



PSAC Ontario 5th Triennial Convention Report of the General Committee

The Committee met on April 21st and 28th, 2011 and debated 27 resolutions. The resolutions are listed by priority as established by the General Committee.

Chair: Sharon DeSousa

Members: Colleen Wice, Cathy Harasym, Bruce Flannigan,
Steve Gauthier and Karen Church

Colleen Wice and Steve Gauthier were not present for discussions on April 28th due to personal reasons. Consequently, they did not discuss Resolutions #: G9, G10, G11, G12, G13, G14, G15, G16, G17, G18, G19, G20, G21 and G22.

Karen Church was a last minute replacement for the committee discussions on April 28. Consequently, she was not part of the discussion on Resolutions #: G1, G2, G3, G4, G5, G6, G7, G8, G21, G23, G24, G25, G26 and G27.

Resource Person: Christopher Wilson

GENERAL RESOLUTIONS REPORT



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G-21	3	Toronto Racially Visible Committee
G-4	3	National Component, Local 00394
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G-20	5	Toronto Racially Visible Committee
G-3	5	National Component, Local 00394
G-27	6	Toronto Regional Women's Committee
G-24	6	Toronto Regional Women's Committee
G-2	6	USGE Local 00079
G-19	6	Toronto Racially Visible Committee
G-7	7	London Area Council
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Non-Concurrence		
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G-16	9	Toronto Racially Visible Committee
G-14	9 - 10	Kingston Area Council
G-17	10	Toronto Racially Visible Committee
G-2	11	USGE Local 00079
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G-1	12	UPCE Local 00104
G-5	12	UNDE Local 00625
G-6	13	UNDE Local 00625
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Out of Order		
G-7		London Area Council - The last BIFR
G-8		CEIU Local 00570 - The last BIFR
NJC Bargaining Demand – Referred to NBoD NJC		
G-9		London Area Council
Bargaining Demands – Referred to Negotiations		
G-28		Toronto Racially Visible Committee
G-29		Thunder Bay Regional Women's Committee



Resolution G-15: The Committee recommends Concurrence

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.

Rationale: Ending violence against Aboriginal women must be made a greater priority for the Government of Canada. Everyone has a responsibility to protect the safety of Aboriginal women because an injury to one is an injury to all.

Resolution G-21: The Committee recommends Concurrence

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.

Rationale: This resolution reflects a priority of the recent National Racially Visible Conference.

Resolution G-4: The Committee recommends Concurrence

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.

Rationale: Periodic reviews of our structure will ensure that the needs of the members are continuing to be met through regionalization.



Resolution G-10: The Committee recommends **Concurrence**

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.

Rationale: The Health & Safety of our membership is a top priority of our region and this committee.

Resolution G-12: The Committee recommends **Concurrence**

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.

Rationale: A broader consultative process between the AEC and Regional Councils will result in a more inclusive decision-making process and will better respond to the needs of the membership within the regions.

Resolution G-11: The Committee recommends **Concurrence**

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.

Rationale: The Federal Governments decision to centralize the Federal Superannuation pension administration has affected our members in workload and possible job re-location. The objective to increase staffing will help meet the needs of the membership and protect jobs.



Resolution G-20: The Committee recommends **Concurrence**

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

Rationale: This resolution would apply to all employers including DCLs which may not have comprehensive diversity programs in their workplace to the same degree as Treasury Board. As well we no longer have an Employment Equity Act within the Province of Ontario because it was repealed by the Harris government; consequently, provincially regulated employers may not have employment equity programs within their workplace. In the Federal Public Service the Employment Equity Act lacks teeth.

Resolution G-3: The Committee recommends **Concurrence**

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

Rationale: The committee recognizes that this resolution does not include Directly Chartered Local representatives. However, the overall objective of including Alternates in the PSAC Leadership Program Phase I and II supports the objective of succession planning and ensures that alternates receive the required training if required to fill a vacancy.

GENERAL RESOLUTIONS REPORT



Resolution G-27: The Committee recommends **Concurrence**

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

Rationale: Childcare campaign should remain ongoing

Resolution G-24: The Committee recommends **Concurrence**

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

Rationale: Affordable housing is a necessity for all.

Resolution G-2: The committee has divided this resolution into 2 parts. The 2nd be it resolved the committee recommends **Concurrence.**

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.

Rationale: We need to put employment equity back on the employers' agenda.

Resolution G-19: The Committee recommends **Concurrence**

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

Rationale: The PSAC National Equity and Women's conferences provide a forum for activists to deal with issues affect them and network. This resolution also encourages participation of new activists so they do not feel so overwhelmed when attending National or Regional Conventions.

