destroy public services, seriously undermining our social safety net:

BE IT RESOLVED THAT PSAC:

- mobilize to encourage genuine interunion solidarity and avoid futile, counterproductive division;
- mount a public campaign to acknowledge and support public sector workers.

Rationale

PSAC has undertaken various coalition campaigns in the past and continues to do so. Working in solidarity and having a cohesive message will lead to concrete gains for our unions and public sector workers.

RESOLUTION 48 TARGETED BENEFIT PENSION PLAN

The Committee recommends **concurrence** in Resolution **48** which reads as follows:

WHEREAS with a targeted benefit pension plan, the burden of risk is transferred from the employer to the employees and retirees, even though they are the least able to bear the risk; and

CONCURRENCE RESOLUTIONS

WHEREAS the retirees with the lowest income are mainly women; and

WHEREAS half of all retirees need the Guaranteed Income Supplement to live in Quebec; and

WHEREAS the employer apparently stands to benefit most from a targeted benefit plan because it retains the freedom to invest and potentially close it, but its participants now bear all the financial risk:

BE IT RESOLVED THAT PSAC take a stand against targeted benefit plans and the conversion of defined benefit pension plans to targeted benefit pension plans.

Rationale

Targeted benefit plans do not guarantee secure and predictable pension benefits and the financial risk is shifted from the employer to employees and pensioners. PSAC remains steadfast against targeted benefit plans and the conversion of defined benefit pension plans to targeted benefit pension plans.

RESOLUTION 49 NO-COST PUBLIC TRANSIT FOR PEOPLE IN LOW-INCOME BRACKETS

The Committee recommends **concurrence** in Resolution **49** which reads as follows:

WHEREAS women are overrepresented in low-income brackets; and

WHEREAS the high cost of public transit is a significant budget item on a limited income; and

WHEREAS most people living alone are women and the high cost of public transit contributes to isolation:

CONCURRENCE RESOLUTIONS

BE IT RESOLVED THAT PSAC lobby the various levels of government to introduce no-cost public transit for people in low-income brackets.

Rationale

PSAC strongly supports accessible and affordable public services. Public transit costs continue to rise without consideration of the impact for those from low-income brackets. Access to transportation is crucial in supporting social mobility and in combating isolation.

RESOLUTION 50 PERMANENT FEDERAL INVESTMENT IN PUBLIC TRANSIT

The Committee recommends **concurrence** in Resolution **50** which reads as follows:

WHEREAS public transit improves public health by encouraging an active mode of transportation and improving air quality; and

WHEREAS pollution affects women's health more than men's; and

WHEREAS pregnant women are at risk for illnesses caused by poor air quality:

BE IT RESOLVED THAT PSAC lobby the federal government:

- to provide transportation companies with financial support to bolster existing equipment and develop new public transit services;
- to set up a long-term program to fund the operation of public transit networks.

Rationale

CONCURRENCE RESOLUTIONS

Increasing the quality of transportation services and equipment using an approach that is reliable, green and reduces pollution, would greatly improve the lives of all.

RESOLUTION 51 UNIVERSAL PUBLIC PHARMACARE

The Committee recommends **concurrence** in Resolution **51** which reads as follows:

WHEREAS medication usage is higher in women than men; and

WHEREAS Canada is the only OECD country whose healthcare system does not include universal prescription drug coverage; and

WHEREAS women are overrepresented in low-income brackets; and

WHEREAS in the past decade, the cost of medications in Canada has risen more sharply than in most OECD countries; and

WHEREAS drug-cost pressures on private-sector plans will be untenable in the short term for both employers and workers:

BE IT RESOLVED THAT PSAC join the CLC campaign for universal public pharmacare.

Rationale

PSAC has joined the CLC campaign, 'Pharmacare: A plan for Everyone' and continues to work with the CLC to call on the federal government to commit to the implementation of a national, publicly administered universal prescription drug plan for every Canadian, in every province and territory.

RESOLUTION 53 PRONOUN IDENTIFICATION

CONCURRENCE RESOLUTIONS

The Committee recommends **concurrence** in Resolution **53** which reads as follows:

WHEREAS gender identity or expression are protected grounds in the *Canadian Human Rights Act* and Human Rights Codes across the country; and

WHEREAS we use pronouns to refer to or identify ourselves and other members; and

WHEREAS there are members in our union who identify with pronouns outside of the gender binary of man/woman, or who may identify with a pronoun different than how their gender may be perceived; and

WHEREAS creating a culture of safer self-identification helps PSAC achieve equity, inclusion, and a breakdown of stigma:

BE IT RESOLVED THAT all applications for PSAC membership, events, conferences, conventions, include a space for members to identify their pronoun(s).

