

**REFLECT ON OUR PAST.  
FOCUS ON *OUR FUTURE.***

PSAC PRAIRIE REGION

CONVENTION 2021



**PSAC · Prairies**  
Public Service Alliance of Canada

# GENERAL RESOLUTIONS

# TABLE OF CONTENTS

<b>REPORT OF THE GENERAL RESOLUTIONS COMMITTEE TO THE PRAIRIE REGION CONVENTION .....</b>	<b>4</b>
<b>RESOLUTION GEN-010 PRIORITIZING MENTAL HEALTH FUNDING.....</b>	<b>6</b>
<b>COMPOSITE RESOLUTION GEN-003A INCREASE EMPLOYMENT INSURANCE PROVISIONS FOR MATERNITY AND PARENTAL LEAVE.....</b>	<b>7</b>
<b>RESOLUTION GEN-016 PrEP EDUCATION CAMPAIGN.....</b>	<b>8</b>
<b>RESOLUTION GEN-027 UNIVERSAL PrEP COVERAGE CAMPAIGN .....</b>	<b>9</b>
<b>RESOLUTION GEN-001 DIVERSITY MENTORSHIP .....</b>	<b>10</b>
<b>RESOLUTION GEN-011 (2<sup>ND</sup> BIR ONLY) REQUIREMENTS FOR PERSONAL CARE FACILITIES FOR THE WORKING POOR AND HOMELESS.....</b>	<b>11</b>
<b>RESOLUTION GEN-020 NATIONAL BAN ON LGBTQ2+ CONVERSION THERAPY .....</b>	<b>12</b>
<b>RESOLUTION GEN-025 PSAC CONSTITUTION ON MEMBERSHIP RIGHTS .....</b>	<b>13</b>
<b>RESOLUTION GEN-024 (1<sup>ST</sup> BIR ONLY) LGBTQ2+ NAME CHANGE.....</b>	<b>14</b>
<b>RESOLUTION GEN-007 SUPPORT FOR INTOX, DETOX, REHABILITATION AND SUPERVISED CONSUMPTION SERVICE IN CANADA .....</b>	<b>15</b>
<b>RESOLUTION GEN-002 UNION REPRESENTATION OF EARLY LEARNING AND CARE PROVIDERS IN CANADA.....</b>	<b>16</b>
<b>RESOLUTION GEN-019 NEW MEMBERSHIP APPLICATION .....</b>	<b>17</b>

<b>RESOLUTION GEN-004</b>	
<b>SEX WORK IS REAL (UNION) WORK .....</b>	<b>18</b>
<b>RESOLUTION GEN-017</b>	
<b>GENDER NEUTRAL LANGUAGE .....</b>	<b>19</b>
<b>RESOLUTION GEN-009</b>	
<b>THE FIGHT FOR STUDENTS AND CASUAL EMPLOYEES .....</b>	<b>20</b>
<b>RESOLUTION GEN-022</b>	
<b>PROTECTION IF AN INCIDENT OCCURS WHILE DELEGATES</b>	
<b>ARE TAKING PART IN EVENTS .....</b>	<b>21</b>
<b>RESOLUTION GEN-015</b>	
<b>COMBATTING SEXUAL HARASSMENT .....</b>	<b>22</b>
<b>RESOLUTION GEN-023</b>	
<b>INCLUDE PSAC WITH ACCESSIBLE CANADA ACT .....</b>	<b>23</b>
<b>RESOLUTION GEN-011 (1<sup>st</sup> BIR ONLY)</b>	
<b>REQUIREMENTS FOR PERSONAL CARE FACILITIES</b>	
<b>FOR THE WORKING POOR AND HOMELESS.....</b>	<b>24</b>
<b>APPENDIX A</b>	
<b>RESOLUTIONS COVERED BY OTHER RESOLUTIONS</b>	
<b>RESOLUTION GEN-003</b>	
<b>INCREASE EI PROVISIONS FOR PARENTAL LEAVE .....</b>	<b>26</b>
<b>RESOLUTION GEN-005</b>	
<b>PRIORITIZING MENTAL HEALTH FUNDING.....</b>	<b>26</b>
<b>RESOLUTION GEN-006</b>	
<b>REQUIREMENTS FOR PERSONAL CARE FACILITIES</b>	
<b>FOR THE WORKING POOR AND HOMELESSNESS.....</b>	<b>27</b>
<b>RESOLUTION GEN-008</b>	
<b>INCREASE EMPLOYMENT INSURANCE PROVISIONS</b>	
<b>FOR PARENTAL LEAVE.....</b>	<b>28</b>
<b>RESOLUTION GEN-012</b>	
<b>SUPPORT FOR INTOX, DETOX, REHABILITATION</b>	
<b>AND SUPERVISED CONSUMPTION SERVICE IN CANADA .....</b>	<b>28</b>

