

Prairie Region Council Budget
Prairie Region Convention 2018-2020

	Budget Year 2018	Budget Year 2019	Budget Year 2020
Revenue			
AEC Transfer	191,636.25	191,636.25	191,636.25
Interest	100.00	100.00	100.00
Total Revenue	191,736.25	191,736.25	191,736.25
Expenses			
PRC Meetings	95,000.00	95,000.00	95,000.00
Audit	4,500.00	4,500.00	4,500.00
Conference Calls	1,000.00	1,000.00	1,000.00
Council Member Expenses	7,000.00	7,000.00	7,000.00
Special Projects	1,500.00	1,500.00	1,500.00
Donations	5,000.00	5,000.00	5,000.00
Equity Events / Action	3,000.00	3,000.00	3,000.00
HRC Assistance	4,000.00	4,000.00	4,000.00
RWC Assistance	4,000.00	4,000.00	4,000.00
Area Council Assistance	10,000.00	10,000.00	10,000.00
Health & Safety Committee	1,000.00	1,000.00	1,000.00
Young Workers Committee(s)	1,000.00	1,000.00	1,000.00
Committee/Council Networking	1,500.00	1,500.00	1,500.00
MB Federation of Labour	1,000.00	1,000.00	1,000.00
SK Federation of Labour	2,000.00	2,000.00	2,000.00
AB Federation of Labour	1,500.00	1,500.00	1,500.00
Youth Outreach	1,600.00	1,600.00	1,600.00
Youth Camps	4,500.00	4,500.00	4,500.00
Convention	20,000.00	20,000.00	20,000.00
Memberships	3,000.00	3,000.00	3,000.00
Communications	19,000.00	19,000.00	19,000.00
Bank Costs	500.00	500.00	500.00
Total Expenses	191,600.00	191,600.00	191,600.00
Excess of Revenue over Expenses	136.25	136.25	136.25

Budget Assumptions:

This budget is designed to reflect the realities of what we, the Finance/General convention committee charged with presenting the PRC budget, believe PSAC Prairie Region will require in the coming three year cycle.

Assumptions:

- 1. The fund allocation from previous three-year budget will not be increased given the financial realities PSAC is working under;**
- 2. There is no indication membership will see a significant increase in the coming cycle thus increasing available funds;**
- 3. The PRC membership will remain the same in the coming three-year cycle with meetings in compliance with PRC bylaws; and**
- 4. The budget amounts for these expenditures will be available for use by the PRC at any time over the three-year period.**

As we look ahead into the next budget cycle, this budget document is presented to continue regional support for PSAC priorities as we know them to be:

- Increase membership participation in all aspects of union activity, and help locals/branches to function at the highest level;
- Negotiate real wage increases and improve our collective agreements;
- Become more effective, efficient and forceful in representing members, and in mobilizing for workplaces that are healthier, safer, and respectful of workers' equality and human rights;
- Get better organized to advance the interests of our members as workers and citizens in the political and legislative arenas, federally as well as in each province and territory;
- Campaign for positive changes to the federal public service, and to federal programs, to better meet the needs of Canadians and to address the growing economic and social inequalities in our country; and
- Strengthen our internal governance systems to become an even more democratic and responsive union.

While this is a budget that some might consider austere in some regards, it is the belief of the finance convention committee that it provides the required resources for members who wish to participate in union activities to do so. Changes in technology allow us to communicate more effectively with our members in a number of ways. This budget is about providing resources that support Prairie Regional Council members as they undertake leadership in their constituencies. It is about working collectively as a team, sharing resources and skills across our broader community to build on the momentum that has been established and continues to flourish. This budget is about opportunities and how we make the most of them.

Given that we recognize there may be funding challenges within the coming cycle, expenses will be monitored and if there are underutilized line items, the PRC will actively seek reallocation such that the work we need to do gets done.

Meetings:

The PRC holds a minimum of two face to face meetings annually as required by the bylaws. The budget line item was last increased in the 2012-2014 budget. This budget line item in support of these meetings has been increased to \$95,000 annually reflecting an increase of 23.5% to more accurately reflect increases in wages, accommodations, meetings, travel, etc. PRC standing committee work should also be covered by this line item. PRC is committed to seeking cost savings to face-to-face meetings where possible.

Audit:

In keeping with the motion passed at the November 2016 PRC meeting, a line item of \$4,500 annually has been added to the budget to cover the cost of a professional audit of financial statements. This item has been added to each year of the budget to provide for an annual audit which will be available to all members on the Prairie Region website upon approval of PRC.

Conference Calls:

This line item has been reduced to \$1,000 per year in the 2018-2020 budget cycle to reflect the actual costs associated with conference calls. New technologies have allowed us to significantly reduce the cost of calls to small amounts. The funds provided here will be sufficient to support any conference calls required by PRC and regional committees

Council Members:

The line item for council members has been reduced in this budget from \$10,000 to \$7,000 per year reflecting a 30% decrease. With technology employed as much as possible, we believe these funds will be sufficient to support council member's work including attendance of council representatives at their respective conferences – health and safety, racially visible and women.

Special Projects

This line item has been reduced from \$5,000 to \$1,500. In the past, it has been used to support local initiatives such as contributions to support flood relief efforts in southern Alberta and relief efforts for the Fort McMurray fire.

Donations

This line item has not changed from the previous amount of \$5,000. Donations have been in support of Brothers and Sisters from PSAC locals and within the labour movement who have been on extended strikes, donations to local advocacy groups or charities such as Unemployed Workers Centres and Labour Day events.

Equity Events / Action

This line item has been reduced from \$5,000 to \$3,000, a decrease of 40%. This decrease recognizes the funds in this line item have not been fully expended in the past. In this coming cycle, PRC will work to ensure that members are aware that funding may be available for equity events in their location.

Human Rights Committee Assistance

This line item has been reduced to \$4,000 from the previous \$5,000, a decrease of 20%. While we have three active HRC's in Edmonton, Regina and Winnipeg, one active Aboriginal People Circle for North Sask (Prince Albert, SK) and one inactive HRC in Calgary that we anticipate returning to active status in 2017, we believe this funding will be sufficient to support their activities. Full reports of the HRC activities can be found in our Convention documents. Although these committees receive some funding from the national budget, our work within our communities and workplaces on equity issues and to fight the governments (federal, provincial and municipal) on regressive agendas must continue.

Changes to the allocation process, initiated in 2012, include committees receiving funds based on action plans and budgets and the actual bank balance already available versus an equal division between active committees. PRC Finance Committee reviewed requests for funding and recommended allocations to the REVP based on the information provided. All funds remaining in this line item will continue to be available for use by HRC's upon request.

Regional Women's Committee Assistance

This line item has been reduced to \$4,000 from the previous amount of \$5,000, a reduction of 20%. We have six active RWC's in Edmonton, Calgary, Lethbridge, Saskatoon, Regina, and Winnipeg. RWC's in Prince Albert and Westman are currently inactive. These committees have access to alternate funding sources in support of activities proposed under the national women's agenda and have been good at utilizing those national funds in support of local initiatives. Although these committees receive some funding from the national budget, our work within our communities and workplaces on women's issues and to fight the governments (federal, provincial and municipal) on regressive agendas, must continue. Full reports of the RWC activities can be found in our Convention documents.

Changes to the allocation process, initiated in 2012, include committees receiving funds based on action plans and budgets and the actual bank balance already available versus an equal division between active committees. PRC Finance Committee reviewed requests for funding and recommended allocations to the REVP based on the information provided. All funds remaining in this line item will continue to be available for use by RWC's upon request.

Area Council Assistance

This line item has not changed from the previous amount of \$10,000. We have eight active AC's in Edmonton, Calgary, Lethbridge, Prince Albert, Saskatoon, Regina, Westman and Winnipeg. Full reports of the Area Council activities can be found in our Convention documents. The Area Councils are mandated to serve as a liaison for Locals/Branches of Components and Directly Chartered Locals. This line item is to assist them with meetings, education, speakers and community events as most political action expenses incurred are charged to the Political Action budget.

Changes to the allocation process, initiated in 2012, include committees receiving funds based on action plans and budgets and the actual bank balance already available versus an equal division between active committees. PRC Finance Committee reviewed requests for funding and recommended allocations to the REVP based on the information provided. All funds remaining in this line item will continue to be available for use by AC's upon request.

