



OUR UNION: BRINGING US TOGETHER



RESOLUTIONS PACKAGE

PSAC Logo
PSAC PRAIRIE REGION
6TH TRIENNIAL CONVENTION
SASKATOON, SASKATCHEWAN

**Prairie Region Council Budget
Prairie Region Convention 2015-2017**

	Budget Year 2015	Budget Year 2016	Budget Year 2017
Revenue			
AEC Transfer	191,636.25	191,636.25	191,636.25
Interest	250.00	250.00	250.00
Total Revenue	191,886.25	191,886.25	191,886.25
Expenses			
PRC Meetings	78,600.00	78,600.00	78,600.00
Conference Calls	5,000.00	5,000.00	5,000.00
Council Members	10,000.00	10,000.00	10,000.00
Special Projects	5,000.00	5,000.00	5,000.00
Donations	5,000.00	5,000.00	5,000.00
Equity Events / Action	5,000.00	5,000.00	5,000.00
HRC Assistance	5,000.00	5,000.00	5,000.00
RWC Assistance	5,000.00	5,000.00	5,000.00
Area Council Assistance	10,000.00	10,000.00	10,000.00
Committee/Council Networking	2,500.00	2,500.00	2,500.00
MB Federation of Labour	2,000.00	2,000.00	2,000.00
SK Federation of Labour	2,000.00	2,000.00	2,000.00
AB Federation of Labour	2,000.00	2,000.00	2,000.00
Young Worker Outreach	3,000.00	3,000.00	3,000.00
MB Youth Camp	1,500.00	1,500.00	1,500.00
SK Youth Camp	1,500.00	1,500.00	1,500.00
AB Youth Camp	1,500.00	1,500.00	1,500.00
RWC Special Events	10,000.00	10,000.00	10,000.00
Convention	20,000.00	20,000.00	20,000.00
Memberships	3,000.00	3,000.00	3,000.00
Communications	13,000.00	13,000.00	13,000.00
Total Expenses	190,600.00	190,600.00	190,600.00
Excess of Revenue over Expenses	1,286.25	1,286.25	1,286.25

Budget Assumptions:

- 1) AEC Transfer may change after the 2015 PSAC Triennial Convention
- 2) The Budget amounts for these expenditures will be available for use by the PRC at any time over the three year period

As we move to the next budget cycle, this budget is being presented to continue regional support for PSAC’s priorities of:

- 1. Defending collective agreements**
- 2. Defending public services**
- 3. Building opposition to the federal Conservative government**

This budget provides the resources for members at all levels to participate in their union and mobilize around issues for all workers. It is about communicating with members using new and proven technologies. It is about providing resources and support for Prairie Region Council members to illustrate leadership within their constituencies. It is about working collectively with components and National Officers to build momentum. And it’s about providing opportunities for members to network both within the membership and with others in the labour movement and allies in the community.

Anticipating a critical time of action leading into the next budget cycle, expenses from 2012-2014 were monitored closely with many line items significantly under budget. As we move forward, reallocating these funds may assist in achieving our priorities.

Meetings

The PRC holds a minimum of two face-to-face meetings per year. The budget line item of \$78,600 has not been increased from 2012-2014 and covers the costs of LWOP, travel, accommodations and meeting room costs. Our committee work will continue to be covered by this line item.

Conference Calls

This is a new line item of \$5,000 for the 2015-2017 budget. In the past, conference calls with PRC and/or National Officers have been covered under the PRC Meetings line item. Members in the region have clearly identified communication as a priority and as such, starting in December 2012, the PRC has held monthly update conference calls at a regularly scheduled time (excluding July and August). This ensures that PRC reps have access to timely information to report back to their constituents. Costs for the monthly update calls, official PRC conference calls and committee conference calls (as needed) were charged to the PRC Meeting line item and totalled \$2,789.82 for 2013. The

budgeted amount includes for up to 10 monthly update calls as well as additional official conference calls where decision-making is required.

It was also identified that National Officers of components are critical to our success in mobilizing members in the region. Several conference calls have been held with the REVP and National Officers to not only provide information but get feedback on how to achieve our priorities. The budgeted amount includes for up to four conference calls per year with National Officers.

Council Members

The line item for Council members has not changed from the previous amount of \$10,000. The members continue to do their outreach via email, phone and face-to-face meetings. While we remain under budget, it is prudent to keep the line item the same as we look at PRC members doing outreach to all locals urban and rural. Of the \$5,362.40 expended in 2013, \$3,805.62 was for PRC reps to attend Leadership meetings in April/May 2013.

Special Projects

This line item has not changed from the previous amount of \$5,000. It has been used to support local initiatives. For example, in 2013, the full allotment was contributed to the PSAC Social Justice Fund for relief efforts in the Southern Alberta region affected by flooding.

Donations

This line item has not changed from the previous amount of \$5,000. Donations have been in support of Brothers and Sisters from PSAC locals and within the labour movement who have been on extended strikes, donations to local advocacy groups or charities such as Unemployed Workers Centres and Labour Day events.

Equity Events

This line item has been reduced by \$1,000 to \$5,000 from \$6,000. While it has been underutilized, it is prudent to keep a significant amount and to ensure that members are aware that funding may be available for equity events in their location.

RWC Special Events

This line item has been reduced by \$2,000 to \$10,000 from \$12,000. The reduction reflects the change in status for the Prince Albert and Westman RWC's which are inactive. The 2012-2014 budget allocated \$12,000 per year for Regional Womens Committees to fund one-day seminars in their respective locations. This line item has been reduced to \$10,000 per year from \$12,000. While the funds have not been expended in 2012-2013, it is a practice some RWC's are planning for.

Human Rights Committee Assistance

This line item has not changed from the previous amount of \$5,000. We have four active HRC's in Edmonton, Calgary, Regina and Winnipeg, as well as an active RAPC in Prince Albert. Full reports of the HRC activities can be found in our Convention documents. Although these committees receive some funding from Ottawa, our work within our communities and workplaces on equity issues and to fight the governments (federal, provincial and municipal) on regressive agendas, must continue.

Changes to the allocation process, initiated in 2012, included committees receiving funds based on action plans and budgets and the actual bank balance already available versus an equal division between active committees. PRC reviewed all requests for funding and approved allocations based on the information provided. All funds remaining in this line item will continue to be available for use by HRC's upon request.

Regional Women's Committee Assistance

This line item has been reduced by \$1,000 to \$5,000 from \$6,000. We have six active RWC's in Edmonton, Calgary, Lethbridge, Saskatoon, Regina, and Winnipeg. RWC's in Prince Albert and Westman are currently inactive. Full reports of the RWC activities can be found in our Convention documents. Although these committees receive some funding from Ottawa, our work within our communities and workplaces on womens issues and to fight the governments (federal, provincial and municipal) on regressive agendas, must continue.

Changes to the allocation process, initiated in 2012, included committees receiving funds based on action plans and budgets and the actual bank balance already available versus an equal division between active committees. PRC reviewed all requests for funding and approved allocations based on the information provided. All funds remaining in this line item will continue to be available for use by RWC's upon request.

Area Council Assistance

This line item has been reduced by \$2,000 to \$10,000 from \$12,000. We have eight active AC's in Edmonton, Calgary, Lethbridge, Prince Albert, Saskatoon, Regina, Westman and Winnipeg. Full reports of the Area Council activities can be found in our Convention documents. The Area Councils are mandated to serve as a liaison for Locals/Branches of Components and Directly Chartered Locals. This line item is to assist them with meetings, education, speakers and community events as most political action expenses incurred are charged to the Political Action budget.

Changes to the allocation process, initiated in 2012, included committees receiving funds based on action plans and budgets and the actual bank balance

already available versus an equal division between active committees. PRC reviewed all requests for funding and approved allocations based on the information provided. All funds remaining in this line item will continue to be available for use by Area Council's upon request.

Committee/Council Networking

This is a new line item for 2015-2017 for \$2,500 per year. Committees and Area Councils provide opportunities for members to participate at the grassroots level. While Committees and Area Councils may read each others minutes, this line item will ensure that Committees and Area Councils have an opportunity to meet via conference call or webinar a minimum of twice per year to share successes and challenges.

Federations of Labour

In the last budget cycle, the line item for Federations of Labour was separated for each province to accurately reflect the needs of our region. We believe that members need to take an active part in the labour movement as a whole and the best way to do that is through the Federations of Labour. PSAC pays the affiliation fees for our Locals but does not cover the cost of Conventions or Conferences. This line item will ensure we are able to offer members subsidies to participate within their respective Federation of Labour.

Youth Camp – Manitoba, Saskatchewan and Alberta (Mary Veilleux Memorial)

Last budget cycle, funding for Youth Camps was separated into individual line items. This line item has been moderately reduced based on usage to \$1,500 from \$2,000 per year, per province. We have historically funded at least one child to our respective Federation of Labour Kids Camps and had to find monies within other line items until last budget cycle. Although not fully utilized in each province, reports back from those attending are that it is an experience of a lifetime. While the attendees may not end up as PSAC members, they go home understanding what unions are and how they contribute to society. This line item is also available to assist members to participate as camp counselors.

Young Worker Outreach

This line item (formerly called Youth Outreach) has not been changed from the previous budget amount. Due to a change for the PRC Young Worker representative in 2012, plans for young worker outreach was re-scheduled to 2013. This line item has also been used to assist young workers to attend local conferences such as Federation of Labour Young Worker conferences. As the network increases, it is important that we have resources available to support young workers.

Convention

The Prairie Region Convention is not fully funded irrespective of the money allocated in the PSAC budget. As such, we continue to believe it is prudent to maintain this line item. Our practice has been to use all monies received from the PSAC's budget on subsidies for our members and any surplus from the Council and registration fees on the costs of doing business at Convention. This line item will ensure that, at least in part, these costs would be covered should there be an occasion where there is no surplus to draw from.

Memberships

This is a new line item that will be used to cover annual membership to Canadian Centre for Policy Alternatives in Manitoba and Saskatchewan and Public Interest Alberta. Both CCPA and PIA, provide valuable research and educational resources on issues of a provincial and federal nature. They are non-profit organizations that rely on funding from progressive organizations such as unions to operate and this line item would ensure we could make a commitment each year. As members of these organizations, PSAC members often receive a discount on attending events.

Communications

This was a new line item from the 2012-2014 budget has been reduced by \$2,000 to \$13,000 from \$15,000. It was initially intended to do a hard copy newsletter from the region twice per year that would be mailed to the membership. Following a Communications survey done at the 2012 Prairie Region Convention, attendees indicated that they preferred electronic forms of communications versus hard copies sent by mail. As such, the budget was used to purchase banners for each Regional Office to use at union or community and regional swag and promotional items with the new logo.

This line item will be used to support a variety of communication strategies including but not limited to, purchasing promotional materials, the e-newsletter, new forms of technologies that may become available to create networking such as exploring a Prairie Region webinar license, media advertising, etc.

**FINANCE/GENERAL
RESOLUTIONS**

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REPORT OF THE FINANCE/GENERAL RESOLUTIONS COMMITTEE TO THE PRAIRIE REGION CONVENTION

(amended May 7, 2014)

June 27 – 29, 2014
TCU Place, Saskatoon, SK

Marianne Hladun, PSAC Regional Executive Vice-President for the Prairies Region and the Prairie Region Council appointed Nancy Johnson and Brea Lewis as Chairpersons of the 2014 Finance/General Resolutions Committee for the Triennial Convention. Sisters Johnson and Lewis worked with the Finance/General Resolutions Committee members during their deliberations and the members of the Committee are as follows:

Chairpersons:

Nancy Johnson	PRC Member, Regional Women's Committee
Brea Lewis	CIU, National Officer

Committee Members:

Denni Ernst	PRC Member, Northern Saskatchewan
Tim Hogan	PRC Member, Prince Albert Area Council

Regrets:

Jackie Oswald	USGE, National Officer
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Absent:

Satinder Bains	PRC Member, Southern Saskatchewan
Alex George	PRC Member, Aboriginals Peoples
Chad Kemery	PRC Member, Separate Employers

Staff:

Keith Gauthier	PSAC Administrative Assistant, Regina RO
Diane Allen	PSAC Regional Representative, Regina RO

Any decision or recommendation made by the Committee is subject to ratification by the delegates to the 2014 Prairie Region Triennial Convention. The Committee met on April 12, 2014 at the PSAC Regina Regional Office in person and via conference call.

All Resolutions are moved and seconded by the Committee Members.

The Committee established its priorities as follows:

1. Composite Resolution 14A which covers 2 (3rd BIR only), 14, and 15
2. Composite Resolution 6A which covers 2 (2nd BIR only), 6, and 7
3. Resolution 10, which covers 11

The following resolutions were recommended as Non-concurrence:

- Resolution 2 (1st BIR only), 3, 4, 8, 12,

The following resolutions are covered by other resolutions (see Appendix A):

- Resolution 2 2nd BIR only covered by Composite Resolution 6A
- Resolution 2 3rd BIR only covered by Composite Resolution 14A
- Resolution 5 covered by 4
- Resolution 6 covered by Composite Resolution 6A
- Resolution 7 covered by Composite Resolution 6A
- Resolution 9 covered by 8
- Resolution 11 covered by 10
- Resolution 13 covered by 12
- Resolution 14 covered by Composite Resolution 14A
- Resolution 15 covered by Composite Resolution 14A

The following resolution has been referred back to the submitting body (Appendix B):

- Resolution 16

The following resolution has been ruled Out of Order (Appendix C):

- Resolution 1

The report begins with the Committee's priorities, followed by all those resolutions with recommendations of concurrence, followed by all those resolutions with recommendations of non-concurrence.

The Chairpersons of the Committee would like to acknowledge and thank each and every member of the Committee for their hard work and contribution during our deliberations and finalization of the report. The Chairpersons of the Committee would also like to thank the staff for their hard work on the finalization of the report.

