



GENERAL

RESOLUTIONS 2005



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RESOLUTIONS 2005



GENERAL – G1

WHEREAS there are evident and inherent problems collecting levies from designated members who work during a strike.

BE IT RESOLVED THAT the P.S.A.C. endeavour to enact direct deduction of designated member levies due to strike action at the employer source.

SUBMITTED BY: Thunder Bay NWO Area Council

COMMITTEE RECOMMENDATION

DECISION

GENERAL – G2

WHEREAS members are not completely aware of the accounting for collecting and disseminating of designated levies going into the Hardship Fund during the latest strikes.

BE IT RESOLVED THAT the P.S.A.C. record, print and disseminate to the P.S.A.C. membership a complete accounting of these funds for the latest National strike; and

BE IT FURTHER RESOLVED THAT the P.S.A.C. adopt a policy to ensure early accountability of all funds collected during future strike actions.

SUBMITTED BY: Thunder Bay NWO Area Council

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G3

WHEREAS Equal Opportunity Committees and Employment Equity Committees are political bodies as well as voices for equity issues; and

WHEREAS the members of E.O and E.E. Committees are a direct contact member in their region, component, national council or national executive.

BE IT RESOLVED THAT all members of E.O. and E.E. Committees be fully funded as accredited delegates to future P.S.A.C. triennial conventions.

SUBMITTED BY: Thunder Bay NWO Area Council

COMMITTEE RECOMMENDATION

DECISION

GENERAL – G4

WHEREAS Aboriginal Day, June 21, is a national day of recognition and will soon be a Paid Designated Holiday for all P.S.A.C. members.

BE IT RESOLVED THAT the P.S.A.C. establish funding for and initiate political action to lobby the Government of Canada to establish Aboriginal Day as a National Statutory Holiday for all Canadians.

SUBMITTED BY: Thunder Bay NWO Area Council

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G5

WHEREAS grassroots members are committed to a strategy to ensure the eradication of Regional Rates of Pay no later than the next round of negotiations; and

WHEREAS this campaign requires a mechanism to ensure equal representation of Components and worksites from Coast to Coast to Coast as well as resources to implement strategies.

BE IT RESOLVED THAT the PSAC establish a National Steering Committee comprised of representation from the Alliance Executive Committee and a representative from each Component that represents members affected by Regional Rates of Pay; and

BE IT FURTHER RESOLVED THAT this National Steering Committee carries out a mandate to develop a national strategy for eradication of the Regional Rates of Pay that includes researching options and liaising the needs of grassroots members to the Alliance Executive and the PSAS National Board of Directors; and

BE IT FURTHER RESOLVED THAT this National Steering Committee be allocated sufficient resources to carry out their mandate.

SUBMITTED BY: USGE Local 00032

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G6

WHEREAS the Aboriginal community is comprised of a diverse membership; and

WHEREAS the Racially Visible community is comprised of a diverse membership;
and

WHEREAS the number of Aboriginal union members is less than Racially Visible members.

WHEREAS Persons with a Disability and the Gay Lesbian Bi-Sexual and Transgendered as well as Women members have their own fully funded Human Rights Conferences.

BE IT RESOLVED THAT the PSAC fund separate Human Rights Conferences for both the Aboriginal and the Racially Visible members; and

BE IT FURTHER RESOLVED THAT the PSAC use the same funding formula as they use for the other Human Rights Conferences.

SUBMITTED BY: UVAE Local 00043

COMMITTEE RECOMMENDATION _____

DECISION _____

RESOLUTIONS 2005



GENERAL – G7

WHEREAS the work of Regional Councils continues to benefit PSAC members; and

WHEREAS the Regional Councils provide an additional democratic forum for PSAC members to participate in their union; and

WHEREAS Regional Councils remain under funded, thus limiting their ability to carry out their good work;

BE IT RESOLVED THAT the PSAC National Convention increase the funding to Regional Councils by an amount equal to 10 cents per member per month.

SUBMITTED BY: PSAC Ontario Regional Council

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G8

WHEREAS the funding provided to PSAC Regional Councils was intended for the ongoing work of Regional Councils and accredited Regional Committees such as Area Councils; Women’s and Equity Committees; and

WHEREAS funding for delegate assistance to attend PSAC Regional Triennial Conventions is not part of the National PSAC allocation to Regional budgets; and

WHEREAS this lack of funding impedes the ability of Locals/Branches and accredited PSAC Regional Committees in attending these Conventions; and

WHEREAS Regionalization is based on the principle of bringing the Union closer to its members;

BE IT RESOLVED THAT all future PSAC Regional Triennial Conventions be allocated additional funding from PSAC National assist Locals/Branches and accredited PSAC Regional Committees in attending these conventions; and

BE IT FURTHER RESOLVED THAT this funding be set an amount of no less than fifty percent of the actual cost of attendance for every accredited Local/Branch and PSAC Regional Committee.