Health and Safety Committee Assistance

This is a new line item of \$1,000 to provide operational funding for the Regional Health and Safety Committee. The establishment of one RHSC per region was mandated at the 2015 Triennial Convention. No funding from the national budget was allocated to the committee and as such, this line item will provide minimum operational funding.

The RHSC will be subject to the same reporting requirements as other committees in the region and will only receive funding upon receipt and approval of a budget proposal.

Young Worker Committee Assistance

This is a new line item of \$1,000 to provide operational funding for Young Worker Committees in the region. Currently there are no YWC's established in the region but interest in at least two locations will hopefully result in committees in 2017. This line item will ensure that YWC's have funds available.

As regional committees, any YWC established will be subject to the same reporting requirements as other committees in the region and will only receive funding upon receipt and approval of a budget proposal.

Committee/Council Networking

This line item has been reduced from \$2,500 to \$1,500 annually. This was a new item in the last budget cycle and there was minimal uptake. However, as we seek more ways to engage with our members, we believe these funds should be maintained, at least for this cycle, in the hopes that utilization of technology for things like webinars will allow us to enhance mobilization of members.

Federations of Labour

In the last budget cycle, the line item for Federations of Labour was separated for each province to accurately reflect the needs of our region. That separation continues in this budget but the amounts for each province reflect the fact each federation has a different number of meetings over a three year period. In this budget we have allocated \$2,000 for Saskatchewan, \$1,500 Alberta, and \$1,000 for Manitoba. We believe that members need to take an active part in the labour movement as a whole and the best way to do that is through the Federations of Labour. PSAC pays the affiliation fees for our Locals but does not cover the cost of Conventions or Conferences. This line item will ensure we are able to offer members subsidies to participate within their respective Federation of Labour.

Young Worker Outreach

The young worker outreach line item has been reduced from \$3,000 to \$1,600 annually reflecting what was actually spent in the past year. This line item will be used to support young workers to attend events such as Federation of Labour Young Worker conferences.

Youth Camps – Manitoba, Saskatchewan and Alberta (Mary Veilleux Memorial)

This line item has not changed from the previous amount of \$1,500 per province per year however, the line items have been combined to one for a total of \$4,500. In 2016, Manitoba Kids Camp was cancelled and it is unlikely it will be reinstated so the funds were not expended even though we had applications. In Saskatchewan, Kids Camp was cancelled because the venue went bankrupt and another suitable location could not be found in time and as such, no subsidies were paid. They have secured a new location and will be back in operation in 2017.

The Alberta Kids Camp continues to operate and we continue to sponsor members children through this line item. It is noted that in Alberta, by way of convention decision, one child is sponsored each year under a dedicated memorial in the name of the late Sister Mary Veilleux, a UNDE activist and former PRC member.

By combining all camps into one line item, we can base expenditures on total applications received. This line item may also be available to assist members to participate as camp counselors.

Convention

The Prairie Region Convention is not fully funded irrespective of the money allocated in the PSAC national budget. As such, we continue to believe it is prudent to maintain this line item of \$20,000 per year (unchanged from previous budget). It has been our practice to use all monies received from the PSAC national budget on subsidies for our members and any surplus from the Council and registration fees on the costs of doing business at Convention. This line item will ensure that, at least in part, these costs would be covered should there be an occasion where there is no surplus to draw from.

Membership

In the last cycle this line item of \$3,000 was introduced to cover the annual membership costs to the Canadian Centre for Policy Alternatives in Manitoba and Saskatchewan and Public Interest Alberta. Both organizations provide valuable research and educational resources on issues of both provincial and federal in nature. They are non-profit organizations and as a member PSAC often receives discounts when attending their events.

Communications:

Communications is a broad budget category that has been expanded to include all swag purchased for use in the Prairie region at PSAC events. As such, this line item has been increased from \$13,000 to \$19,000 to reflect the continued and rising cost of doing business and promoting what we do. In addition to the purchase and upgrading of promotional materials and equipment, these funds can be used to invest in new technologies that may come with license fees or a limited amount of media advertising.

Bank Costs

This is a new line item in the budget of \$500 per year to be used for costs such as purchasing cheques to ensure that we are accurately reflecting expenses in the region.

TABLE OF CONTENTS

REPORT OF THE FINANCE/GENERAL RESOLUTIONS COMMITTEE TO THE PRAIRIE REGION CONVENTION	10
RESOLUTION FIN-009 INCREASED FUNDING FOR REGIONAL HEALTH & SAFETY CONFERENCES.....	12
RESOLUTION FIN-013 REGIONAL EDUCATION FUNDING	13
RESOLUTION FIN-007 (1 ST AND 2 ND BIR ONLY) SCHEDULING OF TRAINING/EDUCATION.....	14
COMPOSITE RESOLUTION FIN-004A AREA COUNCIL DELEGATES TO PSAC TRIENNIAL CONVENTION (COVERS FIN-004 AND FIN-005).....	15
RESOLUTION FIN-003 INCREASE IN THE DAILY STRIKE PAY AT A NATIONAL LEVEL.....	16
RESOLUTION FIN-001 FUNDING FOR “NON PSAC EVENTS” POLICY.....	17
RESOLUTION FIN-002 CHEQUE SIGNING AUTHORITY AT THE PSAC PRAIRIES REGIONAL OFFICE	19
RESOLUTION FIN-006 EQUAL EQUITY FOR LGBTQ2.....	20
RESOLUTION FIN-007 (3 RD BIR ONLY) SCHEDULING OF TRAINING/EDUCATION.....	21
RESOLUTION FIN-008 FUNDING REGIONAL HEALTH & SAFETY COMMITTEES	22
RESOLUTION FIN-012 PRC DELEGATES TO PSAC NATIONAL TRIENIAL CONVENTION	23

**APPENDIX A:
RESOLUTIONS COVERED BY OTHER RESOLUTIONS**

RESOLUTION FIN-004
 AREA COUNCIL DELEGATES TO PSAC TRIENNIAL CONVENTION 25

RESOLUTION FIN-005
 AREA COUNCIL DELEGATES TO PSAC TRIENNIAL CONVENTION 26

RESOLUTION FIN-010
 EQUAL EQUITY FOR LGBTQ2..... 27

RESOLUTION FIN-011
 EQUAL EQUITY FOR LGBTQ2..... 27

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.

TABLE OF CONTENTS

REPORT OF THE BYLAWS RESOLUTIONS COMMITTEE TO THE PRAIRIES REGION CONVENTION.....	29
RESOLUTION BL-008 PRC BYLAWS – ELECTION OF 2ND A/REVP.....	31
RESOLUTION BL-003 PRC BYLAWS – A/REVP ROLES AND RESPONSIBILITIES.....	36
RESOLUTION BL-009 PRC BYLAWS – PRAIRIE REGION ANNUAL AUDIT	37
RESOLUTION BL-007 PRC BYLAWS – BUDGET VARIANCE REPORT	39
RESOLUTION BL-004A (3rd BIR only from BL-004) REGIONAL HEALTH AND SAFETY COMMITTEE FUNDING	40
RESOLUTION BL-010 PRC BYLAWS – PRC COMMITTEE TERMS OF REFERENCE.....	41
RESOLUTION BL-001 PRC BYLAWS - DCL & SEPARATE EMPLOYER REP.....	42
RESOLUTION BL-002 PRC BYLAWS – A/REVP ROLES AND RESPONSIBILITIES.....	43
RESOLUTION BL-004B (BL-004 1ST, 2nd, 4th, 5th and 6th BIR only) PRC BYLAWS - REGIONAL HEALTH & SAFETY COMMITTEE	44
RESOLUTION BL-005 PRC BYLAWS - DELEGATE ENTITLEMENT.....	46
RESOLUTION BL-006 PRC BYLAWS - REGIONAL HEALTH & SAFETY COMMITTEE	47

REPORT OF THE BYLAWS 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 Gus Mardli and Barry Stolar as Chairpersons of the 2017 Bylaws Resolutions Committee for the Triennial Convention. Brothers Mardli and Stolar worked with the Bylaws Resolutions Committee members during the deliberations and the members of the Committee are as follows:

Chairpersons:

Gus Mardli	PRC Member, South-East Manitoba Geographical Rep
Barry Stolar	USGE, National Officer

Committee Members:

Sam Akinsanya	PRC Member, Racially Visible Persons
Satinder Bains	PRC Member, Regina Area Council
Glen Johnston	PRC Member, Westman Area Council
Jackie Nettleton	PRC Member, Saskatoon Area Council
Matt Tijani	PRC Member, Winnipeg Area Council
Michael Wiesberger	PRC Member, North West Manitoba Geographical Rep

Regrets:

Milton Dyck	AGR, National Officer
-------------	-----------------------

Staff:

Nancy Johnson	PSAC Administrative Assistant, Saskatoon RO
Raj Hari	PSAC Regional Representative, Calgary RO

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

Unless otherwise specified, all resolutions considered by this Committee are moved and seconded by the Committee Chairs with the exception of Resolution BL-003 that was moved by Barry Stolar and seconded by Glen Johnston.

