



2011 PRAIRIE REGION CONVENTION

REPORT OF THE GENERAL RESOLUTIONS COMMITTEE

JUNE 10 – 12, 2011 FAIRMONT HOTEL, WINNIPEG, MB

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**REPORT OF THE
GENERAL RESOLUTIONS COMMITTEE
TO THE
PRAIRIE REGION CONVENTION**

June 10 – 12, 2011

Fairmont Hotel, Winnipeg, MB

Robyn Benson, PSAC Regional Executive Vice-President for the Prairies Region and the Prairie Region Council appointed Nina Kiviluoma and Timothy Hunt as Chairpersons of the 2011 General Resolutions Committee for the Triennial Convention. Sister Kiviluoma and Brother Hunt worked with the General Resolutions Committee members during the deliberations, and the members of the Committee are as follows:

Chairpersons:

Timothy Hunt	PRC Member – Gay, Lesbian, Bi-sexual & Transgendered Persons Rep
Nina Kiviluoma	PRC Member – Edmonton Alberta Area Council

Committee Members:

Jo Chelick	PRC Member - Northern Alberta Rep
Alec Goertzen	PRC Member - Calgary Area Council Rep
Kevin King	PRC Member - Southern Alberta Rep

Martine Mongeon GSU RVP for Prairies, Nunavut & NWT
David Pearson PRC Member - Lethbridge Area Council Rep

Absent:

Frank Lloyd PRC Member - Persons with
Disabilities Rep

Staff:

May Saunders PSAC Administrative Assistant –
Edmonton R.O.

Carm Chan PSAC Regional Rep. - Edmonton R.O.

Any decision or recommendation made by the Resolutions Committee is subject to ratification by the delegates to the 2011 PSAC Prairie Region Triennial Convention. The committee met on April 9, 2011 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 # 5
2. Resolution # 17
3. Resolution # 45
4. Resolution # 43
5. Resolution # 20
6. Resolution # 13
7. Resolution # 35
8. Resolution # 34
9. Resolution # 30(A)

The following resolutions were recommended as Concurrence:

- Resolution # 1, 3, 5, 7, 13, 17, 20, 23, 26, 30(A),
34, 35, 43, 44, 45

The following resolutions were recommended as Non-concurrence:

- Resolution # 29, 36, 38, 39, 41, 42

The following resolutions were referred to the National Joint Council
(see Appendix A):

- Resolutions: # 9, 32, 33

The following resolutions were referred to the Collective Bargaining
Branch (see Appendix B):

- Resolutions # 31, 37, 40

The following resolution or part of was ruled out-of-order by the PSAC
National President (see Appendix C):

- Resolution # 30 (B)

The following resolutions are “covered by” other resolutions (see
Appendix D):

- Resolution #2 covered by # 1
- Resolution # 4 covered by # 3
- Resolution # 6 covered by # 5
- Resolution # 8 covered by # 7
- Resolution # 10, 11, 12 covered by # 9

- Resolution # 14, 15, 16 covered by # 13
- Resolution # 18, 19 covered by # 17
- Resolution # 21, 22, covered by # 20
- Resolution # 24, 25, covered by # 23
- Resolution # 28, 27 covered by # 26

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,

Nina Kiviluoma
Committee Co-Chair

Timothy Hunt
Committee Co-Chair

RESOLUTION # GEN 5:
WORKPLACE BULLYING

Originator: Calgary Area Council

The committee recommends **concurrence** in Resolution # GEN 5 which reads as follows:

BE IT RESOLVED THAT PSAC develop a National Bullying Awareness Campaign; and

BE IT FURTHER RESOLVED THAT PSAC develop strategies to empower and train PSAC locals and their members to deal effectively with individual and institutional workplace bullying; and

BE IT FURTHER RESOLVED THAT PSAC National provide financial support in the amount of \$30,000 to each PSAC Region to assist with initiatives and material in support of the PSAC National Lobbying Campaign.

Rationale:

There is currently no National Awareness Campaign.

