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REPORT OF THE
FINANCE/GENERAL
RESOLUTIONS COMMITTEE

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REPORT OF THE FINANCE/GENERAL RESOLUTIONS COMMITTEE TO THE PRAIRIE REGION CONVENTION

APRIL 21 – 23, 2017
Fairmont Hotel, Winnipeg, MB

Marianne Hladun, PSAC Regional Executive Vice-President for the Prairie Region and the Prairie Region Council appointed Gloria Kelly and Larry Schlosser as Chairpersons of the 2017 Finance/General Resolutions Committee for the Triennial Convention. Sister Kelly and Brother Schlosser worked with the Finance/General Resolutions Committee members during the deliberations and the members of the Committee are as follows:

Chairpersons:

Gloria Kelly	PRC Member, Regional Women’s CommitteeRep
Larry Schlosser	UHEW, National Officer

Committee Members:

Shannon Blum	PRC Member, Prince Albert Area Council
Alec Goertzen	PRC Member, Calgary Area Council
Timothy Hunt	PRC Member, GLBT Persons
Frank Janz	PRC Member, Alternate REVP
Greg Krokosh	PRC Member, Lethbridge Area Council
Karen Zoller	AGR, National Officer

Staff:

Keith Gauthier	PSAC Administrative Assistant, Regina RO
Martha Johnson	PSAC Regional Representative, Regina RO

Any decision or recommendation made by the Finance Resolutions Committee is subject to ratification by the delegates to the 2017 PSAC Prairie Region Triennial Convention. The committee met in person in Winnipeg on January 21 and 22, 2017 at the Fairmont Hotel.

All Resolutions are moved and seconded by the Committee Chairs.

The Committee established its priorities as follows:

1. Resolution 9
2. Resolution 13
3. Resolution 7
4. Composite Resolution 4A
5. Resolution 3

The following resolutions were recommended as **non-concurrence**:

- Resolution 1, 2, 6, 7 (3rd BIR only), 8, 12

The following resolutions are covered by other resolutions (Appendix A):

- Resolution 4 – covered by Composite Resolution 4A
- Resolution 5 – covered by Composite Resolution 4A
- Resolution 10 – covered by 6
- Resolution 11 – covered by 6

The report begins with the Committee's priorities 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.

Gloria Kelly
Committee Co-Chair

Larry Schlosser
Committee Co-Chair

RESOLUTION FIN-009
INCREASED FUNDING FOR REGIONAL HEALTH & SAFETY CONFERENCES

The Committee recommends **concurrence** in Resolution FIN-009 which reads as follows:

Originator: AGR Local 50056

WHEREAS Regional Health & Safety Conferences are currently underfunded as compared to other regional conferences; and

WHEREAS Health and Safety has been established as a National priority by the Public Service Alliance of Canada; and

WHEREAS the Federal government has attacked Occupational Health & Safety in latter years; therefore:

BE IT RESOLVED THAT the allocation for Regional Health & Safety Conferences be increased to the same level as other regional conferences

RATIONALE

The committee recognizes the importance of Health & Safety and believes funding should be allocated similarly to Regional Women's and Racially Visible Conferences.

Convention Decision _____

RESOLUTION FIN-013
REGIONAL EDUCATION FUNDING

The Committee recommends **concurrence** in Resolution FIN-013 which reads as follows:

Originator: Prairie Region Council

WHEREAS the current funding level for regional education is being stretched to the limit and is found to be limiting educational opportunities to the Prairie Region Membership, and

WHEREAS other regions must experience similar constraints, and

WHEREAS funding for regional education is provided by the National Office and distributed to each PSAC Region, therefore

BE IT RESOLVED that the current regional education funding provided by the National Office be raised by 25%, and

BE IT FURTHER RESOLVED that this resolution be forwarded to the PSAC National Triennial Convention for consideration and adoption.

RATIONALE

The committee believes that education is essential for the growth and health of the union membership with public service renewal. New members will be encouraged to become activists and will require ongoing training.

Convention Decision _____

RESOLUTION FIN-007 – 1st & 2nd BIR ONLY
SCHEDULING OF TRAINING/EDUCATION

The Committee recommends **concurrence** in the 1ST & 2ND BIR only of Resolution FIN-007 which reads as follows:

Originator: NHU (now known as UHEW) Local 40027

WHEREAS education and training are the most important aspects of keeping our union strong; and while the PSAC has one of the best membership training programs in the trade union movement; the practice has always been that PSAC training courses are provided during weekends; while no actual current policy relating to the scheduling of training events exists; and

WHEREAS within the current working and family environment, many families are struggling with work-life balance and sacrificing their weekends to attend training, for little compensation; and we as per PSAC Policy regale against an employer who would force employees to work for no pay; and

WHEREAS the fact PSAC weekend courses are continually being cancelled across the country due to low registration, was cited as a factor, by many at the PRC Education Committee Workshop held December 2, 2015 in Saskatoon, Saskatchewan, by a minimum fifty per cent of the membership requested training to occur during the regular working hours' workday of Monday to Friday.