The Committee established its priorities as follows:

1. Resolution 008
2. Resolution 003
3. Resolution 009
4. Resolution 007
5. Resolution 004A

The following resolution was recommended as **concurrence**:

- Resolution 10

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

- Resolution 1, 2, 4B, 5, 6

The following resolution was split as follows:

- Resolution 4A - (3rd BIR only)
- Resolution 4B - (1st, 2nd, 4th, 5th 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 for their hard work and contribution during our deliberations and finalization of the report.

Respectfully submitted on behalf of the Committee.

Gus Mardli
Committee Co-Chair

Barry Stolar
Committee Co-Chair

RESOLUTION BL-008
PRC BYLAWS – ELECTION OF 2ND A/REVP

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

Originator: Prairie Region Council

WHEREAS in the current Prairie Region By-Laws there is no provision for a 2nd Alternate to the Regional Executive Vice President (REVP); and

WHEREAS at the 2015 PSAC Triennial Convention Section 16 Sub-Section (4) (a) was amended to allow for the election of a second Alternate REVP; and

WHEREAS the establishment of a 2nd Alternate to the REVP would ensure a more timely transition for the office of the A/REVP should it become vacant; therefore

BE IT RESOLVED that the Prairie Region By-Laws be amended to establish the position of 2nd Alternate to the REVP and any reformatting of numbering/bullets be carried out as needed; and

BE IT FURTHER RESOLVED that the following Sub-Section be added to Section 6;
And

Sub-Section (3)

The 2nd Alternate Regional Executive Vice President shall:

(a) assume the position and the roles and responsibilities of the Alternate Regional Executive Vice President should the position become vacant between Prairie Region Conventions;

BE IT FURTHER RESOLVED that Section 9 Sub-Section (3) (f) be amended to include the 2nd Alternate REVP and read as follows; and

(f) elect the REVP, Prairie Region, the Alternate REVP, Prairie Region and the 2nd Alternate REVP Prairie Region

BE IT FURTHER RESOLVED that Section 11 Sub-Section (1-4) be amended to reflect the addition of the position of a 2nd A/REVP and read as follows; and

SECTION 11
ELECTIONS AT THE PRAIRIE REGION TRIENNIAL CONVENTION

Sub-section (1) - Eligibility of Nominees for Office - REVP, A/REVP and 2nd A/REVP

- (a) *All nominees for the office of REVP Prairie Region, A/REVP Prairie Region, and 2nd A/REVP Prairie Region shall be members in good standing of the PSAC.*
- (b) *A nominee for the office of the REVP, A/REVP and 2nd A/REVP shall work or reside in the Prairie Region.*
- (c) *Nominees for the office of REVP, Prairie Region shall be prepared to live in a location as determined by the AEC.*

Sub-Section (2) - Nomination of REVP, A/REVP and 2nd A/REVP

- (a) *At each Prairie Region Triennial Convention, a Nominations Committee of at least three (3) persons shall be appointed by the PRC from among those present, other than staff.*
- (b) *The duties of the Nominations Committee shall be to:*
 - (i) *receive nominations for the offices of REVP, A/REVP and 2nd A/REVP;*
 - (ii) *verify eligibility of nominees for office;*
 - (iii) *ascertain the willingness of nominees to accept and perform the duties of the office to which they may be elected;*
 - (iv) *report to the Prairie Region Triennial Convention the names of all such nominees.*
- (c) *Nominations for the office of REVP, A/REVP and 2nd A/REVP filed with the Nominations Committee shall be in writing, signed by a nominator and a seconder, each of whom shall be an accredited delegate.*
- (d) *Nominees who are not present at the Convention must submit a nomination form to the Prairie Regional Staff Coordinator prior to the start of the Prairie Region Triennial Convention*
- (e) *Nominees who are present at the Prairie Region Triennial Convention can submit a nomination form to the Prairie Regional Staff Coordinator prior to the start of the Prairie Region Triennial Convention, to the Nominations Committee during Convention or be nominated from the floor of the Prairie Region Triennial Convention. The Prairie Regional Staff Coordinator will provide nomination forms*

received prior to the commencement of Convention to the Chair of the Nominations Committee as soon as the Nominations Committee has been ratified by Convention

- (f) The Chairperson of the Nominations Committee shall be appointed by the PSAC Prairie Region Council. Either the Chairperson of the Nomination Committee, or a member or former member of the AEC, shall conduct the election of the REVP alternate REVP and the 2nd alternate REVP. The Election Chairperson shall have the power to appoint scrutineers and assistants as deemed necessary to conduct the elections in an orderly manner, subject to the limitations of Sub-Section (2) (a) above.*

Sub-Section (3) - Election of the REVP, Alternate REVP and 2nd A/REVP

- (a) The election of the REVP, Prairie Region, and A/REVP, Prairie Region and 2nd A/REVP, Prairie Region shall be conducted in turn and completed before the next office is called.*
- (b) As the election for the office of REVP, A/REVP and 2nd A/REVP is called, the nominee, nominator or seconder of each nominee, whether filed previously with the Nominations Committee or nominated from the floor, may speak to the Prairie Region Triennial Convention for not more than three (3) minutes on behalf of that nominee.*
- (c) The election to the office of REVP, A/REVP and 2nd A/REVP shall be by secret ballot. Each voting delegate shall indicate by ballot or electronic voting the name of their choice for the office called, from among the nominees for office.*
- (d) Election to the office of REVP, A/REVP and 2nd A/REVP shall be declared only on receipt of a clear majority of the ballots cast with standings revealed to voting delegates after each ballot. In the event that more than two (2) nominees stand for election to any one office, the election procedure shall be by way of elimination.*
- (e) In the event of a tie vote, the Chairperson shall immediately take a second ballot without recess or adjournment. If this results in a second tie vote, the Chairperson shall call a short recess before taking the third ballot.*
- (f) Upon completion of the election of the REVP, A/REVP and 2nd A/REVP, the Nominations Committee will sign a declaration outlining the number of accredited delegates, the number of accredited delegates voting, the vote tally for each candidate and the number of spoiled ballots for each ballot during the election of the REVP, A/REVP and 2nd A/REVP. The signed declaration will be forwarded to the PSAC National President and maintained on file.*

- (g) *The REVP, A/REVP and 2nd A/REVP shall take office at the end of the Prairie Region Triennial Convention.*
- (h) *Members elected to the position of REVP shall not hold Component, Local or Branch Executive Officer positions, other than Steward.*

Sub-Section (4) - Vacancy in the Position of REVP, A/REVP and 2nd A/REVP

- (a) *A vacancy in the office of REVP shall be filled by the A/REVP*
- (b) *A vacancy in the office of Alternate REVP shall be filled by the 2nd A/REVP*
- (c) *in the event that both the A/REVP and 2nd A/REVP become vacant 6 months or more prior to the PR Convention then the position of the A/REVP shall be filled in the following manner:*
 - (i) *nominations shall be called by the AEC from amongst all members in the Prairie Region;*
 - (ii) *the AEC shall ensure that all nominees are members in good standing of the PSAC in the Prairie Region of the PSAC, and that the nominator and seconder were delegates at the previous Prairie Region Triennial Convention;*
 - (iii) *the nominations process will be concluded within 60 days from the date of notice of vacancy in the position of Alternate REVP;*
 - (iv) *if there is more than one nominee for the office of A/REVP, and an election is necessary, it shall be conducted by the AEC from amongst those members' in good standing who were voting delegates at the preceding Prairie Region Triennial Convention.*

BE IT FURTHER RESOLVED that all references to A/REVP be updated to reflect this change

BE IT FURTHER RESOLVED that this change be enacted immediately to allow for the election of a 2nd A/REVP at the 2017 Prairie Region convention.