CONVENTION DECISION _____

RESOLUTION # GEN 17:
PENSION PLAN

Originator: Winnipeg Area Council

The committee recommends **concurrence** in Resolution # GEN 17 which reads as follows:

BE IT RESOLVED THAT the PSAC undertake a major community based education program to inform Canadians about the reality of the public sector pension plan; and

BE IT FURTHER RESOLVED THAT the PSAC lobby diligently to protect the current defined benefit plan for public sector federal workers; and

BE IT FURTHER RESOLVED THAT the PSAC work in concert with the Canadian Labour Congress and other unions to inform Canadians about the looming pension crisis and potential solutions so as to ensure all Canadian's retire with dignity and respect and not have to live in poverty.

Rationale:

Based on current pension crisis, and, currently working with the CLC, this will reinforce the issue.

CONVENTION DECISION _____

SPEAKING NOTES, COMMENTS, OBSERVATIONS

RESOLUTION # GEN 45:
A NATIONAL WOMEN'S COMMITTEE

Originator: Calgary Regional Women's Committee

The committee recommends **concurrence** in Resolution # GEN 45 which reads as follows:

BE IT RESOVED THAT PSAC establish a National Women's Committee which would consist of one representative per region in Canada and the political person responsible for women's issues on the Alliance Executive Committee or the National Board of Directors; and

BE IT FURTHER RESOLVED THAT this committee would have a mandate to:

- Ensure that the regional women's committees are active;
- Coordinate the regional and national women's conferences;
- See to it that the regions report on their activities;
- Be up on issues affecting women in the PSAC;
- Take action to advance women's rights in the PSAC; and
- Hold meetings twice a year, each on lasting 2½ days.

Rationale:

The Committee supports this resolution going forward to the PSAC Triennial Convention, as it has already been passed at the National Women's Conference.

CONVENTION DECISION _____

<p>SPEAKING NOTES, COMMENTS, OBSERVATIONS</p>

RESOLUTION # GEN 43:
NATIONAL ADVERTISING CAMPAIGN

Originator: UEW Local 30703

The committee recommends **concurrence** in Resolution # GEN 43 which reads as follows:

BE IT RESOLVED THAT the PSAC embark on a national advertising campaign using tools including but not limited to those such as network television & internet; and

BE IT FURTHER RESOLVED THAT the cost of this advertising be funded by a dues increase accordingly; and

BE IT FURTHER RESOLVED THAT where possible, the PSAC utilize its own members for the human resources involved in creating said advertising.

Rationale:

To bring awareness to the Public Services our members provide.

CONVENTION DECISION _____

RESOLUTION # GEN 20:
ABORIGINAL DESCENT

Originator: Winnipeg Area Council

The committee recommends **concurrence** in Resolution # GEN 20 which reads as follows:

BE IT RESOLVED THAT PSAC lends its support to ensure that all Aboriginal descendants are treated equally.

Rationale:

PSAC lobby the government of the day to amend Federal Legislation and other Federal Statutes.

CONVENTION DECISION _____

SPEAKING NOTES, COMMENTS, OBSERVATIONS

RESOLUTION # GEN 13:
NATIONAL CHILD CARE PROGRAM

Originator: Winnipeg Area Council

The committee recommends **concurrence** in Resolution # GEN 13 which reads as follows:

BE IT RESOLVED THAT PSAC increase its efforts to work with child care groups and other organizations on a regional and national basis, to lobby for the establishment of a sufficiently-funded national child care program; and

BE IT FURTHER RESOLVED THAT PSAC should develop a NEW campaign to continue to lobby the federal government for a comprehensive national childcare program.

Rationale:

Lobbying already happening. This would strengthen efforts as Child Care is an ongoing issue.

CONVENTION DECISION _____

RESOLUTION # GEN 35:
PSAC EDUCATION – PRIVATE SECTOR LOCALS

Originator: UNDE Local 50705

The committee recommends **concurrence** in Resolution # GEN 35 which reads as follows:

BE IT RESOLVED THAT PSAC develop and deliver education specific to Private Sector Locals.