<b>RESOLUTION GEN-013</b>	
<b>INCREASE EMPLOYMENT INSURANCE PROVISIONS</b>	
<b>FOR ALL FORMS OF PARENTAL LEAVE.....</b>	<b>29</b>
<b>RESOLUTION GEN-014</b>	
<b>PROTECTION IF AN INCIDENT OCCURS WHILE</b>	
<b>DELEGATES ARE TAKING PART IN EVENTS.....</b>	<b>29</b>
<b>RESOLUTION GEN-018</b>	
<b>PROTECTION IF AN INCIDENT OCCURS WHILE</b>	
<b>DELEGATES ARE TAKING PART IN EVENTS.....</b>	<b>30</b>
<b>RESOLUTION GEN-021</b>	
<b>INCREASE EMPLOYMENT INSURANCE PROVISIONS</b>	
<b>FOR PARENTAL AND MATERNITY LEAVE.....</b>	<b>31</b>
<b>RESOLUTION GEN-026</b>	
<b>GENDER NEUTRAL LANGUAGE .....</b>	<b>31</b>
<b>APPENDIX B</b>	
<b>RESOLUTIONS RULED OUT OF ORDER</b>	
<b>RESOLUTION GEN-024 (2<sup>nd</sup> BIR Only)</b>	
<b>LGBTQ2+ NAME CHANGE.....</b>	<b>33</b>

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

**June 12 - 14, 2020**  
**Delta Hotel, Regina**

Marianne Hladun, PSAC Regional Executive Vice-President for the Prairie Region and Prairie Region Council appointed Evelyn Jackson and Mark Gilchrist as Committee Chairpersons of the 2020 General Resolutions Committee for the Triennial Convention. Sister Jackson and Brother Gilchrist welcomed and worked with the General Resolutions Committee members during the deliberations, and the members of the Committee are as follows:

## **Chairpersons:**

Mark Gilchrist	UHEW, National Officer
Evelyn Jackson	PRC Member, Saskatoon Area Council

## **Committee Members:**

Pennie Young	PRC Member, Prince Albert Area Council
Gus Mardli	PRC Member, South-East Manitoba Geographical Rep
Stasi L'Hirondelle	PRC Member, Northern Alberta Geographical Rep
Sheilagh Hanson	PRC Member, Winnipeg Area Council
Tim Hubick	PRC Member, Southern Saskatchewan Geographical Rep
Satinder Bains	PRC Member, Regina Area Council

## **Staff:**

Oneil Carlier	PSAC Regional Representative, Edmonton RO
Nina Babcock	PSAC Administrative Assistant, Edmonton RO

Any decision or recommendation made by the Resolutions Committee is subject to ratification by the delegates to the 2020 PSAC Prairie Region Triennial Convention. The Committee met and deliberated on February 29 – March 1 at the PSAC Calgary Regional Office.

Unless otherwise specified, all resolutions considered by this Committee are moved and seconded by the Committee Chairs.

The Committee established its priorities as follows:

1. Resolution 10
2. Composite Resolution 3A
3. Resolution 16
4. Resolution 27
5. Resolution 1

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

- Resolution 11 (2<sup>nd</sup> BIR Only), 20, 25, 24 (1<sup>st</sup> BIR Only), 7, 2 and 19

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

- Resolution 4, 17, 9, 22, 15, 23 and 11 (1<sup>st</sup> BIR only)

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

- Resolution 3 – covered by 28
- Resolution 5 – covered by 10
- Resolution 6 – covered by 11
- Resolution 8 – covered by 28
- Resolution 12 – covered by 7
- Resolution 13 – covered by 28
- Resolution 14 – covered by 22
- Resolution 18 – covered by 22
- Resolution 21 – covered by 28
- Resolution 26 – covered by 17

The following resolution is ruled **out of order** (Appendix B)

- Resolution GEN-24 (2<sup>nd</sup> BIR Only)

The report begins with the Committee's priorities, followed by all those resolutions with recommendation of concurrence, followed by all those resolutions with recommendation of non-concurrence.

The Chairpersons of the Committee would like to acknowledge and thank each and every member of the Committee, plus the dedication of the PSAC Staff representatives for their hard work and contribution during our deliberations and confirming the finalization of the report.

Respectfully submitted on behalf of the Committee,

Mark Gilchrist	Evelyn Jackson
Committee Co-Chair	Committee Co-Chair

**RESOLUTION GEN-010**  
**PRIORITIZING MENTAL HEALTH FUNDING**

The Committee recommends **concurrence** in Resolution GEN-010 which reads as follows:

**Originator: UNE Local 50316**

**WHEREAS** Mental Health and wellbeing are a priority for Canadians, and;

**WHEREAS** the PSAC has identified Mental Health as a bargaining priority, and;

**WHEREAS** not all Canadians have insurance coverage from their employer for mental health counseling services, which average \$125-\$175 per session which can be cost prohibitive for those seeking help, and;

**WHEREAS** 1 in 3 Canadians will experience a mental health problem in their lifetime;

**BE IT RESOLVED THAT** that the PSAC will develop a lobby kit for members and begin to lobby the Federal and Provincial governments in the next three-year cycle to publicly fund psychological counseling services for all adults who require them in Canada, and;

**BE IT FURTHER RESOLVED THAT** that the PSAC will support and promote the Canadian Mental Health Association's policy paper "Mental Health in the Balance: Ending the Health Care Disparity in Canada".