Rationale

Gender identity and gender expression are prohibited grounds of discrimination under the *Canadian Human Rights Act*. PSAC strongly supports the creation of safe spaces. Allowing members to self-identify with their pronoun(s) will help PSAC foster an environment that is more inclusive of all its members.

RESOLUTION 54 GENDER NEUTRAL LANGUAGE

The Committee recommends **concurrence** in Resolution **54** which reads as follows:

CONCURRENCE RESOLUTIONS

WHEREAS the *Canadian Human Rights Act* identified gender identity or expression as a prohibited ground of discrimination; and

WHEREAS the Federal Government has recognized the importance of using gender neutral language when communicating with the public:

BE IT RESOLVED THAT the PSAC lobby all forms of government to use gender neutral language in all legislation.

Rationale

The PSAC adopted resolution 18/GEN-100 which called on the union to adopt and implement more inclusive language. The federal government is using gender neutral language including in its legislation.

RESOLUTION 56 PROMOTE EVERY CANADIAN COUNTS EFFORTS TO ESTABLISH A NATIONAL DISABILITIES SUPPORT PROGRAM

The Committee recommends **concurrence** in Resolution **56** which reads as follows:

WHEREAS persons with long-term, chronic disabilities have to reapply for support services as they transition from one stage of life to another, such as childhood to adulthood; leading to periods of no coverage; and

WHEREAS fragmented and ineffective provincial and territorial systems leave persons with long-term, chronic disabilities, vulnerable and without coverage when they move from one province or territory to another:

BE IT RESOLVED THAT the PSAC will promote Every Canadian Counts efforts to establish a national program that would ensure equitable access, eliminate service gaps, and guarantee a minimum standard of disability supports, by such means as hosting ECC information sessions at PSAC events.

CONCURRENCE RESOLUTIONS

Rationale

PSAC strongly believes in principles of equity and inclusion. These principles also mean access. Every Canadian Counts is committed to improving services for over 1.9 million Canadians living with long-term, chronic disabilities. The establishment of a national support program would ensure equitable access to services that would help Canadians living with or caring for those with long-term disabilities.

RESOLUTION 57 NATIONAL STANDARD FOR RECALCULATIONS OF CHILD SUPPORT

The Committee recommends **concurrence** in Resolution **57** which reads as follows:

WHEREAS the current standard(s) of administration and calculations for child support differs from province to province and territory to territory; and

WHEREAS the cost to request a recalculation of benefits, when warranted, is prohibitive; and

WHEREAS the children are being negatively affected by the lack of consistent standards of administration across Canada, through no fault of their own; and

WHEREAS the parents of these children may live in separate provinces or territories for personal reasons:

BE IT RESOLVED THAT the PSAC lobby the federal government, prior to the next federal election, to create a national standard of child support calculation and automated recalculation of child support each year, regardless of where each parent resides.

Rationale

CONCURRENCE RESOLUTIONS

The standards and calculations applied to child support differ across Canada, thus impacting children negatively. A national standard of child support calculation and automated recalculation of child support would ensure families are given equal access regardless of the province or territory they reside in.

NON-CONCURRENCE RESOLUTIONS

RESOLUTION 3 SUPPORTING HARASSMENT CASES: TRAUMA INFORMED PRACTICE AND PAID TIME OFF

The Committee recommends **non-concurrence** in Resolution 3 which reads as follows:

WHEREAS it is recognized that harassment is a challenging situation experienced by far too many PSAC members. Members need to be taken seriously and protected; and

WHEREAS trauma informed practice is an approach intended to avoid re-traumatizing individuals, realizes the impact of trauma, recognizes signs and symptoms of trauma and responds by integrating knowledge about trauma into practices, policies and procedures. A trauma informed approach supports the psychological and emotional safety of survivors and those supporting survivors of harassment and improper conduct in the workplace; and

WHEREAS it is recognized that a trauma informed approach can be applied to any type of service and is characterized by a basic understanding of the impact of trauma throughout the organization and in all aspects of services provided place priority on an individual's safety, choice and control; and

WHEREAS it is recognized that women are more likely to be exposed to harassment in the workplace and women in male dominated work environments are especially exposed to psychological hazards like gender and sexual harassment:

BE IT RESOLVED that PSAC will undertake to develop and provide trauma informed education courses, that includes specialization in addressing women and women in male dominated work environments to union members who are involved in supporting harassment claims; and

BE IT FURTHER RESOLVED that PSAC will take actions to support survivors of harassment claims by providing trauma informed support resources and trained members; and

NON-CONCURRENCE RESOLUTIONS

BE IT FURTHER RESOLVED that PSAC will proactively promulgate the right for paid time off for survivors especially during the complaint process.