Rationale:

All PSAC Members be educated equally.

CONVENTION DECISION _____

SPEAKING NOTES, COMMENTS, OBSERVATIONS

RESOLUTION # GEN 34:
PRIVACY ACT - TRAINING

Originator: UNDE Local 50705

The committee recommends **concurrence** in Resolution # GEN 34 which reads as follows:

BE IT RESOLVED THAT PSAC offer training to ensure compliance with the Privacy Act.

Rationale:

The Committee added the word "Privacy" for clarification.

The Committee felt that it is important that Members are educated on the contents of the Act.

CONVENTION DECISION _____

SPEAKING NOTES, COMMENTS, OBSERVATIONS

RESOLUTION # GEN 30(A):
EXTENDED LEAVE – NOTE ON MEMBERSHIP LISTS

Originator: UNDE Local 50705

The committee recommends **concurrence** in Resolution # GEN 30(a) which reads as follows:

BE IT RESOLVED THAT PSAC develop a system whereby when a member is on extended leave without pay they remain on membership lists, flagged as on leave but due to return.

Rationale:

The Committee has divided the “BE IT RESOLVED” into separate Resolutions GEN 30(a) and GEN 30(b), as the original BE IT RESOLVED would have been ruled out of order.

As the committee felt it was important PSAC ensure the tracking of members on extended periods of leave.

CONVENTION DECISION _____

<p>SPEAKING NOTES, COMMENTS, OBSERVATIONS</p>

RESOLUTION # GEN 1:
VIOLENCE, BULLYING, AND HARASSMENT IN THE
WORKPLACE

Originator: Calgary Area Council

The committee recommends **concurrence** in Resolution # GEN 1 which reads as follows:

BE IT RESOLVED THAT National President and the Alliance Executive Committee provide encouragement to our negotiating teams in the next round of negotiations to develop contract language to protect workers against all forms of violence, bullying and harassment in the workplace.

Rationale:

Currently no language on Violence or Bullying within Treasury Board.

CONVENTION DECISION _____

RESOLUTION # GEN 3:
WORKPLACE BULLYING

Originator: Calgary Area Council

The committee recommends **concurrence** in Resolution # GEN 3 which reads as follows:

BE IT RESOLVED THAT the PSAC will start immediately a lobby campaign to ensure that PSAC members, covered by various legislation have progressive bullying and Harassment protection; and

BE IT FURTHER RESOLVED THAT the PSAC demand that the Federal Government introduce legislation through the Occupational Health and Safety Act and Canada Labour Code Part 2 to mandate the protection of workers against workplace bullying; and

BE IT FURTHER RESOLVED THAT the PSAC demand that Provincial and Territorial Governments also introduce legislation similar to the Federal Government; and

BE IT FURTHER RESOLVED THAT the PSAC demand that the Federal Government and Separate Employers (who have PSAC members) have trained qualified officers that are able to conduct investigations in alleged cases of bullying.

Rationale:

Currently there is no definitive legislation or training.

CONVENTION DECISION _____

RESOLUTION # GEN 7:
WORKPLACE BULLYING

Originator: Calgary Area Council

The committee recommends **concurrence** in Resolution # GEN 7 which reads as follows:

BE IT RESOLVED THAT the Joint Learning Program develop and deliver a comprehensive preventative Education program for all aspects of Workplace Bullying; and

BE IT FURTHER RESOLVED THAT the PSAC approach other Employers not covered by the Joint Learning Program to develop and deliver Joint training on Workplace Bullying similar to that of the Joint Learning Program; and

BE IT FURTHER RESOLVED THAT the development and delivery of the above Workplace Bullying Education be completed within one year of Triennial Convention.

Rationale:

Bullying is an ongoing problem in the workplace. Education and training would help combat bullying.

CONVENTION DECISION _____

RESOLUTION # GEN 23:
VIOLENCE IN THE WORKPLACE

Originator: Winnipeg Area Council

The committee recommends **concurrence** in Resolution # GEN 23 which reads as follows:

BE IT RESOLVED THAT all PSAC Occupational Health and Safety conferences include a workshop that addresses the issue of violence in the workplace.

