



# PSAC RESOLUTIONS OF RECORD

2024 EDITION



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**PSAC**

**RESOLUTIONS OF RECORD**

**2024**

# CONSTITUTION

## 2024

### 24/CS-002 Member in good standing

**WHEREAS** the PSAC Constitution currently obligates persons on maternity and/or parental leave to request membership in good standing during the duration of their leave in order to retain their elected positions; and

**WHEREAS** the process as it exists presents various barriers to impacted members:

**BE IT RESOLVED THAT** the NBoD be mandated to review and make recommendations on the language in the PSAC constitution regarding membership in good standing as it applies to members on parental and/or maternal leave with a lens of eliminating barriers to participation.

### 24/CS-003A PSAC Member in good standing status on maternity leave

**WHEREAS** the PSAC constitution currently obligates persons on maternity and/or parental leave to request membership in good standing during the duration of their leave in order to retain their elected positions; and

**WHEREAS** the existing process creates barriers, can violate the privacy of an activist, and discourages members, disproportionately women, from participation:

**BE IT RESOLVED THAT** the NBoD be mandated, as a priority, to review the language in the PSAC constitution regarding the right to retain elected office as it applies to members on parental and/or maternal leave with a lens of eliminating barriers to participation.

### 24/CS-006 Section 5 of the PSAC Constitution

**BE IT RESOLVED THAT** Section 5 of the PSAC Constitution be amended to read as follows:

#### **Section 5 MEMBERSHIP RIGHTS**

Every member in good standing as defined in Section 4, Sub-Section (2) is

entitled:

- (a) to be represented by the union;
- (b) to be free from any act or omission on the part of the union, or other members, that would discriminate against the member on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, physical or mental disability, genetic characteristics, sexual orientation, gender identity or expression, language, political belief, social and economic class or employer;
- (c) to be free from harassment by another member, both within the union and in the workplace, on the basis of any of the grounds mentioned in paragraph (b); and
- (d) subject to any qualifications stipulated elsewhere in this Constitution, or in Component, **Regional**, or Local or Area Council By-Laws, to vote and/or to be nominated for and hold office in the Union.

**24/CS-011      Section 6 of the PSAC Constitution**

**BE IT RESOLVED THAT** Section 6 of the PSAC Constitution be amended to read as follows:

**Section 6  
FORM OF UNION**

- (a) The Union is the PSAC. Its jurisdiction, authority and rights are outlined in Section 7.
- (b) The PSAC shall be composed of all its members, Components and their Locals or Branches, DCLs, and Regional Councils.
- (c) The jurisdiction, authority and rights of Components established in accordance with Section 8 are outlined in Section 9.
- (d) The jurisdiction, authority and rights of DCLs established in accordance with Section 10 are outlined in Section 11.
- (e) **The jurisdiction, authority and rights of Regional Councils established in accordance with Section 16 are outlined in Section 16.**

**24/CS-016A      National DCL Committee**

**WHEREAS** DCLs want to strengthen their representation within the governance structures of PSAC;

**BE IT RESOLVED THAT** PSAC create a National DCL Committee, consisting of two representatives per each region with DCLs. This committee shall meet once in person during the 2025-2028 cycle, with additional meetings held virtually; and

**BE IT FURTHER RESOLVED THAT** The mandate of the committee shall be established by the PSAC National President; and

**BE IT FURTHER RESOLVED THAT** Reports of each meeting of the National DCL Committee will be provided to the NBoD, containing 16 *Report of the Constitution Committee – 2024 PSAC National Triennial Convention* recommendations on how to advance DCL governance, representation, and inclusion within PSAC; and

**BE IT FURTHER RESOLVED THAT** Six DCL members from the Committee, one per each region with DCLs, shall attend and meet with the NBoD once during the 2025-2028 cycle as determined by the National President.

**24/CS-029      PSAC racially visible name change to racialized**

**BE IT RESOLVED** PSAC changes ‘Racially Visible’ to Racialized and that this change is reflected in the Constitution, and all other relevant regulations, policies, and documents; and

**BE IT FURTHER RESOLVED** PSAC changes ‘Racially Visible’ to Racialized and that this change is reflected in the Committees.

**24/CS-031      National Human Rights Committee**

**WHEREAS** there is still stigma for those who self-identify as persons with disabilities and the word disability in itself can carry stigma for some; and

**WHEREAS** many organizations worldwide have moved to more forward-thinking words such as “accessible, inclusive or barrier free”; and

**WHEREAS** PSAC already uses the term access for a national conference:

**BE IT RESOLVED THAT** PSAC would change all reference of persons with disabilities to access example but not limited to access rep(s), access working group(s).

**24/CS-032      Replacement of the word ‘Regional’ by ‘District’ in French language texts**

**WHEREAS** in PSAC French-language texts, the words "région" and "régional" often cause confusion;

**WHEREAS** the search for a replacement word for "regional" has been going on for several years;

**BE IT RESOLVED THAT** the word "regional" be replaced by the word "district" in all PSAC constitutions, by-laws and French-language texts. The English word "area" is the equivalent reference to the requested change.

**24/CS-040      Young Worker delegates at the Triennial PSAC Regional Convention**

**WHEREAS** under our current delegate entitlement for the Triennial PSAC Regional Conventions, only one young worker delegate is selected from each Young Workers Committee in the region; and

**WHEREAS** union succession should be a priority for all PSAC regions; and

**WHEREAS** PSAC Regional Convention is a governing body of our union to address issues and implement improvements to our organizational structure and policies; and

**WHEREAS** PSAC should recognize the need to invest in our young worker leadership development and the necessity to include them in the decisions that govern our union:

**BE IT RESOLVED THAT** the formula for fully funded conventions be modified to include two young workers from each Young Workers Committee in the region; and

**BE IT FURTHER RESOLVED THAT** Section 16 sub section (6), (g) of the PSAC Constitution be amended as follows:

**“Each Regional Young Workers Committee shall be entitled to elect (2) delegates;”.**

**24/CS-053      Increase in diversity**

**WHEREAS** the PSAC Constitution Section 19, Sub-Section 7 reads as following: The Indigenous Peoples, Racially Visible Persons, Pride, Access and Women equity groups and Young Workers shall each be entitled to send two (2) delegates to any National Triennial Convention of the PSAC who shall be accorded all rights and privileges of accredited delegates. These delegates shall be elected at their respective PSAC National Triennial Conference.; and

**WHEREAS** the delegates at convention should reflect a larger number of diverse members:

**BE IT RESOLVED THAT** the PSAC Constitution Section 19, Sub-Section 7 read as following: The Indigenous Peoples, Racially Visible Persons, Pride, Access

and Women equity groups and Young Workers shall each be entitled to send five (5) delegates to any National Triennial Convention of the PSAC who shall be accorded all rights and privileges of accredited delegates. These delegates shall be elected at their respective PSAC National Triennial Conference.

**24/CS-061      Gender neutral language PSAC**

**WHEREAS** the 2019 PSAC Triennial Convention passed a resolution to use gender-neutral language in its Constitution, Regulations, etc. and established a committee to undertake this work; and

**WHEREAS** this work has not been completed; and

**WHEREAS** Component and DCL constitutions, bylaws, regulations, and policies should also use gender-neutral language; and

**WHEREAS** the use of language that is not gender-neutral (e.g his/her) is distressful to some members:

**BE IT RESOLVED THAT** the PSAC National Constitution be amended by adding as sub-section 6 to Section 28 General of the PSAC National Constitution "National, Regional, Component, and DCL constitutions, bylaws, regulations, and policies shall be written using gender-neutral language."

