

GENERAL RESOLUTIONS



General

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RESOLUTION G-1

WHEREAS Canada Post is a vital social and economic contributor to all communities and municipalities, and especially those in rural Canada; and

WHEREAS Canada Post has announced to that it is contracting out its contact centres in Ottawa, Fredericton, Edmonton, and Winnipeg, and the National Philatelic Centre in Antigonish within the next 5 years to a private company; and

WHEREAS Canada Post will eliminate term positions at all the centres, and completely shut down the Contact Centres in Ottawa and Edmonton, by 2011; and

WHEREAS this action by Canada Post will result in the loss of 350 decent paying jobs in Ottawa, Fredericton, Winnipeg and Edmonton and a further 65 jobs in Antigonish where the National Philatelic Centre is located; and

WHEREAS the spin-off affect of these job losses will contribute to the elimination of other jobs within the community because of the lost spending power of the contact centre and National Philatelic Centre employees; and

WHEREAS the National Philatelic Centre is world renowned for its specialized services and contributes to the preservation of Canada's history and culture, similar to any National museum or the Canadian Mint; and

WHEREAS the sell off of the centres makes no economic sense especially given Canada Post has had consecutive profits for 15 years, and a profit of 281 million dollars in 2009 alone; and

WHEREAS the privatization of these centres accelerates the privatization of Canada's postal services and constitutes a threat to the Public's access to the Universal access to postal services;

GENERAL RESOLUTIONS



RESOLUTION G-1 Continued

BE IT RESOLVED THAT the REVP - Ontario and the Ontario Regional Council communicate its strong objection to Canada Post decision in writing to the Canada Post Board of Directors, and call for an immediate reversal of the decision to outsource more than 350 positions at the Contact Centres in Ottawa, Fredericton, Edmonton, and Winnipeg, as well as the National Philatelic Centre in Antigonish; and

BE IT FURTHER RESOLVED THAT the PSAC Ontario Region organize a one day rally in all Major Centers or Cities of the Ontario Region to protest the Federal Government's decision to contract our public sector jobs; and

BE IT FURTHER RESOLVED THAT the PSAC Ontario Region call on the Ontario Federation of Labour to initiate a campaign on job loss using the Call Centre and the Antigonish National Philatelic Centre "outsourcing" as a focal point for the campaign.

SUBMITTED BY:

UPCE Local 00104

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RESOLUTION G-2

WHEREAS in 2010 the federal government announced that it will be reviewing the Employment Equity Policies and practices in the Federal Government; and

WHEREAS in 2010 the Conservative Government cancelled the long form census. Which was the only program that helped keep federally regulated workplaces in pace with the changing demographics of their communities; and

WHEREAS the Employment Equity Act is an integral tool for an inclusive society. Employment equity does not target individuals or groups for exclusion, rather employment equity seeks to include groups that are proven to have been excluded in the past by systemic discriminatory workforce practices. Similarly, besides from the legal obligations the fact that our Canadian Society has become and will continue to be a more diverse and multicultural society, tools like the employment equity act are still necessary to meet our collective goals; and

WHEREAS according to statistics Canada 2006; Women make up to 50.4% of Canadian Society, and Public Service Commission (PSC) reported that the recruitment rate for women is 54.4 %; However Racially visible women, Aboriginal women, Women with disabilities, are still significantly underrepresented in the PSC hiring practices and women are still lagging behind men in terms of being appointed to executive positions and are still largely clustered in certain occupations and departments. Statistics Canada 2006 further states that Persons with Disabilities make up 11.5% of Canadian society, yet representation in the Public Service (PS) is only 5.9%; persons with disabilities are not being recruited at their workforce availability level, which suggests the federal departments and agencies may be reaching employment equity targets for persons with disabilities through reliance on the demographics of aging, rather than seeking to actively recruit persons. Statistics Canada also reported that Aboriginal peoples make up 3.8% of Canadian Society however 4.4% of the hires to the Public Service are limited primarily to three department in the PS. Visible Minorities comprise 16.2% of our

GENERAL RESOLUTIONS



RESOLUTION G-2 Continued

Canadian Society; However 9.2% are represented in PS. Visible minorities and Aboriginals into the public service has decreased. Canadian Human Rights Commission has declared that these groups have not benefited from the increase in hiring opportunities of the Public Service Employment Act;

BE IT RESOLVED THAT the PSAC implement a fight back campaign based on the 21 recommendations submitted to the standing Committee on Human Resource Development and the Status of Person's with Disabilities, presented on January 29, 2010. Consequently, formulating an effective response by PSAC to tightening the gap between Compliance and allow more room for the union to enforce obligations of the Employment Equity Legislation;

BE IT FURTHER RESOLVED THAT PSAC investigate and document to which extend the federal public service, the treasury board and the office of the human resource officer are meeting its employment equity obligations and present its findings to the Senate standing Committee on Human rights on a three year cycle.