SUBMITTED BY: PSAC Ontario Regional Council

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G9

WHEREAS a PSAC mandate is to increase visibility in the education sector; and

WHEREAS the costs of education for Teaching Assistants at the UWO GTA Union (local 00610) have been, and will continue to increase drastically; and

WHEREAS some Teaching Assistants live on less than a few hundred dollars per month after tuition, books and rent; and

WHEREAS a food bank would contribute to an improved learning and working environment by addressing basic health needs for all graduate students;

BE IT RESOLVED THAT PSAC National grant \$10000.00 in start-up funds for a Graduate Student Food Bank to be administered by the PSAC UWO GTA Union (local 00610);

BE IT FURTHER RESOLVED THAT the money come from the PSAC Social Justice Fund.

SUBMITTED BY: UWO DCL 00610

COMMITTEE RECOMMENDATION _____

DECISION _____

RESOLUTIONS 2005



GENERAL – G10

WHEREAS the PSAC will shortly be facing a time when many of its members will be retiring; and

WHEREAS the PSAC is in need of recruiting youth to carry on the voice the union; and

WHEREAS many youth entering into the workforce face situations of job insecurity and underemployment due to massive economic restructuring while at the same time having to pay off insurmountable student loans; and

WHEREAS this insecurity and underemployment limits PSAC youth from participating freely in their union;

BE IT RESOLVED THAT the PSAC investigate favourable student loan repayment plan options; and

BE IT FURTHER RESOLVED THAT these student loan repayment options be forwarded to locals for their consideration as potential bargaining demands in future rounds of negotiations; and

BE IT FURTHER RESOLVED THAT the PSAC, through it's various regional committees, including Regional Women's Committees, work with other coalition groups with the goal of increasing universal access to education in Canada by fighting the escalating costs of post-secondary studies; and

BE IT FURTHER RESOLVED THAT funds be allocated towards this coalition work through Political Action budgets.

SUBMITTED BY: Regional Women's Committee -
Toronto

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G11

WHEREAS the word “secretary” is imbued with connotations of gender and power hierarchies; and

WHEREAS organizations have increasingly been replacing the title of “secretary” with titles such as “administrator” in attempts to alleviate said connotations and to assist in the struggle for equity, including the battle for pay equity;

BE IT RESOLVED THAT the PSAC substitute the title of “secretary” with the title “administrator” in every venue it has jurisdiction over including directly chartered locals and PSAC committees.

SUBMITTED BY:

Regional Women’s Committee -
Toronto

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G12

WHEREAS every person has a right to full and equal recognition and exercise of his/her human rights and freedoms, without distinction, exclusion or preference based on race, colour, sex pregnancy, sexual orientation, civil status, age except as provided by law, religion political convictions, language, ethnic or national origin, social condition, a handicap or the use of any means to palliate a handicap; and

WHEREAS this requirement discriminates against members with disabilities who need their own attendants to participate in union activities;

WHEREAS this requirement creates a precedent of PSAC reducing the access of members with disabilities to participate in PSAC activities; and

WHEREAS this requirement creates a precedent, that limits and prevents women and other equity members from having the ability to participate in all PSAC activities.

BE IT RESOLVED THAT the PSAC no longer require any form of waiver and release agreements to be signed in order for members with disabilities to attend any PSAC activities; and

BE IT FURTHER RESOLVED THAT the PSAC challenge the current insurance provider regarding the issue of the requirement signing such a waiver; and

BE IT FURTHER RESOLVED THAT the PSAC endeavor to secure insurance coverage for both licensed and unlicensed caregivers, so that our union remain truly inclusive.

SUBMITTED BY: MDAC – Hamilton & Toronto

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G13

WHEREAS the registration forms for in house training sessions advise members, they are expected to share a room. We request this statement be deleted from the form out of respect for our equity policy.

BE IT RESOLVED THAT members will no longer be expected to share living accommodations.

SUBMITTED BY:

NHWU Local 00037

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G14

WHEREAS Medical benefits are bargained at the NJC table and that bargaining process falls at a time other than the contractual collective bargaining, the membership of this local would like the following issue brought to the NJC table by PSAC.

The drug plan has a significant deductible and with the rising costs of some medication, it is a burden upon the membership to pay up front for prescriptions.

BE IT RESOLVED THAT the prescription drugs plan be administered with the use of a drug card permitting the pharmacy to bill direct for the cost of medication and the deductible be reduced.

SUBMITTED BY:

NHWU Local 00037

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G15

WHEREAS Medical benefits are bargained at the NJC table and that bargaining process falls at a time other than the contractual collective bargaining, the membership of this local would like the following issue brought to the NJC table by PSAC;

The cost of eye examinations and physiotherapy are no longer covered under the provincial medical plan.

BE IT RESOLVED THAT those items be covered by the employer medical plan.

SUBMITTED BY: NHWU Local 00037

COMMITTEE RECOMMENDATION _____

DECISION _____

RESOLUTIONS 2005



GENERAL – G16

WHEREAS the Aboriginal/Inuit and Métis community is comprised of a diverse membership; and

WHEREAS the Racially Visible community is also comprised of a diverse membership; and

WHEREAS Persons with a Disability, and the Gay/Lesbian, Bi-Sexual and Transgendered and Women members have their own full funded Human Rights Conferences;

BE IT RESOLVED THAT the PSAC fund separate Human Rights National Triennial Conferences for both the Aboriginal/Inuit and Métis and the Racially Visible members; and

BE IT FURTHER RESOLVED THAT the PSAC use the same funding formula to fund the Aboriginal/Inuit and Métis and Racially Visible conferences as they use for the other Human Rights Equity Conferences.