BE IT FURTHER RESOLVED that subsequent articles be renumbered accordingly.

RATIONALE

The Committee understands that the addition of the 2nd Alternate REVP position would aid in the smooth transition should the office of REVP or the position of Alternate REVP

be vacated. With the amendment of the PSAC Constitution to include a 2nd alternate where so indicated in a Regions Bylaws, this resolution establishes the position and sets forth the procedure for election of the 2nd Alternate REVP.

Convention Decision_____

RESOLUTION BL-003
PRC BYLAWS – A/REVP ROLES AND RESPONSIBILITIES

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

Originator: PSAC Local 40005

WHEREAS the Alternate Regional Executive Vice President is required to sit on the Prairie Regional Council with limited duties as they are not officially acting in the role as Regional Executive Vice President unless he/she steps down; and

WHEREAS it is important to have the Alternate attend Prairie Regional Council meetings so they have an idea what is going on in the Region and the Finances; therefore

BE IT FURTHER RESOLVED that the Alternate Regional Executive Vice President shall automatically be assigned to the Finance Committee on the Prairie Regional Council; and

BE IT FURTHER RESOLVED that a new article be added to Section 6 Sub-Section (2) that formalizes the assignment for the duration of the mandate of the Finance Committee that shall read as follows:

Sub-Section (2)

(c) Be assigned to the PRC Finance Committee for the duration of the mandate.

BE IT FURTHER RESOLVED that the subsequent articles be renumbered

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

RATIONALE

The committee recognizes that the member elected as the A/REVP may not have financial experience, but by being appointed to the Finance Committee experience in how financial matters are conducted within the Region would be beneficial. Although the finance committee only deals with Prairie Region Council finances should the transition to REVP become necessary this experience in the financial process would aid them in this role.

Convention Decision _____

RESOLUTION BL-009
PRC BYLAWS – PRAIRIE REGION ANNUAL AUDIT

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

Originator: PSAC Local 40005

WHEREAS Section 13 Sub-Section (3) speaks to the audit procedures for the PRC; specifically, "A committee of three shall be appointed by the PRC to perform an annual review of PRC's finances and expenditures."; and

WHEREAS historically this has not always been the format used by the PRC for audits; And

WHEREAS the Prairie Region Finance Committee has the responsibility to provide recommendations on the PRC annual budget for consideration by the PRC; and Whereas fiscal transparency and responsibility must be paramount within the PRC; therefore

BE IT RESOLVED that a detailed audited statement of receipts and expenditures certified by qualified accountants be undertaken for each fiscal year of the PRC; and

BE IT FURTHER RESOLVED that that Section 13 Sub-Section (3) be amended to reflect this change in audit procedure which shall read as follows:

Sub-Section (3)

The fiscal year of the PRC shall be from January 1 to December 31. A detailed audited statement of receipts and expenditures prepared by a certified accountant shall be undertaken for each fiscal year of the PRC. This financial statement and recommendations from the Finance Committee shall be presented at the PRC meeting immediately following the completion of the audit for PRC approval. A financial report, including a detailed audited statement of receipts and expenditures prepared by a certified accountant, shall be presented at the Prairie Region Triennial Convention.

RATIONALE

The Committee recognized that the current method of conducting an audit of PRC finances as set forth in the PR Bylaws was not clear and consistently applied in the past which has led to confusion and misunderstanding in previous years.

The Committee felt that the procedure proposed in this resolution makes it very clear how future audits of the PRC finances would be conducted and presented to the PRC and the PR Triennial Convention.

The amendment to the by-law did not change the intent of the subsection but rather, it enhances the application of the by-law.

Convention Decision _____

RESOLUTION BL-007
PRC BYLAWS – BUDGET VARIANCE REPORT

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

Originator: Prairie Region Council

WHEREAS Section 13 Sub-Section (6) of the By-Laws states that the budget variance report shall be posted on the Prairie Region's Website quarterly; and

WHEREAS there is no reference in the PR Bylaws to this report being presented to the PRC at their face to face meetings; therefore

BE IT RESOLVED that Section 13 Sub-Section (6) be amended to read as follows:

Sub-Section (6)

The Prairie Region Council budget variance report shall be posted on the Prairie Region's website quarterly and presented to all regularly scheduled PRC meetings.

RATIONALE

It has been standard practice that the budget variance report is presented to the PRC at every meeting. This provides accountability and transparency. The committee feels this should be reflected in the Bylaws to ensure this practice is a requirement.

Convention Decision _____

RESOLUTION BL-004A
REGIONAL HEALTH AND SAFETY COMMITTEE FUNDING
(COVERS BL-004 3RD BIR ONLY)

The Committee recommends **concurrence** in Resolution BL-004A 3rd BIR only from BL-004 which reads as follows:

Originator: PSAC Local 40005

WHEREAS Resolution CS-050 from the PSAC National Convention mandated the start-up of a Regional Health and Safety Committee; and

WHEREAS there was no clear direction or funding allocated to these Regional committees; and

WHEREAS much discussion was held at the PRC on how to meet the mandate of this resolution which led to the PRC Health & Safety Committee fulfilling the Regional role, and

WHEREAS the members assigned to the PRC Health & Safety committee, while dedicated to their role, may not have a health and safety background and

WHEREAS funds for the operation of this committee should be set aside to ensure that the committee is relevant for the region, therefore

BE IT FURTHER RESOLVED THAT funding for Regional Health and Safety committees should be allocated in accordance with other regional committees but be sufficient to support at least one face to face meeting per mandate, and

RATIONALE

As a result of Resolution CS-050 from the 2015 PSAC National Triennial Convention, the start-up of regional health and safety committees was mandated but no funding was allocated. The Committee feels that in order for Regional Health and Safety Committees to be fully functional, there needs to be sufficient national funding allocated.

Convention Decision _____

RESOLUTION BL-010
PRC BYLAWS – PRC COMMITTEE TERMS OF REFERENCE

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

Originator: Winnipeg Area Council

WHEREAS Section 8 (d) requires each PRC Committee to establish a Terms of Reference to guide the work and activities of each committee; and

WHEREAS at present there is no direction to review these Terms of References; and

WHEREAS the Terms of Reference should be reviewed at the beginning of each mandate to ensure that they are current and relevant and meet the needs of the PRC; therefore

BE IT RESOLVED THAT a statement be added to the end of Section 8 Sub-Section (d) that formalizes the review of PRC Committee Terms of Reference; and

BE IT FURTHER RESOLVED THAT the statement read as follows

“Within the first year of the mandate, the Terms of Reference of each PRC Standing Committee shall be reviewed by the committee to ensure that they are current and relevant. Each committee shall present their Terms of Reference to the PRC for ratification.”

RATIONALE

Presently PRC committees are required to produce Terms of Reference for ratification by the PRC. This resolution is intended to ensure those Terms of Reference are reviewed and updated with each new mandate.

Convention Decision _____

RESOLUTION BL-001
PRC BYLAWS - DCL & SEPARATE EMPLOYER REP

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

Originator: Winnipeg Area Council

WHEREAS when the PRC position for Separate Employer locals was established in 2008, there was only one DCL within the Prairie Region and several Separate Employers as defined in the Glossary; And

WHEREAS there are now few DCL locals with vastly different workplaces as well as several SEL Locals and the diversity of issues under the responsibility of both PRC reps is no longer possible to clearly distinguish; And

WHEREAS most SELs belong to components and their interest is represented and defended by their national officers in the Prairie Region, while DCL locals don't belong to components; Therefore:

BE IT RESOLVED that the PRC positions of Directly Chartered Locals Representative and Separate Employer Representative be combined into one PRC Representative Position for DCL/Separate Employer Representative; And

BE IT FURTHER RESOLVED that all sections of the Prairie Region Bylaws be amended to reflect this change.

RATIONALE

The PSAC Prairie Region presently has 5 DCL locals with approximately 3,000 members and 8 CA's. There are 17 SEL locals with approximately 1,600 members and 22 CA's. These numbers are expected to increase as we continue to organize.

Therefore, while combining the two positions may save money the committee determined that two positions should remain separate.