Rationale

Trauma informed-education is a strengths-based framework grounded in an understanding of and responsiveness to the impact of trauma, that emphasizes physical, psychological, and emotional safety for everyone. This approach creates opportunities for survivors to rebuild a sense of control and empowerment. While trauma informed-education ought to be incorporated by PSAC, the intent of the resolution as drafted is unclear.

RESOLUTION 8 CONSENT

The Committee divided Resolution **8** into two parts.

Part 2

The Committee recommends **non-concurrence** in Part 2 of Resolution **8** which reads as follows:

WHEREAS consent culture is a culture in which asking for consent is normalized and condoned. It is respecting the person's response even if it isn't the response wanted; and

WHEREAS if we build a culture where consent is normalized, our unions will become safer for all. This will then be carried to all aspects of our lives; and

WHEREAS consent is a voluntary agreement that should never be assumed. It is the responsibility of the initiator. Consent is ongoing, meaning it can be given or taken away at any time; and

WHEREAS developing educational material and information on consent would help members understand what consent looks like:

NON-CONCURRENCE RESOLUTIONS

BE IT RESOLVED THAT PSAC deliver consent education as mandatory training at the beginning of every national conference or convention.

Rationale

Providing education on consent is important, however the format and scope of the mandatory training is unclear.

RESOLUTION 9 **MENOPAUSE SUPPORT** (which covers Resolution 10)

The Committee divided Resolution **9** into two parts.

Part 1

The Committee recommends **non-concurrence** in Part 1 of Resolution **9** which reads as follows:

WHEREAS it is recognized that menopause can lead to health changes in women that may require workplace adjustments, and is now an occupational issue; and

WHEREAS our employers have not demonstrated awareness of the fact that 80% of women experience noticeable changes during menopause and 45% report symptoms that are difficult to deal with, and which have an impact on work; and

WHEREAS workplaces and working practices are not designed with menopausal women in mind, and research shows the working environment can make symptoms worse:

BE IT RESOLVED THAT PSAC develop a policy to be presented to our employers to address the challenges that women may experience during menopause in the workplace. The policy will address issues

NON-CONCURRENCE RESOLUTIONS

such as:

1. Training to ensure all workplace parties understand how menopause can affect work and what accommodations should be made.
2. Employer ensures risk assessments include specific needs of menopausal women to make sure working arrangements will not exacerbate symptoms, and to ensure facilities are adequate.
3. Employer ensures that working arrangements are flexible.
4. Employer ensures that women who are uncomfortable with raising menopausal issues/requirements with their manager or within the organization's culture have easy access to information and alternative options for support are available.

Rationale

While employers ought to be well equipped to effectively address the challenges that women may experience during menopause, presenting a policy, as called for in the resolution, will not accomplish this. The union should be doing more on this issue however the employer is not obligated to implement union developed policy that is presented to them.

RESOLUTION 16 FERTILITY, MISCARRIAGE AND INFANT LOSS SUPPORT

The Committee divided Resolution **16** into two parts.

Part 1

The Committee recommends **non-concurrence** in Part 1 of Resolution **16** which reads as follows:

WHEREAS it is recognized that fertility, miscarriage and infant loss may have a profound impact on a women's mental health and body;
and

NON-CONCURRENCE RESOLUTIONS

WHEREAS women receiving fertility treatments or women who have experienced a miscarriage, or the loss of an infant may require workplace adjustments and support; and

WHEREAS employers have not demonstrated awareness that one (1) in four (4) women have experience fertility issues, miscarriage or infant loss; and

WHEREAS employers need to promote work-life balance and be cognizant of women's issues outside of pregnancy:

BE IT RESOLVED THAT PSAC develop a policy to be presented to the employer to address the challenges that women may face if miscarriage or infant loss take place or if a woman is receiving fertility treatments. The policy will address issues such as:

1. Training for management and all workplace parties to understand fertility, miscarriage and infant loss and what accommodations should be made at the women's discretion.
2. Employee Assistance Program support established for women who may have experienced fertility issues, miscarriage and infant loss with an open and supportive dialogue.
3. Bereavement leave.
4. Accommodations that support work-life balance, where applicable and if available.

Rationale

While employers ought to be well equipped to effectively address the challenges that women may experience while facing miscarriage/infant loss or while in the process of fertility treatment, presenting a union developed policy will not accomplish this. The employer is not obligated to implement a policy that is presented to them.

