



Public Service Alliance of Canada  
Alliance de la Fonction publique du Canada

# 2020 PSAC NATIONAL WOMEN'S CONFERENCE

**“WOMEN HAVE POWER: LET’S USE IT!”**

September 23, 2019

**To: PSAC Locals**

<b>REGISTRATION DEADLINE:</b> (for both delegates and observers)	<b>Friday, November 1<sup>st</sup>, 2019</b> <b>4:00 p.m. EST</b>
<b>RESOLUTIONS SUBMISSION DEADLINE:</b>	<b>Friday, November 1<sup>st</sup>, 2019</b> <b>4:00 p.m. EST</b>
<b>CONFERENCE DATES:</b>	<b>April 3 to 5, 2020</b>
<b>CONFERENCE LOCATION:</b>	Westin Hotel, 11 Colonel By Drive, Ottawa, ON K1N 9H4

**INTERPRETATION WILL BE PROVIDED IN THREE LANGUAGES**  
**English, French, Inuktitut**

This Registration Package includes the following:

- Introduction/Callout Letter
- Call for Resolutions
- Instructions for Nominations

I am pleased to be sending you this Registration package for the **2020 PSAC National Women’s Conference**, which will be held **April 3 to 5, 2020** at the Westin Hotel in Ottawa, Ontario under the theme **“Women have power: Let’s Use It!”**

I encourage you to personally inform PSAC members in your Local to ensure they are made aware of this conference. Bulletin boards may not always be accessible and additional outreach is very important.

This registration package is available upon request in alternative format through the PSAC Programs Section by contacting us at (613) 560-5457.

## CONFERENCE OBJECTIVES

The objectives of the 2020 PSAC National Women's Conference are:

- To educate and increase awareness of the threats against women's rights;
- To provide tools and tactics to build personal and collective power to fight for a better future for all women; and
- To empower women to build political capacity and activists in the union, the community and beyond.

## WORKSHOPS

There will be a workshop for all delegates entitled "What is women's power?" with the following objectives:

- Define women's power
- How to access it
- How to promote and nurture women's power to build solidarity

In addition, delegates will attend one of the following workshops:

### 1. **Because she resists, she persists**

- Learn strategies of resistance for changes needed to advance women's rights
- Build individual and collective resilience
- Understand the history of the struggle for women's rights and resistance

### 2. **Because she is a woman, she is a leader**

- Build capacity for women to take on leadership roles
- Understand what women leadership looks like, including diverse women in leadership
- Build individual and collective resilience

### 3. **Because we are women, together we succeed**

- Influence others to join our cause (e.g. other women, allies)
- Examine tools and tactics to work collectively for a common cause
- Understand how to support other women effectively

## PARTICIPANTS

### 1. **Delegates**

PSAC members in good standing that identify as women / trans women, may apply to be a delegate to this Conference. Priority will be given to members who are active on women's rights in their union or workplace. Priority will also be given to community activists on women's issues. The selection of delegates will consider Region, Component, language, youth and equity group representation.

Delegates will be selected by their respective Regions and Components. The delegates will be entitled to full voice and vote during the conference.

### **Funding for Delegates:**

Delegate costs to the 2020 PSAC National Women's Conference will be fully covered as per the 2003 PSAC National Triennial Convention decision and PSAC Travel Directive. Costs covered are as follows:

- travel costs, including ground transportation;
- hotel accommodation costs at the Westin;
- loss of salary;
- per diem for meals;
- incidental costs;
- child care as per the Family Care Policy;
- costs related to accessibility requirements.

## **2. Observers**

PSAC members in good standing and who identify as women / trans women may also attend the Conference as observers; however, observers will be responsible for all costs associated with their participation, including:

- loss of salary and meals;
- hotel and travel arrangements;
- incidental costs;
- the conference registration fee of \$200;
- any additional accessibility needs and childcare arrangements (subject to meeting deadline requirements).