**24/CS-071A      Increasing PSAC's strike fund to address inflation and rebuilding support**

**WHEREAS** the Public Service Alliance of Canada (PSAC) represents public service employees nationwide;

**WHEREAS** maintaining a strong strike fund is vital for effective advocacy during labour disputes;

**WHEREAS** members contribute \$1.00 each month to the PSAC Strike Fund;

**WHEREAS** the rate of inflation has risen significantly over the years, it is necessary to adjust strike pay amounts to mitigate the impact of inflation and support rebuilding of the strike fund;

**BE IT RESOLVED** PSAC increases daily and maximum per calendar week strike pay amounts by 33.33% in Regulation 6, paragraphs 1(a) through 1(c);

**BE IT FURTHER RESOLVED THAT** the \$1 monthly strike pay contribution be increased to \$2.20.

**AND BE IT FURTHER RESOLVED THAT** adopting this resolution, PSAC strengthens support for members during disputes, safeguarding their rights and



interests while contributing to the rebuilding of the strike fund.

## 2022

### 22/CS-013 PSAC Constitution on Membership Rights

**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.

### 22/CS-039 Section 12, Sub-Section (4) of the PSAC Constitution

**BE IT RESOLVED THAT** Section 12, Sub-Section (4) of the PSAC Constitution be amended to read as follows:

#### **Section 12**

#### **NATIONAL BOARD OF DIRECTORS (NBoD)**

#### ***Sub-Section (4)***

Without limiting the generality of Sub-Section (2), the NBoD shall be charged with the responsibility for:

- (a) carrying out the policies of the PSAC as established at National Triennial Convention, and ensuring that the provisions of this Constitution are strictly observed by the PSAC Centre and the Components;
- (b) the establishment of policies on matters related to collective bargaining, such as Bargaining Committees, Negotiating Teams and ratification of agreements;
- (c) ensuring that the PSAC is represented in all matters affecting the membership generally;
- (d) acquiring the offices and facilities necessary to conduct the affairs of the PSAC;
- (e) **notwithstanding Section 7, Sub-Section 2(g), oversight over** the employment, salaries and other conditions of employment of ~~organizers and other~~ full-time or part-time staff of the PSAC Centre;
- (f) fixing the conditions of employment, excluding salaries, of the full-time elected officers and the full-time appointed officers of the PSAC Centre;

- (g) ensuring the provision of a publication or publications designed to keep members informed on the activities of the PSAC;
- (h) considering and preparing all business to be brought before the National Triennial Convention and all arrangements in connection with the National Triennial Convention, including the submission of a budget with a proposed dues structure to the National Triennial Convention for the ensuing three (3) years and a recommendation respecting the date and location of the following National Triennial Convention;
- (i) adopting regulations pertaining to financial, organizational, and operational matters.

**22/CS-045      Update LGBTQ2+ Acronym to 2SLGBTQIA+**

**WHEREAS** a similar resolution was passed previously to update the acronym; and

**WHEREAS** the preferred acronym in use by the National Inquiry into Missing and Murdered Indigenous Women and Girls is 2SLGBTQIA; see <https://www.mmiwg-ffada.ca/>; and

**WHEREAS** the terminology LGBTQ2+ does not encompass PSAC members who self-identify differently, especially gender non- conforming members; and

**WHEREAS** this would show a commitment within the union and specifically the committee towards reconciliation:

**BE IT RESOLVED THAT** the PSAC update Section 15, Sub-section of the Constitution to read 2SLGBTQIA+ (Two-spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and other forms of sexual orientation and gender expression, such as genderqueer or gender non- conforming persons).

**22/CS-073      Section 19, Sub-Section (3) of the PSAC Constitution**

**BE IT RESOLVED THAT** Section 19, Sub-Section (3) of the PSAC Constitution be amended to read as follows:

**Section 19**

**REPRESENTATION AND VOTING AT THE PSAC NATIONAL TRIENNIAL CONVENTION**

*Sub-Section (3)*

Delegate entitlement under Section 19 shall be determined in accordance with Section 4, Sub-Section (13) **based on the highest monthly membership count in the twelve-month period ending no later than six months prior to the commencement date of the National Triennial Convention** ~~in the 12-months prior to the date of the Convention Call.~~

**22/CS-087      Section 25, Sub-Section (3) of the PSAC Constitution**

**BE IT RESOLVED THAT** Section 25, Sub-Section (3) of the PSAC Constitution be amended to read as follows:

**Section 25 DISCIPLINE**

*Sub-Section (3)*

- (a) When a Component, **Regional Council, or NBoD** has removed an officer or member from union office, in accordance with the Component By-Laws, **Regional By- Laws or the PSAC Constitution**, the NBoD shall restrict this officer or member from standing for election or holding any other office within PSAC. The duration of this restriction shall take effect and be concurrent with the period of discipline levied against this officer or member by the Component, **Regional Council, or NBoD**.

**22/CS-088      Sexual Harassment**

**WHEREAS** sexual harassment remains predominant in our union; and

**WHEREAS** the PSAC appears ill-equipped to appropriately deal with incidents of sexual harassment between its activists; and

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

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

**BE IT FURTHER RESOLVED THAT** this procedure/process/strategy come into effect in the 2021-2024 cycle.

**22/CS-093A      Moving Toward Zero Waste**

**WHEREAS** many organizations, including the PSAC, are making efforts to green their activities and functions; and

**WHEREAS** all single use items, despite their recyclability, still have a negative environmental impact:

**BE IT RESOLVED THAT** the PSAC stop using all single-use items in all of its activities and adopt a zero waste policy by 2030.

## 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

## 2024

### 24/FIN-001 Ongoing Funding of Truth and Reconciliation

**WHEREAS** the PSAC has voiced a commitment to Truth and Reconciliation, and actions related to Reconciliation are subject to Convention budget approvals; and

**WHEREAS** last Convention allowed two years of resources to be dedicated to reconciliation, which cannot be equivocal to centuries long history of wrongdoing towards the Indigenous people of Canada:

**BE IT RESOLVED THAT** the PSAC continue to allocate funds related to reconciliation in the same proportion as the amounts authorized at the 2022 PSAC Triennial convention; and

**BE IT FURTHER RESOLVED THAT** the funds create an ongoing dedicated expense line for the PSAC, to truly demonstrate PSACs commitment to reconciliation.

## 2022

### 22/FIN-001 Family Care Policy

**WHEREAS** PSAC has a Family Care policy that provides for family care in many circumstances; and

**WHEREAS** many PSAC members continue to work from home or remotely during the COVID-19 pandemic and may continue to do so going forward; and

**WHEREAS** many of our union activities are virtual and some may continue this way after the pandemic:

**BE IT RESOLVED THAT** PSAC amend its Family Care Policy to cover costs of family care for members involved in union activities through remote or virtual means which may be done from home or other locations.

### 22/FIN-003 Child Care - Overnight

**WHEREAS** the PSAC strives to remove barriers that prevent members from fully participating in union activities; and

**WHEREAS** parents at times must bring children to PSAC events where childcare is not required:

**BE IT RESOLVED THAT** PSAC provide \$25.00 per diem per child when an overnight stay is required for the child at PSAC events.

