

GENERAL



Resolution # G1

Title: PSH Care Plan “Modest Convenience Fee” for Pay-Direct Drug Cards

Submitted by: UTE Local 60005

Language of Origin: English

WHEREAS the “modest convenience fee” of \$1.00 per DIN (Drug Identification Number) amounts to nothing more than a user fee and a sick tax; and

WHEREAS this “modest convenience fee” would result in financial inequities and a substantial injustice to some of our most vulnerable members;

BE IT RESOLVED THAT the PSAC enter into re-negotiations with the service provider to eliminate this “modest convenience fee” for the use of pay-direct drug cards.

Committee Recommendation_____

Decision_____

Resolution # G2

Title: Public Service Health Care Plan

Submitted by: UTE Local 60005

Language of Origin: English

WHEREAS our members are increasingly being prescribed massage therapy;
and

WHEREAS the current coverage levels for this massage therapy under the plan
are insufficient;

BE IT RESOLVED THAT the PSAC take the appropriate steps to get the current
coverage levels for massage therapy increased.

Committee Recommendation _____

Decision _____

Resolution # G3

Title: Public Service Health Care Plan Co-Payment Amount

Submitted by: UTE Local 60005

Language of Origin: English

WHEREAS the current costs to our members of 20% on each prescription and service is increasingly a substantial financial burden;

BE IT RESOLVED THAT the PSAC take the appropriate steps to reduce the level of the members' co-payment amount.

Committee Recommendation _____

Decision _____

Resolution # G4

Submitted by: UCTE Local 80809

Language of Origin: English

WHEREAS with the announcement of the deployment of the two icebreakers from the Maritimes Region to the Newfoundland Region; and

WHEREAS we believe this move to be politically motivated;

BE IT RESOLVED THAT the REVP write a letter denouncing this move; and

BE IT FURTHER RESOLVED THAT the REVP encourage the Convention floor to write their MPs denouncing this move; and

BE IT FURTHER RESOLVED this resolution be forwarded to the National PSAC Convention and that the National President write a letter denouncing this move.

Committee Recommendation _____

Decision _____

Resolution # G5

Submitted by: UEW Local 90001

Language of Origin: English

WHEREAS commercial & recreational fisheries remain as the drivers of economies in regions of Canada; and

WHEREAS the collapse of many fisheries have had devastating effects on workers and communities throughout Canada; and

WHEREAS arms-length agencies such as the Fisheries Resource Conservation Council (FRCC) have sounded the alarm bells on fish stock concerns and science & scientists as near as Halifax's Dalhousie University predict that by the year 2050 we could see major collapse of ocean fisheries; and

WHEREAS in human history, marine ecosystems have never been under greater threat and in greater need of protection;

BE IT RESOLVED that the PSAC continue advocacy campaigns and lobbying efforts, such as the UEW Our Fish campaign, to raise awareness that DFO is inadequately funded to fulfill its mandate in the areas of habitat protection, conservation & protection and scientific research for the good of Canada and all Canadians; and

BE IT FURTHER RESOLVED that the PSAC allocate the necessary resources to achieve a strong lobby that could result in enough public pressure to effect budgetary allocations to DFO that would improve upon their current ability to meet their mandate.

Committee Recommendation_____

Decision_____

Resolution # G6

Title: Treasury Board Term Employment Policy

Submitted by: PSAC Sydney and Area Regional Women’s Committee

Language of Origin: English

WHEREAS under the previous Treasury Board 5-year Term Employment Policy, pregnant women were not negatively impacted by a break in service; and

WHEREAS under the current Treasury Board 3-year Term Employment Policy, it states that term employees cannot have a break in service longer than 60 consecutive days; and

WHEREAS the majority of term employees are women and only women can bear children; and

WHEREAS this policy discriminates against female term employees who could have children by threatening their employment potential for indeterminate status if they take the one year maternity leave or maternity leave in excess of the 60 consecutive days;

BE IT RESOLVED THAT the PSAC immediately enter into negotiations with the Treasury Board to rewrite a term employment policy that is fair and just for pregnant women.

Committee Recommendation _____

Decision _____

Resolution # G7

Title: Treasury Board Term Employment Policy

Submitted by: PSAC Sydney and Area Regional Women's Committee

Language of Origin: English

WHEREAS under section 3(2) of the *Canadian Human Rights Act*, discrimination related to pregnancy or childbirth is considered to be discrimination on the basis of sex; and

WHEREAS collective agreements between PSAC and Treasury Board contain anti-discriminatory polices that must be upheld; and

WHEREAS pregnant women who are term employees in the Federal Public Service are experiencing overt and extreme discrimination resulting from the employers' application of the Treasury Board 3-year Term Employment Policy;

BE IT RESOLVED THAT the PSAC conduct an investigation into these discriminatory practices and policies that are adversely impacting PSAC women who are now pregnant as well as those women who could become pregnant in the future; and

BE IT FURTHER RESOLVED THAT the results of this investigation be presented to PSAC membership by October 2009.

