



**GENERAL
RESOLUTIONS**
Convention Committee Report

REPORT OF THE GENERAL RESOLUTIONS COMMITTEE

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REPORT OF THE GENERAL RESOLUTIONS COMMITTEE

RESOLUTION GEN 1

PSAC Budget

Origin: National Executive

Language of origin: English

The Committee recommends **concurrence** in resolution GEN 1.

The Public Service Alliance of Canada will add to the staff line item of the PSAC budget \$1.5 million dollars per budget year.

National Executive Rationale:

There is a significant lack of staff in Representation and Negotiations, which has a negative impact on our members.

Committee Rationale:

The Committee is of the belief that the amended resolution does not alter the original purpose but instead clarifies the intentions as previously set out by the originator of said resolution.

Cost of Resolution:

No additional cost.

No dues increase.

RESOLUTION ADOPTED AS SUBMITTED

**TO BE FORWARDED TO THE 2018 PSAC TRIENNIAL
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AMENDED RESOLUTION GEN 7

UNE National Women's Leadership Conference

Origin: Local 30186

Language of origin: English

The Committee recommends **concurrence** in amended resolution GEN 7.

The Union of National Employees will host a UNE National Women's Leadership Conference ~~in the National Capital Region~~ over a three-day period including weekends, starting in the convention cycle of 2018-2020. With such a conference happening within 12 months prior to the upcoming UNE Triennial Convention.

UNE will host such a conference with eight women represented per UNE Region, along with elected officers of the National Executive.

Because UNE celebrates geographically and employer diverse membership throughout its organization; and

Because there is a need to foster and strengthen the leadership skills within the representation of the women's membership within UNE.

The Union of National Employees will host a UNE National Women's Leadership Conference ~~in the National Capital Region~~ over a three-day period including weekends, starting in the convention cycle of 2018-2020. With such a conference happening within 12 months prior to the upcoming UNE Triennial Convention.

Committee Rationale:

The Committee unanimously recommends concurrence on the amended resolution because there was an agreement that such a conference is needed to foster and strengthen the leadership skills within the women's membership of UNE.

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Cost of Resolution:

This represents a dues rate increase of .0146%.

This represents a dues increase of \$0.66 per month per deductee.

RESOLUTION AS AMENDED WOULD READ AS FOLLOWS:

The Union of National Employees will host a UNE National Women's Leadership Conference which is to be funded on a one-time basis from the unrestricted surplus over a three-day period which may include a weekend day, starting in the convention cycle of 2018-2020. With such a conference happening within 12 months prior to the upcoming UNE Triennial Convention.

UNE will host such a conference with eight women represented per UNE Region, along with elected officers of the National Executive.

RESOLUTION ADOPTED AS AMENDED

REPORT OF THE GENERAL RESOLUTIONS COMMITTEE

RESOLUTION GEN 5

Payment for Members Who Attend Union Education Courses

Origin: Local 00221

Language of origin: English

The Committee recommends **concurrence** in resolution GEN 5.

The Union of National Employees will pay members a per diem for all union courses offered by any union affiliated with the Canadian Labour Congress. The amount should match the payment for PSAC day courses.

Because union education is important to the movement;

Because affiliates offer courses such as health and safety that may not be offered by the PSAC but are important and relevant for representation; and

Because payment supports members who are willing to take courses in order to benefit their locals and to widen their network with other union activists.

Committee Rationale:

The Committee recommends concurrence on Resolution 5 because this resolution would benefit additional access to educational courses offered by CLC affiliates and by attending these courses, would provide training as a basis for union activism and networking.

Cost of Resolution:

This represents a dues rate increase of .0001%.

This represents a dues increase of \$0.004 per month per deductee.

RESOLUTION ADOPTED AS SUBMITTED

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RESOLUTION GEN 6

UNE Financial Support for Regional Teams to Attend their PSAC Regional Convention

Origin: Local 00221

Language of origin: English

The Committee recommends **concurrence** in resolution GEN 6.

The Union of National Employees will financially support the attendance of Regional Teams to attend their PSAC Regional Conventions.

Because representation and voting at PSAC Regional Conventions do not recognize the ARVPs on a regional team as delegates with subsidy;

Because Regional Assistants work to support locals and members in all issues. They are often the front line – and even lifeline to Local Executives who need advice on union matters; and

Because attending Regional Convention is important for ARVPs so they can provide the most recent business decided at convention.

Committee Rationale:

The Committee recommends concurrence to the amended Resolution 6 as this will allow Regional Teams to attend PSAC Regional Conventions.

Cost of Resolution:

No additional cost.
No dues increase.

RESOLUTION ADOPTED AS SUBMITTED

REPORT OF THE GENERAL RESOLUTIONS COMMITTEE

RESOLUTION GEN 10

Unionization of Student and Casual Employees

Origin: Matthew McKenna, Local 70410
David Leblanc, Local 70410
Manon Boisvert, Local 70410
Rodney Leggett, Local 70410
Melanie Charron, Local 70410
Helene Martin, Local 70410

Language of origin: English

The Committee recommends **concurrence** in resolution GEN 10.