RESOLUTION 19 FULLY-FUNDED MATERNITY LEAVE

NON-CONCURRENCE RESOLUTIONS

The Committee recommends **non-concurrence** in Resolution **19** which reads as follows:

WHEREAS in 2019 choosing to become a parent entails considerable child care costs; and

WHEREAS in the first year of an infant's life, the mother's presence is beneficial, if not essential, to the baby's development; and

WHEREAS many mothers are single parents and are often the main breadwinner; and

WHEREAS maternity leave often entails additional costs for mothers whose career and retirement benefits may even suffer; and

WHEREAS the amount a mother receives on maternity leave is only a percentage of her usual salary:

BE IT RESOLVED THAT PSAC lobby the various levels of government, group pension plans and employment insurance to provide 100% maternity leave and retirement benefits during maternity leave.

Rationale

While the committee supports fully funded maternity leave, the resolution as written is unclear.

RESOLUTION 24 ELECTION OF DELEGATES TO PSAC NATIONAL TRIENNIAL CONVENTION

The Committee recommends **non-concurrence** in Resolution **24** which reads as follows:

WHEREAS Section 19 Sub-Section (7) states Women and Equity Groups shall each be entitled to send two delegates to any National Triennial Convention of the PSAC who shall be accorded all the rights

NON-CONCURRENCE RESOLUTIONS

and privileges of accredited delegates. These delegates shall be elected at their respective PSAC National Triennial Conference; and

WHEREAS women and equity seeking members are far from women and each equity group within their regions and members do not have the opportunity to discuss with elected delegates about issues that are important to them:

BE IT RESOLVED THAT one delegate be elected at each Regional Triennial Convention to represent women and each equity group in their region at the PSAC Triennial Convention.

Rationale

While the committee supports the increased participation of women at the PSAC National Triennial Convention, the resolution as written is unclear.

RESOLUTION 26 STATUS OF WOMEN DELEGATES IN EVERY LOCAL

The Committee recommends **non-concurrence** in Resolution **26** which reads as follows:

WHEREAS a number of locals have no position for a Status of Women delegate; and

WHEREAS many positions for Status of Women delegates have been combined with those for equity group representatives; and

WHEREAS issues relating to the status of women are not the same as those related to equity groups, and women have specific concerns; and

WHEREAS women account for more than half of the labour force in a number of locals but are underrepresented on union executive committees; and

NON-CONCURRENCE RESOLUTIONS

WHEREAS PSAC strives to increase parity and good representation, and to encourage women's involvement in positions of power and on union executive committees; and

WHEREAS every local ought to have a women-only union position:

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

BE IT FURTHER RESOLVED THAT PSAC encourage the directly chartered locals (DCLs) to include a Status of Women position in their by-laws and regulations.

Rationale

The Gender Equity Task Force findings indicates that there is lack of women in PSAC leadership positions and recommends a number of measures to address this. The committee fully supports increasing the number of women in leadership positions at every level of the union and is not opposed to having designated women's executive positions, however, the resolution as written is unclear as to how the PSAC would encourage this as well as the scope of the proposed 'status of women' position.

RESOLUTION 27 SUPPORT FOR INTOX, DETOX, REHABILITATION AND SUPERVISED CONSUMPTION SERVICES FOR WOMEN IN CANADA

The Committee recommends **non-concurrence** in Resolution **27** which reads as follows:

WHEREAS there is a real, ongoing, urgent opioid crisis in Canada; and

WHEREAS women seeking supervised consumption, intox, detox and rehabilitation services can experience an increased risk,

NON-CONCURRENCE RESOLUTIONS

including sexual assault and physical abuse when accessing those services; and

WHEREAS there is a threat to the funding of existing and new services provided in Canada by right-wing movements, despite recommendations for increasing these services by agencies such as the World Health Organisation (WHO):

BE IT RESOLVED THAT the PSAC lobby all levels of government for increased funding and support for intoxic, detox, rehabilitation and supervised consumption services; and

BE IT FURTHER RESOLVED THAT the PSAC lobby all levels of government for intoxic, detox, rehabilitation and supervised consumption services that take the special needs of women and other vulnerable clients into consideration.

Rationale

Canada is experiencing an opioid crisis and more services are required to ensure that women are safe as they access these services. However, the resolution as written is unclear and does not clearly define 'intox'.

