



# **2011 PRAIRIE REGION CONVENTION**

## **GENERAL RESOLUTIONS PACKAGE**

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

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

**Originator:**       **Calgary Area Council**

**WHEREAS** violence continues to be on the rise because of increased workloads; and

**WHEREAS** increased workloads mean that workers cannot spend adequate time providing public services; and

**WHEREAS** Employers do not provide adequate training for staff; and

**WHEREAS** Employee safety and security at work is a right and a priority:

**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 2**  
**VIOLENCE, BULLYING, AND HARASSMENT IN THE**  
**WORKPLACE**

**Originator: Calgary Regional Women's Committee**

**WHEREAS** violence continues to be on the rise because of increased workloads; and

**WHEREAS** increased workloads mean that workers cannot spend adequate time providing public services; and

**WHEREAS** Employers do not provide adequate training for staff; and

**WHEREAS** Employee safety and security at work is a right and a priority:

**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 3**  
**WORKPLACE BULLYING**

**Originator: Calgary Area Council**

**WHEREAS** the Safety Council of Canada states that workplace bullying is the ongoing health or career-endangering mistreatment of an employee, by one or more of their peers or higher-ups. Unlikely to involve physical violence, it usually takes the form of psychological abuse. Often, verbal and strategic insults are intended to prevent targets from being successful in their job; and

**WHEREAS** individuals who are targets of workplace bullying may suffer a range of reactions: shock, anger, feelings of frustration and helplessness, inability to sleep, loss of appetite, stomach pains, headaches, panic or anxiety with going to work, family tension and stress, inability to concentrate, low morale and productivity; and

**WHEREAS** bullying effects can create an unhealthy workplace: absenteeism, turnover, stress, increased cost of Employee and Family Assistance Programs, risk for accidents, decreased productivity and motivation:

**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 4**  
**WORKPLACE BULLYING**

**Originator: Calgary Regional Women's Committee**

**WHEREAS** the Safety Council of Canada states that workplace bullying is the ongoing health or career-endangering mistreatment of an employee, by one or more of their peers or higher-ups. Unlikely to involve physical violence, it usually takes the form of psychological abuse. Often, verbal and strategic insults are intended to prevent targets from being successful in their job; and

**WHEREAS** individuals who are targets of workplace bullying may suffer a range of reactions: shock, anger, feelings of frustration and helplessness, inability to sleep, loss of appetite, stomach pains, headaches, panic or anxiety with going to work, family tension and stress, inability to concentrate, low morale and productivity; and

**WHEREAS** bullying effects can create an unhealthy workplace: absenteeism, turnover, stress, increased cost of Employee and Family Assistance Programs, risk for accidents, decreased productivity and motivation:

**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 5**  
**WORKPLACE BULLYING**

**Originator: Calgary Area Council**

**WHEREAS** workplace bullying and other forms of workplace harassment are four times more prevalent than other illegal forms of harassment such as sexual harassment or grounds-based discrimination; and

**WHEREAS** only three Canadian provinces, Quebec and Saskatchewan, and Ontario have attempted to address workplace bullying through legislation; and

**WHEREAS** workplace bullying issues are escalating within our union and our workplaces:

**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 6**  
**WORKPLACE BULLYING**

**Originator: Calgary Regional Women's Committee**

**WHEREAS** workplace bullying and other forms of workplace harassment are four times more prevalent than other illegal forms of harassment such as sexual harassment or grounds-based discrimination; and

**WHEREAS** only three Canadian provinces, Quebec and Saskatchewan, and Ontario have attempted to address workplace bullying through legislation; and

**WHEREAS** workplace bullying issues are escalating within our union and our workplaces:

**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 7**  
**WORKPLACE BULLYING**

**Originator: Calgary Area Council**

**WHEREAS** it is important that the Union work in conjunction with the Employer to educate on all aspects of Bullying in the Workplace; and

**WHEREAS** it is important that there is a common understanding of what constitutes bullying and what can be done to eliminate it from our workplaces:

**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 8**  
**WORKPLACE BULLYING**

**Originator: Calgary Regional Women's Committee**

**WHEREAS** it is important that the Union work in conjunction with the Employer to educate on all aspects of Bullying in the Workplace; and

**WHEREAS** it is important that there is a common understanding of what constitutes bullying and what can be done to eliminate it from our workplaces:

**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 9**  
**TREASURY BOARD CHILD CARE TRAVEL POLICY**

**Originator: Winnipeg Area Council**

**WHEREAS** policies such as the child care 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; and

**WHEREAS** 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; and

**WHEREAS** no employee should be out-of-pocket for expenses incurred in the performance of their duties:

**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 10**  
**TREASURY BOARD CHILD CARE TRAVEL POLICY**

**Originator: UNDE Local 50705**

**WHEREAS** policies such as the child care 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; and

**WHEREAS** 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; and

**WHEREAS** no employee should be out-of-pocket for expenses incurred in the performance of their duties:

**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**

**Originator: Winnipeg Regional Women's Committee**

**WHEREAS** policies such as the child care 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; and

**WHEREAS** 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; and

**WHEREAS** no employee should be out-of-pocket for expenses incurred in the performance of their duties:

**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**

**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 13**  
**NATIONAL CHILD CARE PROGRAM**

**Originator: Winnipeg Area Council**

**WHEREAS** the federal government has still refused to establish a national child care program; and

**WHEREAS** 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; and

**WHEREAS** the PSAC has long supported such a program for all Canadian workers and their families; and

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

**WHEREAS** a good opportunity to achieve a national child care program exists at the present time due to a minority federal government:

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



**RESOLUTION # GEN 14**  
**NATIONAL CHILD CARE PROGRAM**

**Originator: UNDE Local 50705**

**WHEREAS** the federal government has still refused to establish a national child care program; and

**WHEREAS** 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; and

**WHEREAS** the PSAC has long supported such a program for all Canadian workers and their families; and

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

**WHEREAS** a good opportunity to achieve a national child care program exists at the present time due to a minority federal government:

**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 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**

**Originator:**        **Winnipeg Regional Women's Committee**

**WHEREAS** the federal government has still refused to establish a national child care program; and

**WHEREAS** 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; and

**WHEREAS** the PSAC has long supported such a program for all Canadian workers and their families; and

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

**WHEREAS** a good opportunity to achieve a national child care program exists at the present time due to a minority federal government:

**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 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**

**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 17**  
**PENSION PLAN**

**Originator: Winnipeg Area Council**

**WHEREAS** the current pension plan contributed to by federal workers is a safe and understandable defined benefit program whereby workers know what their income will be when they retire; and

**WHEREAS** there has been a growing shift in the private sector to defined contribution plans that resemble RRSPs in terms of high risks, high costs, and very uncertain outcomes; and

**WHEREAS** there has been continued pressure on the federal government from right-wing organizations such as the CD Howe Institute and the Canadian Federation of Independent Business to do away with the current defined benefit program; and

**WHEREAS** federal public workers contribute 10.45% of every dollar they make under \$47,000 and 8.4% of every dollar over that amount to their pension plan; and

**WHEREAS** Women in Canada earn on average 70% of what men earn; and

**WHEREAS** Women's pensions are lower than men's pensions; and

**WHEREAS** federal public workers are not retiring in luxury on gold-plated pensions:

**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 18**  
**PENSION PLAN**

**Originator: UNDE 50705**

**WHEREAS** the current pension plan contributed to by federal workers is a safe and understandable defined benefit program whereby workers know what their income will be when they retire; and

**WHEREAS** there has been a growing shift in the private sector to defined contribution plans that resemble RRSPs in terms of high risks, high costs, and very uncertain outcomes; and

**WHEREAS** there has been continued pressure on the federal government from right-wing organizations such as the CD Howe Institute and the Canadian Federation of Independent Business to do away with the current defined benefit program; and

**WHEREAS** federal public workers contribute 10.45% of every dollar they make under \$47,000 and 8.4% of every dollar over that amount to their pension plan; and

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**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**

**Originator: Winnipeg Regional Women's Committee**

**WHEREAS** the current pension plan contributed to by federal workers is a safe and understandable defined benefit program whereby workers know what their income will be when they retire; and

**WHEREAS** there has been a growing shift in the private sector to defined contribution plans that resemble RRSPs in terms of high risks, high costs, and very uncertain outcomes; and

**WHEREAS** there has been continued pressure on the federal government from right-wing organizations such as the CD Howe Institute and the Canadian Federation of Independent Business to do away with the current defined benefit program; and

**WHEREAS** federal public workers contribute 10.45% of every dollar they make under \$47,000 and 8.4% of every dollar over that amount to their pension plan; and

**WHEREAS** Women in Canada earn on average 70% of what men earn; and

**WHEREAS** Women's pensions are lower than men's pensions; and

**WHEREAS** federal public workers are not retiring in luxury on gold-plated pensions:

**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 20**  
**ABORIGINAL DESCENT**

**Originator: Winnipeg Area Council**

**WHEREAS** the PSAC is a union that strives to be inclusive; and

**WHEREAS** the PSAC Prairie Region is highly populated with members of Aboriginal descent; and

**WHEREAS** the granting of Indian Status to offspring of inter-racial descendants is administered differently dependent on the gender of the Aboriginal ancestor; and