Rationale:

Violence in the workplace is an ongoing issue.

CONVENTION DECISION _____

SPEAKING NOTES, COMMENTS, OBSERVATIONS

RESOLUTION # GEN 26:
TERM EMPLOYMENT POLICY

Originator: Winnipeg Area Council

The committee recommends **concurrence** in Resolution # GEN 23 which reads as follows:

BE IT RESOLVED THAT PSAC lobby the Employer to adhere to the negotiated terms of all term employees including those deemed to be under the Sunset Clause; and

BE IT FURTHER RESOLVED THAT PSAC endeavour to make sure that the time spent as employees funded by the Sunset Clause have their time spent as employees go towards their three-year term prior to indeterminacy.

Rationale:

Presently there is no roll-over after 3 years under the Sunset Clause.

CONVENTION DECISION _____

RESOLUTION # GEN 44:
PSAC WOMEN'S ACTION PLAN

Originator: Calgary Regional Women's Committee

The committee recommends **concurrence** in Resolution # GEN 44 which reads as follows:

PSAC WOMEN'S ACTION PLAN

Action 1. Increased engagement of women in the PSAC

Consistent with PSAC's strategic decision to make building the base of the union a priority, the women's committees supported by the organization make connecting to women PSAC members a central part of our work. This will include, but not be limited, to the following initiatives:

Specific initiative:

Working with locals and branches to organize information sessions in the workplace on the current situation facing PSAC women members particularly with respect to the 2010 federal budget, job cuts, pay equity, child care, pension, and collective bargaining.

Specific initiative:

Collecting email addresses of interested and concerned PSAC women members so that we can keep in regular touch on issues and actions related to women's economic equality.

Action 2. Step up political action on child care and pay equity

There are two private members' bills of particular importance to PSAC women have been introduced in the House of Commons:

- I. Bill C471 calls for the implementation of the Pay Equity Task Force recommendations and the repeal of the sections of the 2009 Federal Budget Implementation Act that essentially eliminated federal pay equity rights. This bill, sponsored by Michael Ignatieff (Liberal), has now been referred to the House of Commons Status of Women committee for consideration.
- II. Bill C373, introduced by Olivia Chow (NDP), calls conditions to be attached to federal funding transfers for child care such that provinces and territories would be obligated to establish universally accessible, inclusive, not-for-profit child care. This bill has not yet proceeded to second reading.

Specific initiatives:

Between now and the next federal election, PSAC use the introduction and debate of these bills as an opportunity to involve members, particularly women members, in taking political action on pay equity and child care. Specifically, we will:

- a) Develop and distribute materials on the bills, through the web site and other means.
- b) Organize an email and phone call campaign directed at the members of the Status of Women committee, which will be examining Bill C471 in the coming months.
- c) Ensure that these two bills are addressed in the proposed workplace meetings on women's economic equality (see above).

- d) Ensure that PSAC is represented in coalitions with community organizations, particularly women's groups and child care advocates, so that we can take effective political action with others.

Action 3. Mobilization to protect programs, jobs and address working conditions

Women's economic equality, and women in the PSAC, must be at the front and centre of PSAC's broad campaign to defend and expand public programs and services, to protect jobs, and to improve the working conditions of our members. This will require massive mobilization efforts in our workplaces and in the community, and PSAC women must be encouraged and supported to play a major role.

Specific initiative:

- a) A Day of Action for women's economic equality be called to provide a focal point and timetable for the active engagement of PSAC women. PSAC could propose the involvement of other women's organizations and other unions across Canada in the mobilization making it a Pan-Canadian action. The date of the action should be set through consultation. The action should be timed to contribute to PSAC's collective bargaining strength, and to have impact on the political agenda leading up to the next federal election.

Specific initiative:

- b) Special mobilization training sessions for women in PSAC be developed and delivered to give interested women hands-on organizing skills, and also to develop a deeper understanding of the issues impacting women in the PSAC. This training should be delivered at low cost and in such a way that will maximize participation. For example, the training could be delivered in a series of short sessions and/or over the internet.