Please note that the number of observers will be limited to the space available at the Conference. They will have voice only during the discussion period after the panel presentations. They may attend workshops, if space permits, but we may not be able to accommodate their 1<sup>st</sup> option. **Observers do not have the right to voice or vote during the resolutions debate and cannot vote during the elections.**

## **SELECTION OF DELEGATES AND OBSERVERS**

*If you are selected as a delegate to this conference, you will be advised by email by mid-January 2020. Observers will be advised at a later date.*

You may **complete the registration form:**

- **on-line** on the PSAC web site (<https://psacunion.ca/2020-womens-registration>). **(Please note: When applying on-line, you must receive a confirmation number that your application form has been received successfully. This does not guarantee your seat at the Conference. You will be notified under separate cover once delegates are selected.)**
- **by fax:** at (613) 236-9402

▪ **by regular mail at:**

2020 PSAC National Women's Conference  
Public Service Alliance of Canada  
Programs Section  
233 Gilmour Street, Suite 901  
Ottawa, Ontario, K2P 0P1

**APPLICATIONS RECEIVED AFTER THE DEADLINE  
WILL NOT BE ACCEPTED**

- If you have any questions with respect to the application form or the Conference, call (613) 560-5457. Please leave a message and someone will respond to your inquiry within 24 working hours.
- You may also contact the Programs Section by email at [conferences@psac-afpc.com](mailto:conferences@psac-afpc.com)

**DEADLINE TO APPLY IS:  
November 1, 2019, 4:00 p.m. EST**

**For further information or assistance:**

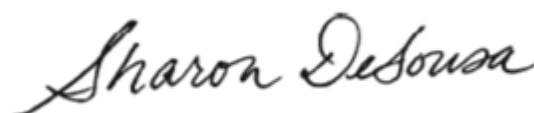
- Call (613) 560-5457. Leave a message and someone will get back to you within 24 working hours.
- You may also contact the Programs Section by email at [conferences@psac-afpc.com](mailto:conferences@psac-afpc.com).
- The fax number is (613) 236-9402.

We look forward to the upcoming 2020 PSAC National Women's Conference and see it as an opportunity for our members to continue the important work of pushing the women's equality agenda forward.

Please consult the PSAC web site ([www.psaunion.ca](http://www.psaunion.ca)) periodically as background conference material will be posted as soon as it becomes available.

Thank you for your cooperation and support.

In Solidarity,



Sharon DeSousa  
AEC Officer responsible for the  
2020 PSAC National Women's Conference

cc: National Board of Directors  
Component National Officers and Head Offices  
Regional Offices  
Area Councils  
National Human Rights Committee (NHRC)  
National Indigenous Peoples' Circle (NIPC)  
Regional Committees  
Regional Council Members  
PSAC Management Team



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# 2020 PSAC NATIONAL WOMEN'S CONFERENCE

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## CALL FOR RESOLUTIONS

THE DEADLINE FOR SUBMISSION OF RESOLUTIONS IS  
**November 1<sup>st</sup>, 2019, 4:00p.m. EST**

Preparations for the 2020 PSAC National Women's Conference, to be held in Ottawa from April 3 to 5, 2020, are well underway.

### CONFERENCE OBJECTIVES:

- Educate and increase awareness of the threats against women's rights
- Provide tools and tactics to build personal and collective power to fight for a better future for all women
- Empower women to build political capacity and activists in the union, the community and beyond

The resolutions must be aimed at strengthening and improving the Union's work on women's rights and at advancing our objectives.

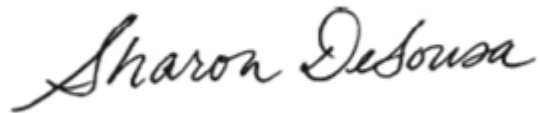
Resolutions will be discussed, debated and voted on at the Conference and then subsequently submitted to the appropriate bodies including the next PSAC National Triennial Convention in 2021.