**RATIONALE:**

Statistics on mental health and how many are affected is astounding. Access to services are limited in this country and employer benefits have shortcomings. Having psychological services funded under our healthcare system will help to end the stigma. We feel PSAC should support treatment, prevention, and promote positive mental health.

Convention Decision \_\_\_\_\_

**COMPOSITE RESOLUTION GEN-003A**  
**INCREASE EMPLOYMENT INSURANCE PROVISIONS FOR MATERNITY AND**  
**PARENTAL LEAVE**  
**(Composite of GEN-003, GEN-008, GEN-013 and GEN-021)**

The Committee recommends *concurrence* in Composite Resolution GEN-003A which reads as follows:

**Originator: UNDE Local 30907, Winnipeg and Area Human Rights Committee, UNE Local 50316, UNE Local 50316**

**WHEREAS** families can receive Employment Insurance (EI) Maternity benefits for 15 weeks at 55% of their insurable earnings, and have the choice to receive Employment Insurance (EI) Parental benefits for either over a 40-week period at 55% of their insurable earnings or up to 69-week period at 33% of their insurable earnings; and

**WHEREAS** many families cannot afford to live off reduced income.

**WHEREAS** families should be able to focus on raising children with financial stability and dignity; and

**WHEREAS** the EI Maternity and Parental benefits should provide a living wage;

**BE IT RESOLVED THAT** PSAC lobby the federal government to increase EI Maternity benefits from 55% to 75% of insurable earnings for 15 weeks.

**BE IT RESOLVED THAT** PSAC lobby the federal government to increase EI benefits from 55% to 75% for parents who choose to receive benefits over 35 weeks; and from 33% to 55% for parents who choose to receive benefits over 61 weeks.

**RATIONALE:**

We believe a lobby campaign will support families and reinforces the need for ALL families to have financial stability while on maternity and parental EI benefits. This lobby campaign will benefit all Canadians with improved financial security.

Convention Decision \_\_\_\_\_



**RESOLUTION GEN-016**  
**PrEP EDUCATION CAMPAIGN**

The Committee recommends **concurrence** in Resolution GEN-016 which reads as follows:

**Originator: Southern Saskatchewan Human Rights Committee**

**WHEREAS** the World Health Organization endorsed the use of Pre- Exposure Prophylaxis (PrEP) for people who are at risk for HIV; and

**WHEREAS** PrEP is 92% effective at preventing HIV transmission when taken daily; and Health Canada approved PrEP on February 28, 2016; and

**WHEREAS** PrEP is a newly available drug in Canada and education is lacking within the medical profession:

**BE IT RESOLVED THAT** the PSAC lobby all levels of government to provide an awareness education program for all medical professionals on the use and distribution of PrEP.

**RATIONALE:**

There is a lack of education in the medical field about this drug. This is an opportunity to work towards a better understanding of this preventative medication.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-027**  
**UNIVERSAL PrEP COVERAGE CAMPAIGN**

The Committee recommends **concurrence** in Resolution GEN-027 which reads as follows:

**Originator: Southern Saskatchewan Human Rights Committee**

**WHEREAS** the World Health Organization endorsed the use of Pre- Exposure Prophylaxis (PrEP) for people who are at risk for HIV; and

**WHEREAS** PrEP is 92% effective at preventing HIV transmission when taken daily; and

**WHEREAS** Health Canada approved PrEP on February 28, 2016; and PrEP is available free of charge in BC, Saskatchewan, Ontario, New Brunswick; and PrEP can cost up to \$1,100 per month and thus most Canadians cannot afford it:

**BE IT RESOLVED THAT** the PSAC lobby the federal government to establish a universal coverage of PrEP for all.

**RATIONALE:**

The Committee believes a call for Universal Coverage would be beneficial for all Canadians.

Convention Decision\_\_\_\_\_

**RESOLUTION GEN-001**  
**DIVERSITY MENTORSHIP**

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

**Originator: Prairie Region Council**

**WHEREAS** the PSAC is actively working to increase Diversity and Women’s participation, activism and leadership in the union and;

**WHEREAS** members in leadership positions teach and lead by example and;

**WHEREAS** the PSAC needs to plan for the future and pursue succession planning that includes Women and Diversity;

**BE IT RESOLVED THAT** the PSAC Prairie Region through the PRC Standing Education Committee develop a mentorship program that matches members who identify as Indigenous, Racially Visible, LGBTQ2+, Persons with a Disability or Women who are currently in leadership roles with members who are active and interested in learning and pursuing leadership roles in the union and;

**BE IT FURTHER RESOLVED THAT** this mentorship program be voluntary with clear benchmarks and guidelines to assist mentors and mentees to pursue their place in union leadership and;