**22/FIN-005      PSAC National and Regional Convention Fees**

**WHEREAS** a resolution was passed at the 2018 PSAC National Triennial Convention to fully fund regional PSAC conventions; and

**WHEREAS** the purpose of that resolution, as was stated within the resolution itself, was to eliminate barriers in participation; and

**WHEREAS** many small locals and/or DCLs cannot afford a registration fee for a delegate to a convention; and

**WHEREAS** charging a registration fee to a convention disproportionately affects already marginalized groups, including equity seeking members and women; and

**WHEREAS** by charging a registration fee after this resolution was passed, PSAC is actively acting against the will of its membership:

**BE IT RESOLVED THAT** PSAC be prohibited from charging delegate registration fees at regional conventions; and

**BE IT FURTHER RESOLVED THAT** PSAC be prohibited from charging delegate registration fees from the national triennial convention; and

**BE IT FURTHER RESOLVED THAT** all appropriate sections of the constitution and its regulations, guidelines, policies, or other relevant governing documentation be amended to reflect these changes.

**22/FIN-018      Environmental Stewardship at Conventions, Conferences, and Training**

**WHEREAS** unions are an important civil institution and partner in transitioning off fossil fuels and towards a sustainable, green, and ecologically sound economy; and

**WHEREAS** PSAC conventions, training and conferences become a focal point for the union's overall contribution to emissions and waste; and

**WHEREAS** PSAC should endeavour to reduce unnecessary consumption that is a core tenant of exploitative capitalism:

**BE IT RESOLVED THAT** PSAC incorporate an environmental harm assessment of the procurement and material distribution practices for conventions, conferences, and training, with an objective of eliminating unnecessary consumption and waste; and

**BE IT FURTHER RESOLVED THAT** PSAC, support by the Alliance Executive Committee, provide guidelines to all Regions for reducing waste at conventions, conferences, and training; and

**BE IT FURTHER RESOLVED THAT** PSAC publish these guidelines on its website and supply them to all Components to encourage adoption across the union.

**22/FIN-022**

**Climate Change: Carbon Footprint Offset**

**WHEREAS** there is an astronomical negative impact of greenhouse gas emission released into the atmosphere from polluting factors such as car, train, and air travel; and

**WHEREAS** it can be challenging for the PSAC to offer alternative and greener travel arrangements for members attending the various PSAC events outside their regions; and

**WHEREAS** it can be difficult to arrange chartered public transportation or carpooling as an option to emit lesser greenhouse gas emissions:

**BE IT RESOLVED THAT** the PSAC commits to play a pivotal role in fighting climate change by actively promoting the carbon footprint offset; and

**BE IT FURTHER RESOLVED THAT** the PSAC would adopt a national standardized email notification to encourage travelling members to individually and willingly purchase trees to offset their carbon footprint emission through a non-profit organization called TreeCanada.ca and using their carbon calculator (cost of \$6.00 per tree).

**22/FIN-025**

**Usage of the Electronic Membership Card by DCLS**

**WHEREAS** members cannot be considered members in good standing of the Union until their signed membership card has been received in person by the Membership Information Management Department; and

**WHEREAS** due to the distance between the DCLs Executive workplaces, the

regional office, and the Ottawa office, it can take several months from the time the card is signed to the time it is received and processed by the Ottawa office; and

**WHEREAS** many cards have inexplicably been lost in the transfer process; and

**WHEREAS** the distance between workplaces in rural areas is often very great and the travel required by stewards and Chief Stewards is often problematic; and

**WHEREAS** any delay in this process affects the member's right to vote in the bodies to which they belong as a PSAC member:

**BE IT RESOLVED THAT** the PSAC do everything in its power to ensure that the electronic membership card system already in use for the enrolment of new members in certain Components or Agencies be extended to DCL members as soon as possible.

**22/FIN-027      Membership List Format**

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

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

**BE IT RESOLVED THAT** PSAC provide its locals with membership lists in Excel format or any other compatible spreadsheet format.

**22/FIN-032      PSAC Travel Policy**

**WHEREAS** the PSAC Travel Policy Section 4.6.6 states,  
*In the interest of safe driving, travelers should not normally be expected to drive more than:*

*250 kilometres after having worked a full day;  
350 kilometres after having worked one-half day; or  
500 kilometres on any day when the traveler has not worked.*

**WHEREAS** the current language within the PSAC Travel Policy does not account for driving times that are significantly impacted by routes that include ferry travel, high-traffic urban areas and “rush hour”, which can account several hour delays for the traveler; and

**WHEREAS** our employers do not expect travelers to drive for several hours after working a full day:

**BE IT RESOLVED THAT** Section 4.6.6 of the PSAC Travel Policy be amended as follows:

*In the interest of safe driving, travelers should not normally be expected to drive more than:*

*250 kilometres **or 2.5 hours** after having worked a full day; 350 kilometres **or 3.5 hours** after having worked one-half day; or 500 kilometres on any day when the traveller has not worked.*

## **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 21<sup>st</sup> 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.



**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.

**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

## 2024

### 24/NEGO-001 Conference of the North

**WHEREAS** into the late 1980s there were triennial conferences where union members and management met under the auspices of the National Joint Council (NJC) to workshop Isolated Post Allowance (IPA) issues and develop an understanding and direction for revisions to the IPA Policy; and

**WHEREAS** issues would be identified for the agenda and during the conference, workshops and presentations would be run jointly with NJC representatives from both Union and management; and

**WHEREAS** the IPA is currently in jeopardy which will create undue hardship to many of our members:

**THE PSAC WILL** pursue an agreement with the National Joint Council to reactivate Conferences of the North; including financial resources necessary for reasonable direct membership representation. This conference is to be held in the North, once every 3 years.

### 24/NEGO-002 Indigenous language – commitment to revitalization and preservation

**WHEREAS** language has been recognized as vital to ensure understanding between people of different cultures to communicate in good faith; and

**WHEREAS** languages include the identity of indigenous people, it helps preserve their history and is currently being revitalized;

**WHEREAS** economic hardship is everywhere, and this step will encourage Indigenous members to learn to speak their languages and this will help start their re-entry into their culture and identity;

**WHEREAS** the Truth and Reconciliation Calls to Action are clear on the importance of promoting and supporting Indigenous languages;

**WHEREAS** the PSAC must be an active participant towards reconciliation and should lobby all levels of government and all employers to engage in meaningful acts of reconciliation:

**BE IT RESOLVED THAT** the PSAC will demand, that all members who speak

Indigenous languages be compensated in the form of a bilingual bonus to be paid on an equitable basis.

**24/NEGO-009 Improve staffing process**

**WHEREAS** many members in the federal public service feel the current staffing processes are biased on many levels and abused by managers; and

**WHEREAS** many members are not given the opportunity to apply for positions; and

**WHEREAS** there are limited grounds to appeal a staffing process because the process is governed by legislation:

**BE IT RESOLVED THAT** PSAC demands the federal government consult PSAC on the current staffing process and prioritize legislative changes that ensure a fair, transparent process with a fulsome recourse method.