BE IT RESOLVED THAT the PSAC schedule all of their training and education, workshops and events on a rotating basis between standard weekends and during the regular working hours' workday of Monday to Friday;

BE IT FURTHER RESOLVED THAT the PSAC reimburse their members for any incurred loss of salary during this training;

RATIONALE

The committee believes it would provide flexibility in training opportunities for our changing membership demographic.

Convention Decision _____

COMPOSITE RESOLUTION FIN-004A
AREA COUNCIL DELEGATES TO PSAC TRIENNIAL CONVENTION
(COVERS FIN-004 AND FIN-005)

The Committee recommends **concurrence** in Composite Resolution FIN-004A which reads as follows:

Originator: Winnipeg Area Council

WHEREAS Most area councils have a yearly set date and month for their annual general meetings (AGM); and

WHEREAS the PSAC Constitution mandates that Area Councils elect their delegates to the PSAC National Triennial Convention at an “annual meeting”; and

WHEREAS this may cause Area Councils to miss on electing their Delegate on time or having to change the timing of their Annual General Meeting; therefore:

BE IT RESOLVED THAT the PSAC Constitution Section 14, Sub-Section (12) (b) be amended to read as follows:

Area Council delegates shall have the right to elect at a meeting, held within a period of not more than 12 months and not less than 6 months prior to the commencement of the regular National Triennial Convention of the PSAC, a delegate to the forthcoming PSAC Convention

RATIONALE

Such a change will provide greater flexibility for Area Councils in selecting their delegates to PSAC National Triennial Conventions.

Convention Decision _____

RESOLUTION FIN-003
INCREASE IN DAILY STRIKE PAY AT A NATIONAL LEVEL

The Committee recommends **concurrence** in Resolution FIN-003 which reads as follows:

Originator: USGE Local 40161

PROBLEM OR ISSUE:

The present daily strike pay of \$75.00 does not adequately cover expenses that union members incur while they are on a general strike. For example, mortgage, food and utilities and continued expenses of transportation (bussing/parking/driving), childcare expenses, and expenses specifically related to striking i.e., good walking shoes, warm jackets, coffee money for striking.

We cannot put any additional financial pressure on our members by raising our union fees.

THE ACTION REQUESTED:

The daily strike pay be increased to \$100.00 with no increase to our monthly union fees.

RATIONALE

An increase in daily strike pay would provide members with increased financial security in the event of a strike.

Convention Decision _____

RESOLUTION FIN-001
FUNDING FOR “NON PSAC EVENTS” POLICY

The Committee recommends **non-concurrence** in Resolution FIN-001 which reads as follows:

Originator: Saskatoon and District Area Council

WHEREAS members play an integral part of the Prairies Region leadership

WHEREAS members represent the interests of our members

WHEREAS members are engaged in political activities outside PSAC events

WHEREAS members may have no other means of funding to attend non PSAC events

WHEREAS members should not have to be out of pocket expenses to attend non PSAC events

WHEREAS members are part of organizing and planning many of these non PSAC events

BE IT RESOLVED that a budget line item be created to fund up to \$10,000.00 for PSAC members to attend non PSAC labour events.

BE IT RESOLVED that this money be taken from the surplus budget line item

BE IT FURTHER RESOLVED that the following parameters be taken into consideration

Funding for “other events” policy

- (1) *Members attending an event may request funding for two (2) of the following costs if they are not being reimbursed by any other organization for the same costs. The cost for transportation will be the most economical means, for example, seat sales, mileage:*
- (a) *transportation;*
 - (b) *accommodation;*
 - (c) *per diem;*
 - (d) *lost wages; or*
 - (e) *registration fees.*

- (2) (a) *The union events must have prior approval of the Prairies Region Council or the Regional Executive Vice-President (REVP), Prairies to qualify for funding;*

(b) *All documentation regarding the event must be received prior to approval in (a) above.*
- (3) *Members who receive event funding shall submit a report to the REVP within sixty (60) days of the event. The report shall include the value of the event for them and/or other members and the topics covered.*

RATIONALE

The budget line item referenced in the BIR does not exist within the current PSAC Prairies budget.