**BE IT FURTHER RESOLVED THAT** this mentorship program be implemented in the next three-year cycle.

**RATIONALE:**

This fills the needs that have been identified by equity members from conferences. The leadership within PSAC should reflect our membership. This resolution does not limit who can be a mentor or a mentee based on their leadership role within the PSAC; it also does not have geographical boundaries for the mentor.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-011 (2<sup>ND</sup> BIR ONLY)**  
**REQUIREMENTS FOR PERSONAL CARE FACILITIES FOR THE WORKING POOR**  
**AND HOMELESS**

The Committee recommends **concurrence** in Resolution GEN-011 (2<sup>nd</sup> BIR Only) which reads as follows:

**Originator: UNE Local 50316**

**WHEREAS** There have been exponential increases in the working poor and homeless populations within our communities; and

**WHEREAS** Women, trans persons, persons with disabilities, indigenous peoples and racialized persons are proportionally more adversely affected as basic needs such as housing, washroom facilities and safety are not being met; and

**WHEREAS** A good opportunity exists for the PSAC to collaborate with Poverty Reduction Coalition groups in order to bring awareness to the urgent need for accessible public facilities within our communities

**BE IT FURTHER RESOLVED THAT** the PSAC collaborate with Poverty Reduction Coalition groups and representatives of the working poor and homeless population to campaign for immediate action to be taken by the national and provincial governments to develop and implement a solution that will include housing, safe spaces and public facilities that the homeless population can access with dignity in our communities.

**RATIONALE:**

As more and more organizations are facing cuts to services, it is important to stand with our union family and Canadians in support of these services.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-020**  
**NATIONAL BAN ON LGBTQ2+ CONVERSION THERAPY**

The Committee recommends **concurrence** in Resolution GEN-020 which reads as follows:

**Originator: Prairie Region Council**

**WHEREAS** In March 2019, the Federal Government rejected a petition calling for a national ban on LGBTQ2+ conversion therapy, citing it was a provincial/territorial issue. In a recent about-face, the Federal Government is now considering a change to the criminal code to ban the practice of conversion therapy across the country.

**WHEREAS** LGBTQ2+ conversion therapies are immoral, painful and do not reflect the values of Canadians nationally,

**BE IT RESOLVED THAT** PSAC lobby all levels of government to follow through with the National ban on LGBTQ2+ conversion therapy.

**RATIONALE:**

The committee agrees that conversion therapy is immoral, painful and does not reflect the values of Canadians.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-025**  
**PSAC CONSTITUTION ON MEMBERSHIP RIGHTS**

The Committee recommends **concurrence** in Resolution GEN-025 which reads as follows:

**Originator: Southern Saskatchewan Human Rights Committee**

**WHEREAS** the PSAC Constitution Section 5(b) on Member Rights is not reflective of the Canadian Human Rights Act on prohibited grounds of discrimination as it does not include genetic characteristics:

**BE IT RESOLVED THAT** the PSAC Constitution be amended to include genetic characteristics; and

**BE IT FURTHER RESOLVED THAT** the PSAC Constitution be amended to include genetic characteristics.

**RATIONALE:**

Since May of 2017, The Canadian Human Rights Commission has listed genetic characteristics as a prohibited ground and as such, PSAC should align with the same principles.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-024 (1<sup>ST</sup> BIR ONLY)**  
**LGBTQ2+ NAME CHANGE**

The Committee recommends **concurrence** in Resolution GEN-024 1<sup>st</sup> BIR only which reads as follows:

**Originator: Southern Saskatchewan Human Rights Committee**

**WHEREAS** PRC has a LGBTQ2+ Persons Rep and this acronym is lengthy; and

**WHEREAS** the acronym is also not clear to many as the plus (+) could be misinterpreted as plus sign which could be interpreted to include many different things for example allies or an add on:

**BE IT RESOLVED THAT** that the PSAC would adopt the term PRIDE replacing the LGBTQ2+; and

**The following member of the committee wishes to be recorded against the Committee's recommendation: Gus Mardli**

**RATIONALE:**

The committee feels the term PRIDE is internationally recognized and is inclusive to the entire community.

Convention Decision\_\_\_\_\_

**RESOLUTION GEN-007**  
**SUPPORT FOR INTOX, DETOX, REHABILITATION AND SUPERVISED**  
**CONSUMPTION SERVICE IN CANADA**

The Committee recommends **concurrence** in Resolution GEN-007 which reads as follows:

**Originator: Winnipeg and Area Human Rights Committee**

**WHEREAS** there is a real, ongoing and urgent opioid crisis in Canada; and

**WHEREAS** people seeking supervised consumption, intoxication, detox and rehabilitation services can experience high risk to their personal safety, including sexual assault and physical abuse when accessing services; and

**WHEREAS** there is an ongoing threat to the funding of existing and new services provided in Canada led by right-wing movements, despite recommendations for increasing these services by agencies such as the World Health Organization (WHO)

**BE IT RESOLVED THAT** the PSAC lobby all levels of government for increased funding and support for intoxication, detox, rehabilitation and supervised consumption services; and

**BE IT FURTHER RESOLVED THAT** the PSAC lobby all levels of government for intoxication, detox, rehabilitation and supervised consumption services that take the special needs of all vulnerable clients into consideration.