Committee Recommendation_____

Decision_____

Resolution # G8

Title: Regional Women’s Committees

Submitted by: PSAC Sydney and Area Regional Women’s Committee

Language of Origin: English

WHEREAS Regional Women’s Committees in the past number of years “appeared” to be more politically active than committees operating now; and

WHEREAS women’s workplace issues seem to be moving down on the union agenda;

BE IT RESOLVED THAT the PSAC conduct a comprehensive national study of the current activity of all PSAC Regional Women’s Committees and publish a report to all PSAC Locals for review and discussion by October 2009.

Committee Recommendation _____

Decision _____

Resolution # G9

Title: Universal Public Post Office Service

Submitted by: UPCE Local 80823

Language of Origin: English

WHEREAS political trends favouring commercialization are transforming public-oriented post offices around the world into commercially driven businesses through privatization and deregulation; and

WHEREAS our Public Post Office plays a key role in our social and economic life by providing the infrastructure healthy communities need to thrive and businesses need to grow; and

WHEREAS our Post Office connects communities throughout our vast land, helping us to overcome differences and distances; and

WHEREAS Canada Post would not have to consider the public's interest if it were privatized; and

WHEREAS deregulation would threaten revenues, services and jobs at Canada Post and ultimately its ability to provide universal service and a uniform standard rate;

BE IT RESOLVED THAT the PSAC Atlantic Convention in June 2008 support universal public postal service and oppose Post Office closures and the privatization or deregulation of Canada Post; and

BE IT FURTHER RESOLVED THAT the PSAC Atlantic Convention actively oppose Bill C-14, the proposed legislation to partially deregulate Canada Post, and change the *Canada Post Corporation Act*.

Committee Recommendation_____

Decision_____

Resolution # G10

Title: Opposition to Free Trade Agreement with Colombia

Submitted by: UPCE Local 80823

Language of Origin: English

WHEREAS the Government of Canada is rapidly negotiating a free trade agreement with Colombia; and

WHEREAS Colombia is among the worst human rights violators in the Americas:

- a. More trade unionists are killed in Colombia than in the rest of the world combined. Four-hundred (400) union activists have been murdered during the administration of the current president of Colombia, Alvaro Uribe Velez. Only seven convictions have resulted to date, and 97% of these assassinations remain unsolved.
- b. There are 3.8 million internally displaced persons in Colombia, 57% of which are women. The UN calls this the worst humanitarian disaster in the Western hemisphere, and it is growing;
- c. Nine-hundred and fifty-five (955) cases of extrajudicial executions by the army over the last five years have been documented, and the numbers are rising;
- d. Colombian paramilitary organizations - designated as a "foreign terrorist organization" by the Canadian government - have committed numerous crimes, including massacres, murder, torture, and trafficking illicit drugs; the purpose of their terror has been to dismantle Indigenous, Afro-Colombian and other social movements to take over their resource-rich territories for the benefit of multinational companies; and

WHEREAS the Colombian government's inaction on these and other human rights violations sends a clear message to human rights violators that there are no consequences to these violations; and

WHEREAS through its Social Justice Fund, the PSAC has developed relationships with and supported public sector trade unions in Colombia, and has heard first-hand how devastating the human rights situation is in Colombia and how a free trade agreement with Canada would lend undeserved legitimacy to the Uribe government; and

WHEREAS the US Congress has refused to adopt a similar free trade agreement with Colombia based on evidence of government involvement in crimes against humanity, human rights violations, on-going unsolved crimes against labour activists and direct involvement with the paramilitaries, and their inaction or collusion on these issues;

BE IT RESOLVED THAT the PSAC Atlantic Convention of June 2008 join the voices of the CLC, Amnesty International, Make Poverty History, Common Frontiers and numerous other labour and civil society organizations expressing grave concerns with the free trade negotiations with Colombia, in light of the severe and persistent human rights violations in that country; and

BE IT FURTHER RESOLVED THAT the Atlantic PSAC Convention fully endorse the CLC's call on Prime Minister Harper to stop the negotiations of the international business deal with Colombia until he can show the Canadian public that measures have been taken to ensure the following:

- a. The rule of law and an end to impunity for crimes against union leaders, human rights defenders and the civilian population;
- b. That Canadian extractive companies operating in Colombia act responsibly to the communities in which they operate;
- c. That displaced communities can return to their lands;
- d. That Indigenous and Afro-Colombian communities are involved and allowed a say on development projects which take place on their territories;
- e. That no products, resources or other commercial goods are produced on lands illegally appropriated by drug traffickers and paramilitary groups;
- f. That a trade deal does not benefit government linked criminal networks;
- g. That an international business deal with Colombia or any other country fosters "fair-trade", and does not only benefit international investors while worsening widespread conditions of poverty and social exclusion; and

BE IT FURTHER RESOLVED THAT the Atlantic PSAC Convention issue a bulletin from all delegates and observers attending the Convention, to the media and all Locals within the Atlantic Region; and

BE IT FURTHER RESOLVED THAT a committee be struck from the Atlantic PSAC Convention to monitor and seek input to bring more attention to the public through education, memos, commmuniqes, etc. in order to prevent the free trade agreement from being passed in the Parliament of Canada and to have Members of Parliament from the Atlantic Region fully aware of this issue.