RESOLUTION 32 PARTICIPATION IN REGIONAL COMMITTEES

The Committee recommends **non-concurrence** in Resolution **32** which reads as follows:

WHEREAS the PSAC is actively trying to increase participation in our regional committees; and

WHEREAS Regional Committees and Area Councils have the same structures, governance and accountability under the Constitution, Regulations and Bylaws; and

NON-CONCURRENCE RESOLUTIONS

WHEREAS there should be no discrepancies or discrimination in member participation between Regional Committees and Area Councils; and

WHEREAS delegate participation within PSAC consists of voice and vote; and

WHEREAS currently only one member per local has voting rights at any regional committee, and this excludes members who's local, branch or DCL has a member in an elected position on the executive of a regional committee:

BE IT RESOLVED that Section 15, Sub-section (3)(b) of the PSAC Constitution be amended as follows:

Each affiliated Local or Branch of a Component and each DCL shall be entitled to two (2) delegates for the first 500 members and one additional delegate for each additional 500 members or part thereof. Each affiliated Regional Women's Committee and other constitutionally-recognized regional committees shall be entitled to one (1) delegate to committees, provided the delegate is in the jurisdiction of the committee. Voting rights at Regional Women's, Indigenous Peoples, Racially Visible Persons, Pride, Access and Youth Committees or Regional Human Rights Committees shall be vested in the elected/selected delegates from the Local's or Branches of Components, DCLs and constitutionally recognized regional committees and the elected officers of the Regional Women's, Indigenous People's, Racially Visible Persons, Pride, Access and Youth Committees or Regional Human Rights Committees.

Rationale

The proposed amendment would provide the advantage to locals with a larger number of members.

RESOLUTION 41 CHAMPIONS FOR CHILD CARE

NON-CONCURRENCE RESOLUTIONS

The Committee recommends **non-concurrence** in Resolution **41** which reads as follows:

WHEREAS members are unable to attend union related meetings and events due to child care barriers; and

WHEREAS PSAC can appoint Champions for Child Care Options, whose goal is to empower components and committees to integrate child care solutions for members; and

WHEREAS focusing on providing support and solutions surrounding child care options will enable more members to get involved and strengthen our union:

BE IT RESOLVED THAT PSAC along with input from RWC committees, shall assemble a Champions For Child Care sub-committee that shall draft a guide outlining the framework, networking, roles and responsibilities, resources and the possible budget forecast; and

BE IT FURTHER RESOLVED THAT PSAC shall distribute a “Call-Out” to the components and committees to fulfill the remaining roles for the Champions For Child Care Network.

Rationale

The intent of the resolution as written is unclear.

RESOLUTION 46 REGIONAL, REMOTE, AND TELEWORKING EMPLOYEES

The Committee recommends **non-concurrence** in Resolution **46** which reads as follows:

WHEREAS it is recognized that members in good standing may not be physically located where their position number is assigned to; and

NON-CONCURRENCE RESOLUTIONS

WHEREAS more support is needed for members who do not have access to their local components or PSAC regional initiatives because they reside in a different location than their assigned component; and

WHEREAS this is a women's issue for those members trying to promote work-life balance with their employers by utilizing accommodations such as telework and work from home opportunities:

BE IT RESOLVED that PSAC will consult with employers and components to establish a plan for regional, remote and teleworking employees who may not reside where their designated work location is; and

BE IT FURTHER RESOLVED that PSAC will endeavor to support employees who have fallen into a void with their union because of the misinformation from the employer.

Rationale

PSAC has provided input to employers on their plans for remote and teleworking employees. We cannot tell the employer what to do.

RESOLUTION 52 GENDER BIAS

The Committee recommends **non-concurrence** in Resolution **52** which reads as follows:

WHEREAS PSAC has always advocated for gender equality in the workplace and beyond; and

WHEREAS gender equality not only encompasses working conditions, family care provisions, employment equity and others but also gender bias and other employment barriers; and

NON-CONCURRENCE RESOLUTIONS

WHEREAS gender bias is observed in public service job postings, health care provisions and potentially other systems such as career progression, performance management and competency requirements; and

WHEREAS both union members and the employer would benefit from training in the areas of unconscious bias and gender based analysis:

BE IT RESOLVED THAT PSAC will develop with the employer a joint learning program course on unconscious bias and gender-based analysis that will encourage the employer to use this valuable tool; and

BE IT FURTHER RESOLVED THAT PSAC utilizes gender-based analysis software when developing job postings and other potentially gender-biased documents or guidelines.

Rationale

There currently is no gender-based analysis software that the committee is aware of. The PSAC National Board of Directors has adopted the Gender Equity Task Force recommendation to use an intersectional gender-based analysis in all PSAC union work.