Respectfully submitted on behalf of the Committee,

Nancy Johnson
Committee Co-Chair

Brea Lewis
Committee Co-Chair

COMPOSITE RESOLUTION FIN-014A
REGULATION 15A TASK FORCE REPORT
(Which covers 3rd BIR of FIN-002, FIN-014 and FIN-015)

The Committee recommends **concurrence** in Resolution FIN-014A which reads as follows:

WHEREAS a task force report on Regulation 15A was submitted to the National Board of Directors during the February 2012 meeting,

WHEREAS this task force report contained 19 recommendations to make Regulation 15A better,

WHEREAS the last round of ratification voting for the TC, SV, EB, and PA groups was inconsistent and weakened the union, there fore

BE IT RESOLVED THAT the report to the National Board of Directors during the February 2012 meeting on the recommendations from the Regulation 15A Task Force be reviewed for feasibility within 6 months; and

BE IT FURTHER RESOLVED THAT these 19 recommendations be implemented where feasible within 18 months; and

BE IT FURTHER RESOLVED THAT the PSAC conduct another operational/administrative review of Regulation 15 with the intent to make our Union more inclusive, accessible and democratic.

RATIONALE

The Committee discussed that without knowing or being able to determine the full costs associated with implementing all 19 recommendations, as this is calculated by PSAC National, that it is financially prudent to direct governing bodies to implement all 19 recommendations with the specific direction of "where feasible". The Committee also recognized that complete implementation of the task force report requires additions or amendments to PSAC Regulation 15A which must be done by the PSAC NBoD or at the PSAC National Convention and require additions or amendments to the Administrative Guidelines Governing Voting Procedures and Bargaining Expenses which is a responsibility of the AEC. The Committee also recognizes that it is good practice to continually re-evaluate processes in order to ensure they are still feasible, practicable and applicable to current needs and wants of the membership.

Convention Decision _____

COMPOSITE RESOLUTION FIN-006A
ELECTRONIC VOTING FOR RATIFICATION VOTES
(Which covers 2nd BIR of FIN-002, FIN-006 and FIN-007)

The Committee recommends **concurrence** in Resolution FIN-006A which reads as follows:

WHEREAS a resolution was passed at the 2012 PSAC Triennial convention to look at the feasibility of electronic voting,

WHEREAS the collective bargaining committee within the NBOD reviewed a feasibility study on electronic voting,

WHEREAS many members live outside the 60 km radius of most voting polls, therefore

BE IT 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.

RATIONALE

The Committee recommends concurrence as the PSAC National Collective Bargaining Committee has identified the CFIA Bargaining group as the pilot project for electronic voting and this is currently underway. The Committee acknowledges that electronic voting should be offered as an option and not as a sole means of casting ratification votes to ensure that all members have an opportunity to exercise their right to vote.

Convention Decision _____

RESOLUTION FIN-010
REDUCE SOCIAL JUSTICE DEMAND IN BARGAINING
(Which covers FIN-011)

The Committee recommends **concurrence** in Resolution FIN-010 which reads as follows:

Originator: Regina Area Council

WHEREAS all bargaining proposal packages are required to establish a social justice fund,

WHEREAS the social justice fund proposal is required to be the last proposal removed from the table, and only on the authority of the National President, and

WHEREAS the proposals sent to the Public Interest Commission are selected from the outstanding proposals at the table. The inclusion of the social justice fund proposal reduces the number of proposals that benefit the membership directly by one; therefore

BE IT RESOLVED THAT the social justice fund proposal be removed as a bargaining proposal when bargaining goes to the Public Interest Commission or arbitration.

RATIONALE

Committee discussed an example where a bargaining group recently had to remove a bargaining demand submitted by members to make room for the Social Justice Fund when bargaining went to the Public Interest Commission or arbitration. The Committee also discussed that the current practice is that if a bargaining team reaches a tentative agreement that does not include the Social Justice Fund that the negotiator has to email the National President for permission to remove the SJF demand. Currently, the PSAC Social Justice Fund demand cannot be removed as a demand without the written consent of the PSAC National President. This is a practice in principle that has carried on from direction adopted at the 2003 PSAC Convention even though the recommendation from the position paper had a sunset clause of three years. The Committee recognizes the importance of the PSAC Social Justice Fund demand, however believes that the voice of the members through their bargaining demands should prevail if going into a dispute resolution process.

Convention Decision _____

RESOLUTION FIN-002
PSAC Regulation 15 & Administrative Guidelines Governing Voting Procedures
and Bargaining Expenses
(First BIR only)

The Committee recommends **non-concurrence** in Resolution FIN-002 first BIR which reads as follows:

Originator: UEW Local 50707

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

RATIONALE

The Committee discussed that without knowing or being able to determine the costs associated with implementing all 19 recommendations as this is determined at the PSAC Triennial Convention, it would not be financially prudent to direct governing bodies to implement all 19 recommendations without some sort of caveat such as “where feasible”.

Convention Decision _____

RESOLUTION FIN-003
PSAC REGULATION 15

The Committee recommends **non-concurrence** in Resolution FIN-003 which reads as follows:

Originator: UEW Local 50707

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 Regulation 15 and the current administrative guidelines are out of date, are not inclusive, or accessible, or democratic; and

WHEREAS in the 1980’s and 1990’s ratification votes were conducted within each local and worked very successfully: and

BE IT RESOLVED THAT all locals have the right to conduct ratification votes within their local/s for the next round of bargaining; and

BE IT FURTHER RESOLVED THAT it is not mandatory to attend a town hall information meeting in order to cast a vote – electronic or paper.

RATIONALE

The Committee determined all locals already have the right to conduct their own ratifications votes within their locals if requested and there are options to not attend town hall meetings to cast a vote. The resolution does not indicate how the membership will be given the information relating to bargaining as this is a legal obligation as per jurisprudence.

Convention Decision _____

RESOLUTION FIN-004
VOTE FOR NATIONAL PRESIDENT AND NATIONAL EXECUTIVE VICE
PRESIDENT
(Which covers FIN-005)

The Committee recommends **non-concurrence** in Resolution FIN-004 which reads as follows:

Originator: Regina Area Council

WHEREAS Canada is a democratic country;

WHEREAS PSAC is a union for the collective good,

WHEREAS in democratic systems members of that organization votes for their representative to lead them with one voice,

WHEREAS currently less than 1% of the PSAC membership votes in the National President and National Executive Vice President of the PSAC at the PSAC National Triennial Convention, therefore

BE IT RESOLVED that all PSAC members be given the opportunity through electronic voting to vote for the National President of the PSAC and National Vice President of PSAC.

RATIONALE

The Committee determined that all members in good standing are eligible to attend their respective membership meetings where they can run and/or elect duly qualified members as convention delegates. The Committee felt that membership democratically elects qualified representatives to attend the PSAC National Triennial Convention as delegates to vote on their behalf. It was also determined not every member has the means to electronic voting which is not inclusive.

Convention Decision _____

RESOLUTION FIN-008
ELIMINATION OF CONVENTION REGISTRATION FEE
(Which covers FIN-009)

The Committee recommends **non-concurrence** in Resolution FIN-008 which reads as follows:

Originator: Regina Area Council

WHEREAS Conventions are a key component in the operations of our Union and all costs related to Conventions should be borne by the Union, and

WHEREAS within the Union movement, we denounce governments for additional forms of taxes or compounding taxation within society; therefore

BE IT RESOLVED that the PSAC Prairie Region Triennial Convention Registration Fee at all future PSAC Prairie Region Triennial Conventions be eliminated.

RATIONALE

The Committee determined no PSAC Regional convention is fully funded. The convention registration fee is a promise to attend and be an active representative for our members. If delegates do not attend, without sufficient notice, it could result in additional costs because financial commitments will have been made based on the number of registrations. If the registration fee was eliminated, subsidies would in turn have to be reduced.

Convention Decision _____

RESOLUTION FIN-012
REFOCUS OF SOCIAL JUSTICE FUND
(Which covers FIN-013)

The Committee recommends **non-concurrence** in Resolution FIN-012 which reads as follows:

Originator: Regina Area Council

WHEREAS the social justice fund is funded by membership dues,

WHEREAS the social justice fund has funded several international trips of PSAC national officers and PSAC members,

WHEREAS PSAC is a union created to represent the membership, to bargain collectively and maintain or improve the working conditions of the membership,

WHEREAS the PSAC is not an organization created or operationally capable of correcting international social justice issues or natural disasters,

WHEREAS there are many social issues in Canada which require funding,

BE IT RESOLVED THAT the social justice fund be refocused to fund domestic social justice issues in Canada.

BE IT FURTHER RESOLVED THAT the social justice fund budget line for international work be refocused to domestic use or donated to organizations operationally capable of change in social justice or natural disaster relief.

RATIONALE

Currently, the Social Justice Fund priorities include both domestic and international issues. Within the Prairie Region, the Social Justice Fund has been used to help during the Calgary flood clean up and relief, Saskatoon's Core Neighborhood Youth Co-op, a Lethbridge Garden with all the produce donated to the local food bank and the Mustard Seed Society. The Committee acknowledges that issues that occur abroad do affect us here at home either directly or indirectly. While the committee believed the intent of the Resolution was to make Canada a priority, it was not clearly articulated.

Convention Decision _____

APPENDIX A

“COVERED BY” RESOLUTIONS

- Resolution FIN-002 2nd BIR only covered by Composite Resolution FIN-006A
- Resolution FIN-002 3rd BIR only covered by Composite Resolution FIN-014A
- Resolution FIN-005 covered by Resolution FIN-004
- Resolution FIN-006 covered by Composite Resolution FIN-006A
- Resolution FIN-007 covered by Composite Resolution FIN-006A
- Resolution FIN-009 covered by Resolution FIN-008
- Resolution FIN-011 covered by Resolution FIN-010
- Resolution FIN-013 covered by Resolution FIN-012
- Resolution FIN-014 covered by Composite Resolution FIN-014A
- Resolution FIN-015 covered by Composite Resolution FIN-014A

RESOLUTION FIN-002 (2nd BIR only)
PSAC Regulation 15 & Administrative Guidelines Governing Voting Procedures and Bargaining Expenses
(Covered by Composite Resolution FIN-006A)

Originator: UEW Local 50707

BE IT 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.

RESOLUTION FIN-002 (3rd BIR only)
PSAC Regulation 15 & Administrative Guidelines Governing Voting Procedures and Bargaining Expenses
(Covered by Composite Resolution FIN-014A)

Originator: UEW Local 50707

BE IT FURTHER RESOLVED THAT the PSAC conduct another operational/administrative review of Regulation 15 with the intent to make our Union more inclusive, accessible and democratic.

RESOLUTION FIN-005
VOTE FOR NATIONAL PRESIDENT AND NATIONAL EXECUTIVE VICE PRESIDENT
(Covered by Resolution FIN-004)

Originator: UEW Local 40721

WHEREAS Canada is a democratic country;

WHEREAS PSAC is a union for the collective good;

WHEREAS in democratic systems members of that organization votes for their representative to lead them with one voice;

WHEREAS currently less than 1% of the PSAC membership votes in the National President and National Executive Vice President of the PSAC at the PSAC National Triennial Convention: therefore

BE IT RESOLVED THAT all PSAC members be given the opportunity through electronic voting to vote for the National President of the PSAC and National Vice President of PSAC.

RESOLUTION FIN-006
ELECTRONIC VOTING FOR RATIFICATION VOTES
(Covered by Composite Resolution FIN-006A)

Originator: Regina Area Council

WHEREAS a resolution was passed at the 2012 PSAC Triennial convention to look at the feasibility of electronic voting,

WHEREAS the collective bargaining committee within the NBOD reviewed a feasibility study on electronic voting,

WHEREAS many members live outside the 60 km radius of most voting polls, therefore

BE IT RESOLVED that electronic voting be implemented as another option for ratification voting.

RESOLUTION FIN-007
ELECTRONIC VOTING FOR RATIFICATION VOTES
(Covered by Composite Resolution FIN-006A)

Originator: UEW Local 40721

WHEREAS a resolution was passed at the 2012 PSAC Triennial convention to look at the feasibility of electronic voting;

WHEREAS the collective bargaining committee within the NBOD reviewed a feasibility study on electronic voting;

WHEREAS many members live outside the 60km radius of most voting polls: therefore

BE IT RESOLVED THAT electronic voting be implemented as another option for ratification voting.

RESOLUTION FIN-009
ELIMINATION OF CONVENTION REGISTRATION FEE
(Covered by Resolution FIN-008)

Originator: UEW Local 40721

WHEREAS Conventions are a key component in the operations of our Union and all costs related to Conventions should be borne by the Union; and

WHEREAS within the Union movement, we denounce governments for additional forms of taxes or compounding taxation within society: therefore

BE IT RESOLVED that the PSAC Prairie Region Triennial Convention Registration Fee at all future PSAC Prairie Region Triennial Conventions be eliminated.

RESOLUTION FIN-011
REDUCE SOCIAL JUSTICE DEMAND IN BARGAINING
(Covered by Resolution FIN-010)

Originator: UEW Local 40721

WHEREAS all bargaining proposal packages are required to establish a social justice fund;

WHEREAS the social justice fund proposal is required to be the last proposal removed from the table, and only on the authority of the National President; and

WHEREAS the proposals sent to the Public Interest Commission are selected from the outstanding proposals at the table. The inclusion of the social justice fund proposal reduces the number of proposals that benefit the membership directly by one: therefore

BE IT RESOLVED that the social justice fund proposal be removed as a bargaining proposal when bargaining goes to the Public Interest Commission or arbitration.

RESOLUTION FIN-013
REFOCUS OF SOCIAL JUSTICE FUND
(Covered by Resolution FIN-012)

Originator: UEW Local 40721

WHEREAS the social justice fund is funded by membership dues;

WHEREAS the social justice fund has funded several international trips of PSAC national officers and PSAC members;

WHEREAS PSAC is a union created to represent the membership, to bargain collectively and maintain or improve the working conditions of the membership;

WHEREAS the PSAC is not an organization created or operationally capable of correcting international social justice issues or natural disasters;

WHEREAS there are many social issues in Canada which require funding:

BE IT RESOLVED THAT the social justice fund be refocused to fund domestic social justice issues in Canada.