SUBMITTED BY: USGE Local 00079

COMMITTEE RECOMMENDATION	
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RESOLUTION G-3

WHEREAS according to the PSAC Leadership Program Administrative Guideline, the program is delivered nationally to “all Regional Council Reps, all Component National Officers, DCL reps of DCLs with over 400 members and representatives on the Equal Opportunities Committee and the National Aboriginal People’s Circle. Alternates are not eligible to attend except in extraordinary circumstances.”; and

WHEREAS components have different governance structures and different roles and titles for their National Officers. Some elected component officers with direct responsibilities to their members and portfolios, are excluded from taking the Leadership Program by virtue of their elected title eg. Assistant Vice President or Vice President (alternate); and

WHEREAS furthermore, it does not appear that the size of Component governing bodies on proportional representation of their membership; and

WHEREAS because of these variations in governance between Components access to the PSAC Leadership Program is neither fair or consistent with the intent of the PSAC National Education Programs.

BE IT RESOLVED THAT provide PSAC Leadership Program Phase I and II to all **elected** positions of Component National Executive.

SUBMITTED BY: National Component, Local 00394

COMMITTEE RECOMMENDATION	
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RESOLUTION G-4

WHEREAS regionalization was fully implemented in 1997. The combination of Component and Regional structures has resulted in a very complicated organization that may contribute to inefficiencies and duplication of services; and

WHEREAS to ensure the effectiveness of PSAC in achieving its goals in collective bargaining, education, organizing, mobilizing, human rights, representation, communications and delivery of services and empowerment of its members, it is incumbent upon the leadership to undertake periodic reviews of the PSAC structure.

BE IT RESOLVED THAT PSAC conducts an independent review of its structure with the goal of identifying the optimum structure for empowerment and delivery of efficient and effective services to its members.

SUBMITTED BY: National Component, Local 00394

COMMITTEE RECOMMENDATION	
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RESOLUTION G-5

WHEREAS the Recent Ratification Process for the PA, SV and EB groups created a divisive and confrontational atmosphere; and

WHEREAS only approximately 25% of total eligible members voted in favour of the proposed agreement; and

WHEREAS the ratification process continues to disregard advances in technology;

BE IT RESOLVED THAT Regulation 15 be amended to ensure greater participation by the membership is achieved;

SUBMITTED BY:

UNDE Local 00625

COMMITTEE RECOMMENDATION	
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RESOLUTION G-6

WHEREAS PSAC processing new union cards or address changes are repeatedly lost or delayed; and

WHEREAS PSAC still has not taken advantage of the cost savings potential available through digital transmission and storage of information;

BE IT RESOLVED THAT certified true digital copies be utilized to expedite the process union cards.

SUBMITTED BY:

UNDE Local 00625

COMMITTEE RECOMMENDATION	
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RESOLUTION G-7

WHEREAS Locals are seeing an increase in members struggling with Workers Compensations issues as workers deal with the current and past introduction of workplace technology; and

WHEREAS, unlike Health and Safety where training is provided for by law, Worker Compensation training is not judged a priority by employers;

BE IT RESOLVED THAT the PSAC's Board of Directors develop a Worker Compensation Plan, that would include a structure of responsibilities between, Local, Components, DCL's and the PSAC; and the resources to fund training, from our Joint Learning Program and/or the PSAC for our DCL's other non TB components, so that within five years each PSAC Local has a trained Worker Compensation person; and

BE IT FURTHER RESOLVED THAT a network be set up and maintained by the PSAC to provide ongoing communications with the trained Workers Compensation people in our Locals;

BE IT FURTHER RESOLVED THAT the PSAC set up a Workers Compensation Section, in Ottawa with at least one Industrial Hygienist on staff.

