

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

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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.

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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).