BE IT FURTHER RESOLVED that the social justice fund budget line for international work be refocused to domestic use or donated to organizations operationally capable of change in social justice or natural disaster relief.

RESOLUTION FIN-014
REGULATION 15A TASK FORCE REPORT
(Covered by Composite Resolution FIN-014A)

Originator: Regina Area Council

WHEREAS a task force report on Regulation 15A was submitted to the National Board of Directors during the February 2012 meeting,

WHEREAS this task force report contained 19 recommendations to make Regulation 15A better,

WHEREAS the last round of ratification voting for the TC, SV, EB, and PA groups was inconsistent and weakened the union, there fore

BE IT RESOLVED THAT the report to the National Board of Directors during the February 2012 meeting on the recommendations from the Regulation 15A Task Force be reviewed for feasibility within 6 months

BE IT FURTHER RESOLVED THAT these 19 recommendations be implemented where feasible within 18 months.

RESOLUTION FIN-015
REGULATION 15A TASK FORCE REPORT
(Covered by Composite Resolution FIN-014A)

Originator: UEW Local 40721

WHEREAS a task force report on Regulation 15A was submitted to the National Board of Directors during the February 2012 meeting;

WHEREAS this task force report contained 19 recommendations to make Regulation 15A better;

WHEREAS the last round of ratification voting for the TC, SV, EB, and PA groups was inconsistent and weakened the union: therefore

BE IT RESOLVED THAT the report to the National Board of Directors during the February 2012 meeting on the recommendations from the Regulation 15A Task Force be reviewed for feasibility within 6 months;

BE IT FURTHER RESOLVED THAT these 19 recommendations be implemented where feasible within 18 months.

APPENDIX B: RESOLUTIONS REFERRED BACK TO THE SUBMITTING BODY

RESOLUTION FIN-016 DISPUTE SETTLEMENT ROUTE VOTES

Originator: Regina Area Council

WHEREAS Canada is a democratic country with many rights and freedoms,

WHEREAS Regulation 15A 3.11.1 constricts the freedoms of members by arbitrarily forcing bargaining units into conciliation with the right to strike dispute settlement route; there fore

BE IT RESOLVED that Regulation 15A 3.11.1 be revised to allow the bargaining unit to remain in the settlement route of their choice for all subsequent rounds of bargaining or until a new request to change the route is submitted.

RATIONALE

Since BILL-C4 passed, this Resolution is moot.

APPENDIX C: RESOLUTION RULED OUT OF ORDER

RESOLUTION FIN-001
LOCATION OF REVP OFFICE

Originator: USGE Local 30010

BE IT RESOLVED THAT it be forwarded to the appropriate body for review (whether that is PSAC National Convention or Alliance Executive Committee) the resolution that the Prairie Region REVP can reside and be based out of any established regional office within the within the Prairie Region.

BE IT FURTHER RESOLVED THAT a newly elected or appointed REVP must determine their chosen Regional Office within 30 calender days of their election or appointment to the office of REVP.

This resolution was ruled out of order (procedural).

**BY-LAWS
RESOLUTIONS**

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**APPENDIX B
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**RESOLUTION # BL-001
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REPORT OF THE BY-LAWS RESOLUTIONS COMMITTEE TO THE PRAIRIE REGION CONVENTION

**JUNE 27 – 29, 2014
TCU PLACE, SASKATOON, SK**

Marianne Hladun, PSAC Regional Executive Vice-President for the Prairies and the Prairie Region Council appointed Brother Glen Johnston and Brother Don Wilkie as Co-Chairs of the 2014 By-Laws Resolutions Committee for the Triennial Convention. Brother Johnston and Brother Wilkie worked with the By-Laws Resolutions Committee members during their deliberations, and the members of the Committee are as follows:

Co-Chairs:

Glen Johnston	PRC Member, North-West Manitoba
Don Wilkie	GSU, National Officer

Committee Members:

Gus Mardli	PRC Member, South East Manitoba
Jackie Nettleton	PRC Member, Saskatoon Area Council
Matt Tijani	PRC Member, Winnipeg Area Council
Deb Wiens	PRC Member, Alternate REVP

Regrets:

Shaun Brennand	PRC Member, Regina Area Council
Susan Norman	PRC Member, Westman Area Council

Any decision or recommendation made by the Committee is subject to ratification by the delegates to the 2014 Prairie Region Triennial Convention. The Committee met on April 12, 2014 at the PSAC Winnipeg Regional Office in person and via conference call. The Committee also met on April 29, 2014 via conference call.

All resolutions are moved and seconded by committee members.

The Committee established its priorities as follows:

1. Resolution 3
2. Resolution 2
3. Composite Resolution 11A
4. Resolution 5
5. Resolution 4
6. Resolution 17

7. Resolution 6
8. Resolution 10
9. Resolution 13

The following resolutions were also recommended as Concurrence:

- Resolutions 7, 8, 9, 14, 15, 16, 18, 19, 20, 28

The following resolutions were recommended as Non-Concurrence:

- Resolutions 22, 23, 25, 27, 29, 30

The following resolutions are covered by other resolutions (see Appendix A):

- Resolution 11
- Resolution 12
- Resolution 24
- Resolution 26

The following resolutions have been ruled Out of Order (Appendix B):

- Resolution 1
- Resolution 18 (partial)
- Resolution 21

The report begins with the Committee's priorities, followed by all those resolutions with recommendations of concurrence, followed by all those resolutions with recommendations of non-concurrence.

The Chairpersons of the Committee would like to acknowledge and thank each and every member of the Committee for their hard work and contribution during our deliberations and finalization of the report. The Chairpersons of the Committee would also like to thank the staff for their hard work on the finalization of the report.

Respectfully submitted on behalf of the Committee,

Glen Johnston
Committee Co-Chair

Don Wilkie
Committee Co-Chair

RESOLUTION BL-003
ELECTRONIC VOTING AT PRAIRIE REGION CONVENTION

The committee recommends **concurrence** in Resolution BL-003 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS with the advent of electronic voting the current Prairie Region By-Laws does not allow for the use of this technology when conducting elections for REVP, A/REVP and PRC Representatives; and

WHEREAS arrangements have been made to use electronic voting measures for the election of REVP, A/REVP and where viable, PRC Representatives at the 2014 Prairie Region convention; and

WHEREAS Section 11 Sub-Section 3 (c) and Section 11 Sub-Section (5) (a) (i) make reference to “paper” ballots only; therefore

BE IT RESOLVED THAT Section 11 Sub-Section 3 (c) and Section 11 Sub-Section (5) (a) (i) be reworded to include the use of electronic voting where viable; and

BE IT FURTHER RESOLVED THAT the wording read as follows:

Section 11

Sub-Section (3)

(c) The election to the office of REVP and A/REVP shall be by secret ballot. Each voting delegate shall indicate by ballot the name of their choice for the office called, from among the nominees for office.

Section 11

Sub-Section (5)

Election Procedures for Prairie Region Council Representatives

(i) The elections shall be by secret ballot. Each voting delegate shall indicate by ballot the name of their choice for the office called, from among the nominees for office.

BE IT FURTHER RESOLVED THAT this change be enacted immediately to allow for electronic voting at the 2014 Prairie Region convention.

RATIONALE

The Committee agrees that the immediate change to the Prairie Region By-Laws will allow for the use of electronic voting at this and subsequent Prairie Region Conventions.

Reference:

Section 11 Sub-Section 3 (c) of the Prairie Region By-Laws

Section 11 Sub-Section (5) (a) (i) of the Prairie Region By-Laws

Convention Decision _____

RESOLUTION BL-002
YOUNG WORKER COMMITTEES

The Committee recommends **concurrence** in Resolution BL-002 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS the establishment of Young Workers Committees should be a priority for the Prairie Region to ensure accordance with the PSAC Constitution Section 15; and

WHEREAS this responsibility should be under the purview of the Young Workers Representative; and

WHEREAS this is not included in the roles and responsibilities of the Young Workers Representative; therefore

BE IT RESOLVED THAT Section 6 Sub-Section (7) be amended to read as follows:

Sub-Section (7)

The Young Workers Representative shall:

- a) uphold and promote the mandate and objectives of the PRC;
- b) promote the establishment of Young Workers' Committees in the Prairie Region as outlined under Section 15 of the PSAC Constitution;
- c) communicate with Young Workers in the Prairie Region;
- d) attend PRC meetings and shall be the spokesperson for the Young Workers in the Prairie Region;
- e) submit a written report of the representative's activities and those of the Young Workers' Committees, PRC meetings and the Prairie Region Triennial Convention;
- f) promote representation in groups who defend Young Workers' interests;
- g) serve on PRC Committees and perform other roles and responsibilities as determined by the PRC and/or the REVP.

BE IT FURTHER RESOLVED THAT all references to Prairie Region committees be updated to include the Young Workers Committees.

BE IT FURTHER RESOLVED THAT any reformatting of numbering/bullets to reflect this change be carried out as needed.

RATIONALE

The Committee recognizes this is a change to the By-Laws to establish Young Workers Committees within the Prairie Region in accordance with the PSAC Constitution, Section 15.

Reference:

Section 6 Sub-Section (7) of the Prairie Region By-Laws
All references to Prairie Region Committees in the Prairie Region By-Laws

Convention Decision _____

COMPOSITE RESOLUTION BL-011A
MEMBERSHIP RIGHTS
(Which covers BL-011 and BL-012)

The Committee recommends **concurrence** in Composite Resolution BL-011A which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS the PSAC Harassment Statement last adopted in January 29, 2010 lists “gender identity or expression” and is read out at every current PSAC meeting or event; and

WHEREAS the current published PSAC Constitution of November 2012 only lists “gender identity” under Section 5 – Membership Rights; and

WHEREAS the LGBT members who identify under “gender expression” are currently excluded by the current constitution; therefore

BE IT RESOLVED THAT Section 4, Sub-Section 2 (a) of the Prairie Region Bylaws be amended to read:

to be free from any act or omission on the part of the Prairie Region 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, sexual orientation, gender identity ***or expression***, language, political belief, social and economic class or employer,

BE IT RESOLVED THAT all references of ‘gender identity’ in the ***PSAC Prairies By-Laws*** be replaced with ‘gender identity ***or expression***’ and any formatting of numbering/bullets be carried out as needed, and

BE IT FURTHER RESOLVED THAT the PSAC Constitution **Section 5, Membership Rights, subsection (b)** be amended to read as follows:

Subsection (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, sexual orientation, gender identity ***or expression***, language, political belief, social and economic class or employer,

BE IT FURTHER RESOLVED THAT all references of ‘gender identity’ be replaced with ‘gender identity or expression’ elsewhere in the PSAC Constitution, website or reference materials.

RATIONALE

To bring the Prairie Region bylaws in line with the PSAC harassment statement and to ensure this is addressed at the 2015 PSAC National Convention.

Reference:

Section 4 Sub-Section 2 (a) of the Prairie Region By-Laws

Section 5 of the PSAC Constitution

Convention Decision _____

RESOLUTION BL-005
PRC OBJECTIVES

The committee recommends **concurrence** in Resolution BL-005 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS Section 3 Objectives is unclear on who will carry out the objectives as at all Sub-Sections; and

WHEREAS it is the PRC’s mandate to carry out these objectives; therefore

BE IT RESOLVED THAT the words “The PRC shall” be added to Section 3 immediately following Objectives; and

BE IT FURTHER RESOLVED THAT in all Sub-Sections the word “to” be deleted.

RATIONALE

The Committee recognizes the need to have consistency within the Prairie Region Bylaws as per Section 2 Mandate. The Committee also recognizes the need to provide clear direction to the PRC.

Reference:

Section 3 of the Prairie Region By-Laws

Convention Decision _____

RESOLUTION BL-004
AREA COUNCIL OBJECTIVE

The Committee recommends **concurrence** in Resolution BL-004 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS Section 12 Sub-Section (2) speaks to the creation of Area Councils in the Region; and

WHEREAS the organization of Area Councils is already an objective of the PRC, as at Section 3 Sub-Section (6); and

WHEREAS the creation of Area Councils is not a function of Area Councils; therefore

BE IT RESOLVED THAT Section 12 Sub-Section (2) be deleted in its entirety to eliminate the redundancy; and

BE IT FURTHER RESOLVED THAT any reformatting of numbering/bullets to reflect this change be carried out as needed.

RATIONALE

The Committee recognizes that the creation of Area Councils is not a responsibility of Area Councils as stated in the By-law. Section 14 Sub-section 1 of the PSAC Constitution speaks to the organization and operation of Area Councils which is already an objective of the PRC under Section 3 (6) of the Prairie Region By-Laws.

Reference:

Section 12 Sub-Section (2) of the Prairie Region By-Laws

Convention Decision _____

RESOLUTION BL-017
2ND ALTERNATE FOR PRC POSITIONS

The Committee recommends **concurrence** in Resolution BL-017 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS in the current Prairie Region By-Laws there is no provision for a 2nd Alternate to the positions of the Geographic Rep, Regional Women's Committees Rep, Equity Group Reps (Aboriginal Peoples, Persons with Disabilities, Racially Visible Persons and Gay, Lesbian, Bisexual and Transgendered Persons), Directly Chartered Locals Rep, Young Workers Rep, Separate Employer Rep and Area Council Rep; and

WHEREAS in the previous mandate several of these positions became vacant and were filled by their Alternate which then left the Alternate position vacant; and

WHEREAS in several cases, both the representative and the alternate were unable to complete the term of office which necessitated a call for nomination and where necessary, a mail-in balloting process; and

WHEREAS the establishment of a 2nd Alternate to these positions would ensure a smooth and timely transition of office and reduce the necessity for an expensive and labour intensive mail-in election process; therefore

BE IT RESOLVED THAT the Prairie Region By-Laws be amended to establish the position of a 2nd Alternate to the positions of the Geographic Rep, Regional Women's Committees Rep, Equity Group Reps (Aboriginal Peoples, Persons with Disabilities, Racially Visible Persons and Gay, Lesbian, Bisexual and Transgendered Persons), Directly Chartered Locals Rep, Young Workers Rep, Separate Employer Rep and Area Council Rep; and

BE IT FURTHER RESOLVED THAT Section 11 Sub-Section (5) and Sub-Section (6) of the PR By-Laws be amended to include the position of a 2nd Alternate for all Representatives; and

BE IT FURTHER RESOLVED THAT all references to Alternates for the Geographic Rep, Regional Women's Committees Rep, Equity Group Reps (Aboriginal Peoples, Persons with Disabilities, Racially Visible Persons and Gay, Lesbian, Bisexual and Transgendered Persons), Directly Chartered Locals Rep, Young Workers Rep, Separate Employer Rep and Area Council Rep found within the By-Laws be updated to include a reference to the 2nd Alternate.