SUBMITTED BY: London Area Council

COMMITTEE RECOMMENDATION	
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RESOLUTION G-8

WHEREAS Locals are seeing an increase in members struggling with Workers Compensations issues as workers deal with the current and past introduction of workplace technology; and

WHEREAS, unlike Health and Safety where training is provided for by law, Worker Compensation training is not judged a priority by employers;

BE IT RESOLVED THAT the PSAC's Board of Directors develop a Worker Compensation Plan, that would include a structure of responsibilities between, Local, Components, DCL's and the PSAC; and the resources to fund training, from our Joint Learning Program and/or the PSAC for our DCL's and other non TB components, so that within five years each PSAC Local has a trained Worker Compensation person; and

BE IT FURTHER RESOLVED THAT a network be set up and maintained by the PSAC to provide ongoing communications with the trained Workers Compensation people in our Locals;

BE IT FURTHER RESOLVED THAT the PSAC set up a Workers Compensation Section, in Ottawa with at least one Industrial Hygienist on staff.

SUBMITTED BY:

CEIU Local 00570

COMMITTEE RECOMMENDATION	
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GENERAL RESOLUTIONS



RESOLUTION G-9

WHEREAS the cost of prescription drugs, eyeglasses and medical services keep rising; and

WHEREAS the wages of the public service employees have been repressed for over a decade and are not keeping pace with inflation; and

WHEREAS the current percentage ratio to wages is not sufficient to fund the public service health care plan in a manner that our members need or deserve;

BE IT RESOLVED THAT the PSAC attempt to negotiate a larger percentage ratio to wages in the next round of bargaining.

SUBMITTED BY:

London Area Council

COMMITTEE RECOMMENDATION	
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RESOLUTION G-10

WHEREAS Health and Safety is a top priority for the Public Service Alliance of Canada; and

WHEREAS the safety of workers should extend to events of the Union;

BE IT RESOLVED THAT PSAC adopt a mandatory policy that a qualified First Aid Responder be identified at the starting and available throughout all regional and national PSAC events.

SUBMITTED BY: Thunder Bay and Northwestern Area Council

COMMITTEE RECOMMENDATION	
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GENERAL RESOLUTIONS



RESOLUTION G-11

WHEREAS Federal Superannuation Pension administration has been centralized with no local control or resources; and

WHEREAS backlogs and delays of up to a year for administration has caused increasing hard ship for PSAC members who have this pension plan;

BE IT RESOLVED THAT PSAC carry out a campaign to ensure that pension administration is staffed sufficiently to ensure that members receive timely receipt of their pension and benefits and timely responses to their questions.

SUBMITTED BY: Thunder Bay and Northwestern Area Council

COMMITTEE RECOMMENDATION	
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RESOLUTION G-12

WHEREAS staffing is the responsibility of the AEC under Section 13(2) (b); and

WHEREAS adequate staffing of Regional Offices and allocation of representation staff is of utmost importance; and

WHEREAS in the past positions were left vacant or got relocated leaving certain areas under-serviced;

BE IT RESOLVED THAT the AEC consult with Regional Councils and representatives of the Regional Offices branch for recommendations to ensure that members have full and equitable access to regional representatives in all parts of their region.

SUBMITTED BY:

Kingston Area Council

COMMITTEE RECOMMENDATION	
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RESOLUTION G-13

WHEREAS education of our membership is an ongoing concern; and

WHEREAS at times, larger components facilitate their own courses; and

WHEREAS those course, at times, coincide with a PSAC course facilitated by a Regional Office and draw away members already registered causing the PSAC course to be cancelled due to lack of participants; and

WHEREAS cancelled courses can cause discontent and frustration with members;

BE IT RESOLVED THAT the PSAC lobby its components that component national offices on an ongoing basis share with the appropriate PSAC office their education schedule of any component course in their area and that a component when scheduling a course review the PSAC schedules posted on the website in order to avoid any conflict in scheduling dates and/or to explore the possibility to make any vacant seats available to members belonging to other components;

BE IT FURTHER RESOLVED THAT funding, where applicable, for seats filled this way be the same as for a course facilitated by a Regional Office.