Given the on-going attack on women's equality by Harper's Conservative government, it is essential that the union undertake a coordinated plan of action to challenge this agenda. This plan provides direction and concrete measures for action with enough flexibility to meet the needs of different regions.

Rationale:

The Committee supports this resolution going forward to the PSAC Triennial Convention as it has already been passed at the National Women's Conference.

CONVENTION DECISION _____

RESOLUTION # GEN 29:
ELECTRONIC VOTING SYSTEM

Originator: NAT Composite Local 30186

The committee recommends **non-concurrence** in Resolution # GEN 29 which reads as follows:

BE IT RESOLVED THAT all elections held within the convention hall be done using an electronic voting system; and

BE IT FURTHER RESOLVED THAT this change in procedure takes place starting with the next convention cycle.

Rationale:

Current way of voting ensures a Secret Ballot. There are too many unknown variables to recommend concurrence.

CONVENTION DECISION _____

RESOLUTION # GEN 36:
CONSISTENT HOURS OF WORK

Originator: NAT Local 30070

The committee recommends **non-concurrence** in Resolution # GEN 36 which reads as follows:

The Alliance will: Seek an end to feast or famine work hours per month.

Because: Workers need steady stable work hours they can depend on to manage their own budgets and lives. Need an end to contingency so they can plan their lives and those of their families and have a steady stable income source.

Rationale:

Too vague.

CONVENTION DECISION _____

RESOLUTION # GEN 38
RESPECT IN THE WORKPLACE

Originator: NAT Local 30070

The committee recommends **non-concurrence** in Resolution # GEN 38 which reads as follows:

The Alliance will: Seek respect in the workplace, by employee to employee, supervisor to employee, manager to supervisor and manager to employee and between and among these parties.

Rationale:

No clear direction given.

CONVENTION DECISION _____

RESOLUTION # GEN 39:
DIPPs and POINTs

Originator: NAT Local 30070

The committee recommends **non-concurrence** in Resolution # GEN 39 which reads as follows:

The Alliance will: Seek an end to Micromanagement tools such as DIPPs and POINTs.

Because: They are not accurate and create a pressurized work atmosphere where workers are feeling constantly watched for higher, bigger quotas.

Rationale:

Specific to this group. The Committee feels this could be dealt with at Union Labour Management Meetings.

CONVENTION DECISION _____

RESOLUTION # GEN 41
CONSULTATION

Originator: UEW Local 40001

The committee recommends **non-concurrence** in Resolution # GEN 41 which reads as follows:

BE IT RESOLVED THAT when the PSAC is faced with issues that might be deemed controversial or divisive within the Union, REVPs and Component Presidents will first consult with their respective Locals and Regional Committees as to the potential impact on membership solidarity. Such consultation will take place before determining the Union's stance on these issues and whether to align with positions taken by organizations to which the PSAC is affiliated, including but not limited to The Canadian Labour Congress Federations of Labour.

Rationale:

This is not inclusive. Goes against the Union as a whole.

CONVENTION DECISION _____

RESOLUTION # GEN 42:
SOCIAL ACTIVISM

Originator: UEW Local 40001

The committee recommends **non-concurrence** in Resolution # GEN 42 which reads as follows:

BE IT RESOLVED THAT the PSAC hold a mail-based membership vote on the following choose-one-option question:

1) Should PSAC continue its present of emphasis on social activism relative to its emphasis on direct workplace issues?

or

2) Should PSAC significantly decrease its level of emphasis on social activism and increase its emphasis on workplace issues?; and

BE IT FURTHER RESOLVED THAT the PSAC remain neutral and uninvolved during the membership discussion of this important question and ballots are to be mailed to an independent accounting firm; and

BE IT FURTHER RESOLVED THAT the PSAC recognize the result of this vote as a mandate from the membership and act in line with its recommendation.

Rationale:

This is not inclusive. Goes against the Union as a whole.