RESOLUTION 23

TITLE: **AUTOMATIC DELEGATION TO PSAC NATIONAL CONVENTION**
ORIGINATOR: PSAC-QUEBEC REGIONAL WOMEN'S COMMITTEE
LANGUAGE OF ORIGIN: FRENCH

WHEREAS Alternate REVPs, Directors of Women's and Equity Committees, Young Workers Committee and directly chartered locals (DCLs) representatives as well as Presidents of the Academic Sector DCLs are not delegates to PSAC National Convention even though all other members of the Quebec Council are automatically delegated to attend; and

WHEREAS the aforementioned officers serve on the Quebec Council and work on key portfolios between Conventions; and

WHEREAS they have knowledge and expertise that would contribute to the effectiveness of the discussions and would provide considerable support at PSAC National Conventions; and

WHEREAS PSAC acknowledges the importance of interregional discussion and strategy development for various portfolios; and

WHEREAS PSAC committees and policies ought to encourage greater parity and representation at its activities:

BE IT RESOLVED THAT all members of the Quebec Council automatically become delegates to PSAC National Convention; and

BE IT FURTHER RESOLVED THAT PSAC-Quebec cover the costs of this participation as it does with all automatic delegations.

RESOLUTION 25

TITLE: **WOMEN’S DIRECTOR(S) PARTICIPATION IN THE NATIONAL HUMAN RIGHTS COMMITTEE (NHRC) & NATIONAL WOMEN’S CONFERENCE**

ORIGINATOR: HALIFAX REGIONAL WOMEN’S COMMITTEE

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS there are learning opportunities and conferences available specifically to equity directors, such as the National Human Rights Committee (NHRC), and the National Women’s Conference; and

WHEREAS the NHRC was established to build the union through the human rights’ agenda, accountability and links to established union structures, and efficiency to enable the direct delivery of human rights work to the members of the union; and

WHEREAS the NHRC meets to provide direction on the implementation of the union’s human rights’ priorities and provide advice on emerging human rights issues; and

WHEREAS the NHRC is currently comprised of one representative from each Component and five equity representatives from each Regional Council; and

WHEREAS the council equity directors are elected at regional conventions to represent the equity group and geographic location(s) that elect them to share with their members the information that they learn at various union functions; and

WHEREAS not all regions have only one regional council representative responsible for women. The NCR and Atlantic Regions each have two representatives. In the Atlantic, this is due to the large areas that need to be covered (one representing Newfoundland and Labrador, and the other representing New Brunswick, Nova Scotia and Prince Edward Island); and

APPENDIX “A” – RESOLUTIONS OR PARTS OF RESOLUTIONS RULED OUT OF ORDER OR REFERRED BACK TO SUBMITTING BODIES BY THE NATIONAL PRESIDENT

WHEREAS in the Atlantic Region, each women’s director is responsible for many regional women’s committees in these two regions; and

WHEREAS the PSAC prides itself on diversity and should support the requirement of some regions to have more than one council director in order to represent the members:

BE IT RESOLVED THAT for the NCR and Atlantic Regions, allowances shall be made for both women’s directors on each of these regional councils to be invited to participate in the National Human Rights Committee, beginning with the 2021-2023 cycle; and

BE IT FURTHER RESOLVED THAT for the NCR and Atlantic Regions, allowances shall be made for both women’s directors on each of these councils to be invited to participate in the National Women’s Conference, beginning with the 2021-2023 cycle.

RESOLUTION 28

TITLE: **SUPPORT FOR INTOX, DETOX, REHABILITATION AND SUPERVISED CONSUMPTION SERVICES IN CANADA**
ORIGINATOR: UNE LOCAL 50316
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS there is a real, ongoing, urgent opioid crisis in Canada; and

WHEREAS people seeking supervised consumption, intoxication, detox and rehabilitation services can experience an increased risk, including sexual assault and physical abuse when accessing those services; and

WHEREAS there is a threat to the funding of existing and new services provided in Canada by right-wing movements, despite recommendations for increasing these services by agencies such as the World Health Organization (WHO):

BE IT RESOLVED THAT the PSAC lobby all levels of government for increased funding and support for intoxication, detox, rehabilitation and supervised consumption services; and

BE IT FURTHER RESOLVED THAT the PSAC lobby all levels of government for intoxication, detox, and rehabilitation and supervised consumption services that take the special needs of all vulnerable clients into consideration.

RESOLUTION 29

TITLE: **SUPPORT FOR INTOX, DETOX, REHABILITATION AND SUPERVISED CONSUMPTION SERVICES IN CANADA**

ORIGINATOR: WINNIPEG AND AREA HUMAN RIGHTS COMMITTEE

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS there is a real, ongoing, urgent opioid crisis in Canada; and

WHEREAS people seeking supervised consumption, intoxication, detox and rehabilitation services can experience an increased risk, including sexual assault and physical abuse when accessing those services; and

WHEREAS there is a threat to the funding of existing and new services provided in Canada by right-wing movements, despite recommendations for increasing these services by agencies such as the World Health Organization (WHO):

BE IT RESOLVED THAT the PSAC lobby all levels of government for increased funding and support for intoxication, detox, rehabilitation and supervised consumption services; and

BE IT FURTHER RESOLVED THAT the PSAC lobby all levels of government for intoxication, detox, rehabilitation and supervised consumption services that take the special needs of all vulnerable clients into consideration.