**24/NEGO-022A FPSLRA – Notice to bargain & public interest commission**

**WHEREAS** Part 1 Division 7, **105** (2)(b) of the FPSLRA restricts bargaining agents from applying for bargaining until a collective agreement is within four months of expiry, and Treasury Board has never reached a tentative agreement with the PSAC before the expiry of a collective agreement:

**WHEREAS** Part 1 Division 10, s 162 of the FPSLRA contains a requirement for the Chair of the FPSLREB to recommend to the Minister that a Public Interest Commission (PIC) be established, and the PIC process causes bargaining delays and a real negative financial impact on members:

**BE IT RESOLVED THAT** PSAC creates a kit, for lobbying MPs to create and table an amendment to Part 1, Division 7, **105** (2)(b) of the FPSLRA, amending the time for application or notice to bargain from four to eighteen months; and

**BE IT RESOLVED THAT** PSAC creates an MP lobbying kit for the creation and tabling in the House of Commons, an amendment to Part 1, Division 10, of the FPSLRA removing all language and requirements for the PIC process; and

**BE IT FURTHER RESOLVED THAT** the resolution include direction to PSAC to lobby MPs using the kit prior to the next round of bargaining.

**24/NEGO-029 Mental Health Training**

**WHEREAS** mental health issues have become more prevalent post Covid; and

**WHEREAS** mental health issues cause increased workplace absence and reduced productivity; and

**WHEREAS** there is currently no mental health training available within the National PSAC education program:

**BE IT RESOLVED THAT** PSAC include mental health training within their National Education program for all members within the next three-year cycle.

**24/NEGO-030 Public Service Alliance of Canada Mental Health Support Study for Union Activists**

**WHEREAS** Union activism comes with mental health risks and challenges; and

**WHEREAS** Limited support is provided to Union Activists when their roles and responsibilities lead to mental health depletion; and

**WHEREAS** The Union loses activists as a result of mental health injuries and challenges:

**BE IT RESOLVED THAT** PSAC mandates and funds a third-party institute to conduct a study on how the Union can better support the mental health for its activists at the start of the 2025-2027 cycle; and

**BE IT FURTHER RESOLVED THAT** A Mental Health for Activists Action Plan be developed and implemented by the PSAC at the end of the 2025-2027 cycle.

**24/NEGO-047 The Expression 'Public Servant' must be removed form the PSAC lexicon**

**WHEREAS** the term "servant" has a historical context that speaks to a racist, classist, discriminatory power relationship and has no place in modern day society:

**BE IT RESOLVED THAT** the Public Service Alliance of Canada immediately cease from referring to public service employees as public servants in all written materials and oral communications.

## **2022**

**22/NEGO-001 Domestic Violence Paid Leave**

**WHEREAS** Domestic Violence paid leave is not yet standardized across Canada; and

**WHEREAS** Canadians across Canada are being treated differently based on where they reside:

**BE IT RESOLVED THAT** PSAC lobby federal and provincial/territorial governments to create a federal standard across Canada to implement 10 days of paid domestic violence leave for all Canadians, regardless of where they reside or for whom they work.

## **22/NEGO-008 Grievance Handling**

**WHEREAS** there is a substantial backlog of grievances in Ottawa awaiting adjudication; and

**WHEREAS** staff shortages due to workload have resulted in locals receiving insufficient preparation time for hearings; and

**WHEREAS** stress due to workload which has caused mental health issues and resulted in burnout and sick leaves; and

**WHEREAS** some members have been waiting as long as three years for a hearing; and

**WHEREAS** the PSAC Representation and Legal Services office needs assistance in dealing with this backlog; and

**WHEREAS** the rapid and satisfactory resolution of grievances is vital to all our locals and the membership:

**BE IT RESOLVED THAT** the National Board of Directors (NBoD) investigate immediately the substantial backlog of grievances in Ottawa and rectify this situation as quickly as possible; and

**BE IT FURTHER RESOLVED THAT** the NBoD report to the membership within a calendar year on the results of their investigation and the remedies that have been put in place to rectify this situation.

## **22/NEGO-011 Indigenous Language Bilingualism Bonus**

**BECAUSE** PSAC members work all across Canada and regularly speak their Indigenous language in fulfillment of their work requirement without compensation; and

**BECAUSE** Canada cannot call itself a truly inclusive society unless all Canadian government services can be delivered in the first language of choice of any Indigenous citizen; and

**BECAUSE** Few, if any, employers can effectively function without individuals skilled in first languages and because these individuals presently provide their services without recognition or compensation:

**PSAC WILL** Immediately demand via electoral lobbying and media initiatives that all employers that the many individuals providing Indigenous language operational support be paid the same bilingualism bonus rates as those all others presently receiving it; and

**PSAC WILL** Commit \$50,000.00 to these initiatives.

## **22/NEGO-012 Lean Method and Negative Impact on Members**

A product of the industrial sector, the Lean Method is becoming an increasingly common funding method in Quebec and Canada's public and parapublic sectors.

It has been shown that there is an increase in depression, burnout, and psychological distress in jobs where the Lean Method is used.

It has also been shown that Lean funding methods open the door to privatization and the erosion of working conditions, and that this method is costly for employers.

PSAC has recently committed to continuing to promote and pursue the establishment of programs and services to improve the mental well-being of all federal public service employees.

**ACTION REQUIRED:** We ask that PSAC, along with its components and directly chartered locals, take action (lobbying, national information campaigns, etc.) to prevent the implementation of any funding formula based on the Lean approach, and to ensure that all employers affected by this method may opt for another type of funding to protect the psychological integrity of its members and the sustainability of their jobs.

## **22/NEGO-017 Increase Employment Insurance Provisions for Maternity and Parental Leave**

**WHEREAS** families can receive Employment Insurance (EI) Maternity benefits for 15 weeks at 55% of their insurable earnings, and have the choice to receive Employment Insurance (EI) Parental benefits for either over a 40-week period at 55% of their insurable earnings or up to 69-week period at 33% of their insurable earnings; and

**WHEREAS** many families cannot afford to live off reduced income; and

**WHEREAS** families should be able to focus on raising children with financial stability and dignity; and

**WHEREAS** the EI Maternity and Parental benefits should provide a living wage:

**BE IT RESOLVED THAT** PSAC lobby the federal government to increase EI Maternity benefits from 55% to 75% of insurable earnings for 15 weeks; and

**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.

**22/NEGO-021 Presumptive Clause for Occupational Stress Injuries**

**THE PSAC WILL** immediately start to lobby the Government of Canada to amend the Government Employees Compensation Act (GECA) to provide presumptive coverage for occupational stress injuries (OSIs) suffered by its members; and

**THE PSAC WILL** consult with its components, directly chartered locals, and other Unions representing workers covered under the GECA to determine which job classifications should be included in the presumptive language; and

**THE PSAC WILL** research and write a policy paper in support of these members being included in a federal presumptive clause for OSIs.

**BECAUSE** presumptive coverage for OSIs provide quicker access to treatment for such injuries; and early access to treatment is imperative in successful recovery from OSIs; and

**BECAUSE** many PSAC members are not covered by existing provincial presumption clauses for OSIs; and

**BECAUSE** PSAC members deserve to be universally protected against such workplace hazards, regardless of their geographical location:

**22/NEGO-024 Unpaid Internships**

**WHEREAS** internships are defined as the performance of actual work activities, such as producing or distributing a good or rendering a service in a real work context. This definition excludes observation periods; and

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

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

**WHEREAS** persons doing unpaid internships are not protected by the Labour Standards Acts nor covered by the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) under section 10 of the Act Respecting Industrial Accidents and Occupational Diseases:

**BE IT RESOLVED THAT** PSAC commit to lobby all levels of government to ban unpaid internships and practicums at all levels of education.