SUBMITTED BY:

Kingston Area Council

COMMITTEE RECOMMENDATION	
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RESOLUTION G-14

WHEREAS Section 1.2 of the National Education Policy:

“Union education must be accessible, i.e., free of barriers due to geography, language, disability, income, family responsibility, working conditions, etc.”; and

WHEREAS Section 1.3 reads:

“Union education must be equitable and inclusive and encourage the participation of all members in all Components and all regions”; and

WHEREAS Section 1.5 :

“Union education must be flexible, adaptable and able to respond quickly to changing circumstances, for both the membership and the organization; and

WHEREAS members live at great distances to regional offices i.e., but not limited to, members living in region 1 and region 2; and

WHEREAS those members maybe in need of being put in travel status; and

WHEREAS the application for funding, remote subsidies, or other, is rather cumbersome;

GENERAL RESOLUTIONS



RESOLUTION G-14 Continued

BE IT RESOLVED THAT members living a great distance from a course location be put in travel status; and

BE IT FURTHER RESOLVED THAT the decision to put a member in travel status rests with the respective Regional Office; and

BE IT FURTHER RESOLVED THAT if the same course is held at different locations a member be entitled only to expenses that would be incurred by her/him attending a course closest to his location;

BE IT FURTHER RESOLVED THAT in the case when a member would qualify for remote subsidies it is the respective regional office applying for this subsidy and when approved by the REO, such subsidy be transferred to the Regional Office directly.

SUBMITTED BY:

Kingston Area Council

COMMITTEE RECOMMENDATION	
DECISION	

GENERAL RESOLUTIONS



RESOLUTION G-15

WHEREAS Young Aboriginal women are at least 5 times more likely than all other women to die as the result of violence; and

WHEREAS this violence takes place in the home, in First Nations' communities, in the streets of our cities, and along the highways of Canada; and

WHEREAS the Harper government has recently cut funding to "Sisters in Spirit," a move that will have negative affects on the activities that the Native Women's Association of Canada can undertake and will hamper their ability to maintain focus on resolving the epidemic of violence that threatens Aboriginal women;

BE IT RESOLVED THAT the Public Service Alliance of Canada undertake a campaign of lobbying the government of Canada to work with First Nations' women's organizations to establish a comprehensive plan of action to stop violence against Aboriginal women.

SUBMITTED BY: Thunder Bay Regional Women's Committee

COMMITTEE RECOMMENDATION	
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RESOLUTION G-16

WHEREAS the PSAC is a progressive union, renowned throughout the union movement for being at the fore-front of the struggle for quality public service, quality of work and quality of life; and

WHEREAS the current global financial crisis created by Governments and big businesses has prompted the Federal Government to call for Austerity Measures that focus on cut backs to Public Services, attacking Wages, Pensions and general working conditions of Public Service workers as the solution to the crisis; and

WHEREAS Racialized and Equity seeking people are disproportionately affected by Austerity Measures;

BE IT RESOLVED THAT the PSAC leadership develop a policy similar, to the Pay Equity and Term Consultation policies that were used in the past, to deal with the direction of the PSAC in response to AUSTERITY MEASURES taken by the Federal Government; and

BE IT FURTHER RESOLVED THAT a committee be created with a minimum of one automatic seat for a Racially Visible Representative, for the purposes of developing measures to protect the Membership during economic hardship, and to come up with a plan of action to protect Racialized and Equity seeking people and the Membership from the AUSTERITY MEASURES taken by the Federal Government and report back to the members at large by the next PSAC National Triennial Convention 2015, and the budget or expenses incurred for such a committee, be taken from any surplus funds within the PSAC budget.

SUBMITTED BY: Toronto Racially Visible Committee

COMMITTEE RECOMMENDATION	
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RESOLUTION G-17

WHEREAS the PSAC has always reflected the democratic will of its membership and has developed mechanisms for them to express democratically, their legitimate concerns; and

WHEREAS there are serious concerns with the negotiation and voting process used to ratify the agreements at the PA and SV tables;

BE IT RESOLVED THAT the PSAC negotiating teams cease to engage in negotiations of Clawbacks to any form of compensation by way of: Monies Earned, Salaries, Lieu Time and/or Years of Service, if brought forward to the table by the employer; and

BE IT FURTHER RESOLVED THAT when impasses occur due to the employer tabling such Clawbacks, the PSAC negotiating team will inform the membership at large of the employer's offer along with a recommendation to reject.