Committee Recommendation _____

Decision _____

Resolution # G11

Submitted by: PEI Human Rights Committee

Language of Origin: English

WHEREAS the Public Service Alliance of Canada is committed to equitable representation in the workplace; and

WHEREAS funding for PSAC Regional Council Directors is limited to \$471.00 per year; and

WHEREAS to achieve the objectives for these positions requires more funding; and

WHEREAS this situation of inappropriate funding creates a serious disconnect between the Council Directors and the members they represent;

BE IT RESOLVED THAT the Public Service Alliance of Canada increases funding to \$2500.00 to each of all PSAC Regional Council Directors; and

BE IT FURTHER RESOLVED THAT appropriate funding comes into effect immediately for Council Directors; and

BE IT FURTHER RESOLVED THAT there will be no dues increase.

Committee Recommendation_____

Decision_____

Resolution # G12

Title: Resolution to Promote Human Rights within the Workplace

Submitted by: National Local 60350

Language of Origin: English

WHEREAS the mandate and objectives of the PSAC Atlantic are to provide for the needs and reflect the reality of all members within the four Atlantic provinces; and

WHEREAS the PSAC Atlantic Council promotes Human Rights through representation of the four equity groups on the PSAC Atlantic Human Rights Committee; and

WHEREAS there is a need for members to be more involved and informed about how human rights affect the quality of working life;

BE IT RESOLVED THAT the Atlantic Council of the PSAC promote (through such vehicles as newsletters, seminars, conferences, and committees) human rights in the workplace as encompassing the right of all workers to reach their full potential for leadership and self-management, for participation in the broader community, and for enjoyment of their work.

Committee Recommendation_____

Decision_____

Resolution # G13

Title: National Child Care Program

Submitted by: Halifax RWC

Language of Origin: English

WHEREAS to have an affordable regulated national child care program as well as more child care centers in the workplace and fair and equitable wages for all child care workers;

BE IT RESOLVED THAT the PSAC be at the forefront of lobbying the Federal Government to obtain an affordable regulated national child care program; and

BE IT FURTHER RESOLVED THAT the PSAC demand the Federal Government establish more workplace child care centers and that all child care workers receive fair and equitable wages.

Committee Recommendation _____

Decision _____

Resolution # G14

Title: Health Care

Submitted by: Halifax RWC

Language of Origin: English

WHEREAS to stop privatization of health care services and defend quality public services to have affordable and available drugs locally and globally;

BE IT RESOLVED THAT the PSAC develop an effective action plan to address health issues locally and globally, such as, cancer, heart disease, AIDS, etc.; and

BE IT FURTHER RESOLVED THAT the plan includes an effective communication strategy, a budget, timelines, evaluation mechanisms and follow ups; and

BE IT FURTHER RESOLVED THAT the plan addresses the unacceptable trend to privatize health care services and establishes a system of available drugs and services locally and globally.

Committee Recommendation_____

Decision_____

Resolution # G15

Title: Pensions – Support the amendment of the *CPP Act* to eliminate claw backs

Submitted by: Halifax RWC

Language of Origin: English

WHEREAS CPP premiums are lower for Public Service employees than private sector employees; and

WHEREAS this has caused an underpayment of pension benefits to Public Service employees; and

WHEREAS many of these employees are women, who statistically live longer than men; and

WHEREAS this causes undo hardships that affect the quality of life;

BE IT RESOLVED THAT the PSAC lobby Members of Parliament to introduce an amendment to the *CPP Act* that will eliminate the claw back feature.

Committee Recommendation_____

Decision_____

Resolution # G16

Title: Trans-Atlantic Slave Trade

Submitted by: Halifax RWC

Language of Origin: English

WHEREAS this year marks the 200th anniversary of the *British Act* that abolished the trans-Atlantic trade in Africans (slavery); and

WHEREAS the PSAC has not acknowledged this event with any significance, especially given the atrocities and crimes against humanity perpetuated against women and children of African descent; and

WHEREAS the effects of slavery and the slave trade have had far reaching negative consequences on women in the FPS who are of African descent;

BE IT RESOLVED THAT the PSAC develop a policy paper on the effect of slavery upon women of African descent who work in the federal public service and the resulting participation in their unions.