#### **22/NEGO-028 Two-Tiered Pension Plan**

**WHEREAS** pensions and retirement security are important to the PSAC and its members; and

**WHEREAS** PSAC members are currently subject to a two- tiered pension plan; and

**WHEREAS** the labour movement should never accept legislated reductions to pensions and benefits:

**BE IT RESOLVED THAT** PSAC lobby the government of Canada to repeal the changes to the Public Service Superannuation Act that raised the minimum, unreduced retirement age to sixty years old with thirty years of service for anyone hired into the federal public service after January 1, 2013.

#### **22/NEGO-029 Target Benefit Pension Plans**

**WHEREAS** with a target 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

**WHEREAS** the majority of retirees with the lowest income are 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 target benefit plan because it retains the freedom to both establish it and potentially put an end to it, while its participants now bear all of the financial risk:

**BE IT RESOLVED THAT** PSAC take a stand against:

- target benefit pension plans;
- converting existing defined benefit pension plans to target benefit pension plans.

## **22/NEGO-037 Fighting Privatization**

**BECAUSE** PSAC is a leader in mobilization and certification; and

**BECAUSE** most PSAC members work in the public sector; and

**BECAUSE** PSAC advocates for the preservation of quality public services that are accessible to all; and

**BECAUSE** PSAC aims to reduce contracting-out and strengthen the social safety net:

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

# **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 13<sup>th</sup> to 16<sup>th</sup>; 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.

**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.

**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.

**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/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 CRRA 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 Treasury Board:

**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

## 2024

### 24/GEN-005 Fighting for fair telework agreements

**WHEREAS** on May 1, 2024, the federal government mandated a minimum three-days per week return of workers to their offices;

**WHEREAS** this broken promise was made without any consultation with unions or workers, and conflicts with the telework agreements negotiated by PSAC;

**WHEREAS** in all sectors across PSAC, members are determined to have their employers recognize their right to telework;

**BE IT RESOLVED** that PSAC mobilize to force the federal government to honour their commitment, rescind their three-day in office mandate, and respect negotiated telework agreements;

**BE IT FURTHER RESOLVED** that PSAC ensures that the employers respect all commitments that they have taken within the structure of negotiations and formally consult the unions;

**BE IT FURTHER RESOLVED** that PSAC advance the recognition of telework in members' collective agreements;

**BE IT FURTHER RESOLVED** that PSAC commit \$1 million from the unallocated surplus towards actions to defend members' right to telework.

### 24/GEN-006 Palestinian Human Rights

#### Part 1

**WHEREAS** In 2012, PSAC supported the Boycott, Divestment and Sanctions campaign;

**WHEREAS** Collective punishment of the people of Gaza is a clear violation of Article 53 of the Fourth Geneva Convention;

**WHEREAS** The Canadian government support Israel's siege and indiscriminate bombing of Gaza, resulting in the murder of over 40,000 Palestinians, half of whom are children;

**WHEREAS** Palestinian unions issued a global call for unions to act to end all

complicity, and to stop governments from arming Israel; and

**BE IT RESOLVED THAT** PSAC demand the Canadian government impose an arms embargo on the government of Israel and support South Africa's genocide case at the International Court of Justice.

**24/GEN-008A Solidarity with women life freedom and Iranian workers**

**BECAUSE** for 44 years the Iranian regime has systematically violated human rights: activists have been imprisoned, executed, tortured, and terrorized; and

**BECAUSE** the world has watched revolution unfold on the streets of Iran for Woman Life Freedom and the demand to overthrow the dictatorship by the people of Iran:

**THE PSAC WILL** condemn the atrocities and violence inflicted by the Iranian regime resulting in the death of over 500 civilians for protesting the government and advocating for women's rights; and

**THE PSAC WILL** stand with the people of Iran in their fight for freedom, engage in solidarity actions, and endorse the "Charter of the Minimum Demands of Iran's Independent Trade Unions and Civic Organizations" which has signatories from 20 progressive unions and organizations in Iran.

**24/GEN-008B Solidarity with women life freedom and Iranian workers**

**BECAUSE** for 44 years the Iranian regime has systematically violated human rights: activists have been imprisoned, executed, tortured, and terrorized; and

**BECAUSE** the world has watched revolution unfold on the streets of Iran for Woman Life Freedom and the demand to overthrow the dictatorship by the people of Iran:

**THE PSAC WILL** lobby, with relevant international labour organizations, to expel Iran from the International Labour Organization.

**24/GEN-013 Affordable and accessible childcare for shift and precarious workers**

**BECAUSE** childcare should be affordable and accessible to all who require it; and

**BECAUSE** government sponsored subsidy plans such as the \$10 a day childcare plan often only includes traditional licensed childcare facilities; and

**BECAUSE** precarious, gig and shift workers often work outside of the normal

operational hours of traditional childcare facilities:

**PSAC WILL** lobby government at all levels to include non-traditional childcare in subsidy/funding programs so that shift workers and precarious workers have equitable access to affordable childcare outside of regular operational hours of traditional childcare centres within the next cycle and report back to the membership before the next National Triennial Convention.

**24/GEN-025     Search the landfill**

**WHEREAS** Indigenous women are not disposable and deserve dignity, and the families deserve closure; and

**WHEREAS** PSAC has committed to Reconciliation and implementing the Missing and Murdered Indigenous Women and Girls (MMIWG) Calls to Justice:

**BE IT RESOLVED THAT** PSAC immediately launch a national Search the Landfill campaign that will engage PSAC members and the public nationwide with material and actions including:

- lobbying the Manitoba government to search the Prairie Green and Brady Road landfills,
- lobbying the federal government,
- rallies, education, communications, and awareness on Search the Landfill and Missing and Murdered Indigenous Women and Girls.

**24/GEN-031     Environmental racism**

**WHEREAS** environmental racism is very present in Canada, as evidence by media reports of Canadian garbage being sent to other countries and then turned around to be brought back; and

**WHEREAS** Africville, a small Black community in Halifax, was deprived of necessities such as access to clean water, sewage, and waste management; and

**WHEREAS** many First Nations communities across Canada are deprived of access to safe drinking water; and

**WHEREAS** not having access to safe drinking water and living near a dump is a health and safety issue that requires immediate action:

**BE IT RESOLVED THAT** the PSAC lobby the Federal Government to stop environmental racism; and

**BE IT FURTHER RESOLVED THAT** the PSAC create an education tool on environmental racism for its membership prior to the next PSAC National Equity Conference.

**24/GEN-049     Accessible social media policy**

**WHEREAS** social media can be a powerful communication tool;

**WHEREAS** social media posts often include graphics, pictures, and text;

**WHEREAS** members may experience barriers related to vision and hearing, as well as other sensory barriers;

**WHEREAS** most social media platforms offer a variety of free tools to address sensory barriers, including alternative text on images and GIFs and closed captioning;

**WHEREAS** there are many text-to speech tools available free online:

**BE IT RESOLVED THAT** the PSAC develop an Accessible Social Media Policy that takes into consideration best practices in accessible communications and;

**BE IT FURTHER RESOLVED THAT** the PSAC Accessible Social Media Policy be reviewed and updated each cycle to ensure it reflects current best practices in accessible posting.

