



PSAC Ontario 4th Triennial Convention

Report of the General Committee

Committee: Aileen Duncan (chair); Bruce Flannigan; Ryan Ayres; Kevin Lundstrom; José Evangelho; Technical Advisor: Jim Chorostecki

Resolution G-2: The Committee recommends **concurrence**.

Rationale: Unionware is a new software program that is currently being introduced as our membership database.

Resolution G-3, G-11: The Committee combined Resolutions G-3 and G-11 into Composite Resolution **G-3A**. The Committee notes that the 3rd Be It Further Resolved in Resolution G-3 and the 2nd and 3rd Be It Further Resolved in Resolution G-11 have been ruled out of order by the PSAC National President.

Resolution G-3A: The Committee recommends **concurrence**.

WHEREAS Section 4 of the Constitution of the Public Service Alliance of Canada defines eligibility for membership in the PSAC, and

WHEREAS Sub-Section 4 (2) defines who can be considered a member in good standing, and

WHEREAS Sub-Section 2 (f) further defines members in good standing as Non dues paying PSAC members who do not have alternative employment and who are temporarily away on leave without pay for reasons including disability, maternity leave, paternity, adoption, or care of family members, and who are not required to pay dues pursuant to Section 24 in any amount or percentage while on leave without pay.” And Members who are off work due to workplace injury and on Ontario WSIB (or other Workers compensation benefits) are not regarded as disabled on LWOP by the PSAC or even mentioned in the Constitution, and

WHEREAS a member in such a situation will have their membership dropped after a period without notification to the member in good standing, and

WHEREAS Section 24 Sub-Section 23 (b) of the constitution of PSAC states, Members on other types of extended leave without pay as determined by the AEC, or on layoff shall not be required to pay dues for the duration of leave without pay, and

WHEREAS there is no handbook or regulation that exists on a procedure to assist members who are in this situation.

BE IT RESOLVED THAT the Constitution of the Public Service Alliance of Canada be amended to include a provision for members in good standing retaining that designation when their employment circumstances change due to an employment injury necessitating WSIB benefits, and;

BE IT FURTHER RESOLVED that a procedure be put in place that broadly advertised on this provision in the constitution.

Rationale: members should be advised of the process to allow them to maintain their membership when off work due to a workplace injury.

Resolution G-4: The Committee recommends **concurrence** in Resolution G-4 as amended to read:

“BE IT RESOLVED THAT a National sensitivity course and/or session on invisible disabilities be developed and continually updated; and

BE IT FURTHER RESOLVED THAT this Nationally developed sensitivity course and/or session be offered at least once every three-year cycle to the PSAC members and PSAC staff.”

Rationale: Members and staff could benefit from becoming more aware of invisible disabilities. The Committee assumes this training can be provided as part of the overall education program and therefore out of existing funds.

Resolution G-5: The Committee recommends **concurrence**.

Rationale: This is basically what we attempt to do now.

Resolution G-6: The Committee recommends **concurrence**.

Rationale: This module is already available as part of the Duty to Accommodate Course.

Resolution G-7: The Committee recommends **non-concurrence** in the 1st Be It Resolved.

Rationale: This work should be done by Regional Council Members working with PSAC Regional Staff.

The 2nd Be It Further Resolved has been ruled out of order by the PSAC National President.

Recorded against the Committee's recommendation: Aileen Duncan

Resolution G-8: The Committee recommends **concurrence** in Resolution G-8 as amended to read:

“BE IT RESOLVED THAT PSAC shall communicate to WE Travel, and/or any other travel agency used by the PSAC, the mandated language of PSAC around visible and invisible disability special needs,”

BE IT FURTHER RESOLVED THAT PSAC shall also communicate all the current and updated rulings, interpretations, decisions on personal attendant(s) accompanying a member with a disability, and

BE IT FURTHER RESOLVED THAT all members requiring assistance will be provided with the same level of customer service that is afforded to any other traveller.

Rationale: This directive should apply to all travel agencies used by the Union.

Resolution G-9: The Committee recommends **non-concurrence**.

Rationale: This support is already provided to delegates to Conventions and Conferences. Observers should be supported from their sending bodies.

Recorded against the Committee's recommendation: Aileen Duncan

Resolution G-10: The Committee recommends **concurrence** in Resolution G-10 as amended to read:

“BE IT RESOLVED THAT the PSAC lobby for recognition of Aboriginal Day as a Paid Holiday”

Rationale: One member of the Committee came from the sending body and clarified that the intent was to gain recognition of Aboriginal Day as a “day off”.

Resolution G-12: The Committee recommends **concurrence** in Resolution G-12 as amended to read:

“BE IT RESOLVED THAT the PSAC lobby for recognition of Family Day as a Paid Holiday”.

Rationale: One member of the Committee came from the sending body and clarified that the intent was to gain recognition of Family Day as a “day off”.

Resolution G-13: The Committee recommends **non-concurrence**.

Rationale: The Committee felt that if Directly Chartered Locals in Ontario wanted to hold a conference they have the ability to do so from their own dues.

Resolution G-14: The Committee recommends **concurrence** in principle

Rationale: This training is already available.

Resolution G-15: The Committee recommends **non-concurrence**.

Rationale: The principle behind Unions is that they are dependant on the volunteer efforts of the membership, supported by a limited number of staff. In this way members dues are kept to a minimum while ensuring maximum representation for

all members. This resolution would either require a significant dues increase to the members or a significant reduction in training and meetings that go to better servicing the members.

Resolution G-16: The Committee recommends **concurrence**.

Rationale: This is consistent with employer policies around work and travel.

Resolution G-17: The Committee recommends **concurrence** in the 1st Be It Resolved.

Rationale: The Committee believes the Union should undertake research into the issue of workplace privacy with an objective to protecting workers

The 2nd Be It Further Resolved has been returned to the sending body as it is a bargaining demand.