**WHEREAS** this is blatant discrimination:

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

**RESOLUTION # GEN 21**  
**ABORIGINAL DESCENT**

**Originator: UNDE Local 50705**

**WHEREAS** the PSAC is a union that strives to be inclusive; and

**WHEREAS** the PSAC Prairie Region is highly populated with members of Aboriginal descent; and

**WHEREAS** the granting of Indian Status to offspring of inter-racial descendants is administered differently dependent on the gender of the Aboriginal ancestor; and

**WHEREAS** this is blatant discrimination:

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

**RESOLUTION # GEN 22**  
**ABORIGINAL DESCENT**

**Originator: Winnipeg Regional Women's Committee**

**WHEREAS** the PSAC is a union that strives to be inclusive; and

**WHEREAS** the PSAC Prairie Region is highly populated with members of Aboriginal descent; and

**WHEREAS** the granting of Indian Status to offspring of inter-racial descendants is administered differently dependent on the gender of the Aboriginal ancestor; and

**WHEREAS** this is blatant discrimination:

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

**RESOLUTION # GEN 23**  
**VIOLENCE IN THE WORKPLACE**

**Originator: Winnipeg Area Council**

**WHEREAS** violence in the workplace continues to be a health and safety issue for many of our members; and

**WHEREAS** Treasury Board Policy states that all federal workers are entitled to be treated with respect and dignity in the workplace; and

**WHEREAS** the definition of violence has recently been expanded to include violence in all forms, including intimidation and bullying; and

**WHEREAS** HRSDC's Regulator Initiatives 2008-2009 lists Canada Occupational Health and Safety Regulations (COHSR) - Part XX - Violence in the Workplace as a required regulation that will fulfill the Labour Program's obligation to make regulations prescribing steps to prevent and protect against violence in the workplace:

**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 24**  
**VIOLENCE IN THE WORKPLACE**

**Originator: UNDE Local 50705**

**WHEREAS** violence in the workplace continues to be a health and safety issue for many of our members; and

**WHEREAS** Treasury Board Policy states that all federal workers are entitled to be treated with respect and dignity in the workplace; and

**WHEREAS:** the definition of violence has recently been expanded to include violence in all forms, including intimidation and bullying; and

**WHEREAS** HRSDC's Regulator Initiatives 2008-2009 lists Canada Occupational Health and Safety Regulations (COHSR) - Part XX - Violence in the Workplace as a required regulation that will fulfill the Labour Program's obligation to make regulations prescribing steps to prevent and protect against violence in the workplace:

**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**

**Originator:**       **Winnipeg Regional Women's Committee**

**WHEREAS** violence in the workplace continues to be a health and safety issue for many of our members; and

**WHEREAS** Treasury Board Policy states that all federal workers are entitled to be treated with respect and dignity in the workplace; and

**WHEREAS** the definition of violence has recently been expanded to include violence in all forms, including intimidation and bullying; and

**WHEREAS** HRSDC's Regulator Initiatives 2008-2009 lists Canada Occupational Health and Safety Regulations (COHSR) - Part XX - Violence in the Workplace as a required regulation that will fulfill the Labour Program's obligation to make regulations prescribing steps to prevent and protect against violence in the workplace:

**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 26**  
**TERM EMPLOYMENT POLICY**

**Originator: Winnipeg Area Council**

**WHEREAS** PSAC has negotiated the Term Employment Policy with Treasury Board for term employees; and

**WHEREAS** the conditions of employment under the Sunset Clause circumvent these negotiated terms:

**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.



**RESOLUTION # GEN 27**  
**TERM EMPLOYMENT POLICY**

**Originator: UNDE Local 50705**

**WHEREAS** PSAC has negotiated the Term Employment Policy with Treasury Board for term employees; and

**WHEREAS** the conditions of employment under the Sunset Clause circumvent these negotiated terms:

**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**

**Originator: Winnipeg Regional Women's Committee**

**WHEREAS** PSAC has negotiated the Term Employment Policy with Treasury Board for term employees; and

**WHEREAS** the conditions of employment under the Sunset Clause circumvent these negotiated terms:

**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.

**RESOLUTION # GEN 29**  
**ELECTRONIC VOTING SYSTEM**

**Originator: NAT Composite Local 30186**

**WHEREAS** technology has improved over the years; and

**WHEREAS** paper voting is a waste of a non-renewable resource, time and subject to human error:

**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.

**RESOLUTION # GEN 30**  
**EXTENDED LEAVE – NOTE ON MEMBERSHIP LISTS**

**Originator: UNDE Local 50705**

**WHEREAS** members who are on leave from their substantive position for a variety of reasons (maternity leave, parental leave, disability, education, etc.) are not paying dues and often get dropped from local membership roles before they return to work; and