RATIONALE

The Committee feels that this will provide a smoother transition should one of the positions be vacated; streamlines the process; and is more cost-effective.

Reference:

Section 11 Sub-Section (5) and Sub-Section (6) of the Prairie Region By-Laws

Convention Decision _____

RESOLUTION BL-006
PRC OBJECTIVES

The Committee recommends **concurrence** in Resolution BL-006 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS some Area Councils and Prairie Region Committees are struggling to remain active and relevant; and

WHEREAS Section 3 Sub-Section (6) speaks to the organization and operation of Area Councils and PR Committees; and

WHEREAS promoting the sustainability of Area Councils and PR Committees within the Prairie Region should be a function of the PRC; therefore

BE IT RESOLVED THAT Section 3 Sub-Section (6) be amended to reflect the need for the PRC to promote the sustainability of Area Councils and PR Committees; and

BE IT FURTHER RESOLVED THAT the wording shall read as follows:

Section 3

Sub-Section (6)

To promote the organization, operation and sustainability of Area Councils, Regional Women's, Human Rights, Aboriginal Peoples, Racially Visible Persons, Pride and Access Committees within the Prairie Region.

RATIONALE

The Committee feels that it should be an objective of the PRC to promote sustainability of the Area Councils and the Prairie Region Committees as in accordance with Section 14 subsection 1 of the PSAC Constitution.

Reference:

Section 3 Sub-Section (6) of the Prairie Region By-Laws

Convention Decision _____

RESOLUTION BL-010
PRC MEMBERSHIP RIGHTS

The Committee recommends **concurrence** in Resolution BL-010 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS the definition of Membership is not clearly defined within the Prairie Region Bylaws; and

WHEREAS the definition of membership rights is also not clearly defined in the Prairie Region By-Laws; and

WHEREAS this definition must conform to the PSAC Constitution; therefore

BE IT RESOLVED THAT Section 4 of the PRC By-Laws be amended to reflect the following changes:

SECTION 4

MEMBERSHIP AND MEMBERSHIP RIGHTS

Sub-Section (1) – Membership

Membership is defined in accordance with the PSAC Constitution, Section 4, and Regulation 5.

Sub-Section (2) – Membership Rights

Every member in good standing is entitled to:

- (a) all rights in accordance with the PSAC Constitution Section 5, and
- (b) observe meetings of the PRC, except where matters deemed confidential by the PRC are to be discussed.

RATIONALE

To align with the PSAC Constitution

Reference:

Section 4 of the Prairie Region By-Laws

Convention Decision _____

RESOLUTION BL-013
DELEGATE STATUS TO PRAIRIE REGION CONVENTION

The Committee recommends **concurrence** in Resolution BL-013 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS Section 10 Sub-Section (3) (b) makes reference to the PSAC Equal Opportunities Committee which no longer exists; therefore

BE IT RESOLVED THAT Section 10 Sub-Section (3) (b) be deleted in its entirety and Sub-Section (3) (c) be renumbered to reflect this change.

RATIONALE

The Committee agrees that the Prairie Region By-Laws require updating to delete the reference to the PSAC EOC as it no longer exists.

Reference:

Section 10 Sub-Section 3 (b) & (c) of the Prairie Region By-Laws

Convention Decision _____

RESOLUTION BL-007
PRC QUORUM

The committee recommends **concurrence** in Resolution BL-007 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS Section 7 Sub-Section (d) states that a quorum shall consist of 50% of Council members ensuring representation from all three provinces; and

WHEREAS while this may be achievable when teleconferencing or using other available means, weather conditions may make this impossible to achieve if the scheduled meeting requires travel to meet in session (face to face); and

WHEREAS if travel from several locations is shut down, under the current By-Laws, quorum could not be met but the cost to cancel and reschedule the meeting would be prohibitive and not cost effective if Council members are already at the meetings location; therefore

BE IT RESOLVED THAT Section 7 Sub-Section (d) be amended to remove “ensuring representation from all three provinces”.

RATIONALE

The Committee realizes that in consideration of budgetary restraints and taking into account unforeseen travel restrictions, i.e. weather it is not always possible to ensure representation from all three provinces.

Reference:

Section 7 Sub-Section (d) of the Prairie Region By-Laws

The following member of the Committee wishes to be recorded against the committee’s recommendation: Deb Wiens

Convention Decision _____

RESOLUTION BL-008
PRC STANDING COMMITTEES

The Committee recommends **concurrence** in Resolution BL-008 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS standing committees of the PRC have existed since the beginning of the PRC but have not been formally identified; and

WHEREAS these standing committees should be identified in the PR By-Laws; and

WHEREAS the PRC has the authority to establish standing committees which is not readily spelled out in the By-Laws; therefore

BE IT RESOLVED THAT Section 8 Sub-Section (a) on the PRC By-Laws be amended to identify the standing committees; and

BE IT FURTHER RESOLVED THAT Section 8 Sub-Section (a) on the PRC By-Laws be amended to clarify the PRC's authority in regard to committees; and

BE IT FURTHER RESOLVED THAT Section 8 Sub-Section (a) on the PRC By-Laws be amended to read as follows:

(a) The PRC shall have the authority to, and the responsibility for establishing operational committees as needed and the following standing committees:

Education Committee
Health & Safety Committee
Finance Committee
Communications Committee
By-Laws Committee

RATIONALE

The Committee recognizes the value of recognizing all standing committees.

Reference:
Section 8 Sub-Section (a) of the Prairie Region By-Laws

Convention Decision _____

RESOLUTION BL-009
DELEGATE STATUS TO PRAIRIE REGION CONVENTION

The Committee recommends **concurrence** in Resolution BL-009 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS structure and name changes of national bodies has made it necessary to update Section 10 Sub-Section (3) of the Prairie Region By-Laws to ensure clarity of the wording; and

WHEREAS a review of all PSAC Regional Council By-Laws has provided wording that clarifies the representation of these national bodies; and

BE IT RESOLVED THAT Section 10 Sub-Section (3) be deleted in its entirety and replaced by the following wording:

PSAC members who hold a PSAC national elected office, National Aboriginal Peoples' Circle (NAPC) representatives and Component National Officers who are members of the Prairie Regional Caucus shall be entitled to attend Prairie Regional Triennial Conventions as delegates.

RATIONALE

The Committee agrees that updates to the By-Laws were necessary to:

- 1.) properly recognize NAPC (formerly known as NAIM)
- 2.) clarify the definition of national officers and remove the reference to the PSAC Equal Opportunities Committee which no longer exists.

Reference:

Section 10 Sub-Section (3) of the Prairie Region By-Laws

Convention Decision _____

RESOLUTION BL-014
DELEGATE STATUS TO PRAIRIE REGION CONVENTION

The Committee recommends **concurrence** in Resolution BL-014 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS Section 10 Sub-Section (3) (c) makes reference to the National Aboriginal, Inuit and Métis (NAIM) Circle which has been renamed to National Aboriginal Peoples Circle (NAPC); therefore

BE IT RESOLVED Section 10 Sub-Section (3) (c) be amended and read as follows:

Each National Aboriginal Peoples Circle (NAPC) representative elected from the Prairie Region shall be a delegate to the Prairie Region Triennial Convention.

RATIONALE

The Committee agrees that the Prairie Region By-Laws require updating to bring them in line with the name change from NAIM to NAPC.

Reference:

Section 10 Sub-Section (3) (c) of the Prairie Region By-Laws

Convention Decision _____

RESOLUTION BL-015
PRAIRIE REGION TRIENNIAL CONVENTION LOCATION

The Committee recommends **concurrence** in Resolution BL-015 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS Section 9 of the By-Laws states that the Triennial Convention shall be held in the Prairie Region but does not reference rotation of the Convention throughout the Prairies; and

WHEREAS the rotation should be enshrined in the By-Laws;

THEREFORE BE IT RESOLVED THAT Section 9 Sub-Section (1) (a) be amended to read as follows:

The Prairie Region shall hold its Triennial Convention in the Prairie Region within the period commencing 14 months and ending nine months prior to the PSAC National Triennial Convention. The PRC shall make every effort to ensure that the Regional Convention rotates through the three provinces of the Prairie Region.

RATIONALE

While the Committee recognizes the importance of rotating the Prairie Region Triennial Convention through the three provinces the PRC cannot always guarantee that accommodations and meeting spaces are always available. However, we feel confident that the PRC will make every effort to do so.

Reference:

Section 9 Sub-Section (1) (a) of the Prairie Region By-Laws

The following members of the Committee wish to be recorded against the committee's recommendation: Gus Mardli, Jackie Nettleton

Convention Decision _____

RESOLUTION BL-016
PRC REPORTING

The Committee recommends **concurrence** in Resolution BL-016 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS Section 13 Sub-Section (6) of the By-Laws states that the budget variance report shall be posted on the Prairie Region's Website quarterly; and

WHEREAS this report is included and forms part of the PRC minutes and is therefore redundant; therefore

BE IT RESOLVED THAT Section 13 Sub-Section (6) be amended to read as follows:

Sub-Section (6)

The Prairie Region Council budget variance report be presented to all regularly scheduled PRC meetings in accordance with Section 7 (a) of the Prairie Region By-Laws.

RATIONALE

The Committee feels that the needs of transparency are being met because the budget variance report is part of the financial report. This financial report is presented to each PRC meeting and is included in the minutes of record. All of this material is posted on the website.

Reference:

Section 7 (a) of the Prairie Region By-Laws

The following members of the Committee wish to be recorded against the Committee's recommendation: Jackie Nettleton, Deb Wiens

Convention Decision _____

RESOLUTION BL-018
RESPONSIBILITIES OF DCL PRC REPRESENTATIVE

The Committee recommends **concurrence** in Resolution BL-018 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS with the increase of Directly Chartered Locals within the Prairie Region there are further roles and responsibilities that can be undertaken by the DCL Rep to the PRC; and

WHEREAS these roles and responsibilities are found in Section 6 Sub-Section (6) of the PR By-Laws; therefore

BE IT RESOLVED THAT the following roles and responsibilities be inserted into Section 6 Sub-Section (6) of the PR By-Laws and numbered accordingly:

promote discussions between DCL's to aid in mutually benefiting projects and priorities within the Prairie Region

RATIONALE

The Committee recognizes the benefit of promoting open communication among the DCL's.

Reference:

Section 6 Sub-Section (6) of the Prairie Region By-Laws

Convention Decision _____

RESOLUTION BL-019
VACANCY OF PRC REPRESENTATIVE

The Committee recommends **concurrence** in Resolution BL-019 which reads as follows:

Originator: Prairie Region Council (PRC)

WHEREAS the PR Bylaws do not address the process for a mail-in nomination and ballot procedure for PRC Representative positions if no alternates are in place; and

WHEREAS in the previous term, several PRC representatives and their respective alternate vacated positions which required a subsequent election to fill the position; and

BE IT RESOLVED THAT Section 11, Sub-Section (7) – Vacancy in the Position of a Representative be amended to read as follows:

Section 11, Sub-Section (7) – Vacancy in the Position of a Representative

- a) In the event of a vacancy, the position of a PRC Representative shall be filled by the Alternate.
- b) In the event, there is no alternate to assume the PRC Representative position, the vacancy, occurring six months or more prior to the Prairie Region Triennial Convention, shall be filled in the following manner:
 - i. nominations shall be called by the Regional Coordinator, Prairie Region from amongst the members in the Prairie Region;
 - ii. the Regional Coordinator shall ensure that all nominees are members in good standing of the PSAC in the Prairie Region of the PSAC, and that the nominator and seconder were delegates at the previous Prairie Region Triennial Convention;
 - iii. the nominations process will be concluded within 60 days from the date of notice of vacancy in the position;
 - iv. if there is more than one nominee for the PRC Representative position, and an election is necessary, it shall be conducted by the Regional Coordinator from amongst those members in good standing who were voting delegates at the preceding Prairie Region Triennial Convention.
- c) Should a vacancy occur in the position of Alternate, at least one year before the next Prairie Region Triennial Convention, the appropriate caucus delegates will elect a representative in the same manner as identified in Sub-Section (7)(b).

BE IT FURTHER RESOLVED THAT all sections of the Prairie Region Bylaws be amended to reflect this change.

RATIONALE

The Committee recognizes that a more comprehensive process should be in place.

Reference:

Section 11, Sub-Section (7) of the Prairie Region By-Laws

Convention Decision _____

RESOLUTION BL-020
YOUNG WORKERS DELEGATES TO THE PRAIRIE REGION CONVENTION

The Committee recommends **concurrence** in Resolution BL-020 which reads as follows:

ORIGINATOR: UTE Local 30024

WHEREAS the PSAC Constitution now allows for the creation of Regional Youth Committees; and

WHEREAS our Prairie Region By-Laws do not allow for delegates from Regional Youth Committees to the Prairie Region Convention; and

WHEREAS allowing Youth delegates will encourage more young workers to become involved:

BE IT RESOLVED THAT Section 10 subsection (4) and (5) of the Prairie Region By-Laws be amended as follows:

Sub Section (4)

~~Each Regional Women's Committee in good standing will be entitled to one delegate to the Prairie Region Triennial Convention.~~

Sub Section (5)

~~Each Regional Access, Pride, Aboriginal Peoples, Racially Visible Persons and Human Rights Committees in good standing will be entitled to one delegate to the Prairie Region Triennial Convention.~~

Sub Section (4)

Each Regional Committee, as defined under Section 15 of the PSAC constitution, in good standing, will be entitled to one delegate to the Prairie Region Triennial Convention

BE IT FURTHER RESOLVED that the Prairie Region By-Laws be re-numbered accordingly.