Convention Decision _____

RESOLUTION FIN-002
CHEQUE SIGNING AUTHORITY AT THE PSAC PRAIRIES REGIONAL OFFICE

The Committee recommends **non-concurrence** in Resolution FIN-002 which reads as follows:

Originator: CEIU Local 40802

WHEREAS PSAC Prairies is the steward of members' dues and

WHEREAS checks and balances need to be in place to protect those dues

WHEREAS the current policy of only needing one person to sign cheques does not protect the members' dues

BE IT RESOLVED THAT the PSAC Prairies Regional office require a minimum of two signatures on all cheques with one of the two signatures being that of the REVP and that this be in effect immediately upon conclusion of the 2017 PSAC Prairies Regional Convention.

The following members of the committee wish to be recorded against the Committee's recommendation: Timothy Hunt and Greg Krokosh.

RATIONALE

The committee is not sure which office this applies to because there are 5 Regional Offices plus the REVP Office which is independent from the Prairies Regional Office.

Convention Decision _____

RESOLUTION FIN-006
EQUAL EQUITY FOR LGBTQ2

The Committee recommends **non-concurrence** in Resolution FIN-006 which reads as follows:

Originator: Winnipeg Area Council

THE PROBLEM OR ISSUE:

The Canadian short Census Form does not properly reflect LGBTQ2 as an equity group, preventing an accurate reflection of the Canadian population; And

While the Liberal Government has reinstated the long form of the census, it still is not inclusive of the LGBTQ2 group of individuals who wish to self-identify; And

This in turn will affect the staffing selection process in hiring of those wishing to identify as members of this group.

THE ACTIONS REQUESTED:

That the PSAC will lobby all levels of government to implement a section for LGBTQ2 members who wish to identify in all the mandatory Census Forms.

RATIONALE

This work is already underway as directed at the 2015 PSAC National Triennial Convention (Gen-012) GLBTQ as a designated group for employment equity – official count in census.

Convention Decision _____

RESOLUTION FIN-007 – 3rd BIR ONLY
SCHEDULING OF TRAINING/EDUCATION

The Committee recommends **non-concurrence** in the 3rd BIR only of Resolution FIN-007 which reads as follows:

Originator: NHU (now known as UHEW) Local 40027

WHEREAS education and training are the most important aspects of keeping our union strong; and while the PSAC has one of the best membership training programs in the trade union movement; the practice has always been that PSAC training courses are provided during weekends; while no actual current policy relating to the scheduling of training events exists; and

WHEREAS within the current working and family environment, many families are struggling with work-life balance and sacrificing their weekends to attend training, for little compensation; and we as per PSAC Policy regale against an employer who would force employees to work for no pay; and

WHEREAS the fact PSAC weekend courses are continually being cancelled across the country due to low registration, was cited as a factor, by many at the PRC Education Committee Workshop held December 2, 2015 in Saskatoon, Saskatchewan, by a minimum fifty per cent of the membership requested training to occur during the regular working hours' workday of Monday to Friday.

BE IT FURTHER RESOLVED THAT \$350,000.00 out of the existing budget be used for the sole purpose of *accommodating weekday training*, with an emphasis on savings to be found from the substantially reduced overtime costs that would have occurred on weekend courses.

RATIONALE

The BIR does not adequately reference which budget these funds would be allocated from. The committee does not wish to put constraints on any particular training budget with a specified amount.

Convention Decision _____

RESOLUTION FIN-008
FUNDING REGIONAL HEALTH & SAFETY COMMITTEES

The Committee recommends **non-concurrence** in Resolution FIN-008 which reads as follows:

Originator: AGR Local 50056

WHEREAS Regional Health & Safety Committees were constitutionally developed and recognized by the 2015 National PSAC Convention; and

WHEREAS Regional Health & Safety Committees have a mandate to promote Health & Safety within the Regions; and

WHEREAS all other Regional Committees are allotted yearly funding so as to fulfill their role; therefore:

BE IT RESOLVED THAT Regional Health & Safety Committees receive funding to support their mandate.

The following member of the committee wishes to be recorded against the Committee's recommendation: Shannon Blum

RATIONALE

The PSAC constitution section 15 (6) states that health and safety committees can submit resolutions to convention but the Finance Resolution committee can find no reference to a mandate for the Health and Safety committee in any part of the constitution. Funding for these committees was defeated at the 2015 PSAC National Triennial Convention (Resolution CS-050).