Committee Recommendation_____

Decision_____

Resolution # G17

Submitted by: St. John's Area Council

Language of Origin: English

WHEREAS health and safety affects all PSAC members;

WHEREAS health and safety awareness is a proactive way to prevent injuries in the workplace;

BE IT RESOLVED THAT PSAC fully fund one Health and Safety Conference for Newfoundland and Labrador and one to accommodate the other three Atlantic Provinces; and

BE IT FURTHER RESOLVED THAT each component be entitled to send three delegates to this conference; and

BE IT FURTHER RESOLVED THAT Directly Chartered Locals be entitled to one delegate to this conference; and

BE IT FURTHER RESOLVED THAT funding would come from existing funds with no dues increase to the members.

Committee Recommendation_____

Decision_____

Resolution # G18

Submitted by: UTE local 60006

Language of Origin: English

WHEREAS PSAC activists dedicate a lot of their personal time to bring forward the issues of the membership and the Union as a whole globally; and

WHEREAS most of the PSAC training courses are held on weekends, which again is more personal time and more time away from family;

BE IT RESOLVED THAT the PSAC increase the stipend of \$25/day for all weekend courses to \$75/day.

Committee Recommendation_____

Decision_____

Resolution # G19

Title: Transfer of Federal Non-regulatory Labs to Private Sector

Submitted by: AGR Local 80003

Language of Origin: English

WHEREAS the President of Treasury Board, in line with Budget 2007, has convened an expert panel to provide advice on transferring federal non-regulatory laboratories to universities or the private sector. The Panel was to report back to the President of the Treasury Board, identifying up to five federal non-regulatory laboratories that could be considered candidates for early transfer. Transfer of the duties of federal laboratories to universities or the private sector could negatively affect or result in the loss of jobs of PSAC members;

BE IT RESOLVED THAT the PSAC should take action to make public the Expert Panel's report to the President of the Treasury Board, and subsequent to becoming aware of any recommendation(s) that could negatively affect PSAC members, launch a lobbying campaign to oppose the transfer of federal laboratories to universities or the private sector.

Committee Recommendation_____

Decision_____

Resolution # G20

Title: Loss of Bargaining Unit Work

Submitted by: National Local 90023

Language of Origin: English

WHEREAS in the workplace we are seeing a continual erosion of bargaining unit work being lost to the non-union sector (contractors, volunteers and students); and

WHEREAS we currently have protection of bargaining unit work in our program of demands in this coming round of collective bargaining;

BE IT RESOLVED THAT at the conclusion of this round of collective bargaining, a thorough evaluation be done to determine the success. If unsuccessful, then the Public Service Alliance of Canada immediately take legal action to ensure the protection of bargaining unit work.

Committee Recommendation _____

Decision _____

Resolution # G21

Title: Contractors and Volunteer Organizations in the Workplace

Submitted by: National Local 90023

Language of Origin: English

WHEREAS in the workplace we are seeing a continual erosion of bargaining unit work being lost to non-union contractors; grass cutting contractors, snow removal contractors, and janitorial contractors; and

WHEREAS in the workplace we have a volunteer organization (Parks and People Association) doing bargaining unit work; and

WHEREAS the Public Service Alliance of Canada is certified as the bargaining agent for all work in the workplace;

BE IT RESOLVED THAT within thirty days following this Convention the Public Service Alliance of Canada start an organizing drive to unionize all workers in the workplace.

Committee Recommendation_____

Decision_____

Resolution # G22

Submitted by: USGE Local 90001

Language of Origin: English

WHEREAS the PSAC gives subsidies to PSAC delegates elected to go to Atlantic Conventions; and

WHEREAS this is not sufficient financial support to help delegates attend their Regional Convention because of geographical locations, such as isolated areas; and

WHEREAS locals now elect their PSAC (REVP) Regional Executive Vice President at the Regional Conventions;

BE IT RESOLVED THAT the PSAC fully fund all delegates to PSAC Regional Conventions and that this be referred to the Finance Committee for costing; and

BE IT FURTHER RESOLVED THAT funding for Regional Conventions shall not be an increase in union dues to the local membership. All increase in funding shall be within existing budgets.

Committee Recommendation_____

Decision_____

Resolution # G23

Submitted by: UNDE Local 80412

Language of Origin: English

WHEREAS firefighter members feel alienated from Table 2 since they have very little in common with other groups of this Table; and

WHEREAS consolidation of the bargaining units is not working for our members; and

WHEREAS the mechanism/protocol is already in place; and

WHEREAS the precedence has been set with the ships crew members; and

WHEREAS this would provide for the representation of smaller groups;

BE IT RESOLVED THAT PSAC apply for firefighter members (FR) to be given their own bargaining table.