The Public Service Alliance of Canada will without delay upon passage of this resolution at its 2018 triennial convention, conduct a campaign to unionize federal public service employees hired on a casual basis, and those employed under a program designated by the employer as student employment program. The campaign will engage members in their workplaces and be publicly promoted. PSAC will commit to using all means at its disposal to organize these employees, including mobilizing members, negotiating with the employer, and pursuing legal action.

Because the Charter of Rights and Freedoms protects everyone's freedom of association;

Because young workers comprise the majority of casual and student employees and are disproportionately affected by labour precarity; and

Because an object of the June 2016 edition of the PSAC's constitution is: "to obtain for all workers the best standards of compensation and other conditions of employment and to protect the rights and interests of all workers.

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Committee Rationale:

The Committee unanimously recommends concurrence on Resolution 10 as it was in agreement with the resolution as submitted because all employees should have the protection of a union regardless of the Employers hiring practices.

Cost of Resolution:

No additional cost.
No dues increase.

**RESOLUTION ADOPTED AS SUBMITTED
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REPORT OF THE GENERAL RESOLUTIONS COMMITTEE

RESOLUTION GEN 4

Effective Support of English and French

Origin: Local 10021

Language of origin: French

The Committee recommends **non-concurrence** in resolution GEN 4.

Moved : Mary Anne Walker

Seconded by: Craig Reynolds

The Union of National Employees will take all the necessary measures to provide the required support effectively both in French and English.

Because union delegates or local leaders needing help to draft grievances must always contact their UNE labour relations officers (Grievance Representation Guide August 2011);

Because services provided by federal institutions must be offered and available in either official language; and

Because labour relations officers represent grievances at the third and fourth levels, they must possess the linguistic competencies required to defend the facts entered in the grievance file in the official language in which they have been drafted.

Committee Rationale:

The Committee recommended non-concurrence of Resolution 4 because the Union of National Employees takes all the necessary measures to provide the required support effectively both in French and English, as it does reflect the values of offering services in both official languages. This is also in keeping with the current mechanisms in place and the long-standing practice.

Recorded against the Committee's Recommendation

André Miller, Géraldine Fortin, Isabelle Beaudoin

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Cost of Resolution:

No additional cost.

No dues increase.

Vote on the Committee's recommendation of **non-concurrence**: **LOST**

Recommendation of **Concurrence** in Resolution GEN 4.

Moved by: Richard Ballance (RVP NCR (TB))

Seconded by: Tim Warmington (Local 70172)

Amendment to Resolution GEN 4

Moved by: Alice Vallée (Local 10021)

Seconded by: Mylène Seguin (Local 70372)

The Union of National Employees must provide the services required by its members, including representation, in the member's official language of choice.

Vote on the amendment: **CARRIED**

Vote on the recommendation of **concurrence**: **CARRIED**

RESOLUTION GEN 4 ADOPTED AS AMENDED

REPORT OF THE GENERAL RESOLUTIONS COMMITTEE

RESOLUTION GEN 11

Employment Equity

Origin: National Executive

Language of origin: English

The Committee recommends **concurrence** in resolution GEN 11.

The Public Service Alliance of Canada will work to require, by legislation and other means, employers to ensure that the average compensation for employees who are members of each equity group is no less than the average compensation for employees who are not members of that equity group.

Because current employment equity standards deal with the level of representation of equity groups in the workplace;

Because those standards do not address the problem that many of those workers are employed in low-wage jobs; and

Because those workers should also be fairly represented in higher-wage jobs.

Committee Rationale:

The Committee recommends unanimously concurrence on Resolution 11 as it is in agreement with the resolution as submitted because the employment-equity standards do not address the problem that many of those workers are employed in low-wage jobs.

Cost of Resolution:

No additional cost.

No dues increase.

RESOLUTION ADOPTED UNANIMOUSLY

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REPORT OF THE GENERAL RESOLUTIONS COMMITTEE

RESOLUTION GEN 2

Plastic Union ID Cards (Membership)

Origin: June Dale, HR Representative NCR (TB)
Matthew McKenna, Local 70410
Cindy D'Alessio, ARVP NCR (TB)
François Deschênes, Local 70410
Lisa Gregory, Local 70381
Carla Ross, Local 70059

Language of origin: English

The Committee recommends **concurrence** in resolution GEN 2.

The Public Service Alliance of Canada will produce PSAC membership cards of high-quality credit card style, embossed plastic.

The Public Service Alliance of Canada will also provide to all members the new card by January 1, 2020.

Because the paper cards are not of a lasting quality. The cost of replacement may exceed the cost of one plastic card.

Committee Rationale:

The Committee recommended concurrence as it was in agreement with the resolution that paper cards are not of a lasting quality and replacement of paper cards may exceed the cost of one plastic card.

Cost of Resolution:

No additional cost.
No dues increase.

RESOLUTION ADOPTED AS SUBMITTED

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