RATIONALE

The Committee recognizes the importance of the inclusion of all recognized committees.

Reference:

Section 10 subsection (4) and (5) of the Prairie Region By-Laws

Convention Decision _____

RESOLUTION BL-028
PRAIRIE REGION TRIENNIAL CONVENTION – DELEGATE ENTITLEMENT

The Committee recommends **concurrence** in Resolution BL-028 which reads as follows:

Originator: UEW Local 40721

WHEREAS prairie regional triennial convention is not a fully funded convention for delegates; and

WHEREAS each Local/Branch in good standing, shall be entitled to one delegate for the first 100 members or part thereof, and to one delegate for each additional 100 members or part thereof; therefore

BE IT RESOLVED THAT subsection 10(1) of the PSAC Prairie Region By-Laws be changed that each local/branch in good standing is entitled to one delegate for the first 200 members or part thereof, and to one delegate for each additional 200 members or part thereof.

RATIONALE

The Committee recognizes that the submitting body is referring to Section 10 Subsection (1) of the Prairie Region By-Laws.

The Committee feels that the numbers should be reviewed and on the whole, balancing cost efficiency against representation feel that this was a more equitable formula. Considerations also included recognizing that with a smaller delegate entitlement, more options for accommodations and meeting spaces would be available.

Reference:

Section 10 sub-section 1 of the Prairie Region By-Laws

The following members of the Committee wish to be recorded against the Committee's recommendation: Matt Tijani, Deb Wiens

Convention Decision _____

RESOLUTION BL-022
REVP REPORTING

The Committee recommends **non-concurrence** in Resolution BL-022 which reads as follows:

Originator: UTE Local 30027

WHEREAS the membership has the right to know how their funds are being spent; and

WHEREAS to create a more transparent understanding of the activities of the Regional Executive Vice-President; therefore

BE IT RESOLVED THAT the Prairie Region By-Law Section 6, subsection 1 (d) be amended to read as follows:

"Submit a written report of the REVP activities and expenses to the PRC meetings and the Prairie Region Triennial Convention".

RATIONALE

The Committee felt that the term "and expenses" was too broad and sought clarification from the submitting Local on what expenses they were looking for. The return from the submitting Local did not clarify how detailed the report on expenses was to be and therefore it was felt that there was no clear direction on the intent, i.e. was the report to detail Regional expenses, National expenses, office expenses, etc.

The Committee also sought clarification from the REVP on how the position's expenses were reported. We were advised that a report is submitted to the AEC Officer assigned to the finance portfolio and is available by request to the Officer.

Convention Decision _____

RESOLUTION BL-023
ELIMINATION OF YOUTH REPRESENTATIVE POSITION
(which covers BL-24)

The Committee recommends **non-concurrence** in Resolution BL-023 which reads as follows:

Originator: Regina Area Council

WHEREAS the youth representative position has not been consistently filled; and

WHEREAS the youth representative position has not provided a tangible benefit for the region; therefore

BE IT RESOLVED THAT the youth representative position be eliminated from the Prairie Region Council.

RATIONALE

The Committee strongly feels that the Elimination of this position could send the message that Young Workers are being excluded from the broader labour movement.

Convention Decision _____

RESOLUTION BL-025
PRAIRIE REGION TRIENNIAL CONVENTION DELEGATE ENTITLEMENT
(which covers BL-26)

The Committee recommends **non-concurrence** in Resolution BL-025 which reads as follows:

Originator: Regina Area Council

WHEREAS prairie regional triennial convention is not a fully funded convention for delegates; and

WHEREAS Each Local/Branch in good standing, shall be entitled to one delegate for the first 100 members or part thereof, and to one delegate for each additional 100 members or part thereof; therefore

BE IT RESOLVED THAT subsection 10 (1) of the PSAC Prairie Region By-Laws be changed that each local/branch in good standing gets one fully funded delegate that is entitled to 1 vote for every 100 members.

RATIONALE

The Committee recognizes that the submitting body is referring to Section 10 Subsection (1) of the Prairie Region By-Laws.

The Committee feels that the resolution would exclude locals that have less than 100 members from having a delegate at Prairie Region Triennial convention.

Convention Decision _____

RESOLUTION BL-027
PRAIRIE REGION TRIENNIAL CONVENTION DELEGATE ENTITLEMENT

The Committee recommends **non-concurrence** in Resolution BL-027 which reads as follows:

Originator: Regina Area Council

WHEREAS prairie regional triennial convention is not a fully funded convention for delegates; and

WHEREAS Each Local/Branch in good standing, shall be entitled to one delegate for the first 100 members or part thereof, and to one delegate for each additional 100 members or part thereof; therefore

BE IT RESOLVED THAT subsection 10(1) of the PSAC Prairie Region By-Laws be changed that each local/branch in good standing is entitled to one delegate for the first 250 members or part thereof, and to one delegate for each additional 250 members or part thereof.

RATIONALE

The Committee recognizes that the submitting body is referring to Section 10 Subsection (1) of the Prairie Region By-Laws.

The Committee believes that this would be too drastic of a change and less representative of the membership body.

Convention Decision _____

RESOLUTION BL-029
ELIMINATION OF AREA COUNCIL REPRESENTATIVE POSITIONS

The Committee recommends **non-concurrence** in Resolution BL-029 which reads as follows:

Originator: UEW Local 40721

WHEREAS there are 8 area council representative positions across our region; and

WHEREAS the 8 area council representative positions cost approximately \$63 000 over 3 years; and

WHEREAS many of the area council representatives report that they attend the same events as the geographic representatives do; and

WHEREAS the membership demands fiscal responsibility; therefore

BE IT RESOLVED THAT the area council representative positions be eliminated;

BE IT FURTHER RESOLVED THAT geographical representatives also communicate to the area councils in their respective geographical areas.

RATIONALE

The Committee feels that based on the work done by the Area Council Reps, it still adds viability of the Prairie Region Council. The Area Council Reps are a link from the PRC to the Area Council.

The following member of the Committee wishes to be recorded against the Committee's recommendation: Deb Wiens

Convention Decision _____

RESOLUTION BL-030
REDUCE GEOGRAPHICAL REPRESENTATIVE POSITIONS

The Committee recommends **non-concurrence** in Resolution BL-030 which reads as follows:

Originator: UEW Local 40721

WHEREAS there are 6 geographical representative positions across our region; and

WHEREAS the 6 geographical representative positions cost approximately \$47 000 over 3 years; and

WHEREAS some of the geographic representative positions have not been filled or consistently held over the past three years; and

WHEREAS many of the geographical representatives report that they attend the same events that area council representatives do; and

WHEREAS the membership demands fiscal responsibility; therefore

BE IT RESOLVED THAT the geographical representatives be reduced to 3, one for each prairie province.

RATIONALE

The Committee feels that these positions have a far reaching arm extending outside the area council to make sure that the members are well represented for accessibility.

The following member of the Committee wishes to be recorded against the Committee's recommendation: Glen Johnston

Convention Decision _____

APPENDIX A

“COVERED BY” RESOLUTIONS

- Resolution BL-011 covered by Composite Resolution BL-011A
- Resolution BL-012 covered by Composite Resolution BL-011A
- Resolution BL-024 covered by Resolution BL-023
- Resolution BL-026 covered by Resolution BL-025

RESOLUTION # BL-011
MEMBERSHIP RIGHTS
(covered by Composite Resolution BL-011A)

Originator: Prairie Region Council (PRC)

WHEREAS the PSAC Harassment Statement last adopted in January 29, 2010 lists “gender identity or expression” and is read out at every current PSAC meeting or event; and

WHEREAS the current published PSAC Constitution of November 2012 only lists “gender identity” under Section 5 – Membership Rights; and

WHEREAS the LGBT members who identify under “gender expression” are currently excluded by the current constitution: therefore

BE IT RESOLVED THAT Section 4, Sub-Section 2 (a) of the Prairie Region Bylaws be amended to read:

to be free from any act or omission on the part of the Prairie Region 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, sexual orientation, gender identity **or expression**, language, political belief, social and economic class or employer,

BE IT FURTHER RESOLVED the PSAC Constitution **Section 5, Membership Rights, subsection (b)** be amended to read as follows:

Subsection (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, sexual orientation, gender identity **or expression**, language, political belief, social and economic class or employer,

BE IT FURTHER RESOLVED THAT all references of ‘gender identity’ be replaced with ‘gender identity or expression’ elsewhere in the PSAC Constitution, website or reference materials.

RESOLUTION BL-012
MEMBERSHIP RIGHTS
(covered by Composite Resolution BL-011A)

Originator: Winnipeg Area Council

WHEREAS the PSAC Harassment Statement was last adopted in January 29, 2010 lists 'gender identity or expression' and is read out at every current PSAC meeting or event; and

WHEREAS the current published PSAC Constitution of November 2012 only lists 'gender identity' under Section 5 – Membership Rights; and

WHEREAS the LGBT members who identify under 'gender expression' are currently excluded by the current constitution:

BE IT RESOLVED THAT all references of 'gender identity' in the ***PSAC Prairies By-Laws*** be replaced with 'gender identity or expression' and any formatting of numbering/bullets be carried out as needed, and

BE IT FURTHER RESOLVED THAT in the ***PSAC Constitution, Section 5, Membership Rights, subsection (b)*** be amended to read as follows:

Subsection (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, sexual orientation, gender identity or expression, language, political belief, social and economic class or employer.

RESOLUTION BL-024
ELIMINATION OF THE YOUTH REPRESENTATIVE POSITION
(Covered by Resolution BL-023)

Originator: UEW Local 40721

WHEREAS the youth representative position has not been consistently filled; and

WHEREAS the youth representative position has not provided a tangible benefit for the region; therefore

BE IT RESOLVED THAT the youth representative position be eliminated from the Prairie Region Council.

RESOLUTION BL-026
PRAIRIE REGION TRIENNIAL CONVENTION – DELEGATE ENTITLEMENT
(Covered by Resolution BL-025)

Originator: UEW Local 40721

WHEREAS prairie regional triennial convention is not a fully funded convention for delegates; and

WHEREAS Each Local/Branch in good standing, shall be entitled to one delegate for the first 100 members or part thereof, and to one delegate for each additional 100 members or part thereof; therefore

BE IT RESOLVED THAT Section 10 subsection (1) of the PSAC Prairie Region By-Laws be changed that each local/branch in good standing gets one fully funded delegate that is entitled to 1 vote for every 100 members.

APPENDIX B: RESOLUTIONS RULED OUT OF ORDER

- Resolution BL-001
- Resolution BL-018 (partial)
- Resolution 21

RESOLUTION # BL-001
2ND ALTERNATE REVP

Originator: Prairie Region Council (PRC)

WHEREAS in the current Prairie Region By-Laws there is no provision for a 2nd Alternate to the Regional Executive Vice President (REVP); and

WHEREAS in the previous mandate the position became vacant and was filled by the Alternate REVP which then left the A/REVP vacant; and

WHEREAS this was and can be problematic in terms of continuity and smooth transition if either position becomes vacant between Prairie Region Conventions; and

WHEREAS the establishment of a 2nd Alternate to the REVP would ensure a more cost effective means of filling the position and a timely transition for the office of the A/REVP: therefore

BE IT RESOLVED THAT the Prairie Region By-Laws be amended to establish the position of a 2nd Alternate to the REVP and any reformatting of numbering/bullets be carried out as needed; and

BE IT FURTHER RESOLVED THAT the following sub-para be added to Section 5; and
(c) 2nd Alternate Regional Executive Vice-President (A/REVP);

BE IT FURTHER RESOLVED THAT the following Sub-Section be added to Section 6; and

Sub-Section (3)

The 2nd Alternate Regional Executive Vice President shall

(a) assume the position and the roles and responsibilities of the Alternate Regional Executive Vice President should the position become vacant between Prairie Region Conventions;

BE IT FURTHER RESOLVED THAT Section 9 Sub-Section (3) (f) be amended to include the 2nd Alternate REVP and read as follows; and

(f) elect the REVP, Prairie Region, the Alternate REVP, Prairie Region and the 2nd Alternate REVP Prairie Region

BE IT FURTHER RESOLVED THAT Section 11 Sub-Section (1 -4) be amended to reflect the addition of the position of a 2nd A/REVP and read as follows; and

SECTION 11

ELECTIONS AT THE PRAIRIE REGION TRIENNIAL CONVENTION

Sub-Section (1) - Eligibility of Nominees for Office – REVP, A/REVP and 2nd A/REVP

(a) All nominees for the office of REVP Prairie Region, A/REVP Prairie Region, and 2nd A/REVP Prairie Region shall be members in good standing of the PSAC.

(b) A nominee for the office of the REVP, A/REVP and 2nd A/REVP shall work or reside in the Prairie Region.

(c) Nominees for the office of REVP, Prairie Region shall be prepared to live in a location as determined by the AEC.

Sub-Section (2) - Nomination of REVP, A/REVP and 2nd A/REVP

(a) At each Prairie Region Triennial Convention, a Nominations Committee of at least three (3) persons shall be appointed by the PRC from among those present, other than staff.

(b) The duties of the Nominations Committee shall be to:

(i) receive nominations for the offices of REVP, A/REVP and 2nd A/REVP;

(ii) verify the eligibility of nominees for office;

(iii) ascertain the willingness of nominees to accept and perform the duties of the office to which they may be elected;

(iv) report to the Prairie Region Triennial Convention the names of all such nominees.

(c) Nominations for the office of REVP, A/REVP and 2nd A/REVP filed with the Nominations Committee shall be in writing, signed by a nominator and a seconder, each of whom shall be an accredited delegate.