Committee Recommendation_____

Decision_____

Resolution # G24

Title: RWC Representation at PSAC National Women's Conference

Submitted by: Labrador PSAC Women's Committee

Language of Origin: English

WHEREAS Regional Women's Committees (RWCs) members and delegates are the women's voice that carry the women's agenda throughout all levels of the PSAC; and

WHEREAS the reduction of RWC's seats to the PSAC National Women's Conference is a step back for our movement, resulting in a minority voice at the PSAC National Women's Conference;

BE IT RESOLVED THAT the number of RWC delegate seats at the PSAC National Women's Conference be re-established at two (2) per active RWC; and

BE IT FURTHER RESOLVED THAT the re-instatement be made without increasing the maximum amount of seats allowed for the conferences.

Committee Recommendation_____

Decision_____

Resolution # G25

Title: Regional Conference for RWCs

Submitted by: NL Women's Conference

Language of Origin: English

WHEREAS RWCs within a region need to communicate with each other in order to advance women's rights and build the union; and

WHEREAS regional budgets have tended not to include adequate resources to fund RWCs to communicate with each other; and

WHEREAS resources should be allocated from the National Women's Program to assist RWCs in improving their communication and capacity;

BE IT RESOLVED THAT PSAC National cover the cost of three conference calls per year for each RWC within the region to participate in; and

BE IT FURTHER RESOLVED THAT each conference call be budgeted for a minimum of 1.5 hours and to include the participation of each RWC within the region.

Committee Recommendation _____

Decision _____

Resolution # G26

Title: RWC Delegate Status to PSAC National Triennial Conventions

Submitted by: Labrador PSAC Women's Committee

Language of Origin: English

WHEREAS PSAC Regional Women's Committees (RWCs) are duly constituted bodies of the PSAC By-laws; and

WHEREAS RWC members and delegates are the women's voice responsible to carry the women's agenda throughout all levels of the PSAC; and

WHEREAS RWCs have delegate status and entitlement to submit resolutions to all forums except the PSAC National Triennial Conventions; and

WHEREAS not having delegate status to PSAC National Triennial Conventions prevents RWCs from seeing their issues through to the final governing body;

BE IT RESOLVED THAT each active RWC be entitled to send one delegate to PSAC National Triennial Conventions.

Committee Recommendation_____

Decision_____

Resolution # G27

Title: Definition of Youth

Submitted by: NL Women's Conference

Language of Origin: English

WHEREAS individuals are obtaining higher levels of education than in the past resulting in completing their formal education at a later age, and as a result of completing formal education at a later age individuals are entering the Federal Public Service at a later age, and

WHEREAS individuals age 31 (thirty-one) to 35 (thirty-five) are unable to take advantage of many developmental programs and initiatives geared towards youth even though they may be just starting/attempting to start their career as a federal public servant; and

WHEREAS the general Federal Public Service is aging as a result, the number of public servants 30 (thirty) years of age and under are few; and

WHEREAS the Public Service Alliance of Canada (PSAC) is attempting to increase the involvement of youth in the labour movement;

BE IT RESOLVED THAT PSAC change its definition of youth from 30 (thirty) years of age and under to 35 (thirty-five) years of age and under to include more individuals as "youth" to more accurately reflect the workforce demographics; and

BE IT FURTHER RESOLVED THAT PSAC will attempt to have the Government of Canada also change their definition of youth from 30 (thirty) years of age and under to 35 (thirty-five) years of age and under.

Committee Recommendation_____

Decision_____

Resolution # G28

Title: Inclusion of the Provision of Childcare Spaces in the Next Round of Collective Bargaining

Submitted by: NL Women's Conference

Language of Origin: English

WHEREAS the availability of affordable quality child care services is, for many members, a crucial work and family issue and a key factor in establishing a work - life balance; and

WHEREAS the rise in both dual-earner and single-parent families in the past decades means that it is no longer possible, for most working parents, to rely on traditional child care arrangements; and

WHEREAS there is a national shortage in childcare spaces; and

WHEREAS the Treasury Board Secretariat has an existing, underutilized, Workplace Daycare Policy (1991) meant to facilitate the establishment of federal workplace childcare facilities;

BE IT RESOLVED THAT PSAC, during the upcoming round of collective agreement bargaining, include in its list of demands that the Government of Canada provide, where viable, subsidized childcare spaces for the children of federal employees.

Committee Recommendation_____

Decision_____

Resolution # G29

Title: PA Group Classification Study

Submitted by: Maritime Women's Conference

Language of Origin: English

WHEREAS both PSAC and the Public Service Human Resources Management Agency of Canada have recognized the need for a classification study for the PA group, which is composed of a majority of women; and

WHEREAS an agreement has been signed between PSAC (Sister Nycole Turmel), on April 28, 2006; and

WHEREAS to date this study that is crucial to address wage disparities between the PA group and other groups has not yet seen the light;

BE IT RESOLVED THAT PSAC make it a priority and provide updates to RWCs every 6 months.