**RATIONALE:**

The Committee believes that it is important that PSAC support all vulnerable members in society.

Convention Decision \_\_\_\_\_



**RESOLUTION GEN-002**  
**UNION REPRESENTATION OF EARLY LEARNING AND CARE PROVIDERS IN**  
**CANADA**

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

**Originator: UNDE Local 30907**

**WHEREAS** the PSAC Statements of Principles #3 says the PSAC “believes that the provision of comprehensive child care services is a social responsibility that must be shared by all, and Principle #17 states “Women have the right to decent work.”

**WHEREAS** Principle #3 fails to address the working conditions or the professional recognition of early learning and child care providers.

**WHEREAS** Child care is a public good and therefore should be considered a public service.

**BE IT RESOLVED THAT** the PSAC amend Principle #3 to include advocacy for professional recognition and improved worker rights for early learning and care professionals through increased union representation.

**RATIONALE:**

PSAC Statement of Principles #3 already references the importance of quality childcare. We believe that advocating for professional recognition and improving workers rights will only improve our vision for quality childcare.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-019**  
**NEW MEMBERSHIP APPLICATION**

The Committee recommends **concurrence** in Resolution GEN-019 which reads as follows:

**Originator: Calgary Human Rights Committee**

**WHEREAS** all members of the PSAC are required to complete a new membership application card to be a member in good standing; and

**WHEREAS** the PSAC is an advocate for human rights and strives to prevent marginalization of any individuals; and

**WHEREAS** the gender designation on the new member application card currently only allows for the designation of male or female;

**BE IT RESOLVED THAT** the PSAC create a new membership application form to include gender designation as “optional” by next convention; and

**BE IT FURTHER RESOLVED THAT** there be an additional gender designation to incorporate non-binary gender designations.

**RATIONALE:**

This will be more inclusive of our membership.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-004**  
**SEX WORK IS REAL (UNION) WORK**

The Committee recommends *non-concurrence* in Resolution GEN-004 which reads as follows:

**Originator: UNDE Local 30907**

**WHEREAS** PSAC Statement of Principle #12 “Prostitution”, is Sex Worker exclusionary and marginalizes and stigmatizes Sex Workers

**WHEREAS** sex workers themselves have asked for legal protections and workplace health and safety regulation and monitoring.

**WHEREAS** “Sex Workers” are defined as adults who receive money or goods in exchange for consensual sexual services or erotic performances, either regularly or occasionally.

**WHEREAS** prohibition policy is an ineffective means of controlling human behavior.

**BE IT RESOLVED THAT** the PSAC retract Statement of Principle #12 and adopts a progressive sex work Statement of Principle that recognizes sex work as real work and advocates for sex work to be decriminalized, governed by monitored labour regulation.

**The following member of the committee wishes to be recorded against the Committee’s recommendation: Sheilagh Hanson**

**RATIONALE:**

The direction is not clear in the be it resolved as to what they would like to see in the progressive sex worker statement. It is also of concern who is protected in PSAC Statement of Principles #12 and retracting the statement in its entirety without a broader discussion and clearer direction does not feel safe.

Convention Decision\_\_\_\_\_

**RESOLUTION GEN-017**  
**GENDER NEUTRAL LANGUAGE**

The Committee recommends ***non-concurrence*** in Resolution GEN-017 which reads as follows:

**Originator: CEIU Local 40811**

**WHEREAS** the Canadian Human Rights Act identified gender identity or expression as a prohibited ground of discrimination; and

**WHEREAS** the Federal Government has recognized the importance of using gender neutral language when communicating with the public:

**BE IT RESOLVED THAT** the PSAC lobby all forms of government to use gender neutral language in all legislation.

**The following member of the committee wishes to be recorded against the Committee's recommendation: Tim Hubick**

**RATIONALE:**

It is important that we ensure that both languages in this country have the structure to accommodate a gender-neutral change, that will translate properly. The be it resolved does not provide definitive, clear direction.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-009**  
**THE FIGHT FOR STUDENTS AND CASUAL EMPLOYEES**

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

**Originator: UNE Local 50316**

**WHEREAS** the PSAC recognizes that co-op students, summer students, and casuals are an important part of the modern federal public service; and

**WHEREAS** student and casual employees by virtue of not being unionized face challenges in the workplace that their unionized colleagues do not; and **WHEREAS** every worker deserves fairness, respect, and the strength and backing of a union; and

**WHEREAS** what we wish for ourselves we wish for all workers;

**BE IT RESOLVED THAT BE IT RESOLVED THAT** the PSAC develop and implement an ongoing campaign to lobby for student and intern employees to be defined as employees in relevant federal legislation until they are able to become union members.