(d) Nominees who are not present at the Convention must submit a nomination form to the Prairie Regional Staff Coordinator prior to the start of the Prairie Region Triennial Convention.

(e) Nominees who are present at the Prairie Region Triennial Convention can submit a nomination form to the Prairie Regional Staff Coordinator prior to the start of the Prairie Region Triennial Convention, to the Nominations Committee during Convention or be nominated from the floor of the Prairie Region Triennial Convention. The Prairie Regional Staff Coordinator will provide nomination forms received prior to the commencement of Convention to the Chair of the Nominations Committee as soon as the Nominations Committee has been ratified by Convention.

(f) The Chairperson of the Nominations Committee shall be appointed by the PSAC Prairie Region Council. Either the Chairperson of the Nomination Committee, or a

member or former member of the AEC, shall conduct the election of the REVP and the Alternate REVP. The Election Chairperson shall have the power to appoint scrutineers and assistants as deemed necessary to conduct the elections in an orderly manner, subject to the limitations of Sub-Section (2) (a) above.

Sub-Section (3) - Election of the REVP, Alternate REVP and 2nd A/REVP

(a) The election of the REVP, Prairie Region, and A/REVP, Prairie Region and 2nd A/REVP, Prairie Region shall be conducted in turn. Each office shall be called in turn and completed before the next office is called.

(b) As the election for the office of REVP, A/REVP and 2nd A/REVP is called, the nominee, nominator or seconder of each nominee, whether filed previously with the Nominations Committee or nominated from the floor, may speak to the Prairie Region Triennial Convention for not more than three (3) minutes on behalf of that nominee.

(c) The election to the office of REVP, A/REVP and 2nd A/REVP shall be by secret ballot. A blank ballot paper shall be distributed to all voting delegates, for each office in turn, as it is called. Each voting delegate shall write on the ballot paper the name of their choice for the office called, from among the nominees for office.

(d) Election to the office of REVP, A/REVP and 2nd A/REVP shall be declared only on receipt of a clear majority of the ballots cast with standings revealed to voting delegates after each ballot. In the event that more than two (2) nominees stand for election to any one office, the election procedure shall be by way of elimination.

(e) In the event of a tie vote, the Chairperson shall immediately take a second ballot without recess or adjournment. If this results in a second tie vote, the Chairperson shall call a short recess before taking the third ballot.

(f) Upon completion of the election of the REVP, A/REVP and 2nd A/REVP, the Nominations Committee will sign a declaration outlining the number of accredited delegates, the number of accredited delegates voting, the vote tally for each candidate and the number of spoiled ballots for each ballot during the election of the REVP, A/REVP and 2nd A/REVP. The signed declaration will be forwarded to the PSAC National President and maintained on file.

(g) The REVP, A/REVP and 2nd A/REVP shall take office at the end of the Prairie Region Triennial Convention.

(h) Members elected to the position of REVP shall not hold Component, Local or Branch Executive Officer positions, other than Steward.

Sub-Section (4) - Vacancy in the Position of REVP, A/REVP and 2nd A/REVP

(a) A vacancy in the office of REVP shall be filled by the A/REVP.

(b) A vacancy in the office of Alternate REVP shall be filled by the 2nd A/REVP.

(c) in the event that both the A/REVP and 2nd A/REVP become vacant 6 months prior to the PR Convention then the position of the A/REVP shall be filled in the following manner:

(i) nominations shall be called by the AEC from amongst all members in the Prairie Region;

(ii) the AEC shall ensure that all nominees are members in good standing of the PSAC in the Prairie Region of the PSAC, and that the nominator and seconder were delegates at the previous Prairie Region Triennial Convention;

(iii) the nominations process will be concluded within 60 days from the date of notice of vacancy in the position of Alternate REVP;

(iv) if there is more than one nominee for the office of A/REVP, and an election is necessary, it shall be conducted by the AEC from amongst those members in good standing who were voting delegates at the preceding Prairie Region Triennial Convention.

Be it further resolved that all references to A/REVP be updated to reflect this change.

RATIONALE

In 2006, then-President Nycole Turmel provided a ruling to the Québec REVP to the effect that the election of the second alternate REVP goes against Section 16, Sub-Section (4) (a) that says that Regional Triennial Conventions will elect a REVP and an Alternate REVP” (singular, emphasis added).

The PSAC Constitution needs to be amended before Regional Bylaws can be amended.

RESOLUTION # BL-18
RESPONSIBILITIES OF DCL PRC REPRESENTATIVE

Originator: Prairie Region Council (PRC)

WHEREAS with the increase of Directly Chartered Locals within the Prairie Region there are further roles and responsibilities that can be undertaken by the DCL Rep to the PRC; and

WHEREAS these roles and responsibilities are found in Section 6 Sub-Section (6) of the PR By-Laws: therefore

BE IT RESOLVED THAT the following roles and responsibilities be inserted into Section 6 Sub-Section (6) of the PR By-Laws and numbered accordingly

(g) assist DCL's within the Prairie Region with preparing their annual budgets and collating and compiling their financial records for presentation for audit, and

(h) promote discussions between DCL's to aid in mutually benefiting projects and priorities within the Prairie Region, and

(i) review the minutes of the AGM's and members meetings of the DCL's and ensure the Executive Contact information is updated when new members are elected, and

(j) attend at least one AGM of each respective DCL during their mandate to familiarize the DCL members with the PRC and the Rep's roles and responsibilities, and

(k) review the respective By-Laws of the DCL's to ensure compliance with the PR By-Laws and the PSAC Constitution and Regulations. The DCL Rep should also be prepared to provide guidance where discrepancies exist

RATIONALE

(g), (i), (j) (k) are out of order

The duties the resolution seeks to attribute to the DCL Director go against the spirit and letter of Sections 10 and 11 of the PSAC Constitution, which clearly define the reporting lines and the authority, jurisdiction and rights of each DCL. At no point do Regional Councils or any position on the Regional Council, save the REVP, have any administrative authorities over DCLs.

We would point out:

- Section 10, Sub-Section (1) (f) specifies that DCLs will report to the NBoD through the REVP.
- Section 11, Sub-Section (6) specifies that "The internal operations of a DCL shall be the primary concern and responsibility of that DCL and its members subject only to

Sub-Section (2) of this Section” (which in turn refers to a member having exhausted all avenues within the DCL to address a problem).

- Section 11, Sub-Section (8) specifies that the National President receives the audited financial statements (a function that can be delegated to the REVP)
- Section 11, Sub-Section (4) specifies that the National President or his/her nominee has the right to attend the AGM of all DCLs; no similar right is afforded to other PSAC positions.

RESOLUTION BL-021 **REVP REPORTING**

Originator: USGE Local 30010

WHEREAS communication is purported to a priority of PSAC;

WHEREAS succession planning is important and to avoid unnecessary delay, especially in the current political climate;

WHEREAS at any time the alternate REVP could be called up to step into the role of the REVP;

WHEREAS currently there is no mechanism to ensure that the alternate REVP is prepared to assume the role of REVP; there is a lack of information and awareness of current issues;

BE IT RESOLVED THAT PSAC Prairie Regional By-Laws, Section 6, Subsection 1 be amended to include a new paragraph f) the alternate REVP be informed and updated in a timely manner (the length of time to be determined by agreement between both the REVP and the alternate REVP, for that elected term) the activities of the REVP, including his/her schedule, and any issues or concerns that are currently being dealt with by the REVP.

BE IT FURTHER RESOLVED THAT if an agreement between both the REVP and alternate REVP cannot be reached in relation to an appropriate length of time between reports, it will be deferred to the Prairie Region Council to determine and set an appropriate time period.

BE IT FURTHER RESOLVED THAT all sections of the affected PSAC bylaws and/or regulations be amended to reflect this change.

RATIONALE

This resolution was ruled out of order (procedural).

GENERAL RESOLUTIONS

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REPORT OF THE GENERAL RESOLUTIONS COMMITTEE TO THE PRAIRIE REGION CONVENTION

**June 27 – 29, 2014
TCU Place, Saskatoon, SK**

Marianne Hladun, PSAC Regional Executive Vice-President for the Prairies Region and the Prairie Region Council appointed Dave Burchell and Martine Babcook as Chairpersons of the 2014 General Resolutions Committee for the Triennial Convention. Brother Burchell and Sister Babcook worked with the General Resolutions Committee members during the deliberations and the members of the Committee are as follows:

Chairpersons:

Dave Burchell	PRC Member, Persons with Disability
Martine Babcook	GSU, National Officer

Committee Members:

Timothy Hunt	PRC Member, GLBT
David Fandrich	PRC Member, South Alberta
Darlene Lewis	PRC Member, Edmonton Area Council
David Pearson	PRC Member, Lethbridge Area Council

Regrets:

Alec Goertzen	PRC Member, Calgary Area Council
Debbie Stangrecki	USGE, National Officer

Absent:

Imy Batty	PRC Member, Racially Visible
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Staff:

Marija Babic	PSAC Administrative Assistant, Edmonton RO
Oneil Carlier	PSAC Regional Representative, Edmonton RO

Any decision or recommendation made by the Resolutions Committee is subject to ratification by the delegates to the 2014 PSAC Prairie Region Triennial Convention. The committee met on April 26, 2014 at the PSAC Edmonton Regional Office in person and via conference call.

All Resolutions are moved and seconded by the Committee Chairs.

The Committee established its priorities as follows:

1. Resolution 2, which covers 3
2. Resolution 13 2nd and 3rd BIR only, which covers 14 (2nd and 3rd BIR only)
3. Resolution 18, which covers 19 & 20
4. Resolution 5
5. Resolution 4

The following resolutions were recommended as **concurrence**:

- Resolution 12, 21, 26, 28

The following resolutions were recommended as **non-concurrence**:

- Resolution 6, 10, 15, 24

The following resolutions are covered by other resolutions (Appendix A):

- Resolution 3 – covered by 2
- Resolution 11 – covered by 10
- Resolution 14 (2nd & 3rd BIR only) – covered by 13
- Resolution 16 & 17 – covered by 15
- Resolution 19 & 20 – covered by 18
- Resolution 22 & 23 – covered by 21
- Resolution 25 – covered by 24
- Resolution 27 – covered by 26
- Resolution 29 – covered by 28

The following resolutions have been referred back to the submitting body (Appendix B):

- Resolution 7, 8, 9, 13 (1st BIR only), 14 (1st BIR only)

The following resolution has been ruled Out of Order (Appendix C):

- Resolution 1

The report begins with the Committee's priorities, followed by all those resolutions with recommendation of concurrence, followed by all those resolutions with recommendation of non-concurrence.

The Chairpersons of the Committee would like to acknowledge and thank each and every member of the Committee for their hard work and contribution during our deliberations and finalization of the report.

Respectfully submitted on behalf of the Committee.

Dave Burchell
Committee Co-Chair

Martine Babcook
Committee Co-Chair

RESOLUTION GEN-002
CHILD CARE PROVIDER
(which covers GEN-003)

The Committee recommends **concurrence** in Resolution GEN-002 which reads as follows:

Originator: Lethbridge Regional Women’s Committee

WHEREAS Family Care Allowance “restrictions” limit the care of family members who require family care to outside agencies. “The FCA shall not normally be paid for services provided by a spouse or relative residing with the claimant” – PSAC policy 25. While the PSAC does allow payment for family care allowance with receipt, it does not allow reimbursement of care costs associated with family care provided by a relative in the same home. As this stands, this is a systemic barrier for a number of our members (would be activists) involvement in union activities:

BE IT RESOLVED THAT the Public Service Alliance of Canada remove this barrier by amending the definition of a family care provider to be any person who provides this care with a receipt.

RATIONALE

As PSAC members we strive to eliminate barriers so we can participate without financial hardship at all PSAC activities.

The following members of the Committee wish to be recorded against the Committee’s recommendation: Dave Burchell and David Fandrich.

Convention Decision _____

RESOLUTION GEN-013 – 2nd & 3rd BIR only
REMOVAL OF BARRIERS FOR MEMBERS WITH DISABILITIES
(which covers GEN-014 - 2nd & 3rd BIR only)

The Committee recommends **concurrence** in the 2nd & 3rd BIR only of Resolution GEN-013 which reads as follows:

Originator: Winnipeg Area Council

PREAMBLE:

Within our union there still exist barriers for members with disabilities when it comes to full participation in local, regional and national events. This is due to not all facilities being fully accessible and the difficulty in some areas to find such facilities. Involving Members with Disabilities representatives in selecting venues for events would assist in removing barriers and persons with disabilities would be proactively accommodated in future.

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 FURTHER RESOLVED THAT PSAC ensure that a visit to 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.

RATIONALE

We believe that PSAC should be actively engaging our members with disabilities to remove barriers to participate.

Convention Decision _____

RESOLUTION GEN-018
PROTECTIVE REASSIGNMENT FOR PREGNANT AND NURSING MOTHERS
(which covers GEN-019 and GEN-020)

The Committee recommends **concurrence** in Resolution GEN-018 which reads as follows:

Originator: Winnipeg Area Council

PREAMBLE:

Current legislation and several collective agreements do recognize the right to protective reassignment of federal employees when their working conditions endanger their pregnancy, or their nursing babies. However, as it currently stands if the employer cannot reassign them to another job, they are forced to go on unpaid leave. Workers in Quebec have access to paid leave for protective reassignment, a right that should be afforded to all women working under federal jurisdiction.

WHEREAS current legislation does not extend the right to protective reassignment to federal employees; and

WHEREAS under the provisions of current federal labor legislation, a pregnant or nursing worker can exercise her right not to work if she believes that the duties of her position pose a risk to her, her fetus or her child; and

WHEREAS this leave is considered unpaid leave:

BE IT RESOLVED THAT 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 PSAC negotiate with our employers a policy similar to the protective reassignment provisions in Quebec, which would provide for reassignment or leave with pay; and

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

RATIONALE

We as the Committee believe that all pregnant and nursing mothers in any position should have the right to work in a safe and healthy environment.