Convention Decision _____

RESOLUTION BL-002
PRC BYLAWS – A/REVP ROLES AND RESPONSIBILITIES

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

Originator: PSAC Local 40005

WHEREAS the Alternate Regional Executive Vice President is required to sit on the Prairie Region Council with limited duties as they are not officially acting in the role as Regional Executive Vice President unless he/she steps down; and

WHEREAS it is important to have the Alternate attend Prairie Region Council meetings so they have an idea what is going on in the Region and the Finances; therefore

BE IT RESOLVED that the Alternate Regional Executive Vice President automatically be the chair of the Finance Committee on the Prairie Region Council; and

BE IT FURTHER RESOLVED that a new article be added to Section 6 Sub-Section (2) that formalizes the role of Chair of the Finance Committee that shall read as follows:

Sub-Section (2)

(c) Assume the role of the chair of the PRC Finance Committee for the duration of the mandate.

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

RATIONALE

The Bylaws committee could not support this resolution as it is already the democratic process and practice for each PRC committee to elect a chair from within. The Bylaws committee also noted that in Section 6 Sub-section (2) (e) of the PR Bylaws, the PRC and/or the REVP can currently determine duties and responsibilities for the Alternate Regional Executive Vice-President.

Convention Decision _____

RESOLUTION BL-004B
PRC BYLAWS - REGIONAL HEALTH & SAFETY COMMITTEE

The Committee recommends **concurrence** in Resolution BL-004B (1ST, 2nd, 4th, 5th and 6th BIR only from BL-004) which reads as follows:

Originator: PSAC Local 40005

WHEREAS Resolution CS-050 from the PSAC National Convention mandated the start-up of a Regional Health and Safety Committee; and

WHEREAS there was no clear direction or funding allocated to these Regional committees; and

WHEREAS much discussion was held at the PRC on how to meet the mandate of this resolution which led to the PRC Health & Safety Committee fulfilling the Regional role, and

WHEREAS the members assigned to the PRC Health & Safety committee, while dedicated to their role, may not have a health and safety background and

WHEREAS funds for the operation of this committee should be set aside to ensure that the committee is relevant for the region, therefore

BE IT RESOLVED that the membership of the Prairie Region Health & Safety committee, which as a starting point consist of 3 (three) members, be elected at the Prairie Region Triennial Health and Safety Conference, one for each province and done in provincial caucus, and

BE IT FURTHER RESOLVED that there should also be an election for a first and second alternate for each position at the Prairie Region Triennial Health and Safety Conference, also done in provincial caucus, and

BE IT FURTHER RESOLVED that until the next Prairie Region Health & Safety Conference can take place, the PRC Health and Safety Committee remain in place and develop a Mandate and Terms of Reference for presentation and ratification at the Prairie Region Triennial Health and Safety Conference, and

BE IT FURTHER RESOLVED that at the conclusion of the Prairie Region Health and Safety Conference and the stand-up of the new committee the PRC Health and Safety Committee be stood down and reference to the PRC Committee be removed from the PR Bylaws, as at Section 8 Sub-Section (a), and

BE IT FURTHER RESOLVED that the A/REVP be assigned as part of their duties to sit as an ex-officio member of the committee and provide a report back to PRC of the Regional Health and Safety committee’s activities.

RATIONALE

The Bylaws Committee recognizes the struggle PRC endured in complying with resolution CS-050 especially when there were no national allocated funds for these regional health & safety committees. The Bylaws Committee also recognizes that PRC has no jurisdiction over other OHS Committees. Since the PRC has already decided that the PRC Health & Safety Standing Committee is in fact the Regional Health & Safety Committee, the Bylaws Committee feels that this decision was sufficient in meeting the intent of Resolution CS-050.

Convention Decision_____

RESOLUTION BL-005
PRC BYLAWS - CONVENTION DELEGATE ENTITLEMENT

The Committee recommends **non-concurrence** in Resolution BL-005 which reads as follows:

Originator: AGR Local 50056

WHEREAS The Prairie Region Triennial convention is not a fully funded convention for delegates; and

WHEREAS Each Local/Branch -in good standing- shall be entitled to one (1) delegate for the first 100 members or part thereof, and to one (1) delegate for each additional 100 members or part thereof; therefore:

BE IT RESOLVED THAT subsection 10(1) of the PSAC Prairie Region By-Laws be changed that each local/branch in good standing is entitled to one (1) delegate for the first 200 members or part thereof, and to one (1) delegate for each additional 200 members or part thereof.

RATIONALE

The Committee recognized that this issue has been sent to the floor of convention multiple times in the past without success but also agrees that fully funding delegates to convention should be a goal of the Region. There is also the benefit from a smaller delegate entitlement of being able to find space for convention in areas that do not have many unionized facilities.

The Committee thought the subsidy model could be looked at in the way the funding is utilized and perhaps revamped.

Convention Decision _____

RESOLUTION BL-006
PRC BYLAWS - REGIONAL HEALTH & SAFETY COMMITTEE

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

Originator: AGR Local 50056

WHEREAS Regional Health & Safety Committees were mandated by the 2015 PSAC National Triennial Convention; and

WHEREAS there was no funding allocated to these Committees; and

WHEREAS the Prairie Region Council voted in February 2016 that the Regional Health & Safety Committee be comprised of the Prairie Region Council Health & Safety members; therefore:

BE IT RESOLVED THAT THAT the Prairie Region Council (PRC) Health & Safety Committee shall be The Regional Health & Safety Committee in the Prairie Region; and

BE IT FURTHER RESOLVED THAT the co-chairs of Prairie Region Council's Health & Safety Committee shall be the Prairie Region Health & Safety Committee's co-chairs; and

BE IT FURTHER RESOLVED THAT the Prairie Region Bylaws be amended to reflect this change (e.g. Section 8 Sub-Section a)

RATIONALE

The Committee understood that the PRC Health & Safety Committee already fulfills the role of the Prairie Region Health and Safety Committee. The resolution, as written, is unclear on what is being asked for (i.e. one PRC H&S Committee and one PR H&S Committee or one PR H&S Committee) and what is to be amended in the Bylaws as per the third be it resolved. There is also a disconnect in the second Be It Resolved in that the PRC Health & Safety Committee operates with one chair only and therefore cannot meet the intent of the second Be It Resolved.

Convention Decision _____

TABLE OF CONTENTS

REPORT OF THE GENERAL RESOLUTIONS COMMITTEE TO THE PRAIRIES REGION CONVENTION.....	50
RESOLUTION GEN-016 DOMESTIC VIOLENCE LEGISLATION.....	52
RESOLUTION GEN-012 INDIGENOUS PEOPLES DAY.....	53
RESOLUTION GEN-010 DELEGATE SEATS FOR EQUITY AND WOMEN MEMBERS AT PSAC NATIONAL TRIENNIAL CONVENTION.....	54
RESOLUTION GEN-013 MISSING PERSONS DNA SAMPLES	55
RESOLUTION GEN-002 ADDRESSING RESTRICTIONS IN THE FAMILY CARE POLICY.....	56
RESOLUTION GEN-017 TRUTH AND RECONCILIATION	57
RESOLUTION GEN-003 MENTAL HEALTH EDUCATION	58
RESOLUTION GEN-001 (1 st BIR ONLY) ADDRESSING GENDER INEQUITY IN THE PUBLIC SERVICE HEALTH CARE PLAN	59
RESOLUTION GEN-014 TRANSGENDER PARTICIPATION AT RWC'S.....	60
RESOLUTION GEN-015 TRANSGENDER EDUCATION FOR RWC'S	61
RESOLUTION GEN-004 (1 st and 3 rd BIR ONLY) RACIALLY VISIBLE LEADERSHIP.....	62
RESOLUTION GEN-019 TEMPORARY FOREIGN WORKERS PROGRAM (TFWP) IN CANADA	63

RESOLUTION GEN-001 (2nd BIR ONLY) ADDRESSING GENDER INEQUITY IN THE PUBLIC SERVICE HEALTH CARE PLAN	64
RESOLUTION GEN-004 (2nd BIR ONLY) RACIALLY VISIBLE LEADERSHIP	65
RESOLUTION GEN-006 ADDITIONAL DELEGATE SEATS FOR RACIALLY VISIBLE MEMBERS AT PSAC NATIONAL TRIENNIAL CONVENTION.	66
RESOLUTION GEN-008 ADDITIONAL DELEGATE SEATS FOR RACIALLY VISIBLE MEMBERS AT PSAC NATIONAL TRIENNIAL CONVENTION.	67
RESOLUTION GEN-011 REGIONAL EQUITY SEATS AT PSAC TRIENNIAL CONVENTION.....	68
 APPENDIX A: RESOLUTIONS COVERED BY OTHER RESOLUTIONS	
RESOLUTION GEN-005 RACIALLY VISIBLE LEADERSHIP	70
RESOLUTION GEN-007 ADDITIONAL DELEGATE SEATS FOR RACIALLY VISIBLE MEMBERS AT PSAC NATIONAL TRIENNIAL CONVENTION	70
RESOLUTION GEN-009 ADDITIONAL DELEGATE SEATS FOR RACIALLY VISIBLE MEMBERS AT PSAC NATIONAL TRIENNIAL CONVENTION	72
RESOLUTION GEN-018 TRUTH AND RECONCILIATION	73

REPORT OF THE 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 Prairie Region Council appointed Michelle Lang and Kevin King as Committee Chairpersons of the 2017 General Resolutions Committee for the Triennial Convention.