**RATIONALE:**

The Committee does not believe the variety of employment types should be characterized the same. The area of focus is unclear.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-022**  
**PROTECTION IF AN INCIDENT OCCURS WHILE DELEGATES ARE TAKING PART**  
**IN EVENTS**

The Committee recommends ***non-concurrence*** in Resolution GEN-022 which reads as follows:

**Originator: Edmonton Area Council**

**WHEREAS** the employer grants union release time to employee delegates and representatives for events (such as conferences and conventions) related to the performance of their duties,

**WHEREAS** PSAC reimburses the employer for the salaries of employee delegates and representatives while they are involved in or taking part in events they are invited to attend in the performance of their duties,

**WHEREAS** many employee delegates and representatives sometimes travel long distances to attend such events

**BE IT RESOLVED THAT** PSAC immediately establish the identity of the employer during such events to protect and compensate employee delegates and representatives if an incident occurs while they are performing their union duties.

**RATIONALE:**

PSAC already has insurance that provides coverage. The insurance provider has confirmed that the following hazards are covered:

*“Participation in all union activities which includes attending conferences, meetings and demonstrations, including strikes, on or off the Policyholder’s premises, which are supervised or sponsored by the PSAC and or known PSAC Local including direct travel to and from such activities.”*

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-015**  
**COMBATTING SEXUAL HARASSMENT**

The Committee recommends ***non-concurrence*** in Resolution GEN-015 which reads as follows:

**Originator: CEIU Local 40811**

**WHEREAS** sexual harassment remains predominant in our union; and

**WHEREAS** the PSAC appears ill equipped to appropriately deal with incidents of sexual harassment between its activists; and

**WHEREAS** the union is still considered by many sisters, not a safe space:

**BE IT RESOLVED THAT** the PSAC centre will develop and implement appropriate strategies and procedures when dealing with reports and complaints of sexual harassment from amongst its activists; and

**BE IT FURTHER RESOLVED THAT** this procedure/process/strategy come into effect prior to the next PSAC Triennial Convention.

**RATIONALE:**

We recognize that harassment in all forms is not acceptable. The committee also notes that this is covered under Section 25 and Regulation 19 of the PSAC Constitution.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-023**  
**INCLUDE PSAC WITH ACCESSIBLE CANADA ACT**

The Committee recommends *non-concurrence* in Resolution GEN-023 which reads as follows:

**Originator: Edmonton Area Council**

**WHEREAS** the Accessible Canada Act was passed and put into force July 2019 where new legislation is to be built on a whole of government approach to accessibility

**BE IT RESOLVED THAT** the PSAC take an active role in the collaboration efforts in place for the efficient and expeditious implementation of accessibility policies and practices.

**BE IT FURTHER RESOLVED THAT** PSAC should strongly advocate for hiring equity, strengthening equity and removing barriers for persons with disabilities.

**RATIONALE:**

It is unclear who this is directed to, so it would be difficult to implement.

Convention Decision \_\_\_\_\_



**RESOLUTION GEN-011 (1<sup>st</sup> BIR ONLY)**  
**REQUIREMENTS FOR PERSONAL CARE FACILITIES FOR THE WORKING POOR**  
**AND HOMELESS**

The Committee recommends ***non-concurrence*** in Resolution GEN-011 (1<sup>st</sup> BIR only) which reads as follows:

**Originator: UNE Local 50316**

**WHEREAS** There have been exponential increases in the working poor and homeless populations within our communities; and

**WHEREAS** Women, trans persons, persons with disabilities, indigenous peoples and racialized persons are proportionally more adversely affected as basic needs such as housing, washroom facilities and safety are not being met; and

**WHEREAS** A good opportunity exists for the PSAC to collaborate with Poverty Reduction Coalition groups in order to bring awareness to the urgent need for accessible public facilities within our communities

**BE IT RESOLVED THAT** As a supporter of human rights and the rights of women, we ask that the PSAC work with provincial and national organizations that are advocating for accessible public facilities within our communities; and

**The following member of the committee wishes to be recorded against the Committee's recommendation: Gus Mardli**

**RATIONALE:**

There is no clear direction in the be it resolved and GEN- 011 (2<sup>nd</sup> BIR) encompasses GEN-011 (1<sup>st</sup> BIR) in its entirety.

Convention Decision \_\_\_\_\_

# APPENDIX A

## “COVERED BY” RESOLUTIONS

- Resolution GEN-003 – covered by GEN-003A
- Resolution GEN-005 – covered by GEN-010
- Resolution GEN-006 – covered by GEN-011
- Resolution GEN-008 – covered by GEN-003A
- Resolution GEN-012 – covered by GEN-007
- Resolution GEN-013 – covered by GEN-003A
- Resolution GEN-014 – covered by GEN-022
- Resolution GEN-018 – covered by GEN-022
- Resolution GEN-021 – covered by GEN-003A
- Resolution GEN-026 – covered by GEN-017

**RESOLUTION GEN-003**  
**INCREASE EI PROVISIONS FOR PARENTAL LEAVE**  
**(covered by Composite GEN-003A)**

**Originator: UNDE Local 30907**

**WHEREAS** Parents can choose to receive EI benefits over the current 35 weeks at the existing 55% of their insurable earnings or; parents can opt to receive EI benefits over a 61 weeks period at 33% of their insurable earnings.