Convention Decision_____

RESOLUTION FIN-012
PRC DELEGATES TO PSAC NATIONAL TRIENNIAL CONVENTION

The Committee recommends **non-concurrence** in Resolution FIN-012 which reads as follows:

Originator: Regina Area Council

The problem(s) or issue(s) is:

Currently PRC Area Council Representatives are not delegates to the PSAC National Triennial Convention, preventing representation for the Area Councils they represent.

The actions requested:

That PSAC immediately approve automatic delegate status to all PRC Area Council representatives to the PSAC National Triennial Convention and to cover all costs associated with being a delegate at the PSAC National Triennial Convention.

RATIONALE

Approval of this resolution would create a significant inequity as it only speaks to the Prairie Region Council Area Council Representatives. The resolution written does not take into account other regions of the country that may not have Area Council Representatives on Regional Councils.

Convention Decision _____

APPENDIX A

“COVERED BY” RESOLUTIONS

- Resolution FIN-004 – covered by FIN-004A
- Resolution FIN-005 – covered by FIN-004A
- Resolution FIN-010 – covered by FIN-006
- Resolution FIN-011 – covered by FIN-006

RESOLUTION FIN-004
AREA COUNCIL DELEGATES TO PSAC TRIENNIAL CONVENTION

Originator: Winnipeg Area Council

WHEREAS Most area councils have a yearly set date and month for their annual general meetings (AGM); and

WHEREAS the PSAC Constitution mandates that Area Councils elect their delegates to the PSAC National Triennial Convention at a “general meeting”; and

WHEREAS this may cause Area Councils to miss on electing their Delegate on time or having to change the timing of their Annual General Meeting; therefore:

BE IT RESOLVED THAT the PSAC Constitution Section 14, Sub-Section (12) (b) be amended to read as follow:

Area Council delegates shall have the right to elect at a special meeting, held within a period of not more than twelve (12) months and not less than six (6) months prior to the commencement of the regular National Triennial Convention of the PSAC, a delegate to the forthcoming PSAC Convention.

RESOLUTION FIN-005
AREA COUNCIL DELEGATES TO PSAC TRIENNIAL CONVENTION

Originator: Regina Area Council

WHEREAS Section 14, subsection 12(b) of the PSAC Constitution provides that Area Councils shall elect a delegate to PSAC Triennial Convention at an annual general meeting to be held no more than 12 months and not less than 6 months prior to commencement of the convention;

AND WHEREAS Area Councils are required to hold an annual general meeting for the purpose of adopting financial statements and reporting to their regional REVP no later than March 15;

AND WHEREAS the timing of PSAC Convention is such that Area Councils must conduct an annual general meeting between April and October of the year prior to PSAC Convention for the purpose of electing a delegate to PSAC Convention;

AND WHEREAS the period within which Area Councils are to conduct their annual meeting to elect a delegate to PSAC Convention falls after the date upon which Area Councils must conduct an annual meeting for the purpose of approving financial statements and reporting to their regional REVP;

BE IT RESOLVED the PSAC Constitution Section 14, subsection 12 be amended to read as follows:

Area Council delegates shall have the right to elect at a meeting, held within a period of not more than 12 months and not less than 6 months prior to the commencement of the regular National Triennial Convention of the PSAC, a delegate to the forthcoming PSAC Convention.

RESOLUTION FIN-010
EQUAL EQUITY FOR LGBTQ2

Originator: Regina Human Rights Committee

The problem(s) or Issue(s):

The Canadian short Census does not properly reflect LGBTQ2 as an equity group thus preventing an accurate reflection of the Canadian population.

While the Liberal Government has reinstated the long form census it is not inclusive of the LGBTQ2 group of individuals who wish to self identify.

This in turn affects the public service staffing selection process in hiring of those who wish to identify as a member of this group.

The actions requested:

That the PSAC will lobby all levels of government to reinstate mandatory completion of the long form census by all Canadians.

RESOLUTION FIN-011
EQUAL EQUITY FOR LGBTQ2

Originator: Regina Area Council

The problem(s) or Issue(s):

The Canadian short Census does not properly reflect LGBTQ2 as an equity group thus preventing an accurate reflection of the Canadian population.

While the Liberal Government has reinstated the long form census it is not inclusive of the LGBTQ2 group of individuals who wish to self identify.

This in turn affects the public service staffing selection process in hiring of those who wish to identify as a member of this group.

The actions requested:

That the PSAC will lobby all levels of government to reinstate mandatory completion of the long form census by all Canadians.