Committee Recommendation_____

Decision_____

Resolution # G30

Title: GLBT Seminar

Submitted by: Maritime Women's Conference

Language of Origin: English

WHEREAS the Atlantic Caucus at the National GLBT Conference made a recommendation that GLBT members receive training on union structure in order to be effective within our own organizational structure;

WHEREAS the GLBT members in the Atlantic don't have access to Regional GLBT Conferences where they can get that education and exposure; and

WHEREAS this is a barrier to educate themselves and others;

BE IT RESOLVED THAT the Atlantic REVP seek a special budget to fund a GLBT Atlantic Seminar prior to the PSAC Atlantic Convention of 2008; and

BE IT FURTHER RESOLVED THAT the seminar is centered on the PSAC structure and processes.

Committee Recommendation_____

Decision_____

Resolution # G31

Title: Term Employment Policy

Submitted by: Maritime Women's Conference

Language of Origin: English

WHEREAS the current Term Employment Policy states that terms who have a break in service longer than sixty consecutive calendar days, that the days will not be counted in the accumulation of the working period; and

WHEREAS this is a significant change from the former Long Term Specified Employment Policy; and

WHEREAS this has a significant impact on women workers who would be pregnant and wanting to take advantage of maternity leave;

BE IT RESOLVED THAT PSAC look into this discriminatory situation immediately and renegotiate a new Term Employment Policy.

Committee Recommendation_____

Decision_____

Resolution # G32

Title: Women at Work Courses

Submitted by: Maritime Women's Conference

Language of Origin: English

WHEREAS this course has proven to be one of the greatest courses to build women leadership; and

WHEREAS women need re-energizing; and

WHEREAS PSAC has to find ways to recruit new leaders;

BE IT RESOLVED THAT Women at Work courses are delivered simultaneously in French and English in the Atlantic Region early enough to meet the deadlines for resolutions for the Atlantic Convention.

Committee Recommendation_____

Decision_____

Resolution # G33

Title: RWC Delegate to PSAC Convention

Submitted by: Maritime Women's Conference

Language of Origin: French

WHEREAS the PSAC's Constitution allows for the creation of RWCs authorized to submit resolutions to the various conventions of the PSAC; and

WHEREAS until now, contrary to other committees recognized by the PSAC's Constitution, the RWCs are not able to send delegates to the PSAC's Convention; and

WHEREAS history has demonstrated that, the presence of RWC's delegates at the Convention prevents the representation of women's concerns and the prioritization of resolutions submitted by RWCs;

BE IT RESOLVED THAT each RWC of the PSAC be allowed one fully funded delegate to the PSAC's Triennial Convention.

Committee Recommendation_____

Decision_____

Resolution # G34

Title: Increase seats to the PSAC National Women’s Conference from one (1) to two (2), with one being for an Aboriginal or Racially Visible delegate

Submitted by: Maritime Women’s Conference

Language of Origin: English

WHEREAS Regional Women’s Committees’ members and delegates are the voice that carries the women’s agenda throughout all levels of the PSAC; and

WHEREAS the reduction of Regional Women’s Committees’ seats to the PSAC National Women’s Conference is a step back for our movement, resulting in a Maritime minority voice at the PSAC National Conference;

BE IT RESOLVED THAT the number of Regional Women’s Committees’ delegate seats at the PSAC National Women’s Conference is re-established at two (2) per Regional Committee; and

BE IT FURTHER RESOLVED THAT one (1) of those seats is dedicated to an Aboriginal or Racially Visible delegate; and

BE IT FURTHER RESOLVED THAT both of those seats be fully funded.

Committee Recommendation_____

Decision_____

Resolution # G35

Title: NCVM

Submitted by: Maritime Women's Conference

Language of Origin: English

WHEREAS the National Council of Visible Minorities is a voluntary organization of federal public service employees who are working with other Canadians to build a representative and inclusive Federal Government; and

WHEREAS numerous reports continue to indicate that the federal public service is not representative and inclusive of Visible Minority Women; therefore;

BE IT RESOLVED THAT the PSAC develop a formal relationship of partnership with NCVM to challenge the systemic racism and discrimination prevalent in the Public Service; and

BE IT FURTHER RESOLVED THAT this partnership includes regular reports to the membership on progress to date in eradicating racism and discrimination in the FPS.