GENERAL RESOLUTIONS REPORT



Resolution G-7: Covers Resolution G-8. The Committee has divided this resolution into 2 parts. The Committee recommends **concurrence** on the 2nd be it resolved.

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;

Rationale: A network for Workers Compensation people in our Locals will enhance our health & safety capacity by ensuring timely information is distributed to activists.

Resolution G-22: The Committee recommends **Concurrence**

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

Rationale: PSAC has to take a strong stand against Violence Against Women

Resolution G-23: The Committee recommends **Concurrence**

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.

Rationale: PSAC has to take a strong stand against Violence Against Women and support students in non-traditional programs

Resolution G-25: The Committee recommends **Concurrence**

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

Rationale: Pension campaign should remain ongoing.



Resolution G-26: The Committee recommends **Concurrence**

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.

Rationale: Pay Equity campaign should remain ongoing

Resolution G-18: The Committee recommends **Non-Concurrence**

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.

Rationale: Requires greater clarity such as: whether the investigation requested is an investigation into the Negotiation and Ratification processes under Regional 15 for future bargaining or a retrospective investigation into the last round of bargaining. Listing some discrepancies as examples would also add clarity to the resolution. There is currently an internal Task Force into Regulation 15 using the last round of bargaining as an example.

Recorded against the Committee's recommendation: Bruce Flannigan.

GENERAL RESOLUTIONS REPORT



Resolution G-16: The Committee recommends **Non-Concurrence**

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.

Rationale: The first Be It Resolved requires clarification because the Term Consultation policy is not listed as one of the current PSAC policies. Further the Pay Equity policy is not listed as one of the current PSAC policies but rather there is an Equal Pay for Work of Equal Value Policy. The second Be It Resolved includes an automatic seat for a Racially Visible Representative; however, austerity measures have a particularly adverse impact upon all equity group members so any automatic seats would need to be broadened to become more inclusive. As a result greater clarity is required on the composition of the committee.

Resolution G-14: The Committee recommends **Non-Concurrence**

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 or her 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.

Rationale: The spirit of the resolution is positive; however, additional clarity is required such as the definition of a great distance, why the remote subsidy is incorporated as a Be It Resolved when it is a separate funding process, whether location refers to closest Regional Office, and whether the decision to approve travel status should be made by the Regional Office offering the course or the Region Office responsible for representing the member

Resolution G-17: The Committee recommends Non-Concurrence

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.

Rationale: Bargaining teams should have the broad mandate to bargain in the best interests of the membership. Regulation 15 already requires that any tentative agreement be taken to the membership for ratification and members can decide whether to accept or reject the recommendation of the bargaining team.



Resolution G-2: The Committee has divided this resolution into 2 parts. The 1st be it resolved **non-concurrence**.

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;

Rationale: The first Be It Resolved requires additional clarity ie. the first and second sentences appear to call for different types of action. More specifically the second sentence appears to call for an enforcement rights campaign while the first sentence appears to call for a broader political action fight back campaign.

Resolution G-7: Covers Resolution G-8. The Committee has divided this resolution into 2 parts. The Committee recommends **non-concurrence** on the 1st be it resolved.

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

Rationale: The Committee recognizes the importance of having a trained Worker Compensation person in each local. However we can not dictate to the Joint-Learning Program any workshop that they should provide. We can only provide suggestions. Also the 5 year completion goal to have a member in all PSAC Locals fully trained to be a Worker Compensation Representative is not a realistic timeframe. Therefore this is non-concurrence.



Resolution G-1: The Committee recommends non-concurrence.

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.

Rationale: The National Philatelic Centre has been closed and a statement to Canada Post objecting to the sale has been posted on the PSAC National Website. A statement against the privatization of Canada Post call centres has also been posted on the PSAC National Website. The call centres listed in the resolution do not fall within the geographic area of the Ontario Region. The Ontario Federation of Labour has a standing policy against privatization and contracting-out.

Resolution G-5: The Committee recommends Non-Concurrence

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

Rationale: Need clarity on what provisions of Regulation 15 are seeking to be amended.

GENERAL RESOLUTIONS REPORT



Resolution G-6: The Committee recommends **Non-Concurrence**

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

Rationale: Digital copies of the membership cards will not change the necessity of transmitting digital cards following the same process as physical cards. Need greater clarity on objective.

Resolution G-13: The Committee recommends **Non-Concurrence**

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.

Rationale: PSAC should not dictate to Components whether to open up their training to PSAC members from other components or Directly Chartered Locals or Separately Employers.