SUBMITTED BY: Toronto Racially Visible Committee

COMMITTEE RECOMMENDATION	
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GENERAL RESOLUTIONS



RESOLUTION G-18

WHEREAS in the recent negotiation at the PA, EB and SV tables the employer tabled Clawbacks to workers benefits; and

WHEREAS the vote in favour was a mere **52%** which resulted in a **48%** of the members feeling disenfranchised;

BE IT RESOLVED THAT the PSAC have an objective body comprised of a minimum of three people or any odd number thereof, from an outside agency, to investigate the discrepancies within the Negotiation and Ratification process; and

BE IT FURTHER RESOLVED THAT the objective body be mandated to recommend to the PSAC, directions and possible plans of action with regards to future Negotiations and Ratification, a minimum of six months prior to the date that the currently negotiated contracts expires, the funding required for this endeavour should come from any surplus funds within the PSAC budget.

SUBMITTED BY: Toronto Racially Visible Committee

COMMITTEE RECOMMENDATION	
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GENERAL RESOLUTIONS



RESOLUTION G-19

WHEREAS the PSAC is an inclusive union; and

WHEREAS the PSAC has Equity and Women's National Conferences;

BE IT RESOLVED THAT PSAC increase the number of members given delegate status by ten (10) for each Equity and Women's National Conference.

SUBMITTED BY: Toronto Racially Visible Committee

COMMITTEE RECOMMENDATION	
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GENERAL RESOLUTIONS



RESOLUTION G-20

WHEREAS in most urban cities in Canada the population of immigrants entering Canada has grown by over fifty percent over the last ten years; and

WHEREAS statistically it has been shown that most of these immigrants and their Canadian born children are forced into low paying jobs; and

WHEREAS many Employers of immigrants negotiate collective agreements with the PSAC;

BE IT RESOLVED THAT the PSAC include within their negotiations with the employer, a mandate for the employer to provide concrete action plans and specific measures in their workplace policies to ensure a representative workforce and that these plans specifically address challenges in attaining equity in the areas of hiring, promotion and succession planning; and

BE IT FURTHER RESOLVED THAT the PSAC negotiate language that ensures that racialized workers are not ghettoized within the workplace at the entry level; and

BE IT THEREFORE FURTHER RESOLVED THAT the PSAC negotiate language that promotes Diversity Training within the workplace to prevent a backlash

SUBMITTED BY: Toronto Racially Visible Committee

COMMITTEE RECOMMENDATION	
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GENERAL RESOLUTIONS



RESOLUTION G-21

WHEREAS racialized people are polarized by the Media, Law Enforcement Officers and the Courts; and

WHEREAS the Public Education system through its various codes reinforces the polarizing of racialized people; and

WHEREAS the systemic structures within the political system allows for the profiling of racialized people into Housing, Schools and within interactions with Law Enforcement Officers and the Courts;

BE IT RESOLVED THAT the PSAC develop a policy on Racial Profiling; and

BE IT FURTHER RESOLVED THAT the PSAC work with Communities and within the Political System to bring awareness and education in order to stop Racial Profiling throughout Canada;

BE IT THEREFORE FURTHER RESOLVED THAT the PSAC meet with all levels of governments to raise the issue of Racial Profiling.

SUBMITTED BY: Toronto Racially Visible Committee

COMMITTEE RECOMMENDATION	
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GENERAL RESOLUTIONS



RESOLUTION G-22

WHEREAS the PSAC has been a leader in promoting the National Day of Remembrance on Violence Against Women both in the community and within the membership;

BE IT RESOLVED THAT the PSAC National erects a memorial to recognize December 6 as The National Day of Remembrance on Violence Against Women.

SUBMITTED BY: Toronto Racially Visible Committee

COMMITTEE RECOMMENDATION	
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GENERAL RESOLUTIONS



RESOLUTION G-23

WHEREAS on December 6, 1989, 14 women were gunned down and 14 others were injured in an attack at the École Polytechnique in Montreal; and

WHEREAS the women were young students, mostly in non-traditional fields with limited female enrolment, mostly in engineering; and

WHEREAS the perpetrator specifically declared to the victims that he was fighting feminism and declared in his suicide letter that he resented that feminists wanted to retain the advantages of being women [...] while trying to grab those of the men; and

WHEREAS the Union struggle is struggle for enduring change and the PSAC has been at the forefront of the fight for Women's Equality;

BE IT RESOLVED THAT the PSAC seek to implement a scholarship for students currently enrolled in non-traditional programs at recognized Colleges or Universities, to commemorate the women who lost their lives in the attack at École Polytechnique.