CONVENTION DECISION _____

APPENDIX A:

**RESOLUTIONS REFERRED TO THE
NATIONAL JOINT COUNCIL**

RESOLUTION # GEN 9:
TREASURY BOARD CHILD CARE TRAVEL POLICY

Originator: Winnipeg Area Council

BE IT RESOLVED THAT the PSAC will lobby the employer (Treasury Board) to implement changes to the child care travel policy to ensure that the policy does not discriminate against employees whose spouse /partner may work shift work or be away from home at the same time.

RESOLUTION # GEN 32:
SUN LIFE DISABILITY – WAITING PERIOD

Originator: UNDE Local 50705

BE IT RESOLVED THAT PSAC negotiate to have the waiting period shortened to 10 weeks.

RESOLUTION # GEN 33:
SUN LIFE – SICK LEAVE

Originator: UNDE Local 50705

BE IT RESOLVED THAT PSAC negotiate that the members only be required to use sick leave for the waiting period and not deplete their sick leave.

APPENDIX B

**RESOLUTIONS REFERRED TO THE
COLLECTIVE BARGAINING BRANCH**

RESOLUTION # GEN 31:
FAMILY DAY

Originator: UNDE Local 50705

BE IT RESOLVED THAT the PSAC lobby for recognition of Family Day as a paid holiday.

RESOLUTION # GEN 37
CONTRACTING OUT

Originator: NAT Local 30070

The Alliance will: Seek an end to contract work, where students and casuals are hired on a short term basis to fill a few short contracts instead of the longer term hires.

Because: Long term employees need more steady work.

RESOLUTION # GEN 40:
SICK LEAVE COMPENSATION - RETIREMENT

Originator: AGR Local 50234

TITLE: Sick leave compensation upon retirement

THE PROBLEM OR ISSUE: Sick leave is accumulated until retirement when it is dissolved. This leave was negotiated thru collective bargaining. There should be some form of compensation for positive balances.

THE ACTIONS REQUESTED: Negotiate by collective bargaining a monetary or early retirement benefit with management.

APPENDIX C

**RESOLUTION OR PART RULED OUT-OF-
ORDER BY THE PSAC NATIONAL
PRESIDENT AND NOT DEBATED
BY THE COMMITTEE**

RESOLUTION # GEN 30(B):
EXTENDED LEAVE – NOTE ON MEMBERSHIP LISTS

Originator: UNDE Local 50705

BE IT RESOLVED THAT Components develop a system whereby when a member is on extended leave without pay they remain on membership lists, flagged as on leave but due to return.

APPENDIX D

“COVERED BY” RESOLUTIONS

- Resolution #2 covered by # 1
- Resolution # 4 covered by # 3
- Resolution # 6 covered by # 5
- Resolution # 8 covered by # 7
- Resolution # 10, 11, 12 covered by # 9
- Resolution # 14, 15, 16 covered by # 13
- Resolution # 18, 19 covered by # 17
- Resolution # 21, 22, covered by # 20
- Resolution # 24, 25, covered by # 23
- Resolution # 28, 27 covered by # 26

RESOLUTION # GEN 2:
VIOLENCE, BULLYING, AND HARASSMENT IN THE
WORKPLACE

(Covered by resolution # GEN 1)

Originator: Calgary Regional Women's Committee

BE IT RESOLVED THAT National President and the Alliance Executive Committee provide encouragement to our negotiating teams in the next round of negotiations to develop contract language to protect workers against all forms of violence, bullying and harassment in the workplace.

RESOLUTION # GEN 4:
WORKPLACE BULLYING

(Covered by resolution # GEN 3)

Originator: Calgary Regional Women's Committee

BE IT RESOLVED THAT the PSAC will start immediately a lobby campaign to ensure that PSAC members, covered by various legislation have progressive bullying and Harassment protection; and

BE IT FURTHER RESOLVED THAT the PSAC demand that the Federal Government introduce legislation through the Occupational Health and Safety Act and Canada Labour Code Part 2 to mandate the protection of workers against workplace bullying; and

BE IT FURTHER RESOLVED THAT the PSAC demand that Provincial and Territorial Governments also introduce legislation similar to the Federal Government; and

BE IT FURTHER RESOLVED THAT the PSAC demand that the Federal Government and Separate Employers (who have PSAC members) have trained qualified officers that are able to conduct investigations in alleged cases of bullying.