RESOLUTION 30

TITLE: **SUPPORT FOR INTOX, DETOX, REHABILITATION AND SUPERVISED CONSUMPTION SERVICES IN CANADA**

ORIGINATOR: WINNIPEG REGIONAL WOMEN’S COMMITTEE

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS there is a real, ongoing, urgent opioid crisis in Canada; and

WHEREAS people seeking supervised consumption, intoxication, detox and rehabilitation services can experience an increased risk, including sexual assault and physical abuse when accessing those services; and

WHEREAS there is a threat to the funding of existing and new services provided in Canada by right-wing movements, despite recommendations for increasing these services by agencies such as the World Health Organization (WHO):

BE IT RESOLVED THAT the PSAC lobby all levels of government for increased funding and support for intoxication, detox, rehabilitation and supervised consumption services; and

BE IT FURTHER RESOLVED THAT THE PSAC lobby all levels of government for intoxication, detox, rehabilitation and supervised consumption services that take the special needs of all vulnerable clients into consideration.

RESOLUTION 33

TITLE: PSAC CONSTITUTION ON MEMBERSHIP RIGHTS
ORIGINATOR: REGINA WOMEN'S COMMITTEE
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the PSAC Constitution Section 5(b) on Member Rights is not reflective of the *Canadian Human Rights Act* on prohibited grounds of discrimination as it does not include genetic characteristics:

BE IT RESOLVED THAT the PSAC Constitution be amended to include genetic characteristics; and

BE IT FURTHER RESOLVED THAT the PSAC Harassment Policy be updated to reflect the changes to the constitution.

APPENDIX “A” – RESOLUTIONS OR PARTS OF RESOLUTIONS RULED OUT OF ORDER OR REFERRED BACK TO SUBMITTING BODIES BY THE NATIONAL PRESIDENT

RESOLUTION 37

TITLE: CHILD CARE PSAC REGIONAL OFFICES
ORIGINATOR: ONTARIO REGIONAL WOMEN’S CONFERENCE
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS on-site childcare is not currently provided at Regional Offices for members who attend PSAC Committee meetings or events; and

WHEREAS a lack of on-site childcare creates a significant barrier to participation in our union:

BE IT RESOLVED THAT PSAC Regional offices offer on-site childcare in each Regional Office during meetings and events and supply items for children, e.g. play pen, toys suitable for different age groups, crayons, paper, colouring books, etc.

RESOLUTION 39

TITLE: CHILD FRIENDLY UNION SPACES
ORIGINATOR: EDMONTON & AREA REGIONAL WOMEN’S COMMITTEE
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS members are unable to attend union related meetings and events due to child care barriers; and

WHEREAS providing child friendly spaces will enable more members to get involved and strengthen our union as a whole; and

WHEREAS PSAC is a long time advocate for women’s rights, negotiating supports that enable them to balance their work and family responsibilities; and

WHEREAS child friendly spaces are fundamental to women’s equity, as it means bringing families back together; and

WHEREAS children are equal members of our society and our union family and should be treated as such:

BE IT RESOLVED THAT PSAC shall deem all union spaces as child friendly; and

BE IT FURTHER RESOLVED THAT the PSAC National and their regional offices shall work together to make the necessary accommodations, providing safe and child friendly union events.

RESOLUTION 42

TITLE: PrEP AWARENESS CAMPAIGN
ORIGINATOR: REGINA WOMEN’S COMMITTEE
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the World Health Organization endorsed the use of Pre Exposure Prophylaxis (PrEP) for people who are at risk for HIV; and

WHEREAS PrEP is 92% effective at preventing HIV transmission when taken daily; and

WHEREAS Health Canada approved PrEP on February 28, 2016; and

WHEREAS PrEP is available free of charge in BC, Saskatchewan, Ontario, New Brunswick; and

WHEREAS PrEP can cost up to \$1,100 per month and thus most Canadians cannot afford it:

BE IT RESOLVED THAT the PSAC lobby the federal government to establish a universal coverage of PrEP for all.