**WHEREAS** many parents cannot afford to live off only 33% of their income.

**WHEREAS** This 18 month leave at 33% of income for parents is also not a substitute for a high quality, universally accessible child care system.

**BE IT RESOLVED THAT** PSAC lobby the federal government to increase EI benefits from 55% to 75% for parents who choose to receive benefits over 35 weeks; and from 33% to 55% for parents who choose to receive benefits over 61 weeks.

**RESOLUTION GEN-005**  
**PRIORITIZING MENTAL HEALTH FUNDING**  
**(covered by GEN-010)**

**Originator: Winnipeg and Area Human Rights Committee**

**WHEREAS** Mental Health and wellbeing are a priority for Canadians, and;

**WHEREAS** the PSAC has identified Mental Health as a bargaining priority, and;

**WHEREAS** not all Canadians have insurance coverage from their employer for mental health counseling services, which average \$125-\$175 per session which can be cost prohibitive for those seeking help, and;

**WHEREAS** 1 in 3 Canadians will experience a mental health problem in their lifetime;

**BE IT RESOLVED THAT** that the PSAC will support and promote the Canadian Mental Health Association's policy paper "Mental Health in the Balance: Ending the Health Care Disparity in Canada".

**RESOLUTION GEN-006**  
**REQUIREMENTS FOR PERSONAL CARE FACILITIES FOR THE WORKING POOR**  
**AND HOMLESSNESS**  
**(covered by GEN-011)**

**Originator: Winnipeg and Area Human Rights Committee**

**WHEREAS** There have been exponential increases in the working poor and homeless populations within our communities; and

**WHEREAS** Women, trans persons, persons with disabilities, indigenous peoples and racialized persons are proportionally more adversely affected as basic needs such as housing, washroom facilities and safety are not being met; and

**WHEREAS** A good opportunity exists for the PSAC to collaborate with Poverty Reduction Coalition groups in order to bring awareness to the urgent need for accessible public facilities within our communities

**BE IT RESOLVED THAT** As a supporter of human rights and the rights of women, we ask that the PSAC work with provincial and national organizations that are advocating for accessible public facilities within our communities; and

**BE IT FURTHER RESOLVED THAT** the PSAC collaborate with Poverty Reduction Coalition groups and representatives of the working poor and homeless population to campaign for immediate action to be taken by the national and provincial governments to develop and implement a solution that will include housing, safe spaces and public facilities that the homeless population can access with dignity in our communities.

**RESOLUTION GEN-008**  
**INCREASE EMPLOYMENT INSURANCE PROVISIONS FOR PARENTAL LEAVE**  
**(covered by GEN-003A)**

**Originator: Winnipeg and Area Human Rights Committee**

**WHEREAS** parents have the choice to receive Employment Insurance (EI) benefits for Parental Leave over a 35-week period at 55% of their insurable earnings or over a 61-week period at 33% of their insurable earnings; and

**WHEREAS** many parents, particularly single parents or low-income families do not have access to employer top-ups and cannot afford to live on only 33% of their income; and

**WHEREAS** parents should be able to focus on raising children with financial stability and dignity; and

**BE IT RESOLVED THAT** PSAC lobby the federal government to increase EI Parental Leave benefits from 55% to 75% of insurable earnings for parents who choose to receive benefits over 35 weeks; and increase EI Parental Leave benefits from 33% to 55% of insurable earnings for parents who chose to receive benefits over 61 weeks so that parents come closer to a living wage while on Parental Leave.

**RESOLUTION GEN-012**  
**SUPPORT FOR INTOX, DETOX, REHABILITATION AND SUPERVISED**  
**CONSUMPTION SERVICE IN CANADA**  
**(covered by GEN-007)**

**Originator: UNE Local 50316**

**WHEREAS** there is a real, ongoing and urgent opioid crisis in Canada; and

**WHEREAS** people seeking supervised consumption, intoxication, detox and rehabilitation services can experience high risk to their personal safety, including sexual assault and physical abuse when accessing services; and

**WHEREAS** there is an ongoing threat to the funding of existing and new services provided in Canada led by right-wing movements, despite recommendations for increasing these services by agencies such as the World Health Organization (WHO)

**BE IT RESOLVED THAT** the PSAC lobby all levels of government for increased funding and support for intoxication, detox, rehabilitation and supervised consumption services; and

**BE IT FURTHER RESOLVED THAT** the PSAC lobby all levels of government for intoxication, detox, rehabilitation and supervised consumption services that take the special needs of all vulnerable clients into consideration.

