

**RESOLUTION # 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.

**RESOLUTION # GEN-002**  
**CHILD CARE PROVIDER**

**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.

**RESOLUTION # GEN-003**  
**CHILD CARE PROVIDER**

**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-004**  
**PRC REPRESENTATIVE REPORTING**

**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.

**RESOLUTION # GEN-005**  
**PSAC CONSTITUTION**

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

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

**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.

**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.

**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.



**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.

**RESOLUTION # GEN-010**  
**EQUITY SEEKING MEMBER ON THE AEC**

**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.

**RESOLUTION # GEN-011**  
**EQUITY SEEKING MEMBER ON THE AEC**

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-012**  
**NATIONAL ABORIGINAL DAY AS STATUTORY HOLIDAY**

**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 21<sup>st</sup> is National Aboriginal Day:

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

**RESOLUTION # GEN-013**  
**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

**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-014**  
**REMOVAL OF BARRIERS FOR MEMBERS WITH DISABILITIES**

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

**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-015**  
**CHANGES TO WORKFORCE SURVEY TO INCLUDE EQUITY SEEKING**  
**GROUPS**

**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.

**RESOLUTION # GEN-016**  
**CHANGES TO WORKFORCE SURVEY TO INCLUDE EQUITY SEEKING**  
**GROUPS**

**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**

**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-018**  
**PROTECTIVE REASSIGNMENT FOR PREGNANT AND NURSING**  
**MOTHERS**

**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.

**RESOLUTION # GEN-019**  
**PROTECTIVE REASSIGNMENT FOR PREGNANT AND NURSING**  
**MOTHERS**

**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**

**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-021**  
**DOMESTIC VIOLENCE AWARENESS EDUCATION**

**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.

**RESOLUTION # GEN-022**  
**DOMESTIC VIOLENCE AWARENESS EDUCATION**

**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**

**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-024**  
**NATIONAL WOMEN'S COMMITTEE**

**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.

**RESOLUTION # GEN-025**  
**NATIONAL WOMEN'S COMMITTEE**

**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-026**  
**EXPANSION OF WE ARE ALL AFFECTED CAMPAIGN**

**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.

**RESOLUTION # GEN-027**  
**EXPANSION OF WE ARE ALL AFFECTED CAMPAIGN**

**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-28**  
**THREE YEAR TERM FOR AREA COUNCIL**

**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.

**RESOLUTION # GEN-029**  
**THREE YEAR TERM FOR AREA COUNCIL**

**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.