

## Pride 2017



PSAC is committed to advancing the rights of gay, lesbian, bisexual and transgender people in Canada.

### PSAC fights for human rights

Unions have been powerful forces for equality and justice in the workplace, and have made significant gains for GLBT workers in Canada.

Our union led the way in negotiating protection based on sexual orientation, even before the Canadian Human Rights Act was amended to prohibit discrimination against gays and lesbians. We also won ground breaking provisions on same-sex spousal union leave, and protection against discrimination based on gender identity.

PSAC has also been fighting for the legal protection of trans human rights. Bill C-16 would amend the Canadian Human Rights Act and the Criminal Code by adding protections against discrimination and violence based on gender identity or expression. The bill was passed by the House of Commons in October, 2016 and is now before the Senate.

Delegates to the Pride conference signed a petition demanding that the Senate move quickly to adopt Bill C-16.

### PSAC National Equity Conferences

This March, more than 500 PSAC members from five equity groups and their allies attended the union's triennial National Equity Conferences to raise awareness, deepen their knowledge and strategize around issues of discrimination and equality.

GLBT members gathered for the Pride conference to attend workshops on topics such as identity, equity at work, and defending trans members' rights in the workplace.

Delegates also adopted a number of resolutions that will go to the PSAC Triennial Convention in 2018. The resolutions cover the following issues:

- The use of gender inclusive language in the union
- Organ and blood donation by gay man
- Changing the GLBT acronym to LGBT+ in the PSAC Constitution
- Access to PrEP (Truvada) medication for HIV
- Delegate seats for equity members at PSAC Triennial Convention

### Much to celebrate

Despite the challenges we face, GLBT people in Canada have much to celebrate and be proud of. Canada's Pride celebrations showcase the unity and diversity of the GLBT community and its allies. We encourage our members to participate in and support Pride celebrations across Canada this summer.

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## **National Aboriginal Day: Setting the stage for a different narrative**

This summer, Canadians across the country will celebrate the 150th anniversary of Confederation. Publicly funded festivities will be held in every province and territory. Indigenous People of Turtle Island, however, will have quite a different perspective of this anniversary.

For most Indigenous People, Canada Day serves as a reminder of 150 years of colonialism, Indian Residential Schools, treaties not honoured, and the Indian Act. On June 21, National Aboriginal Day, let's set the stage for a different narrative.

As a step in the continuing effort towards reconciliation, PSAC has partnered with the Aboriginal Peoples Television Network (APTN). We have signed on as a major sponsor of National Aboriginal Day Live, where events are planned for eight cities: Halifax, Montréal, Ottawa, Toronto, Winnipeg, Yellowknife, Edmonton and Vancouver. These events will feature some of the biggest names in Indigenous music and television, including JUNO Award winners and on-the-rise artists. Talent from all genres, regions and nations, will be showcased,

ensuring the recognition and inclusion of all First Nations, Inuit and Métis peoples.

### **Thirsty for Justice**

As part of our partnership agreement, APTN will be airing a 30-second version of our Thirsty for Justice campaign video that will be seen by hundreds of thousands of Canadians. This video highlights the appalling issue of unsafe drinking water in First Nations communities. At any given time, there are more than 120 First Nation communities living under boil water advisories.

One hundred and fifty years is a long time to wait for justice. Each of us has a role to play in correcting the wrongs of the past.

Chief Commissioner of the Truth and Reconciliation Commission Murray Sinclair had this to say when their final report was issued:

*"We did not deliver the final report to government. We recognized that government was going to be slow to respond [...] but we're not writing it for them, we are writing it for the rest of society, it's up to society to step up and take the actions that are needed."*

We encourage all PSAC members to attend events marking National Aboriginal Day and to learn more about Indigenous history.

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## You work hard. Shouldn't your retirement be secure?

At a time when good pensions are slipping further and further out of reach, shouldn't the government and employers be building back retirement security for hard working Canadians?

Join us in standing up against attempts by employers and the federal government to strip workers of secure pensions.

### 1) Why are defined benefit pensions the most secure plans?

With a defined benefit pension plan:

You are guaranteed a set amount of benefits for life after retirement based on earnings and years of service.

Your employer is responsible for securing your benefits by covering funding deficits in the pension plans.

The benefits you've earned are legally protected.

### 2) What makes target benefit pension plans less secure?

With a target benefit pension plan:

The amount you get back is just a target, which can be reduced if the plan cannot fully fund those benefits. There's no guarantee.

You assume all the risks and suffer the full impact of plan deficits.

Your employer is not legally required to secure your benefits.

Why are defined contribution pension plans so insecure?

### 3) Why are defined contribution pension plans so insecure?

With a defined contribution pension plan:

What you pay in is defined, but what you get back is unknown.

You, the employee, assume all the investment risk.

Your employer assumes no risk, but still has a say over investment decisions for your plan.

### 4) What is Bill C-27?

Bill C-27, An Act to amend the Pension Benefits Standards Act, is an attack on the retirement security of Canadians.

This bill will allow employers in the federal private sector and Crown Corporations to shift from good, defined benefit plans that provide secure and predictable pension benefits, into the much less secure form of target benefits. If passed, this bill would open the door to a disturbing trend of shifting all the risk of pension plans onto workers and retirees.

In 2015, Prime Minister Justin Trudeau said that defined benefit pension plans that workers and retirees have already paid into should not be retroactively changed into target benefit plans. Yet, this is exactly what Bill C-27 will do.

5) My pension is not covered by the legislation that C-27 amends; should I still be concerned about this bill?

Yes, if C-27 is passed, PSAC is very concerned that the next step will be a similar attack on the defined benefits pension plan that covers federal public service employees, and that it will serve as a bad model for other governments and employers.

6) I do not have a workplace pension; what is the union doing for my retirement security?

In June of 2016, Canada's federal and provincial finance ministers announced a moderate expansion of the Canadian Pension Plan (CPP). The Canadian Labour Congress and its member unions, including PSAC, have long supported expansion of the CPP and have been actively campaigning on the issue since 2009.

As we work to expand retirement security for all Canadians it is critical that we defend what has already been secured, from the CPP to workplace pensions.

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## **PSAC 2017 scholarship program now open**

The application process for the 2017 PSAC Scholarship Program is now open.

The program consists of 14 scholarships for dependent children of PSAC members and 3 scholarships for PSAC members who will be attending university, college or a recognized institute of higher learning on a full-time basis.

Applications are due June 23, 2017 and scholarships will be granted in the fall for the 2017-2018 academic year.



PSAC works for GLBT rights!

[psacunion.ca](http://psacunion.ca)



Public Service Alliance of Canada  
Alliance de la Fonction publique du Canada

*l'AFPC travaille pour les droits GLBT!*

[syndicatafpc.ca](http://syndicatafpc.ca)





## Get your union news – online and screen-friendly

Published three times per year, 180,000 of our members received the winter edition of PSAC's newsletter Our Union Voice.

This format also allows for local printing and a PDF download, in order to share with colleagues, friends and family.

<https://psacafpc.ca/2oyqzjW>