RESOLUTION # GEN 6:
WORKPLACE BULLYING

(Covered by resolution # GEN 5)

Originator: Calgary Regional Women's Committee

BE IT RESOLVED THAT PSAC develop a National Bullying Awareness Campaign; and

BE IT FURTHER RESOLVED THAT PSAC develop strategies to empower and train PSAC locals and their members to deal effectively with individual and institutional workplace bullying; and

BE IT FURTHER RESOLVED THAT PSAC National provide financial support in the amount of \$30,000 to each PSAC Region to assist with initiatives and material in support of the PSAC National Lobbying Campaign.

RESOLUTION # GEN 8:
WORKPLACE BULLYING

(Covered by resolution # GEN 7)

Originator: Calgary Regional Women's Committee

BE IT RESOLVED THAT the Joint Learning Program develop and deliver a comprehensive preventative Education program for all aspects of Workplace Bullying; and

BE IT FURTHER RESOLVED THAT the PSAC approach other Employers not covered by the Joint Learning Program to develop and deliver Joint training on Workplace Bullying similar to that of the Joint Learning Program; and

BE IT FURTHER RESOLVED THAT the development and delivery of the above Workplace Bullying Education be completed within one year of Triennial Convention.

RESOLUTION # GEN 10:
TREASURY BOARD CHILD CARE TRAVEL POLICY

(Covered by resolution # GEN 9)

Originator: UNDE Local 50705

BE IT RESOLVED THAT the PSAC will lobby the employer (Treasury Board) to implement changes to the child care travel policy to ensure that the policy does not discriminate against employees whose spouse /partner may work shift work or be away from home at the same time.

RESOLUTION # GEN 11:
TREASURY BOARD CHILD CARE TRAVEL POLICY

(Covered by resolution # GEN 9)

Originator: Winnipeg Regional Women's Committee

BE IT RESOLVED THAT the PSAC will lobby the employer (Treasury Board) to implement changes to the child care travel policy to ensure that the policy does not discriminate against employees whose spouse /partner may work shift work or be away from home at the same time.

RESOLUTION # GEN 12:
TREASURY BOARD CHILD CARE TRAVEL POLICY

(Covered by resolution # GEN 9)

Originator: Regina Regional Women's Committee

The PSAC will work or lobby the employer (Treasury Board), through the National Joint Council (NJC) to ensure that the childcare travel policy is revised to ensure that it is not discriminatory and is relevant to employees in today's workplace.

Because policies such as the Childcare policy and the eligibility to claim childcare expenses during travel status is discriminatory to employees whose spouses/partners may work shift work or be away from home at the same time.

Because the current policy is restrictive and only allows for individuals to claim expenses if they are single parents or their spouses are also federal government employees and are away at the same time.

Because no employee should be out-of-pocket for expenses incurred in the performance of their duties.

RESOLUTION # GEN 14:
NATIONAL CHILD CARE PROGRAM

(Covered by resolution # GEN 13)

Originator: UNDE Local 50705

BE IT RESOLVED THAT PSAC increase its efforts to work with child care groups and other organizations on a regional and national basis, to lobby for the establishment of a sufficiently-funded national child care program; and

BE IT FURTHER RESOLVED THAT PSAC should develop a NEW campaign to continue to lobby the federal government for a comprehensive national childcare program.

RESOLUTION # GEN 15:
NATIONAL CHILD CARE PROGRAM

(Covered by resolution # GEN 13)

Originator: Winnipeg Regional Women's Committee

BE IT RESOLVED THAT PSAC increase its efforts to work with child care groups and other organizations on a regional and national basis, to lobby for the establishment of a sufficiently-funded national child care program; and

BE IT FURTHER RESOLVED THAT PSAC should develop a NEW campaign to continue to lobby the federal government for a comprehensive national childcare program.