**24/GEN-054     PSAC anti-privatization of healthcare campaign**

**WHEREAS** the PSAC represents thousands of health care workers across the country; and

**WHEREAS** the PSAC represents the majority of health care workers in the North; and

**WHEREAS** the Canadian health care crisis has an impact on all members; and

**WHEREAS** every dollar spent for profit in health care is taken away from providing necessary services; and

**WHEREAS** the lack of available health care has an increased impact on Indigenous, women's, 2SLGBTQIA+, members living with a disability and racially visible members; and

**WHEREAS** PSAC must continue to be a leader in fighting for public services to remain public

**BE IT RESOLVED THAT** the PSAC undertakes a national large size campaign focusing on fighting the privatization of the Canadian health care system from coast to coast to coast, engaging federal, provincial and territorial governments.

**24/GEN-060     National Health and Safety Conference**

**WHEREAS** the Public Service Alliance of Canada's (PSAC) National Health and Safety (H&S) Conference has by convention been set at 300 delegates; and

**WHEREAS** the total number of applications to the National H&S Conference is substantive; and

**WHEREAS** the current formula for delegate selection puts all the responsibility for selecting Directly Chartered Local member on the respective PSAC regions:

**BE IT RESOLVED THAT** the PSAC increase the number of delegates to the National H&S Conference from 300 to 350 delegates; and

**BE IT FURTHER RESOLVED THAT** the increase in delegate seats be allocated to the regions.

**24/GEN-078     PSAC Conference of the North**

**WHEREAS** our members living and working in the North face distinct challenges in both their workplaces and communities;

**WHEREAS** in order to address these challenges and develop collective solutions, a Conference of the North is needed to engage our members working for territorial, federal, and para-public employers across the three territories;

**WHEREAS** this conference could address topics including collective bargaining, mobilization, political action, the climate crisis, housing, food security, and access to healthcare and other services in the North;

**BE IT RESOLVED THAT** PSAC fully fund a Conference of the North, to occur once per cycle, for 20 delegates who live and work in the North.

**24/GEN-103     Lightkeepers**

**WHEREAS** some UCTE members are required to work 365 day per year such as Pacific region lightkeepers therefore work 104 more days annually than most all public servants;

**WHEREAS** public servants aspire to retire after 25 years of service;



**WHEREAS** workers working 365 days/year work 104 (weekend days) \* 25 years = 2600 days (7.123 years) more than regular pensionable members after 25 years (32.123 years);

**WHEREAS** these workers have been unable to get this to the Collective bargaining table to fix this inequity due to their small numbers; therefore:

**BE IT RESOLVED THAT** PSAC campaign on this matter and lobby Treasury Board to make the required legislative changes or amendment to update the Public Service Superannuation Act and Income Tax Act to reflect the total days of service rather than years.

## **2022**

### **22/GEN-006    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** systemic obstacles persist and prevent immigrants and equity group members from accessing and maintaining employment or advancing in their careers:

**BE IT RESOLVED THAT** PSAC take a public stand against any form of systemic racism; and

**BE IT FURTHER RESOLVED THAT** PSAC adopt a policy designed to eliminate systemic racism; and

**BE IT FURTHER RESOLVED THAT** PSAC, in conjunction with its equity groups committee, launch a national information campaign on systemic racism and good ways of preventing it.

### **22/GEN-009    Fascism and White Supremacy**

**WHEREAS** fascism and white supremacy are on the rise and minority communities are being increasingly targeted; and

**WHEREAS** the current socio-political climate supported by the media under the

guise of "free speech" have emboldened fascists and white supremacists to be more public in their ideologies and hate speech; and

**WHEREAS** PSAC and the labour movement have long opposed fascist ideologies and hate groups:

**BE IT RESOLVED THAT** PSAC condemns fascism and white supremacy ideologies and any groups supporting these whenever it occurs; and

**BE IT FURTHER RESOLVED THAT** PSAC provides education to the membership to raise awareness about fascism and white supremacy; and

**BE IT FURTHER RESOLVED THAT** PSAC encourages its membership to take strong action to reject fascism and white supremacy ideologies and support the organizations who are fighting back.

**22/GEN-010     Eliminate Inequalities Related to Race in Disadvantaged Communities**

**WHEREAS** government policy and practices work to eliminate inequalities related to race in disadvantaged communities; and

**WHEREAS** it is known that our Indigenous communities are held hostage by the condition of its drinking water and the horrific conditions of their communities; and

**WHEREAS** racial minority communities are found closer to environmental hazards such as waste disposal or industrial polluted areas than non-racial communities:

**BE IT RESOLVED THAT** PSAC calls on all levels of government ensure that Indigenous communities have the security of safe drinking water.

**22/GEN-011     Unionism on Turtle Island**

**WHEREAS** the PSAC training "Unionism on Turtle Island" is a wonderful way for our members to learn more about Indigenous Peoples' issues, and

**WHEREAS** Indigenous Peoples' issues are issues that affect all Canadians, and

**WHEREAS** there are many myths about Indigenous Peoples and their issues that need to be corrected, and

**WHEREAS** there are huge numbers of PSAC members who have been turned away (due to limited numbers of available seats) or who are not aware of this training:

**BE IT RESOLVED THAT** the PSAC support and provide the “Unionism on Turtle Island” training at least once per three-year cycle in each PSAC region across Canada.

**22/GEN-016     Missing Children and Burial Information**

**WHEREAS** 215 children’s bodies were recently found in a former residential school site in British Columbia; and

**WHEREAS** the Federal Government still hasn’t implemented all 94 calls to action of the Truth and Reconciliation Commission; and

**WHEREAS** immediate action must be undertaken:

**BE IT RESOLVED THAT** PSAC launch a campaign to pressure Members of Parliament to implement the Truth and Reconciliation Commission’s calls to action 71-76 titled Missing Children and Burial Information in order to redress the legacy of Residential Schools and advance the process of Canadian Reconciliation, the Truth.

**22/GEN-017     Unmarked Burial Sites of Indigenous People**

**WHEREAS** the ongoing discovery of unmarked burials at Residential Schools across Canada; and

**WHEREAS** this is only the beginning, as there are many such burial sites in Canada with many more unmarked burials being discovered since; and

**WHEREAS** the work of identifying burial sites occurs in four stages: (1) location of the burial sites, (2) excavation and testing, including DNA analysis and forensic work; (3) re-internment; and (4) commemoration; and

**WHEREAS** it is important for Indigenous peoples to maintain leadership and oversight in every step of this work:

**BE IT RESOLVED THAT** the PSAC recommits to the implementation of the Calls to Action from the Truth and Reconciliation commission and lobby all levels of government to implement items 71-76 related to Missing Children and Burial Information.

**22/GEN-020     PSAC Launch a National Campaign**

**WHEREAS** 215 children’s bodies were recently found in a former residential school site in British Columbia; and

**WHEREAS** the last residential school closed in Canada in 1996; and

**WHEREAS** the Federal, Provincial and Municipal Governments failed to implement the 94 Calls to Action of the Truth and Reconciliation Commission; and

**WHEREAS** immediate action must be undertaken:

**BE IT RESOLVED** that the PSAC launch a National Campaign calling upon the Federal, Provincial and Municipal Governments to fully implement the 94 Calls to Action of the Truth and Reconciliation Commission and continue the campaign until all calls to actions have been addressed.

**22/GEN-022     Forced Sterilization of Indigenous Women**

**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.

**22/GEN-024     National Indigenous Day**

**WHEREAS** the Indigenous community in Canada has provided all Canadians with a rich and meaningful cultural heritage; and

**WHEREAS** the Indigenous peoples are not fully recognized for their contribution to Canadian heritage; and

**WHEREAS** June 21st is National Aboriginal (Indigenous) Day:

**BE IT RESOLVED THAT** the PSAC campaign and lobby the federal government

to ensure that June 21st, National Indigenous Day be declared a national statutory holiday.