Convention Decision _____

RESOLUTION GEN-005
PSAC CONSTITUTION

The Committee recommends **concurrence** in Resolution GEN-005 which reads as follows:

Originator: UEW Local 50707

WHEREAS the name PUBLIC SERVICE ALLIANCE OF CANADA no longer reflects the composition of our Union or membership with the many separate employers and thousands of members which are NOT part of the public service; and

WHEREAS the acronym PSAC is not politically friendly as it's used in a negative context by our opponents; and

WHEREAS the future strength of our Union is with non-traditional government departments, separate employers, NGO's and the private sector; and

WHEREAS the Public Service Alliance of Canada does not have the word UNION in its name and is not easily recognized by external organizations or within the International Trade Union movement; and

WHEREAS the merger of the Canadian Auto Workers (CAW) and the Communications Energy and Paper workers (CEP) changing their name to UNIFOR to bring both the employed and un-employed workers together is a new branding of the trade union movement into the 21st century: therefore

BE IT RESOLVED THAT the NBOD establish a committee to re-visit our Union's name and provide recommendations for the 2018 PSAC Triennial National Convention.

RATIONALE

With the increasing diversity of workplaces joining our Union the Committee agrees with the intent of establishing a committee to revisit our name.

The following member of the committee wishes to be recorded against the Committee's recommendation: Martine Babcook

Convention Decision _____

RESOLUTION GEN-004
PRC REPRESENTATIVE REPORTING

The Committee recommends **concurrence** in Resolution GEN-004 which reads as follows:

Originator: CEIU Local 30851

THE PROBLEM OR ISSUE:

There has been a lack of communication between the Prairie Region Council representatives and the Locals. These representatives are responsible for geographical locations, Regional Women's Committee, Aboriginal Peoples, Persons with Disabilities, Racially Visible Persons, Gay, Lesbian, Bisexual and Transgendered Persons, Directly Chartered Locals, Young Workers, Separate Employer Locals and representatives from each active PSAC Prairie Region Area Council.

THE ACTIONS REQUESTED: The representative responsible for his or her area of responsibility shall consult/communicate with each Local in good standing prior to and after each Prairie Region Council meeting, be it electronically or in print.

RATIONALE

Communication is a corner stone of our organization. Direct communication with members/locals will increase participation & awareness of the Prairie Region Council.

Convention Decision _____

RESOLUTION GEN-012
NATIONAL ABORIGINAL DAY AS STATUTORY HOLIDAY

The Committee recommends **concurrence** in Resolution GEN-012 which reads as follows:

Originator: Winnipeg Area Council

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

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

WHEREAS June 21st is National Aboriginal Day:

BE IT RESOLVED THAT the Public Service Alliance of Canada campaigns and lobbies the federal government to ensure that June 21st, National Aboriginal Day be declared a national statutory holiday.

RATIONALE

No other culture has been more influential than First Nation. They have been subjected to systemic oppression and it is time for all Canada to recognize National Aboriginal Day as a Statutory Holiday.

Convention Decision _____

RESOLUTION GEN-021
DOMESTIC VIOLENCE AWARENESS EDUCATION
(which includes GEN-022 and GEN-023)

The Committee recommends **concurrence** in Resolution GEN-021 which reads as follows:

Originator: Winnipeg Area Council

PREAMBLE:

Domestic violence and domestic abuse are prevalent at all levels of society and have a devastating impact on victims. At the same time there are those in the workplace who are experiencing abusive and bullying behaviors from managers and/or co-workers. These situations can and do have an impact on the whole workplace. The union writ large could play a useful role in educating members and especially local activists to be more aware of domestic and/or workplace violence and assisting victims to identify professional resources where necessary.

WHEREAS domestic and workplace violence and abuse has made it more difficult for women 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 Sisters so affected to cope, move forward, and work towards succession in the workforce; 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 PSAC has always been a strong supporter of women's and 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 violence situations.

RATIONALE

Domestic violence is reality that some of our members experience. It becomes prudent and paramount that they are aware of coping strategies and methods to overcome stigma and understand that they don't need to be reclusive and alone. There are options.

Convention Decision _____

RESOLUTION GEN-026
EXPANSION OF WE ARE ALL AFFECTED CAMPAIGN
(which covers GEN-027)

The Committee recommends **concurrence** in Resolution GEN-026 which reads as follows:

Originator: Winnipeg Area Council

PREAMBLE:

The We Are All Affected Campaign is moving forward into next steps in an effort to educate Canadians. It is important that the campaign reflect the experiences of all equity groups. The campaign should highlight the importance of a diverse workforce that reflects the Canadian mosaic and the fact this government is not willing to provide overall data on the impact of deficit-reduction cuts on equity group members.

WHEREAS the current government has introduced measures in the name of austerity and deficit reduction which has resulted in loss of jobs and services; and

WHEREAS the impact of these cuts is having detrimental and disproportionate effects on equity seeking groups; and

WHEREAS many members losing jobs are members of equity seeking groups and this government has not provided necessary data or assurances that their responsibilities are being met under Employment Equity legislation; and

WHEREAS the majority of new Canadians are racially visible, face challenges, are further marginalized and are negatively impacted by cuts to services and reduced access to information and processes:

BE IT RESOLVED THAT PSAC's We Are All Affected campaign is expanded to highlight affects on equity seeking communities; and

BE IT FURTHER RESOLVED THAT PSAC engage the equity seeking communities in the We Are All Affected campaign to further highlight the disproportionate effects the Work Force Adjustment program has had on these members.

RATIONALE

The Committee recommends that the Harper's Government cuts have had detrimental impact on both equity seeking members that were affected as well as equity communities that rely on government services.

Convention Decision _____

RESOLUTION GEN-028
THREE YEAR TERM FOR AREA COUNCIL
(which covers GEN-029)

The Committee recommends **concurrence** in Resolution GEN-028 which reads as follows:

Originator: Regina Area Council

WHEREAS area councils are the area structures where all affiliated locals can mobilize,

WHEREAS regional council representatives are elected for 3 year terms,

WHEREAS component executives and AEC executives are elected for 3 year terms,

WHEREAS many times it takes several years to get up to speed in running an area council,

WHEREAS having longer terms than one year can serve as stabilization in the area, therefore

BE IT RESOLVED THAT paragraph 14(12)(a) of the PSAC constitution be amended as follows;

Area council meetings shall be held at least four (4) times a year. One such meeting shall be known as the annual meeting at which time officers shall be elected and financial and other reports presented. Notwithstanding the above requirement, area councils officers may be elected for a three (3) year period if such a provision is included in the By-Laws of the Area Council.

RATIONALE

Committee supports the idea of letting the Area Council determine the length of term for their officers, either one (1) or three (3) years.

The following member of the Committee wishes to be recorded against the Committee's recommendation. Darlene Lewis

Convention Decision _____

RESOLUTION # GEN-006
PSAC Constitution Section 17 - New Section

The Committee recommends **non-concurrence** in Resolution GEN-006 which reads as follows:

Originator: UEW Local 50707

WHEREAS the PSAC Triennial National Convention is the supreme governing body;
and

WHEREAS openness, transparency, and accountability is what we stand for and expect from our Union; and

WHEREAS there is no more appropriate forum to hold an accountability session; and

WHEREAS there is NO additional cost to hold an accountability session after the administrative and procedural aspects of the Triennial National Convention: therefore

BE IT RESOLVED THAT the PSAC institute an one hour Question and Answer Session at each PSAC Triennial National Convention where any delegate may ask a question to the National President, National Executive Vice-President or a AEC Officer; and

BE IT FURTHER RESOLVED THAT this Question and Answer Session be embodied into to PSAC Constitution, Section 17, new Sub-Section.

RATIONALE

Committee feels that there is ample time and opportunity to meet this requirement throughout convention process.

Committee feels that National Convention is already under time constrains and noted that there are opportunities to question our AEC.

Convention Decision _____

RESOLUTION GEN-010
EQUITY SEEKING MEMBER ON THE AEC
(which covers GEN-011)

The Committee recommends **non-concurrence** in Resolution GEN-010 which reads as follows:

Originator: Winnipeg Area Council

WHEREAS Equity Seeking Members (Women, Aboriginals, LGBT, MWD and RV) hold key positions committed to defending and promoting Human Rights and equal opportunities; and

WHEREAS equity members' dedication, activities and accomplishments are particularly important to Human Rights in general and for this whole component, in every region and across the country:

BE IT RESOLVED THAT PSAC makes one of the positions on the Alliance Executive Committee to be for an equity seeking member exclusively.

RATIONALE

This resolution is too vague and problematic.

Convention Decision _____

RESOLUTION GEN-015
CHANGES TO WORKFORCE SURVEY TO INCLUDE EQUITY SEEKING GROUPS
(which covers GEN-016 and GEN-017)

The Committee recommends **non-concurrence** in Resolution GEN-015 which reads as follows:

Originator: Winnipeg Area Council

PREAMBLE:

In the Federal Public Service, the main evaluation tool is based on the Public Service Employee Survey (PSES). Unfortunately, this survey does not ask respondents to identify if they are a member of any equity seeking group. 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 harassment in the workplace.

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 questions pertaining to equity seeking groups in the next workforce survey.

RATIONALE

Committee notes that PSES already includes some questions about equity and discrimination.

Resolution itself is not specific in what questions needed to be added.

Convention Decision _____

RESOLUTION GEN-024
NATIONAL WOMEN'S COMMITTEE
(which covers GEN-025)

The Committee recommends **non-concurrence** in Resolution GEN-024 which reads as follows:

Originator: Winnipeg Area Council

PREAMBLE:

If and when the federal Government ever gets around the workforce renewal there will be an influx of young women into the federal public service and thus into our union membership. It is important the gains made by generations of women are not eroded but are maintained with strength for generations to come. Many issues pigeon-holed under the banner of women's issues are actually societal issues. That said, a national committee with a clear mandate and focus on women's issues would help bring these issues forward, current and emerging, to the leadership of the union in a pro-active way this increasing the profile of these issues on the union's agenda.

WHEREAS government decisions are increasingly undermining the integrity of Canadian women; and

WHEREAS women are under increasing pressure from federal and provincial governments due to their repeated attacks, such as the pay equity issue; and

WHEREAS governments by their policies and legislation are actively inhibiting women from achieving equality with men; and

WHEREAS in our role as union activists and public sector workers, we have to work to advance and achieve objectives to achieve equality and equity among men and women; and

WHEREAS women represent more than 56% of PSAC's establishment; and

WHEREAS we must be proactive in terms of the status of women:

BE IT RESOLVED THAT PSAC implement a National Women's Committee made up of a representative for each of the regions, elected at a regional convention, and a policy official responsible for women's issues on the AEC or the NBoD.

This Committee will have a mandate to:

- Ensure that regional women's committees are active;
- Coordinate regional and national women's conferences;
- Ensure that regions report on their activities;
- Be aware of issues affecting PSAC women;
- Take action to promote PSAC women's cases;
- Hold meetings twice a year and/or conference calls, as required.

RATIONALE

The Committee noted that we already have elected officers that are responsible for the potential National Women's Committee mandate.

Convention Decision _____

APPENDIX A

“COVERED BY” RESOLUTIONS

- Resolution GEN-003 – covered by GEN-002
- Resolution GEN-011 – covered by GEN-010
- Resolution GEN-014 (2nd & 3rd BIR only) –covered by GEN-013 (2nd & 3rd BIR only)
- Resolution GEN-016 & GEN-017 – covered by GEN-015
- Resolution GEN-019 & GEN-020 – covered by GEN-018
- Resolution GEN-022 & GEN-023 – covered by GEN-021
- Resolution GEN-025 – covered by GEN-024
- Resolution GEN-027 – covered by GEN-026
- Resolution GEN-029 – covered by GEN-028

RESOLUTION GEN-003
CHILD CARE PROVIDER
(covered by GEN-002)

Originator: AGR Local 30048

WHEREAS Family Care Allowance “restrictions” limit the care of family members who require family care to outside agencies. “The FCA shall not normally be paid for services provided by a spouse or relative residing with the claimant” – PSAC policy 25. While the PSAC does allow payment for family care allowance with receipt, it does not allow reimbursement of care costs associated with family care provided by a relative in the same home. As this stands, this is a systemic barrier for a number of our members (would be activists) involvement in union activities:

BE IT RESOLVED THAT the Public Service Alliance of Canada remove this barrier by amending the definition of a family care provider to be any person who provides this care with a receipt.

RESOLUTION GEN-011
EQUITY SEEKING MEMBER ON THE AEC
(covered by GEN-010)

Originator: Winnipeg Regional Women’s Committee

WHEREAS Equity Seeking Members (Women, Aboriginals, LGBT, MWD and RV) hold key positions committed to defending and promoting Human Rights and equal opportunities; and

WHEREAS equity members’ dedication, activities and accomplishments are particularly important to Human Rights in general and for this whole component, in every region and across the country:

BE IT RESOLVED THAT PSAC makes one of the positions on the Alliance Executive Committee to be for an equity seeking member exclusively.

RESOLUTION GEN-014 (2nd & 3rd BIR only)
REMOVAL OF BARRIERS FOR MEMBERS WITH DISABILITIES
(covered by GEN-013)

Originator: UNDE Local 50705

PREAMBLE:

Within our union there still exist barriers for members with disabilities when it comes to full participation in local, regional and national events. This is due to not all facilities being fully accessible and the difficulty in some areas to find such facilities. Involving Members with Disabilities representatives in selecting venues for events would assist in removing barriers and persons with disabilities would be proactively accommodated in future.

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 FURTHER RESOLVED THAT PSAC ensure that a visit to 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.

RESOLUTION GEN-016
CHANGES TO WORKFORCE SURVEY TO INCLUDE EQUITY SEEKING GROUPS
(covered by GEN-015)

Originator: Winnipeg Regional Women's Committee

PREAMBLE:

In the Federal Public Service, the main evaluation tool is based on the Public Service Employee Survey (PSES). Unfortunately, this survey does not ask respondents to identify if they are a member of any equity seeking group. 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 harassment in the workplace.

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 questions pertaining to equity seeking groups in the next workforce survey.