**RESOLUTION GEN-013**  
**INCREASE EMPLOYMENT INSURANCE PROVISIONS FOR ALL FORMS OF**  
**PARENTAL LEAVE**  
**(covered by GEN-028)**

**Originator: UNE Local 50316**

**WHEREAS** parents have the choice to receive Employment Insurance (EI) benefits for all forms of Parental Leave over a 35-week period at 55% of their insurable earnings or over a 61-week period at 33% of their insurable earnings; and

**WHEREAS** many parents, particularly single parents or low-income families do not have access to employer top-ups and cannot afford to live on only 33% of their income; and

**WHEREAS** parents should be able to focus on raising children with financial stability and dignity; and

**BE IT RESOLVED THAT** PSAC lobby the federal government to increase for all forms of EI Parental Leave benefits from 55% to 75% of insurable earnings for parents who choose to receive benefits over 35 weeks; and increase EI Parental Leave benefits from 33% to 55% of insurable earnings for parents who chose to receive benefits over 61 weeks so that parents come closer to a living wage while on Parental Leave.

**RESOLUTION GEN-014**  
**PROTECTION IF AN INCIDENT OCCURS WHILE DELEGATES ARE TAKING PART**  
**IN EVENTS**  
**(covered by GEN-022)**

**Originator: CEIU Local 30851**

**WHEREAS** the employer grants union release time to employee delegates and representatives for events (such as conferences and conventions) related to the performance of their duties;

**WHEREAS** PSAC reimburses the employer for the salaries of employee delegates and representatives while they are involved in or taking part in events they are invited to attend in the performance of their duties;

**WHEREAS** many employee delegates and representatives sometimes travel long distances to attend such events;

**BE IT RESOLVED THAT** that PSAC immediately establish the identity of the employer during such events, to protect and compensate employee delegates and representatives if an incident occurs while they are performing their union duties.

**RESOLUTION GEN-018**  
**PROTECTION IF AN INCIDENT OCCURS WHILE DELEGATES ARE TAKING PART**  
**IN EVENTS**  
**(covered by GEN-022)**

**Originator: CEIU Local 40811**

**WHEREAS** the employer grants union release time to employee delegates and representatives for events (such as conferences and conventions) related to the performance of their duties; and

**WHEREAS** the PSAC reimburses the employer for the salaries of employee delegates and representatives while they are involved in or taking part in events they are invited to attend in the performance of their duties; and

**WHEREAS** many employee delegates and representatives sometimes travel long distances to attend such events:

**BE IT RESOLVED THAT** that the PSAC immediately assume the identity of the employer during such events, to protect and compensate employee delegates and representatives if an incident occurs while they are performing their union duties.

**RESOLUTION GEN-021**  
**INCREASE EMPLOYMENT INSURANCE PROVISIONS FOR PARENTAL AND**  
**MATERNITY LEAVE**  
**(covered by GEN-003A)**

**Originator: UNE Local 50316**

**WHEREAS** parents can receive Employment Insurance (EI) Maternity benefits for 15 weeks at 55% of their insurable earnings, and have the choice to receive Employment Insurance (EI) Parental benefits for either over a 40-week period at 55% of their insurable earnings or over a 69-week period at 33% of their insurable earnings; and

**WHEREAS** many parents, particularly single parents or low-income families do not have access to employer top-ups and cannot afford to live on only 33% of their income; and

**WHEREAS** parents should be able to focus on raising children with financial stability and dignity; and

**WHEREAS** the EI Parental and Maternity benefits should provide a living wage;

**BE IT RESOLVED THAT** PSAC lobby the federal government to increase EI Maternity benefits from 55% to 75% of insurable earnings for 15 weeks.

**BE IT RESOLVED THAT** PSAC further lobby the federal government to increase Parental benefits from 55% to 75% of insurable earnings for parents who choose to receive benefits over 40 weeks; and increase EI Parental benefits from 33% to 45% of insurable earnings for parents who chose to receive benefits over 69 weeks.

**RESOLUTION GEN-026**  
**GENDER NEUTRAL LANGUAGE**  
**(covered by GEN-017)**

**Originator: Southern Saskatchewan Human Rights Committee**

**WHEREAS** the Canadian Human Rights Act identified gender identity or expression as a prohibited ground of discrimination; and

**WHEREAS** the Federal Government has recognized the importance of using gender neutral language when communicating with the public

**BE IT RESOLVED THAT** the PSAC lobby all forms of government to use gender neutral language in all legislation.



## **APPENDIX B**

### **RESOLUTIONS RULED OUT OF ORDER**

- Resolution 24 (2<sup>nd</sup> BIR Only)

**GEN-024 (2<sup>ND</sup> BIR ONLY)  
LGBTQ2+ NAME CHANGE**

**Originator: Southern Saskatchewan Human Rights Committee**

**BE IT FURTHER RESOLVED THAT** that the PRC LGBTQ2+ Persons Rep would be changed to PRIDE Rep.

**RATIONALE:**

Out of order as would first require a change to the PSAC Constitution. Regional Bylaws cannot contradict the PSAC Constitution.