Committee Recommendation_____

Decision_____

Resolution # G36

Title: Representation of Women at PSAC National Pride Conference

Submitted by: Maritime Women's Conference

Language of Origin: English

WHEREAS the representation of women at the PSAC National Pride Conference was unbalanced compared to the representation of men; and

WHEREAS the 2007 ratio seemed no better than the 2003 representation; and

WHEREAS structures sometimes have to be designed to create specific opportunities and learning occasions for groups in order to promote involvement and leadership; and

WHEREAS women still struggle for equal representation and recognition socially and within union structures;

BE IT RESOLVED THAT PSAC Direct Chartered Locals, Agencies, Components and Regions, wherever possible, (based on applications and recruitment) ensure their initial selection list of delegates contain a minimum of 50% women.

Committee Recommendation_____

Decision_____

Resolution # G37

Title: Human Rights Issues

Submitted by: Maritime Women's Conference

Language of Origin: English

WHEREAS there is a lack of understanding on the part of employers, employees and unions of the issues facing members of traditionally disadvantaged human rights groups in the work place;

BE IT RESOLVED THAT the PSAC work with its Components to encourage employers to develop action plan to assist members to be more aware and proactive on human rights issues.

Committee Recommendation_____

Decision_____

Resolution # G38

Title: PSAC-PSHRMAC Joint Learning Program

Submitted by: Maritime Women's Conference

Language of Origin: English

WHEREAS the highly successful PSAC-PSHRMAC Joint Learning Program is back into full operation across the country; and

WHEREAS the objectives are to improve labour relations and to increase the understanding of the roles of the Union and management in the workplace; and

WHEREAS the joint training especially addresses the needs of women through their Anti-harassment, Respecting Differences, Anti-discrimination, and soon to be established Employment Equity training kit;

BE IT RESOLVED THAT Regional Women's Committees, in consultation with JLP Regional Field Coordinators, develop a marketing plan to ensure all women are aware of this training opportunity; and

BE IT FURTHER RESOLVED THAT the RWCs encourage women in their interest to become facilitators, to organize a JLP learning event or to participate in a learning event.

Committee Recommendation_____

Decision_____

Resolution # G39

Title: Community Action

Submitted by: Maritime Women's Conference

Language of Origin: English

WHEREAS PSAC Regional Women's Committees have spent considerable efforts in addressing the immediate needs of women in the FPS; and

WHEREAS women in the FPS are part of a larger community;

BE IT RESOLVED THAT RWCs identify women's and community groups that they can work with, to jointly address needs and access funding, through our PSAC Social Justice Fund.

Committee Recommendation _____

Decision _____

Resolution # G40

Title: Trans-Atlantic Slave Trade

Submitted by: Maritime Women's Conference

Language of Origin: English

WHEREAS this year marks the 200th Anniversary of the *British Act* that abolished the trans-Atlantic trade in Africans (slavery); and

WHEREAS the PSAC has not acknowledged this event with any significance, especially given the atrocities and crimes against humanity perpetuated against women and children of African descent; and

WHEREAS the effects of slavery and the slave trade have had far reaching negative consequences on women in the FPS who are of African Descent;

BE IT RESOLVED THAT the PSAC develop a policy paper on the effect of slavery upon women of African descent in the federal public service and the resulting participation in their unions.

Committee Recommendation_____

Decision_____

Collective Bargaining Resolution # G41

Title: Loss of Bargaining Unit Work

Submitted by: Atlantic Regional Council

Language of Origin: English

WHEREAS in the workplace we are seeing a continual erosion of bargaining unit work being lost to the non-union sector (contractors, volunteers and students); and

WHEREAS we currently have protection of bargaining unit work in our programs of demands in this coming round of collective bargaining:

BE IT RESOLVED THAT at the conclusion of this round of collective bargaining a thorough evaluation be done to determine the success. If unsuccessful then the PSAC immediately take legal action to ensure the protection of bargaining unit work.

Committee Recommendation _____

Decision _____

Resolution # G42

Submitted by: PEI Commissionaires Local 90140

Language of Origin: English

WHEREAS Direct Charter Local members are usually new to the union movement and may require extra training and meetings to get established, gain awareness and knowledge of the union structure; and

WHEREAS they are relatively small in numbers and have small rebate cheques to cover their costs; and

WHEREAS they do not have the Component structure of Service Officers, NVPs, RVPs and Component Presidents, etc. to support them;

THEREFORE BE IT RESOLVED that the PSAC increase the seed funding grant of \$500.00 to newly certified locals to \$1000.00 effective immediately from the Triennial Convention.

Committee Recommendation _____

Decision _____

Resolution # G43

Title: Mileage/KM rates to PSAC Regional Conferences and Schools

Submitted by: Maritime Women's Conference

Language of Origin: English

WHEREAS the PSAC Atlantic Regional Council, Committees or Conference Organizing Committees set the mileage/km rates for all Atlantic Conferences and Atlantic Schools, and these rates are below the PSAC rates; and

WHEREAS the price of gasoline has increased and will continue to increase; and

WHEREAS the present mileage/km rate paid to our members does not treat members with equality and is not in tune with the PSAC rates;

BE IT RESOLVED THAT the Atlantic PSAC Regional Councils, Committees, and Conference Organizing Committees adopt the same travel rates as the PSAC.