RESOLUTION # GEN-017
CHANGES TO WORKFORCE SURVEY TO INCLUDE EQUITY SEEKING GROUPS
(covered by GEN-015)

Originator:UNDE Local 50705

PREAMBLE:

In the Federal Public Service, the main evaluation tool is based on the Public Service Employee Survey (PSES). Unfortunately, this survey does not ask respondents to identify if they are a member of any equity seeking group. 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 harassment in the workplace.

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 questions pertaining to equity seeking groups in the next workforce survey.

RESOLUTION GEN-019
PROTECTIVE REASSIGNMENT FOR PREGNANT AND NURSING MOTHERS
(covered by GEN-018)

Originator: Winnipeg Regional Women's Committee

PREAMBLE:

Current legislation and several collective agreements do recognize the right to protective reassignment of federal employees when their working conditions endanger their pregnancy, or their nursing babies. However, as it currently stands if the employer cannot reassign them to another job, they are forced to go on unpaid leave. Workers in Quebec have access to paid leave for protective reassignment, a right that should be afforded to all women working under federal jurisdiction.

WHEREAS current legislation does not extend the right to protective Reassignment to federal employees; and

WHEREAS under the provisions of current federal labor legislation, a pregnant or nursing worker can exercise her right not to work if she believes that the duties of her position pose a risk to her, her fetus or her child; and

WHEREAS this leave is considered unpaid leave:

BE IT RESOLVED THAT 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 PSAC negotiate with our employers a policy similar to the protective reassignment provisions in Quebec, which would provide for reassignment or leave with pay; and

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

RESOLUTION GEN-020
PROTECTIVE REASSIGNMENT FOR PREGNANT AND NURSING MOTHERS
(covered by GEN-018)

Originator: UNDE Local 50705

PREAMBLE:

Current legislation and several collective agreements do recognize the right to protective reassignment of federal employees when their working conditions endanger their pregnancy, or their nursing babies. However, as it currently stands if the employer cannot reassign them to another job, they are forced to go on unpaid leave. Workers in Quebec have access to paid leave for protective reassignment, a right that should be afforded to all women working under federal jurisdiction.

WHEREAS current legislation does not extend the right to protective reassignment to federal employees; and

WHEREAS under the provisions of current federal labor legislation, a pregnant or nursing worker can exercise her right not to work if she believes that the duties of her position pose a risk to her, her fetus or her child; and

WHEREAS this leave is considered unpaid leave:

BE IT RESOLVED THAT 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 PSAC negotiate with our employers a policy similar to the protective reassignment provisions in Quebec, which would provide for reassignment or leave with pay; and

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

RESOLUTION GEN-022
DOMESTIC VIOLENCE AWARENESS EDUCATION
(covered by GEN-021)

Originator: Winnipeg Regional Women's Committee

PREAMBLE:

Domestic violence and domestic abuse are prevalent at all levels of society and have a devastating impact on victims. At the same time there are those in the workplace who are experiencing abusive and bullying behaviors from managers and/or co-workers. These situations can and do have an impact on the whole workplace. The union writ large could play a useful role in educating members and especially local activists to be more aware of domestic and/or workplace violence and assisting victims to identify professional resources where necessary.

WHEREAS domestic and workplace violence and abuse has made it more difficult for women 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 Sisters so affected to cope, move forward, and work towards succession in the workforce; 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 PSAC has always been a strong supporter of women's and 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.

RESOLUTION GEN-023
DOMESTIC VIOLENCE AWARENESS EDUCATION
(covered by GEN-021)

Originator: UNDE Local 50705

PREAMBLE:

Domestic violence and domestic abuse are prevalent at all levels of society and have a devastating impact on victims. At the same time there are those in the workplace who are experiencing abusive and bullying behaviors from managers and/or co-workers. These situations can and do have an impact on the whole workplace. The union writ large could play a useful role in educating members and especially local activists to be more aware of domestic and/or workplace violence and assisting victims to identify professional resources where necessary.

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 members so affected to cope, move forward, and work towards succession in the workforce; 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 PSAC 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 violence situations.

RESOLUTION GEN-025
NATIONAL WOMEN'S COMMITTEE
(covered by GEN-024)

Originator: Winnipeg Regional Women's Committee

PREAMBLE:

If and when the federal Government ever gets around the workforce renewal there will be an influx of young women into the federal public service and thus into our union membership. It is important the gains made by generations of women are not eroded but are maintained with strength for generations to come. Many issues pigeon-holed under the banner of women's issues are actually societal issues. That said, a national committee with a clear mandate and focus on women's issues would help bring these issues forward, current and emerging, to the leadership of the union in a pro-active way this increasing the profile of these issues on the union's agenda.

WHEREAS government decisions are increasingly undermining the integrity of Canadian women; and

WHEREAS women are under increasing pressure from federal and provincial governments due to their repeated attacks, such as the pay equity issue; and

WHEREAS governments by their policies and legislation are actively inhibiting women from achieving equality with men; and

WHEREAS in our role as union activists and public sector workers, we have to work to advance and achieve objectives to achieve equality and equity among men and women; and

WHEREAS women represent more than 56% of PSAC's establishment; and

WHEREAS we must be proactive in terms of the status of women:

BE IT RESOLVED THAT PSAC implement a National Women's Committee made up of a representative for each of the regions, elected at a regional convention, and a policy official responsible for women's issues on the AEC or the NBoD.

This Committee will have a mandate to:

- Ensure that regional women's committees are active;
- Coordinate regional and national women's conferences;
- Ensure that regions report on their activities;
- Be aware of issues affecting PSAC women;
- Take action to promote PSAC women's cases;
- Hold meetings twice a year and/or conference calls, as required.

RESOLUTION GEN-027
EXPANSION OF WE ARE ALL AFFECTED CAMPAIGN
(covered by GEN-026)

Originator: UNDE Local 50705

PREAMBLE:

The We Are All Affected Campaign is moving forward into next steps in an effort to educate Canadians. It is important that the campaign reflect the experiences of all equity groups. The campaign should highlight the importance of a diverse workforce that reflects the Canadian mosaic and the fact this government is not willing to provide overall data on the impact of deficit-reduction cuts on equity group members.

WHEREAS the current government has introduced measures in the name of austerity and deficit reduction which has resulted in loss of jobs and services; and

WHEREAS the impact of these cuts is having detrimental and disproportionate effects on equity seeking groups; and

WHEREAS many members losing jobs are members of equity seeking groups and this government has not provided necessary data or assurances that their responsibilities are being met under Employment Equity legislation; and

WHEREAS the majority of new Canadians are racially visible, face challenges, are further marginalized and are negatively impacted by cuts to services and reduced access to information and processes:

BE IT RESOLVED THAT PSAC's We Are All Affected campaign is expanded to highlight affects on equity seeking communities; and

BE IT FURTHER RESOLVED THAT PSAC engage the equity seeking communities in the We Are All Affected campaign to further highlight the disproportionate effects the Work Force Adjustment program has had on these members.

RESOLUTION GEN-029
THREE YEAR TERM FOR AREA COUNCIL
(covered by GEN-028)

Originator: UEW Local 40721

WHEREAS area councils are the area structures where all affiliated locals can mobilize;

WHEREAS regional council representatives are elected for 3 year terms;

WHEREAS component executives and AEC executives are elected for 3 year terms;

WHEREAS many times it takes several years to get up to speed in running an area council;

WHEREAS having longer terms than one year can serve as stabilization in the area: therefore

BE IT RESOLVED THAT paragraph 14(12)(a) of the PSAC constitution be amended as follows;

Area council meetings shall be held at least four (4) times a year. One such meeting shall be known as the annual meeting at which time officers shall be elected and financial and other reports presented. Notwithstanding the above requirement, area councils officers may be elected for a three (3) year period if such a provision is included in the By-Laws of the Area Council.

APPENDIX B: RESOLUTIONS REFERRED BACK TO THE SUBMITTING BODY

- Resolution GEN-007
- Resolution GEN-008
- Resolution GEN-009
- Resolution GEN-013 – 1st BIR only
- Resolution GEN-014 – 1st BIR only

RESOLUTION # GEN-007
CHILD CARE IN CANADA

Originator: Winnipeg Area Council

THE PROBLEM OR ISSUE:

The UN report card on child care - The Child Care Transition, issued in 2008 - ranked Canada last out of 24 economically advanced countries in the area of early childhood education and care.

The UN Convention to Eliminate All Forms of Discrimination against Women (1979) requires Canada to ensure access to affordable child care. Canada chose to ratify the UN's Convention on the Rights of the Child in 1989, thereby holding itself accountable before the international community for its progress in "setting standards in health care; education; and legal, civil, and social services." Under the terms of this legally binding document, governments commit themselves to "protecting and ensuring children's rights" and to acting in "the best interests of the child" on the basis of human rights.

THE ACTIONS REQUESTED:

The PSAC continues to work with affiliates, allies and child care to propose, 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, accountable and standardized across the country.

RATIONALE

This action requested in this resolution is actually a PSAC Resolution of Record – GEN-84 2012. This resolution of record reads:

BE IT RESOLVED THAT PSAC lobby 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.

Child care is already a priority of the PSAC Women's Program and a national child care campaign is currently under way in conjunction with other unions and the CLC. See <http://rethinkchildcare.ca/>

RESOLUTION # GEN-008
CHILD CARE IN CANADA

Originator: Winnipeg Regional Women's Committee

THE PROBLEM OR ISSUE:

The UN report card on child care - The Child Care Transition, issued in 2008 - ranked Canada last out of 24 economically advanced countries in the area of early childhood education and care.

The UN Convention to Eliminate All Forms of Discrimination against Women (1979) requires Canada to ensure access to affordable child care. Canada chose to ratify the UN's Convention on the Rights of the Child in 1989, thereby holding itself accountable before the international community for its progress in "setting standards in health care; education; and legal, civil, and social services." Under the terms of this legally binding document, governments commit themselves to "protecting and ensuring children's rights" and to acting in "the best interests of the child" on the basis of human rights.

THE ACTIONS REQUESTED:

The PSAC continues to work with affiliates, allies and child care to propose, 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, accountable and standardized across the country.

RATIONALE

This action requested in this resolution is actually a PSAC Resolution of Record – GEN-84 2012. This resolution of record reads:

BE IT RESOLVED THAT PSAC lobby 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.

Child care is already a priority of the PSAC Women's Program and a national child care campaign is currently under way in conjunction with other unions and the CLC. See <http://rethinkchildcare.ca/>

RESOLUTION # GEN-009
CHILD CARE IN CANADA

Originator: UNDE Local 50705

THE PROBLEM OR ISSUE:

The UN report card on child care - The Child Care Transition, issued in 2008 - ranked Canada last out of 24 economically advanced countries in the area of early childhood education and care.

The UN Convention to Eliminate All Forms of Discrimination against Women (1979) requires Canada to ensure access to affordable child care. Canada chose to ratify the UN's Convention on the Rights of the Child in 1989, thereby holding itself accountable before the international community for its progress in "setting standards in health care; education; and legal, civil, and social services." Under the terms of this legally binding document, governments commit themselves to "protecting and ensuring children's rights" and to acting in "the best interests of the child" on the basis of human rights.

THE ACTIONS REQUESTED:

The PSAC continues to work with affiliates, allies and child care to propose, 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, accountable and standardized across the country.

RATIONALE

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BE IT FURTHER RESOLVED THAT PSAC fund political action, forums, campaigns in Canada for child care to become a major PSAC priority.

Child care is already a priority of the PSAC Women's Program and a national child care campaign is currently under way in conjunction with other unions and the CLC. See <http://rethinkchildcare.ca/>

RESOLUTION GEN-013 – 1st BIR only
REMOVAL OF BARRIERS FOR MEMBERS WITH DISABILITIES

Originator: Winnipeg Area Council

PREAMBLE:

Within our union there still exist barriers for members with disabilities when it comes to full participation in local, regional and national events. This is due to not all facilities being fully accessible and the difficulty in some areas to find such facilities. Involving Members with Disabilities representatives in selecting venues for events would assist in removing barriers and persons with disabilities would be proactively accommodated in future.

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 must involve MWD National Representatives at all levels of planning to ensure that any facilities considered allow for maximum participation; and

RATIONALE

There are no longer MWD National Representatives; the National Human Rights Committee (formerly the EOC) now includes seven regional MWD representatives. MWD delegates to the PSAC Convention that are elected at the National Access Conference are not (automatically) members of the NHRC.

RESOLUTION GEN-014 – 1st BIR only
REMOVAL OF BARRIERS FOR MEMBERS WITH DISABILITIES

Originator: Winnipeg Area Council

PREAMBLE:

Within our union there still exist barriers for members with disabilities when it comes to full participation in local, regional and national events. This is due to not all facilities being fully accessible and the difficulty in some areas to find such facilities. Involving Members with Disabilities representatives in selecting venues for events would assist in removing barriers and persons with disabilities would be proactively accommodated in future.

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 must involve MWD National Representatives at all levels of planning to ensure that any facilities considered allow for maximum participation; and

RATIONALE

There are no longer MWD National Representatives; the National Human Rights Committee (formerly the EOC) now includes seven regional MWD representatives. MWD delegates to the PSAC Convention that are elected at the National Access Conference are not (automatically) members of the NHRC.

APPENDIX C: RESOLUTION RULED OUT OF ORDER

GEN-001
PET CARE ALLOWANCE

Originator: USGE Local 30010

WHEREAS union members attending any union authorized function should not incur any out of pocket expenses; and

WHEREAS union members owning animal(s) that require care while the member attends a union authorized function is currently incurring and responsible for all costs associated with such care; and

WHEREAS this cost may be a financial burden to some union members and therefore deter member from becoming involved with the union and attending union functions:

BE IT RESOLVED THAT Members who have to make other-than normal arrangements for the care of a domestic pet – a dog or cat, in order to attend an authorized function that may be reimbursed to a maximum of (i) \$20.00 per day for the first “pet” and \$10.00 for each additional “pet” to a maximum of 3.

This resolution was ruled out of order (procedural).