- The traditional resolutions process will be utilized for the 2020 PSAC National Women's Conference (i.e. resolutions committee, debate at the Conference).
- All PSAC constitutionally recognized bodies and union structures will be entitled to forward resolutions to the 2020 PSAC National Women's Conference.
- Only resolutions submitted properly will be accepted (e.g. debated and voted by the constitutionally recognized body.)
- Only five (5) resolutions per body/structure will be accepted.
- Please limit your resolution to a maximum of 150 words.
- Submitted resolutions are to be formatted in 14 point Arial font.
- Resolutions can be submitted in either the traditional or clear language format (please see the following examples of the two formats).
- Submitted resolutions should not include any special formatting such as boxes or drawings.

Regional Women's Conferences are allowed to submit up to five resolutions to the National Women's Conference

Should you have any questions regarding the resolutions process, please contact Meera Chander, the PSAC Women's and Human Rights Officer by email at [chandem@psac-afpc.com](mailto:chandem@psac-afpc.com).

In Solidarity,

A handwritten signature in black ink that reads "Sharon DeSousa". The signature is written in a cursive, flowing style.

Sharon DeSousa  
AEC Officer responsible for the  
2020 PSAC National Women's Conference

The following is a **sample resolution** reproduced in both the Traditional format and the Clear Language format:

### TRADITIONAL FORMAT

<b>TITLE:</b>	<b>DOMESTIC VIOLENCE LEAVE</b>
<b>ORIGINATOR:</b>	PSAC – LOCAL 40022
<b>LANGUAGE OF ORIGIN:</b>	ENGLISH

**WHEREAS** domestic violence knows no boundaries and can happen to anyone in our society. Unfortunately, the vast majority of such victims are women. In the wake of said violence those on the receiving end often need time to consult medical or legal professionals or to make arrangements with schools for care and protection of children. This often must be done during regular business hours when many can simply not afford to take the time from work; and

**WHEREAS** the Manitoba legislation provides for five days of paid leave for such victims of domestic violence such that they have the opportunity to begin to get their lives in order or seek the protection they require. The legislation also calls for extended leave without pay up to 17 weeks should this be necessary; and

**WHEREAS** research done in Australia indicates such leave is not abused and indeed may lead to a stronger employee:

**BE IT RESOLVED THAT** the Public Service Alliance of Canada lobby provincial and territorial governments to enact legislation similar to Manitoba's Bill 8 The Employment Standards Code Amendment Act (Leave for Victims of Domestic Violence, Leave for Serious Injury or Illness and Extension of Compassionate Care Leave).

### CLEAR LANGUAGE FORMAT

<b>TITLE:</b>	<b>DOMESTIC VIOLENCE LEAVE</b>
<b>ORIGINATOR:</b>	PSAC – LOCAL 40022
<b>LANGUAGE OF ORIGIN:</b>	ENGLISH

#### **THE PROBLEM OR ISSUE:**

Domestic violence knows no boundaries and can happen to anyone in our society. Unfortunately, the vast majority of such victims are women. In the wake of said violence those on the receiving end often need time to consult medical or legal professionals or to make arrangements with schools for care and protection of children. This often must be done during regular business hours when many can simply not afford to take the time from work. The Manitoba legislation provides for five days of paid leave for such victims of domestic violence such that they have the opportunity to begin to get their lives in order or seek the protection they require. The legislation also calls for extended leave without pay up to 17 weeks should this be necessary. Research done in Australia indicates such leave is not abused and indeed may lead to a stronger employee:

#### **THE ACTION REQUESTED:**

That the Public Service Alliance of Canada lobby provincial and territorial governments to enact legislation similar to Manitoba's Bill 8 The Employment Standards Code Amendment Act (Leave for Victims of Domestic Violence, Leave for Serious Injury or Illness and Extension of Compassionate Care Leave).