SUBMITTED BY: NAT Local 00356

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G17

WHEREAS the Federal Government has made changes to the Privacy Act; and

WHEREAS the Members of PSAC are not aware of their rights under this Act; and

WHEREAS Employers are requesting medical information that can potentially affect a member's rights under this act;

BE IT RESOLVED THAT PSAC put out an article to all Members explaining their rights under this act; and

BE IT FURTHER RESOLVED THAT this article also advise Members what information under the privacy act, the employer is entitled to; and

BE IT FURTHER RESOLVED THAT PSAC a training module be developed on Member's rights.

SUBMITTED BY: UCTE Local 00004

COMMITTEE RECOMMENDATION _____

DECISION _____

RESOLUTIONS 2005



GENERAL – G18

WHEREAS employers and businesses fund institutes and associations to study and report on world events from the point of view of those businesses; and

WHEREAS these institutes and associations are entities separate from the employers and businesses and therefore can give the appearance of independence from their funders; and

WHEREAS these institutes and associations produce studies and policy papers favourable to the point of view of the employers and businesses; and

WHEREAS these institutes and associations monitor local, national and international events and make their scholars and fellows available to news media to comment upon these events to give the point of view of the employers or businesses;

BE IT RESOLVED THAT the Ontario Regional Convention recommend to the National Board of Directors of the PSAC to establish and fund a Social Justice Institute for the purpose of funding scholars and fellows to write studies and reports and to comment in the media on local, national, and international events from the point of view of labour unions and the members of the Public Service Alliance of Canada; and

BE IT FURTHER RESOLVED THAT the Ontario Regional Convention recommend to the National Board of Directors of the PSAC that the Public Service Alliance of Canada fund the said Social Justice Institute from the Social Justice Fund of the Public Service Alliance of Canada.

SUBMITTED BY: Greater Toronto Area Council

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G19

WHEREAS chat rooms can be utilised to solicited member/committee input; and

WHEREAS many issues would benefit from a transparent exchange of perspective; and

WHEREAS the alliance/components have a substantial web page structure; and

WHEREAS some component sites have password access points; and

WHEREAS locals may wish to book such PSAC resources to help them solicit member input; and

BE IT RESOLVED THAT the PSAC set aside \$1000 to fund a feasibility study on hosting PSAC member chartrooms.

SUBMITTED BY: Greater Toronto Area Council &
UNDE Local 00625

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G20

WHEREAS training needs are great and facilitators are few; and

WHEREAS the PSAC requires the TUB course for participation in advanced training; and

WHEREAS members do not always have the time to attend formal training sessions;

BE IT FURTHER RESOLVED THAT the PSAC allocate \$1000 to develop interactive computer training exercise material as an alternative to the TUB course.

SUBMITTED BY:

Greater Toronto Area Council &
UNDE Local 00625

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G21

WHEREAS the Alliance encourages the broadest participation in National/Regional Conventions, Area Council and Local meetings; and

WHEREAS many eligible members cannot always directly participate in these functions due to geographic constraints; and

WHEREAS some business of PSAC is already conducted over the telephone or by video conference; and

WHEREAS technology has advanced to the point that some members/locals/ could participate more fully over the internet;

BE IT RESOLVED THAT virtual participation as observer/delegate/member be permitted as approved by the convening body.

SUBMITTED BY: Greater Toronto Area Council &
UNDE Local 00625

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G22

WHEREAS PSAC Regional Structure does not facilitate proportional participation by the members; and

WHEREAS inclusion is a proven way to empower people; and

WHEREAS members should be encouraged to exercise their democratic rights;

BE IT RESOLVED THAT an approval feedback system be established to help guide the regional decisions making process at a cost not to exceed \$1000;

BE IT FURTHER RESOLVED THAT this feedback system be based on non-binding e-mail referendums for key questions facing the regional council.

SUBMITTED BY:

UNDE Local 00625

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G23

WHEREAS some local members vote at other locations; and

WHEREAS the input on the back of ballots can be useful feedback to the Local's bargaining committee; and

WHEREAS there is limited feedback from the PSAC on local results;

BE IT RESOLVED THAT results of the back of ballots be made known to locals so that they might be able to make better submissions for the next round of negotiations.

SUBMITTED BY: UNDE Local 00625

COMMITTEE RECOMMENDATION

DECISION

RESOLUTIONS 2005



GENERAL – G24

WHEREAS contact between area locals enhances solidarity;

BE IT RESOLVED THAT e-mail distribution lists be made available to Area Councils in order to keep locals in there area informed of business that may concern local members.

SUBMITTED BY:

UNDE Local 00625

COMMITTEE RECOMMENDATION

DECISION
