

**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).