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## INSTRUCTIONS FOR NOMINATION FORM

**Women Delegates to PSAC National Triennial Convention**

### **FOR MEMBERS NOT ATTENDING**

***As per PSAC Constitution Section 19, Sub-Section 7:***

*The Indigenous Peoples, Racially Visible Persons, Pride, Access and Women equity groups shall each be entitled to send two (2) delegates to any National Triennial Convention of the PSAC who shall be accorded all rights and privileges of accredited delegates. These delegates shall be elected at their respective PSAC National Triennial Conference.*

Delegates at the 2020 National Women's Conference will elect:

- two women / trans women from the Women's Conference as delegates to the PSAC National Triennial Convention as well as one Alternate to these positions.

Please note that nominations for these positions may be accepted from PSAC members (in good standing) who identify as women / trans women and who are unable to attend the Conference (see deadline at end of form). Nominations will also be accepted from members attending the Conference.

In addition, for members attending the conference, nominations will close on the floor at the time of elections.

### **NOMINATIONS**

To be nominated, a member must:

- self-identify as a woman / trans woman,
- be a PSAC member in good standing, and
- be nominated and seconded by a member in good standing who will be a conference delegate and also identifies as a woman / trans woman.

**NOTE:** The nominee, nominator and seconder must all provide a signature showing their agreement.

Nominations submitted prior to the 2020 PSAC National Women's Conference, in cases where the nominee cannot attend the Conference, may be accompanied by a written letter of no more than a three-minute presentation, explaining why the member wishes to be considered for the position.



This letter may be read out at the Conference by a representative of the nominee, the nominator or the seconder attending the Conference within the three minute time period.

The **deadline for nominations** for those WHO WILL NOT BE ATTENDING 2020 PSAC National Women's Conference is **March 20<sup>th</sup>, 2020**.

**Members who identify as women / trans women who will not be attending the 2020 National Women's Conference will not be eligible to be nominated at the Conference.**

The nomination forms must be returned to the PSAC Programs Section Office:

- **by email:** [conferences@psac-afpc.com](mailto:conferences@psac-afpc.com)
- **by fax:** at (613) 236-9402
- **or by regular mail:**  
2020 PSAC NATIONAL WOMEN'S CONFERENCE  
PSAC Programs Section  
233 Gilmour Street, Suite 901  
Ottawa, ON K2P 0P1

## NOMINATION FORM

### For Women Delegates to PSAC National Triennial Convention Elections to be held at the 2020 PSAC National Women's Conference Ottawa (April 3-5, 2020)

**DEADLINE FOR NOMINATION: March 20<sup>th</sup>, 2020**

**Please check position being nominated for:**

- DELEGATE TO CONVENTION - WOMAN REPRESENTATIVE**  
 **DELEGATE TO CONVENTION - WOMAN ALTERNATIVE**

**1. Nominee Information:**

Name:	Membership No.:
Address:	Component/Directly Chartered Local:
City/Prov.:	Region:
Postal Code:	Local:
Phone (home):	Phone (work):
Email (home):	Email (work):

I identify as a woman / trans woman and I am a PSAC member in good standing  
I accept this nomination (signature required):

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**2. Nominated by:**

Name:	Membership No.:
Address:	Component/Directly Chartered Local:
City/Prov.:	Region:
Postal Code:	Local:
Phone (home):	Phone (work):
Email (home):	Email (work):

I identify as a woman / trans woman and I am a PSAC member in good standing  
I nominate \_\_\_\_\_ for the position of PSAC Delegate to Convention  
as checked-off above.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**3. Seconded by:**

Name:	Membership No.:
Address:	Component/Directly Chartered Local:
City/Prov.:	Region:
Postal Code:	Local:
Phone (home):	Phone (work):
Email (home):	Email (work):

I identify as a woman / trans woman and I am a PSAC member in good standing  
I second \_\_\_\_\_ for the position of PSAC Delegate to  
Convention as checked-off above.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date