SUBMITTED BY: Toronto Racially Visible Committee

COMMITTEE RECOMMENDATION	
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RESOLUTION G-24

WHEREAS there is a shortage of affordable housing for women; and

WHEREAS housing needs could affect any woman, anytime, in case of accident, loss of job or income; and

WHEREAS women with jobs still make less money than their male counterpart; and

WHEREAS many women remain in or return to abusive situation because they can't find safe housing they can afford;

BE IT RESOLVED THAT the PSAC develop a National campaign to lobby the Canadian Federal and Provincial Governments to provide affordable housing.

SUBMITTED BY: Toronto Regional Women's Committee

COMMITTEE RECOMMENDATION	
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GENERAL RESOLUTIONS



RESOLUTION G-25

WHEREAS a large number of employed women are in lower salary designations, their pensions at the time of retirement are not enough for them to carry on and make ends meet; and

WHEREAS there is no protection under the current economy for pensions; and

WHEREAS women on average live longer but are paid less through life;

BE IT RESOLVED THAT the PSAC develop a National Pensions campaign to lobby the Canadian Government to provide adequate pensions.

SUBMITTED BY: Toronto Regional Women's Committee

COMMITTEE RECOMMENDATION	
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GENERAL RESOLUTIONS



RESOLUTION G-26

WHEREAS discriminating wages affects women through their life from the first jobs and continuing into retirement; and

WHEREAS young women graduating high school earn less than young men; and

WHEREAS only 1/3 of women have access to Employment Insurance due to precarious work; and

WHEREAS pay equity is not in every province; and

WHEREAS Women with jobs still make less money than their male counterpart;

BE IT RESOLVED THAT the PSAC develop a National campaign to create public awareness of the lack of pay equity and there should be equal pay for work of equal value.

SUBMITTED BY: Toronto Regional Women's Committee

COMMITTEE RECOMMENDATION	
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RESOLUTION G-27

WHEREAS a large number of employed women are in lower salary designations than their male counterparts; and

WHEREAS child care allows Women to enter into the workforce and contribute to society and a pension plan; and

WHEREAS the Universal Child Care Benefit (UCCB) does not meet the needs of child care costs; and

WHEREAS the current UCCB is \$100 a month but child care cost is \$30 to \$40 a day;

BE IT RESOLVED THAT the PSAC develop a National campaign to lobby the Canadian Government to provide a Universal Child Care Program.

SUBMITTED BY: Toronto Regional Women's Committee

COMMITTEE RECOMMENDATION	
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RESOLUTION G-28

WHEREAS the PSAC strives to enhance its members' quality of life and has been at the front of a variety of significant and successful campaigns for workplace and human rights; and

WHEREAS the PSAC's members inability to participate in Family Day in Ontario and enhance their quality of life with their families, is being hindered because they are being denied this Statutory Day off by their employer; and

WHEREAS the PSAC is committed to pressuring the employer at all levels to end discriminatory practices, implement special measures to eliminate barriers to employment, and redress past and present systemic discrimination, which has an adverse impact on our membership;

BE IT RESOLVED THAT the PSAC pursue all avenues to ensure that the Federal Government not discriminate against Federal Public Servants in Ontario, by providing them compensatory time off, to participate in FAMILY DAY within Ontario like all of the other citizens of Ontario.

SUBMITTED BY: Toronto Racially Visible Committee

COMMITTEE RECOMMENDATION	
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RESOLUTION G-29

WHEREAS Treasury Board Component members of the Public Service of Canada enjoy Parental Leave which includes a top up payment as part of their Collective Agreements; and

WHEREAS many bargaining groups of the Public Service Alliance have no Parental Leave clause as part of their Collective Agreements;

BE IT RESOLVED THAT the Public Service Alliance of Canada include Parental Leave with top up as a priority demand in every round of negotiations until it becomes part of all Collective Agreements for members of the Public Service Alliance of Canada.

SUBMITTED BY: Thunder Bay Regional Women's Committee

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