Sister Lang and Brother King welcomed and worked with the General Resolutions Committee members during the deliberations, and the members of the Committee are as follows:

Chairpersons:

Kevin King	UNE, National Officer
Michelle Lang	PRC Member, Directly Chartered Locals

Committee Members:

Deanna Getz	PRC Member, Southern Saskatchewan Geographical
Janette Husak	PRC Member, Aboriginal Peoples
Valerie Illingworth	PRC Member, Northern Saskatchewan Geographical
Deb Kosteniuk	PRC Member, Southern Alberta Geographical
Darlene Lewis	PRC Member, Edmonton Area Council
Randy Olynyk	AGR, National Officer
Brenda Skayman	PRC Member, Northern Alberta Geographical

Staff:

Shelley Jamieson	PSAC Regional Representative, Winnipeg RO
Serina Pottinger	PSAC Administrative Assistant, Winnipeg RO

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

Unless otherwise specified, all resolutions considered by this Committee are moved and seconded by the Committee Chairs with the exception of Resolution GEN-010 that was moved by Michelle Lang and seconded by Brenda Skayman.

The Committee established its priorities as follows:

1. Resolution 16
2. Resolution 12
3. Resolution 10
4. Resolution 13
5. Resolution 2
6. Resolution 17
7. Resolution 3
8. Resolution 1 (1st BIR only)
9. Resolution 14
10. Resolution 15

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

- Resolution 4 (1st and 3rd BIR only), 19

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

- Resolution 1 (2nd BIR only), 4 (2nd BIR only), 6, 8, 11

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

- Resolution 5 – covered by 4
- Resolution 7 – covered by 6
- Resolution 9 – covered by 8
- Resolution 18 – covered by 17

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 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,

Kevin King
Committee Co-Chair

Michelle Lang
Committee Co-Chair

RESOLUTION GEN-016
DOMESTIC VIOLENCE LEGISLATION

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

Originator: Regina and Area RWC

WHEREAS: A national study by the CLC and Western University’s Centre for Research & Education on Violence against Women & Children found that 82 percent of respondents who had experienced domestic violence said it hurt their job performance. Many reported that the violence made them late or miss work (38%), and some reported actually losing their job (8.5%).

WHEREAS: 50% of all Canadian women experience at least one incident of physical or sexual violence in their lifetime, with devastating direct and indirect consequences. This amounts to decreased productivity conservatively estimated at \$78 million annually in costs to Canadian employers.

WHEREAS: In June 2016, Manitoba became the first province to pass legislation for five days of paid leave for survivors of domestic violence, guaranteeing job security while they take time off to sort out their lives and find a new place to live.

BE IT RESOLVED that PSAC come up with a campaign to lobby the Federal Government as well as Provincial and Territorial Governments that don’t already have legislation that assists survivors of domestic violence and provides them with paid leave, reasonable unpaid leave, and options for flexible work arrangements and guaranteeing job security while they take time off to sort out their lives and find a new place to live. Further, legislation should require employers to provide mandatory workplace training about domestic violence and sexual violence.

RATIONALE

Creation of legislation that assists survivors of domestic violence supports both unionized and non-unionized workers in all sectors of employment.

Convention Decision_____

RESOLUTION GEN-012
INDIGENOUS PEOPLES DAY

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

Originator: Saskatoon & District Area Council

WHEREAS the United Nations adopted the 'United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) in 2007; and

WHEREAS Canada endorsed the UNDRIP in November of 2010 and removed its permanent objector status in 2016; and

WHEREAS The United Nations Special Rapporteur Miguel Alfonso Martinez prepared and issued the United Nations Study on treaties agreements and other constructive arrangements between States and Indigenous Peoples wherein he denotes the use of the terminology that identifies Indigenous Peoples as "Native, Indian and others of a similar cast (including Aboriginal) utilized by the discoverers/colonizers and their descendants, to differentiate themselves - in a relationship of superiority/inferiority - from the original inhabitants of the new territories being added to the European crowns."; and

WHEREAS The Government of Canada has identified a day of observance called "National Aboriginal Day" recognized annually on June 21st.

BE IT RESOLVED that PSAC will call on the Government of Canada to recognize and honour the Indigenous Peoples in what is now Canada, through a national holiday - Indigenous Peoples Day - that would completely replace the current National Aboriginal Day observed annually on June 21st.

RATIONALE

The lobby effort is historic to properly recognize indigenous peoples in Canada.

Convention Decision _____

RESOLUTION GEN-010
DELEGATE SEATS FOR EQUITY (ABORIGINAL PEOPLES, RACIALLY VISIBLE PERSONS, PRIDE, ACCESS) AND WOMEN MEMBERS AT PSAC NATIONAL TRIENNIAL CONVENTION

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

Originator: Winnipeg Area Council

THE PROBLEM OR ISSUE:

BECAUSE There is a lack of Women and Equity members at leadership levels in our Union; And

BECAUSE conventions are where vital union decisions are made; And

BECAUSE There are designated Equity and Women representatives on all PSAC Regional Councils who undertake their work in their respective regions.

THE ACTIONS REQUESTED:

PSAC WILL amend the PSAC Constitution Section 19 Sub Section 7 to:

“The Aboriginal Peoples, Racially Visible Persons, Pride, Access Equity and Women groups in each Region shall be entitled to send two delegates to the National Triennial Convention of PSAC who shall be accorded all rights and privileges of accredited delegates. These delegates shall be elected at their respective equity caucus at their PSAC Regional Triennial Convention”; And

PSAC WILL FURTHER ensure each Equity and women representative on each PSAC Regional Council to be entitled to one of the two seats; And

PSAC WILL FURTHER ensure these two seats to have gender parity in the four Equity groups (for PRIDE; a woman or a man or other)

RATIONALE

While the committee understands that there will be a significant cost to be done at the triennial convention, the committee also recognizes that the current election process does not hold the equity convention delegate accountable to any body. Having delegates elected in the region will hold them accountable in the region.

Convention Decision _____

RESOLUTION GEN-013
MISSING PERSONS DNA SAMPLES

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

Originator: Saskatoon & District Area Council

WHEREAS there are over 15,000 unidentified DNA samples obtained from crime scenes that may provide clues as to the fate of the 7000 number of Missing Persons in Canada; and

WHEREAS the families of Missing Persons deserve to know the fate of their loved ones and DNA identification would be a critical tool toward reaching that knowledge; and

WHEREAS DNA Identification for Missing Persons will help law enforcement agencies determine the fate of Missing Persons; and

WHEREAS Bill C-43, The Economic Action Plan Act No. 2 includes "Lindsey's Law", Federal Government legislation developed to assist the RCMP in creating a DNA database of future Missing Persons, received Royal Assent in December 2014; and

WHEREAS there has been no formal processes or budgetary commitments identified to address historical DNA samples collected prior to "Lindsey's Law" across Canada;

BE IT RESOLVED that PSAC will lobby the Federal Government, to honour its commitment to the families of Missing Persons by expanding legislation to include historical DNA samples collected by RCMP & Police Death Examiners in a Human Remains Index (HRI) under existing legislation; and to include historical DNA samples across Canada under existing legislation; and to develop formal processes that ensure the sharing of DNA databases of Missing Persons & Human Remains Indexes (HRIs) across all provincial & municipal police jurisdictions in Canada.