**22/GEN-026     Abolish Strip Searches in Youth Detention Facilities in Canada**

**WHEREAS** strip searches are conducted on youth admitted to correctional services, the practice is invasive, degrading and can further traumatize already traumatized youth;

**WHEREAS** the *Canadian Charter of Rights and Freedoms* protects everyone from cruel and unusual punishment, and has equality rights at its core; and

**WHEREAS** racial profiling is a reality in Canada, and in 2018/19, Indigenous youth represented 43% of youth admissions to correctional services while representing just 8.8% of the youth population in Canada in 2018:

**BE IT RESOLVED THAT** PSAC demand all territories and provinces cease the practice of strip searches in youth ‘jails’ immediately, and demand that the federal government will abolish the practice of strip searches in all facilities where youth are held by virtue of the *Youth Criminal Justice Act*.

**22/GEN-028     Comprehensive Northern Housing Program**

**BECAUSE** there is a catastrophic shortage of housing throughout the North leading to generalized denial of fundamental human rights; and

**BECAUSE** international human rights law recognizes everyone’s’ right to an adequate standard of living, including adequate housing; and

**BECAUSE** territorial Governments have proved themselves unable to deal with the crisis and are losing ground:

**PSAC WILL** demand that the Federal Government commit the necessary resources to ensure all Northerners have access to affordable and adequate housing, by National standards and building codes within five years.

**22/GEN-030     Racially Visible Leadership**

**WHEREAS** the NCR Racially Visible members have identified the lack of racialized leaders as a priority issue; and

**WHEREAS** racialized members face unique needs, challenges, experiences; and

**WHEREAS** creating a safe space where each of us can feel free to speak up is

a priority for our union:

**BE IT RESOLVED THAT** PSAC develop leadership training customized for racialized members to encourage active participation and more equitable representation in leadership; and

**BE IT FURTHER RESOLVED THAT** said leadership training course be developed and facilitated by racialized PSAC staff in consultation with racialized members; and

**BE IT FURTHER RESOLVED THAT** PSAC implement the course nationally within the next three-year cycle.

**22/GEN-032     Stop Islamophobic Hate & Violence**

**WHEREAS** five Muslim family members were murdered on June 6, 2021 by a hate motivated killer in London, Ontario, leaving a child hospitalized and orphaned; and

**WHEREAS** we've seen an alarming rise of hate crimes and online radicalization, including a murder last year outside a mosque in Etobicoke; and

**WHEREAS** unions must stand in solidarity against racism and hate rooted in white supremacy and xenophobia, and against historical and continued attacks against Black, Indigenous, Muslim, Asian, Jewish and other communities:

**BE IT RESOLVED THAT** PSAC will demand the federal government implement legislation aimed at stopping online hate and hate crimes; and

**BE IT FURTHER RESOLVED THAT** PSAC will demand that all governments declare January 29 as a day of remembrance and action against Islamophobia.

**22/GEN-033     Stop Anti-Asian Hate and Violence**

**WHEREAS** during the COVID-19 pandemic, we've seen an alarming and escalating increase in racism against the Asian community including scapegoating, slurs, targeted attacks, assaults and murders across North America; and

**WHEREAS** in Canada, we have a documented history of racism and legislated discrimination against Asian Canadians including the Chinese head tax, restrictive immigration laws, segregation, the denial of the right to vote and other basic human rights since the 1800s; and

**WHEREAS** by continuing to allow hate to rise against any racialized group diminishes our labour movement, our communities and Canada:

**BE IT RESOLVED THAT** PSAC acknowledge that anti-Asian racism, as well as the historical and continued attacks against Black, Indigenous and racialized people are rooted in white supremacy, racism and xenophobia and will condemn these racist actions and attacks; and

**BE IT FURTHER RESOLVED THAT** PSAC will support an anti-racist labour movement in our labour organizing through educational and political action, media and public awareness; and

**BE IT FURTHER RESOLVED THAT** PSAC demand Federal, Provincial and Territorial Governments tackle Anti-Asian racism in all its forms as well as redouble efforts to eliminate racism and hate crimes.

**22/GEN-037     Integrate Healthcare**

**WHEREAS** dental, eye, and mental health care are not part of the public health system; and

**WHEREAS** this situation places an undue burden on workers for things they cannot continue to function without:

**BE IT RESOLVED THAT** PSAC pressure the government at all levels to integrate all aspects of healthcare into the public system.

**22/GEN-038     National Advanced Mental Health Courses**

**WHEREAS** the Representing Member with Mental Health Issues course currently offered by the PSAC is not effective in meeting the needs of its stewards; and

**WHEREAS** the PSAC has long supported mental health programs for all Canadian workers and their families; and

**WHEREAS** there is an urgent need for stewards to be able to address the challenges they face when representing a member experiencing mental health issues in the workplace; and

**WHEREAS** advanced mental health courses would help alleviate the stress and anxiety that stewards face when representing members with mental challenges:

**BE IT RESOLVED THAT** the PSAC offer advanced courses that would better prepare stewards to represent members with mental health issues while remaining objective. The course should extend to include the recognition of an employee that is noticeably struggling with a mental health issue; and

**BE IT FURTHER RESOLVED THAT** the PSAC create an advanced mental health awareness course to be presented in the next cycle.

**22/GEN-044     Text to 9-1-1 Implementation for Northern Territories**

**BECAUSE** COVID-19 has magnified the safety concerns and barriers to emergency services for Deaf, Deafened, Hard of Hearing and Speech Impaired (DHHSI) Northerners; and

**BECAUSE** access to emergency services for all Canadians is a human right; and

**BECAUSE:** Text to 9-1-1 service is available in some capacity in each of the Southern provinces; and

**BECAUSE** Text to 9-1-1 is the most direct method for contacting 9-1-1, 24/7. Contacting 9-1-1 using TTY, a Video Relay Service (VRS) is only possible during VRS service hours:

**PSAC WILL** lobby the territorial governments for immediate implementation of Text to 9-1-1 where applicable, as a safety response to COVID-19; and

**PSAC WILL** ensure lobbying includes additional funding for technology, political pressure upon service provider to upgrade technology and equipment, as well as any applicable legislation initiatives.

**22/GEN-047     Support for Intox, Detox, Rehabilitation, Supervised Consumption Service and Safe Supply in Canada**

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

**WHEREAS** more than 12,800 apparent opioid-related deaths occurred between January 2016 and March 2019 in Canada; and

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

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

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



**22/GEN-051    Airport Ramps – Accessibility**

**BECAUSE** PSAC is a leader in addressing issues around accessibility; and

**BECAUSE** it is a human rights violation when citizens face barriers that prevent them access in airports; and

**BECAUSE** airports should be barrier-free and inclusive for people of all ages and abilities:

**PSAC WILL** lobby the Government to make sure that all airports in Canada have access ramps; and

**PSAC WILL** ensure lobbying includes; additional funding for political action, political pressure and any applicable legislation initiatives.

**22/GEN-052    Diversity Education**

**WHEREAS** transgender and non-binary people face unique challenges; and

**WHEREAS** the PSAC is an inclusive organization that seeks to educate its members; and

**WHEREAS** being inclusive means understanding and welcoming the transgender and non-binary community:

**BE IT RESOLVED THAT** within the next three-year cycle, the PSAC will develop and deliver information and education sessions, in consultation with transgender and non-binary members, that will educate members in supporting and welcoming all members who self-identify as transgender and/or non-binary.