**WHEREAS:** it is often difficult to relocate these members when they return to work:

**BE IT RESOLVED THAT** PSAC and its 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.

**RESOLUTION # GEN 31**  
**FAMILY DAY**

**Originator: UNDE Local 50705**

**WHEREAS** Family Day is observed yearly every third Monday of February:

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

**RESOLUTION # GEN 32**  
**SUN LIFE DISABILITY – WAITING PERIOD**

**Originator: UNDE Local 50705**

**WHEREAS** currently there is a 13-week waiting period for Sun Life Disability:

**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**

**WHEREAS** currently members are required to use all of their sick leave prior to Sun Life Disability paying for long term sick leave; and

**WHEREAS** when members return to work they will have no sick leave benefits because of this policy:

**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.

**RESOLUTION # GEN 34**  
**PRIVACY ACT - TRAINING**

**Originator: UNDE Local 50705**

**WHEREAS** the Privacy Act is law in Canada; and

**WHEREAS** most locals/components are not familiar with its requirements for the protection of private information:

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



**RESOLUTION # GEN 35**  
**PSAC EDUCATION – PRIVATE SECTOR LOCALS**

**Originator: UNDE Local 50705**

**WHEREAS** the PSAC advocates for an educated membership; and

**WHEREAS** the PSAC education was primarily developed to meet the needs of its Treasury Board membership; and

**WHEREAS** the PSAC has organized new members into Private Sector Locals that fall under other provincial codes and legislations:

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

**RESOLUTION # GEN 36**  
**CONSISTENT HOURS OF WORK**

**Originator: NAT Local 30070**

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.

**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 38**  
**RESPECT IN THE WORKPLACE**

**Originator: NAT Local 30070**

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.

**RESOLUTION # GEN 39**  
**DIPPs and POINTs**

**Originator: NAT Local 30070**

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.

**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.

**RESOLUTION # GEN 41**  
**CONSULTATION**

**Originator: UEW Local 40001**

**WHEREAS** the PSAC represents a wide spectrum of members with different backgrounds, beliefs and values; and

**WHEREAS** the PSAC directs resources in the union name towards issues which are not directly applicable to pay, benefits and job security; and

**WHEREAS** individual members are increasingly alienated when the PSAC is seen to support causes counter to their views and as a result are withdrawing their support and activism at the Local level:

**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.

**RESOLUTION # GEN 42**  
**SOCIAL ACTIVISM**

**Originator: UEW Local 40001**

**WHEREAS** there is an on-going debate among PSAC members as to the appropriate balance between social activism and direct workplace issues; and

**WHEREAS** the delegates who choose to go to PSAC conventions and act as convention organizers may not be representative of the general membership; and

**WHEREAS** the PSAC expends considerable resources on social activism projects such as the 'Social Justice Fund'; and

**WHEREAS** the PSAC leadership usually directs members towards what the leadership believes is the 'right' answer to a vote; and

**WHEREAS** the PSAC periodically mails newsletters to its members:

**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.



**RESOLUTION # GEN 43**  
**NATIONAL ADVERTISING CAMPAIGN**

**Originator: UEW Local 30703**

**WHEREAS** the PSAC are a national union who provide various services to the public on a daily basis; and

**WHEREAS** public awareness of the PSAC and its activities is lacking; and

**WHEREAS** an increase in awareness would create a more positive image and subsequently increase morale among members:

**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.

**RESOLUTION # GEN 44**  
**PSAC WOMEN'S ACTION PLAN**

**Originator: Calgary Regional Women's Committee**

**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.

**Rationale**

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.

**RESOLUTION # GEN 45**  
**A NATIONAL WOMEN'S COMMITTEE**

**Originator:**       **Calgary Regional Women's Committee**

**WHEREAS** decisions by governments are increasingly gnawing away at the integrity of Canadian women; and

**WHEREAS** the latter are under increasing pressure by the federal and provincial governments due to repeated attacks, such as the attack on pay equity, for example; and

**WHEREAS** governments prevent women from achieving equality on a par with men; and

**WHEREAS** as union activists and government workers, we have to work to promote and achieve objectives relating to equality and equity of men and women; and

**WHEREAS** women represent more than 50% of PSAC employees; and

**WHEREAS** we must be proactive regarding status of women objectives:

**BE IT RESOLVED 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.