RESOLUTION 43

TITLE: PrEP EDUCATION CAMPAIGN
ORIGINATOR: REGINA WOMEN’S COMMITTEE
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the World Health Organization endorsed the use of Pre Exposure Prophylaxis (PrEP) for people who are at risk for HIV; and

WHEREAS PrEP is 92% effective at preventing HIV transmission when taken daily; and

WHEREAS Health Canada approved PrEP on February 28, 2016; and

WHEREAS PrEP is a newly available drug in Canada and education is lacking within the medical profession:

BE IT RESOLVED THAT the PSAC lobby all levels of government to provide an awareness education program for all medical professionals on the use and distribution of PrEP.

RESOLUTION 10

TITLE: **MENOPAUSE SUPPORT**
ORIGINATOR: PSAC – TORONTO REGIONAL WOMEN'S
COMMITTEE
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS it is recognized that menopause can lead to health changes that may require workplace adjustments; and

WHEREAS 80% experience noticeable changes during menopause and 45% report symptoms impact their work; and

WHEREAS workplaces and practices are not menopause supportive, in fact the working environment can make symptoms worse:

BE IT RESOLVED THAT PSAC develop a policy to present to employers addressing challenges experienced during menopause in the workplace.

Addressing issues such as:

1. Training to ensure all workplace parties understand how menopause can affect work and what accommodations should be made.
2. Risk assessments including specific needs surrounding Menopause to ensure working arrangements will not exacerbate symptoms, and to ensure facilities are adequate.
3. Ensuring flexible working arrangements.
4. Ensuring workers have easy access to information and alternative options for supports.

BE IT FURTHER RESOLVED THAT PSAC develop and promulgate a campaign that educates and recognizes menopause as a health issue.

RESOLUTION 12

TITLE: **WOMEN’S HEALTH CARE AND RIGHT TO CHOOSE**
ORIGINATOR: TORONTO REGIONAL WOMEN'S COMMITTEE
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the PSAC has long supported women’s rights and have fought and won the right for PSAC women to exercise reproductive (contraceptive) choice; and

WHEREAS women’s control over their body and reproductive rights are under threat; and

WHEREAS with the upcoming federal election, women’s right to control their own body will likely become an election issue:

BE IT RESOLVED THAT PSAC visibly opposes any attempts to introduce restrictive legislation; supports the rights of all women to adequate services for contraception and abortion; supports campaigns that protect women’s right to choose; and demands current and prospective members of parliament endorsed by our union to support this position.

RESOLUTION 18

TITLE: **INCREASE EI PROVISIONS FOR PARENTAL LEAVE**
ORIGINATOR: WINNIPEG REGIONAL WOMEN’S COMMITTEE
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS parents can choose to receive EI benefits over the current 35 weeks at the existing 55% of their insurable earnings or parents can opt to receive EI benefits over a 61 weeks period at 33% of their insurable earnings; and

WHEREAS many parents cannot afford to live off only 33% of their income; and

WHEREAS this 18 month leave at 33% of income for parents is also not a substitute for a high quality, universally accessible child care system:

BE IT RESOLVED THAT PSAC lobby the federal government to increase EI benefits from 55% to 75% for parents who choose to receive benefits over 35 weeks and from 33% to 55% for parents who choose to receive benefits over 61 weeks.

RESOLUTION 20

TITLE: INCREASE EI PROVISIONS FOR PARENTAL LEAVE

ORIGINATOR: UNE LOCAL 50316

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS parents can choose to receive EI benefits over the current 35 weeks at the existing 55% of their insurable earnings or; parents can opt to receive EI benefits over a 61 weeks period at 33% of their insurable earnings; and

WHEREAS many parents cannot afford to live off only 33% of their income; and

WHEREAS this 18 month leave at 33% of income for parents is also not a substitute for a high quality, universally accessible child care system:

BE IT RESOLVED THAT PSAC lobby the federal government to increase EI benefits from 55% to 75% for parents who choose to receive benefits over 35 weeks; and from 33% to 55% for parents who choose to receive benefits over 61 weeks.

RESOLUTION 21

TITLE: INCREASE EI PROVISIONS FOR PARENTAL LEAVE
ORIGINATOR: WINNIPEG AND AREA HUMAN RIGHTS COMMITTEE
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS parents can choose to receive EI benefits over the current 35 weeks at the existing 55% of their insurable earnings or; parents can opt to receive EI benefits over a 61 weeks period at 33% of their insurable earnings; and

WHEREAS many parents cannot afford to live off only 33% of their income; and

WHEREAS this 18 month leave at 33% of income for parents is also not a substitute for a high quality, universally accessible child care system:

BE IT RESOLVED THAT PSAC lobby the federal government to increase EI benefits from 55% to 75% for parents who choose to receive benefits over 35 weeks; and from 33% to 55% for parents who choose to receive benefits over 61 weeks.