**22/GEN-059A    Universal PrEP Coverage Campaign**

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

**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.

**22/GEN-062     Women Centered Leadership Development Program**

**WHEREAS** the 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** the 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.

**22/GEN-063     Gender Equality Campaign**

**WHEREAS** the PSAC recognizes the Canadian Human Rights Act; and

**WHEREAS** the PSAC recognizes the importance of gender equality and education; and

**WHEREAS** there have been growing attacks on women’s and non- binary persons rights, especially with the rise of the extreme political right and conservatism; and

**WHEREAS** women and non-binary persons need to feel safe and supported by the PSAC:

**BE IT RESOLVED THAT** through Regional Women’s Committees, Regional and National Women’s Conferences and the National Human Rights Committee, the PSAC develops and maintains a gender equality education campaign that encourages all genders to partake as agents for change and take action against negative stereotypes and behaviours; and

**BE IT FURTHER RESOLVED THAT** this be a public campaign supported by the PSAC; and

**BE IT FURTHER RESOLVED THAT** this campaign be developed and implemented in the next three-year cycle.

**22/GEN-064     Ending Sexual and Gender Harassment**

**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.

**22/GEN-066     Stopping Violence Campaign**

**BECAUSE** stopping violence before it happens on the streets and against women is key and it costs much less than our traditional criminal justice system responses; and

**BECAUSE** the very justice system that victims turn to is often a source of severe re-victimization; and

**BECAUSE** every sector of our civil society – businesses, employers, schools, faith-based institutions, and neighbours – can make important contributions to parallel justice:

**PSAC WILL** lobby the government to make stopping violence against women a priority and address service gaps in victim services across Canada.

**22/GEN-067     Gender Oppression**

**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 woke the world up to the scourge 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 in a women's rights movement:

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

**22/GEN-069     Sex Trafficking in Canada**

**THE PROBLEM OR ISSUE:**

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; and

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 the 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.

**22/GEN-071     The Right to Choose**

**WHEREAS** the PSAC has long supported women's rights and has 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. Given that a vote on whether or not to reopen the abortion debate was only narrowly defeated at the Conservative convention in Halifax in 2018; and

**WHEREAS** women's right to control their own body will likely become an election issue in the future:

**BE IT RESOLVED THAT** PSAC 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 support this policy.

**22/GEN-072     "Pink Tax" Resolution**

**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.

**22/GEN-073     Status of Women Delegate in Every Local**

**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 relating 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

**WHEREAS** PSAC strives to increase parity and good representation, and to promote 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 urge its components to request that their locals include a Status of Women position in their by-laws and regulations; and

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

**22/GEN-075     Union Representation of Early Learning and Care Providers in Canada**

**WHEREAS** the PSAC Statements of Principles #3 says the PSAC “believes that the provision of comprehensive child care services is a social responsibility that must be shared by all, and Principle #17 states “Women have the right to decent work;” and

**WHEREAS** Principle #3 fails to address the working conditions or the professional recognition of early learning and child care providers; and

**WHEREAS** child care is a public good and therefore should be considered a public service:

**BE IT RESOLVED THAT** the PSAC amend Principle #3 to include advocacy for professional recognition and improved worker rights for early learning and care professionals through increased union representation.

**22/GEN-077     Menopause Support**

**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 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.

**22/GEN-105     National Young Worker Conference**

**WHEREAS** young workers are the future of any organization and of the union, they need support and education and are increasingly involved in the union's political action in the university and federal sectors; and

**WHEREAS** the number of young workers we represent has increased significantly and a forum where they can discuss issues that affect them in particular (e.g. precarious work, child care and two-tier bargaining) is now essential; and

**WHEREAS** we have PSAC Young Workers Committees and the Regional Triennial Convention elects a member to represent them so that they have a voice in the union; and

**WHEREAS** the current structure of our financial commitments does not provide funds for a PSAC National Young Workers Conference (NYWC):

**BE IT RESOLVED THAT** the PSAC organize a triennial National Young Worker Conference fully funded from the PSAC budget to allow young members to network and seek solutions to issues specific to them; and

**BE IT FURTHER RESOLVED THAT** Section 17, paragraph 6 (i) of the PSAC Constitution be amended to include the triennial National Young Worker Conference; and

**BE IT FURTHER RESOLVED THAT** Section 19, Sub-Section 7 of the PSAC Constitution be amended to include two delegates representing young workers.

**22/GEN-124     Free Public Transit**

**WHEREAS** one of the major factors causing climate change is excessive use of personal motor vehicles for transit; and

**WHEREAS** many workers stand to benefit systematically from the adoption.

**BE IT RESOLVED THAT** PSAC adopt a stance promoting free national public transit.

**22/GEN-127     Permanent Federal Investment in Public Transit**

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

**WHEREAS** public transit projects are designed, carried out and operated by

thousands of unionized workers; and

**WHEREAS** the climate crisis requires that efforts be intensified to accelerate our transition to a green economy and quality jobs in sustainable sectors:

**BE IT RESOLVED THAT** PSAC demand that the federal government:

- financially support transit authorities to enable them to invest as needed into reinforcing existing equipment and developing new public transit services;
- implement a permanent program dedicated to funding the operation of public transit systems.

**22/GEN-131     Requirements for Personal Care Facilities for The Working Poor and Homeless**

**WHEREAS** there have been exponential increases in the working poor and homeless populations within our communities; and

**WHEREAS** women, trans persons, persons with disabilities, Indigenous peoples and racialized persons are proportionally more adversely affected as basic needs such as housing, washroom facilities and safety are not being met; and

**WHEREAS** a good opportunity exists for the PSAC to collaborate with poverty reduction coalition groups in order to bring awareness to the urgent need for accessible public facilities within our communities:

**BE IT RESOLVED THAT** the PSAC collaborate with poverty reduction coalition groups and representatives of the working poor and homeless population to campaign for immediate action to be taken by the national and provincial governments to develop and implement a solution that will include housing, safe spaces and public facilities that the homeless population can access with dignity in our communities.

**22/GEN-133     Revision of Review Structure – Complaints About RCMP Conduct**

**BECAUSE** reviews of complaints against RCMP in Nunavut has seldom yielded results inspiring public confidence; and

**BECAUSE** there is a great need to change to another third-party regulatory review agency without bias and prejudice:

**PSAC WILL** immediately demand the Federal Minister of Public Safety structure a civilian/academic panel, unconnected to any police force or service to conduct objective reviews of complaints about RCMP behaviour and conduct, to replace



the current review structure.

## 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 12<sup>th</sup> national statutory holiday; and

**WHEREAS** many provinces already have holidays in place encouraging and valuing a Family Day (Ontario: 3<sup>rd</sup> Monday in February; British Columbia: 2<sup>nd</sup> 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 12<sup>th</sup> 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 21<sup>st</sup>.

**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 21<sup>st</sup>.

#### **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 10<sup>th</sup> 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 1<sup>st</sup> – 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 1<sup>st</sup> 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 200<sup>th</sup> 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 Descendents 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     Fightback 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 1<sup>st</sup>, 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 1<sup>st</sup> 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.

**06/GEN55      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 1<sup>st</sup> 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 1<sup>st</sup> 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.

03/400

### **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 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 (1<sup>st</sup>  
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.