RATIONALE

The issue of missing persons has gone on too long and a successful lobby effort for a more inclusive database will assist in closure for families of missing persons.

Convention Decision _____

RESOLUTION GEN-002
ADDRESSING RESTRICTIONS IN THE FAMILY CARE POLICY

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

Originator: Lethbridge and Area RWC

WHEREAS PSAC believes that provision of comprehensive child care arrangements is a shared social responsibility;

WHEREAS the Women and the PSAC Policy states PSAC must clearly demonstrate there is a place for families in our Union and provide a framework that recognizes our families;

WHEREAS the Family Care Policy is intended to assist members by covering additional fees incurred as a result of attending authorized PSAC activities and to remove barriers which prevent members from participating;

WHEREAS the Family Care Policy "restrictions" limit care of family members requiring it (children, persons with disabilities, dependent adults) to outside agencies thereby creating a systematic barrier for many members involved in union activities;

BE IT RESOLVED that Public Service Alliance of Canada remove the barrier of whom is providing family care by amending the definition of family care provider to be any person who provides this care with receipt (utilizing policy financial limits).

RATIONALE

The committee is of the belief that the current family care policy does not address every family related situation resulting in out of pocket expenses.

Convention Decision _____

RESOLUTION GEN-017
TRUTH AND RECONCILIATION
(COVERS GEN-018)

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

Originator: Winnipeg Area Council

WHEREAS the genocide of Canada’s Indigenous Peoples is acknowledged; And

WHEREAS The Truth and Reconciliation Commission’s Call to Action #57 which calls upon all levels of government to:

“provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism”; And

WHEREAS PSAC has many Indigenous members and is a strong ally; And

WHEREAS PSAC values meaningful reconciliation with Canada’s Indigenous peoples; And

WHEREAS we need our union leaders to lead our social justice causes; Therefore

BE IT RESOLVED That PSAC will use education resources to deliver Indigenous awareness training to its leaders, the NBoD, on the Truth and Reconciliation Commission’s Call to Action #57 in the next three year cycle.

RATIONALE

Education is essential for our leaders to ensure indigenous awareness. Reconciliation still needs to exist in our union. We are always meeting on indigenous territory.

Convention Decision _____

RESOLUTION GEN-003
MENTAL HEALTH EDUCATION

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

Originator: USGE Local 40009

WHEREAS PSAC currently provides training on several topics;

WHEREAS one of the of the workplace issues that has come to the forefront in recent years has been mental health of workers;

WHEREAS many members suffer from PTSD and other mental health conditions without being aware;

WHEREAS educating members about mental health and specifically PTSD will assist them to seek help in being diagnosed and treated; therefore

BE IT RESOLVED that PSAC direct the Education branch to develop a training program on the topic of mental health and PTSD;

RATIONALE

Courses on the mental health aspects of post traumatic stress disorder are not presently offered by PSAC.

Convention Decision_____

RESOLUTION GEN-001 (1st BIR ONLY)
ADDRESSING GENDER INEQUITY IN THE PUBLIC SERVICE HEALTH CARE PLAN

The Committee recommends **concurrence** in Resolution GEN-001 1st BIR only which reads as follows:

Originator: Lethbridge and Area RWC

WHEREAS non-oral contraceptives are excluded from the Public Service Health Care Plan (PSHCP);

WHEREAS the Public Service Alliance of Canada (PSAC) has recognized that expanding current prescription contraceptive benefits to include non-oral products should occur;

WHEREAS PSHCP negotiations are scheduled for 2019;

WHEREAS inequity in PSHCP restricts women's reproductive choice and impacts women's health and must be addressed as a priority in future National Joint Council Health Care negotiations;

WHEREAS informed membership is essential to successful support of negotiations;

BE IT RESOLVED that PSAC commits to establishing an education and awareness campaign to inform members on gender inequity in the Public Service Health Care Plan emphasizing lack of coverage for non-oral contraceptives, subsequent lack of reproductive choice, and shortfall in reproductive health coverage.

RATIONALE

We believe this is an issue as it restricts a woman's reproductive choice and impacts women's health.

Convention Decision _____

RESOLUTION GEN-014
TRANSGENDER PARTICIPATION AT RWC'S

The Committee recommends **concurrence** in Resolution GEN-014 which reads as follows:

Originator: Saskatoon RWC

BECAUSE transgender people face unique challenges; and

BECAUSE being LBGT inclusive means understanding and welcoming the Transgender Community;

THE PSAC WILL ensure that all members who self identify as a woman are welcomed to the Regional Women's Committees.

RATIONALE

Because PSAC encourages inclusiveness to all we need to open the door for transgender individuals. All members whether born female or self identify as female should be welcome onto a regional women's committee.

Convention Decision_____

RESOLUTION GEN-015
TRANSGENDER EDUCATION FOR RWC'S

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

Originator: Saskatoon RWC

BECAUSE transgender people face unique challenges; and

BECAUSE being LBGT inclusive means understanding and welcoming the Transgender Community; and

BECAUSE information and educational material would assist the Regional Women's Committees in their quest to be Transgender Allies;

THE PSAC WILL develop educational sessions to provide information to assist the Regional Women's Committees to be as welcoming as possible to members who self identify as a woman.

RATIONALE

Educational awareness is essential for acceptance of transgendered persons.

Convention Decision _____

RESOLUTION GEN-004 (1st and 3rd BIR only)
RACIALLY VISIBLE LEADERSHIP

The Committee recommends **concurrence** in Resolution GEN-004 1st and 3rd BIR only which reads as follows:

Originator: Winnipeg Area Council

THE PROBLEM OR ISSUE:

BECAUSE The Prairie Region Conference for Racially Visible members identified the lack of leaders from the Racially Visible members as a priority issue; And

BECAUSE racially visible members face unique needs, challenges and experiences; And

BECAUSE creating a safe space where racially visible members can feel free to speak up is a priority for our union

THE ACTIONS REQUESTED:

PSAC WILL develop leadership training dedicated for racially visible members to encourage active participation and more equitable representation in the leadership and diversity in the union.

PSAC make a concerted effort to make racially visible leadership training a reality and to further implement the leadership training nationally within the next three-year cycle.

RATIONALE

A continuation of educational opportunities afforded to racially visible members as a part of resolution of record that was passed at PSAC Triennial convention of 2015.

To ensure racially visible leadership training is offered in a timely manner.

Convention Decision _____

RESOLUTION GEN-019
TEMPORARY FOREIGN WORKERS PROGRAM (TFWP) IN CANADA

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

Originator: Winnipeg & Area Human Rights Committee

THE PROBLEM OR ISSUE:

There are increasing numbers of migrant workers coming to Canada through the Temporary Foreign Workers Program (TFWP) and less immigrants through the immigration process; And

BECAUSE migrant workers are denied or have limited access to health and safety rights, workers' rights, human rights and permanent residency; And

BECAUSE the federal government is basing labour shortages on business demands rather than basing it on research and policy objectives.

THE ACTIONS REQUESTED:

PSAC WILL develop a campaign and lobby the federal government in the next 3 year cycle:

- a) to change the Temporary Foreign Workers Program (TFWP) so that they have access to the rights that all other workers have in Canada;
- b) to change the Temporary Foreign Workers Program (TFWP) to allow full access to permanent residency in Canada;
- c) to sign and ratify the International Labour Organization (ILO) conventions related to migrant workers; and
- d) work with the Canadian Labour Congress (CLC) and other affiliates on this issue.

RATIONALE

It is important for PSAC to recognize that migrant workers who are employed under the Temporary Foreign Worker Program be afforded, through changes in legislation the opportunity for permanent residency status as landed immigrants and to further contribute to Canadian society.