RESOLUTION # GEN 16:
NATIONAL CHILD CARE PROGRAM

(Covered by resolution # GEN 13)

Originator: Regina Regional Women's Committee

The PSAC should develop a NEW campaign to continue to lobby the federal government for a comprehensive national childcare program.

Because parents continue to have limited access to affordable childcare programs and the current support program put in place by the Conservative government does not assist working parents to a great enough extent.

Because a national childcare program that everyone can access and is consistent and affordable will benefit the future generations in greater education and economic opportunities.

RESOLUTION # GEN 18:
PENSION PLAN

(Covered by resolution # GEN 17)

Originator: UNDE 50705

BE IT RESOLVED THAT the PSAC undertake a major community based education program to inform Canadians about the reality of the public sector pension plan; and

BE IT FURTHER RESOLVED THAT the PSAC lobby diligently to protect the current defined benefit plan for public sector federal workers; and

BE IT FURTHER RESOLVED THAT the PSAC work in concert with the Canadian Labour Congress and other unions to inform Canadians about the looming pension crisis and potential solutions so as to ensure all Canadian's retire with dignity and respect and not have to live in poverty.

RESOLUTION # GEN 19:
PENSION PLAN

(Covered by resolution # GEN 17)

Originator: Winnipeg Regional Women's Committee

BE IT RESOLVED THAT the PSAC undertake a major community based education program to inform Canadians about the reality of the public sector pension plan; and

BE IT FURTHER RESOLVED THAT the PSAC lobby diligently to protect the current defined benefit plan for public sector federal workers; and

BE IT FURTHER RESOLVED THAT the PSAC work in concert with the Canadian Labour Congress and other unions to inform Canadians about the looming pension crisis and potential solutions so as to ensure all Canadian's retire with dignity and respect and not have to live in poverty.

RESOLUTION # GEN 21:
ABORIGINAL DESCENT

(Covered by resolution # GEN 20)

Originator: UNDE Local 50705

BE IT RESOLVED THAT PSAC lends its support to ensure that all Aboriginal descendants are treated equally.

RESOLUTION # GEN 22:
ABORIGINAL DESCENT

(Covered by resolution # GEN 20)

Originator: Winnipeg Regional Women's Committee

BE IT RESOLVED THAT PSAC lends its support to ensure that all Aboriginal descendants are treated equally.

RESOLUTION # GEN 24:
VIOLENCE IN THE WORKPLACE

(Covered by resolution # GEN 23)

Originator: UNDE Local 50705

BE IT RESOLVED THAT all PSAC Occupational Health and Safety conferences include a workshop that addresses the issue of violence in the workplace.

RESOLUTION # GEN 25:
VIOLENCE IN THE WORKPLACE

(Covered by resolution # GEN 23)

Originator: Winnipeg Regional Women's Committee

BE IT RESOLVED THAT all PSAC Occupational Health and Safety conferences include a workshop that addresses the issue of violence in the workplace.

RESOLUTION # GEN 27:
TERM EMPLOYMENT POLICY

(Covered by resolution # GEN 26)

Originator: UNDE Local 50705

BE IT RESOLVED THAT the PSAC lobby the Employer to adhere to the negotiated terms of all term employees including those deemed to be under the Sunset Clause; and

BE IT FURTHER RESOLVED THAT the PSAC endeavor to make sure that the time spent as employees funded by the Sunset Clause have their time spent as employees go towards their three-year term prior to indeterminacy.

RESOLUTION # GEN 28:
TERM EMPLOYMENT POLICY

(Covered by resolution # GEN 26)

Originator: Winnipeg Regional Women's Committee

BE IT RESOLVED THAT PSAC lobby the Employer to adhere to the negotiated terms of all term employees including those deemed to be under the Sunset Clause; and

BE IT FURTHER RESOLVED THAT PSAC endeavour to make sure that the time spent as employees funded by the Sunset Clause have their time spent as employees go towards their three-year term prior to indeterminacy.