Convention Decision _____

RESOLUTION GEN-001 (2nd BIR ONLY)
ADDRESSING GENDER INEQUITY IN THE PUBLIC SERVICE HEALTH CARE PLAN

The Committee recommends **non-concurrence** in Resolution GEN-001 2nd BIR only which reads as follows:

Originator: Lethbridge and Area RWC

WHEREAS non-oral contraceptives are excluded from the Public Service Health Care Plan (PSHCP);

WHEREAS the Public Service Alliance of Canada (PSAC) has recognized that expanding current prescription contraceptive benefits to include non-oral products should occur;

WHEREAS PSHCP negotiations are scheduled for 2019;

WHEREAS inequity in PSHCP restricts women's reproductive choice and impacts women's health and must be addressed as a priority in future National Joint Council Health Care negotiations;

WHEREAS informed membership is essential to successful support of negotiations;

BE IT FURTHER RESOLVED that this campaign should be developed and receive funds of \$50,000 per Region and be completed prior to the next PSHCP negotiations.

RATIONALE

The implication of a campaign is covered in resolution GEN-001, 1st BIR.

Convention Decision _____

RESOLUTION GEN-004 (2nd BIR ONLY)
RACIALLY VISIBLE LEADERSHIP
(COVERS GEN-005)

The Committee recommends **non-concurrence** in Resolution GEN-004 2nd BIR only which reads as follows:

Originator: Winnipeg Area Council

THE PROBLEM OR ISSUE:

BECAUSE The Prairie Region Conference for Racially Visible members identified the lack of leaders from the Racially Visible members as a priority issue; And

BECAUSE racially visible members face unique needs, challenges and experiences;
And

BECAUSE creating a safe space where racially visible members can feel free to speak up is a priority for our union

THE ACTIONS REQUESTED:

PSAC WILL further hold the leadership training for racially visible members yearly and facilitated by PSAC staff that includes racially visible member; And

RATIONALE

The committee believes that this BIR is too restrictive.

Convention Decision _____

RESOLUTION GEN-006
ADDITIONAL DELEGATE SEATS FOR RACIALLY VISIBLE MEMBERS AT PSAC
NATIONAL TRIENNIAL CONVENTION.
(COVERS GEN-007)

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

Originator: Winnipeg Area Council

THE PROBLEM OR ISSUE:

BECAUSE The Prairie Region Conference for Racially Visible members identified the lack of racially visible leaders as a priority issue; And

BECAUSE conventions are our highest decision-making body; And

BECAUSE delegates to the PSAC National Triennial Convention are union leaders

THE ACTIONS REQUESTED:

PSAC WILL address the lack of equitable representation of racially visible leaders by designating four (4) seats for racially visible members to the PSAC National Triennial Convention; And

PSAC WILL elect the four (4) delegates at the PSAC National Racially Visible Conference to the PSAC National Triennial Convention and to have gender parity

RATIONALE

The committee believes that resolution Gen-010 encompasses resolution GEN-006 and is more inclusive.

Convention Decision _____

RESOLUTION GEN-008
ADDITIONAL DELEGATE SEATS FOR RACIALLY VISIBLE
MEMBERS AT PSAC NATIONAL TRIENNIAL CONVENTION
(COVERS GEN-009)

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

Originator: Winnipeg Area Council

THE PROBLEM OR ISSUE:

BECAUSE The Prairie Region Conference for Racially Visible members identified the lack of Racially Visible leaders as a priority issue; And

BECAUSE there is a lack of racially visible members at leadership levels in our region; And

BECAUSE conventions are our highest decision-making body; And

BECAUSE delegates to the PSAC National Triennial Convention are union leaders

THE ACTIONS REQUESTED:

PSAC WILL address the lack of racially visible activists by designating two (2) seats for racially visible members from each PSAC Regions at the PSAC National Triennial convention; And

PSAC WILL FURTHER ensure that there is gender parity in these two seats; And

PSAC WILL FURTHER designate one of the two seats to the PSAC National Triennial Convention to the Representative for Racially Visible members who sits on the PSAC Regional Council; And

PSAC WILL FURTHER ensure that the other delegate seat be elected at the PSAC Regional Racially Visible Conference.

RATIONALE

The committee believes that resolution Gen-010 encompasses resolution GEN-008 and is more inclusive.

Convention Decision_____

RESOLUTION GEN-011
REGIONAL EQUITY SEATS AT PSAC TRIENNIAL CONVENTION

The Committee recommends **non-concurrence** in Resolution GEN-011 which reads as follows:

Originator: Regina Human Rights Committee

THE PROBLEM OR ISSUE:

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

THE ACTIONS REQUESTED:

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

RATIONALE

The committee believes that resolution Gen-010 encompasses resolution GEN-011 and is more inclusive.

Convention Decision _____

APPENDIX A

“COVERED BY” RESOLUTIONS

- Resolution GEN-005 – covered by GEN-004
- Resolution GEN-007 – covered by GEN-006
- Resolution GEN-009 – covered by GEN-008
- Resolution GEN-018 – covered by GEN-017

RESOLUTION GEN-005
RACIALLY VISIBLE LEADERSHIP
(COVERED BY GEN-004)

Originator: Winnipeg & Area Human Rights Committee

THE PROBLEM OR ISSUE:

The Prairie Region Conference for Racially Visible members identified the lack of racialized leaders as a priority issue; And

BECAUSE racialized members face unique needs, challenges, and experiences; And

BECAUSE creating a safe space where each of us can feel free to speak up is a priority for our union

THE ACTIONS REQUESTED:

PSAC WILL further develop a leadership training course to be developed and facilitated in consultation with racialized members to encourage active participation and more equitable representation in leadership; And

THAT the training course be developed and facilitated by racialized PSAC staff

PSAC WILL further develop a leadership training course to be developed and facilitated by racialized PSAC staff in consultation with racialized members to encourage active participation and more equitable representation in leadership; And

PSAC WILL further implement the course nationally within the next three-year cycle.

RESOLUTION GEN-007
ADDITIONAL DELEGATE SEATS FOR RACIALLY VISIBLE MEMBERS AT PSAC
NATIONAL TRIENNIAL CONVENTION
(COVERED BY GEN-006)

Originator: Winnipeg & Area Human Rights Committee

THE PROBLEM OR ISSUE:

The Prairie Region Conference for Racially Visible members identified the lack of racialized leaders as a priority issue; And

BECAUSE conventions are our highest decision-making body; And

BECAUSE delegates to the PSAC National Triennial Convention are union leaders

THE ACTIONS REQUESTED:

PSAC WILL address the lack of racialized leaders by designating four seats for racialized members at the PSAC national triennial convention; And

PSAC WILL FURTHER elect the four delegates at the PSAC National Racially Visible Conference and to have gender parity.

RESOLUTION GEN-009
ADDITIONAL DELEGATE SEATS FOR RACIALLY VISIBLE MEMBERS FROM
REGIONAL COUNCIL AT PSAC NATIONAL TRIENNIAL CONVENTION
(COVERED BY GEN-008)

Originator: Winnipeg & Area Human Rights Committee

THE PROBLEM OR ISSUE:

The Prairie Region Conference for Racially Visible members identified the lack of racialized leaders as a priority issue; And

BECAUSE there is a lack of racialized members at leadership levels in our union; And

BECAUSE conventions are our highest decision-making body; And

BECAUSE delegates to the PSAC National Triennial Convention are union leaders

THE ACTIONS REQUESTED:

PSAC WILL address the lack of racialized leaders by designating 2 seats for racialized members from each PSAC Regions at the PSAC National Triennial convention; And

PSAC WILL FURTHER ensure that there is gender parity in these two seats; And

PSAC WILL FURTHER designate one of the two seats to the PSAC National Triennial Convention to the Representative for Racially Visible members who sits on the PSAC Regional Council; And

PSAC WILL FURTHER ensure that the other delegate seat be elected at the PSAC Regional Racially Visible Conference.

RESOLUTION GEN-018
TRUTH AND RECONCILIATION
(COVERED BY GEN-017)

Originator: Winnipeg & Area Human Rights Committee

WHEREAS The genocide of Canada's Indigenous Peoples is acknowledged; And

WHEREAS The Truth and Reconciliation Commission's Call to Action #57 which calls upon all levels of government to:

“provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism”; And

WHEREAS PSAC has many Indigenous members and is a strong ally; And

WHEREAS PSAC values meaningful reconciliation with Canada's Indigenous peoples; And

WHEREAS We need our union leaders to lead our social justice causes.

BE IT RESOLVED That PSAC will use its education resources to deliver Indigenous awareness training to the National Board of Directors and the Alliance Executive Committee, on the Truth and Reconciliation Commission's Call to Action #57 in the next three year cycle.