Committee Recommendation _____

Decision _____

Resolution # G44

Title: Regional Women's Committees

Submitted by: PSAC Sydney and Area Regional Women's Committee

Language of Origin: English

WHEREAS Regional Women's Committees do not exist in all regions because there may not be sufficient component representation to form a Regional Women's Committee or there just may not be a committee in some areas/regions; and

WHEREAS there are women who want to forward resolutions to the Regional and/or National Women's Conference but cannot because there is no active Regional Women's Committee in their geographic area;

BE IT RESOLVED THAT the PSAC look into this matter immediately and develop a process for women in areas where there are no Regional Women's Committees to be able to get their resolutions to regional and national conferences.

Committee Recommendation_____

Decision_____

Resolution # G45

Submitted by: PEI Human Rights Committee

Language of Origin: English

WHEREAS the Public Service Alliance of Canada is committed to equal representation in the workplace; and

WHEREAS the attack on equity groups, equality and workers' rights has intensified in recent years; and

WHEREAS the Public Service Alliance of Canada leadership demographics are not always representative of all members; and

WHEREAS equity issues are complex and unique in nature and require a full-time, dedicated individual from the EE community;

BE IT RESOLVED THAT the Public Service Alliance of Canada, Atlantic Region support immediately the establishment of new Vice-President position to the Alliance Executive Committee to be a representative of all equity groups: persons with disabilities; gays, lesbians, bi-sexuals and trans-sexuals; racially visible; National Aboriginal, Inuits and Metis Network.

Committee Recommendation_____

Decision_____

Constitution Resolution # G46

Title: Regional Delegates to PSAC Convention

Submitted by: Atlantic Regional Council

Language of Origin: English

WHEREAS delegates to the Triennial PSAC National Convention debate resolutions and adopt a budget that has a significant impact on all PSAC members; and

WHEREAS delegate entitlement to the Triennial PSAC National Convention is limited to:

- members of the NBoD;
- members of Components elected by Component members;
- members of DCL's elected by DCL members,
- Area Council delegates elected by Area Council members, and
- eight PSAC representatives to the Equal Opportunities Committee elected at National Conferences and representing the four PSAC equity groups; and

WHEREAS major parts of the PSAC structure with the exception of regions have a direct voice at PSAC Triennial Conventions; and

WHEREAS while PSAC regions have evolved over the past 14 years and play an increasingly important role in many aspects of our union, including education, political action and mobilization, they do not have a direct voice and vote at PSAC Triennial Conventions:

BE IT RESOLVED THAT Section 19 of the PSAC Constitution be amended to provide for the direct election of 5 Regional Council delegates to the PSAC Triennial Convention from each of the seven PSAC regions.

Constitutional Amendment

Section 19, Sub-Section 8 (NEW):

Each PSAC Region shall be entitled to elect and send to any National Triennial Convention of the PSAC five (5) Regional Council delegates elected at Regional Council who shall be accorded all rights and privileges of accredited delegates.

Resolution # G47

Submitted by: St. John's Area Council

Language of Origin: English

WHEREAS the idea of regionalization was meant to give the regions more empowerment to handle their own affairs; and

WHEREAS regionalization was never meant to be a detriment or cause financial hardship to the locals and committees;

BE IT RESOLVED THAT PSAC fully fund at least one delegate from each Area Council, Regional Women's Committee, Equity Group, Francophone and Local to the Regional Conventions, and

BE IT FURTHER RESOLVED THAT funding be taken from existing PSAC budget with no dues increase to members.

Committee Recommendation_____

Decision_____

Late Resolution # G1

Title: Privatization/Devolution of Federal Laboratories

Submitted by: UEW Local 90001

Language of Origin: English

WHEREAS the Canadian public and society at large is protected by public science and research to a degree that we rely on and take for granted; and

WHEREAS the difference in private, academic or industry research versus public research is that the primary beneficiary is society as a whole and future generations; and

WHEREAS the current government have signalled to Canadians their desire to transfer federal non-regulatory laboratories to either private sector industry or academia (through existing relationships with universities) and have dispatched a Panel to report back on that goal, which includes a specific goal to identify five (5) laboratories that could be transferred;

WHEREAS the work of non-regulatory laboratories often supports the work or regulatory laboratories;

BE IT RESOLVED THAT the PSAC continue and increase lobbying efforts and a push-back campaign to raise awareness and compel Canadians to voice against the efforts and agenda of this government in a direction that calls for more public oversight and not less, and

BE IT FURTHER RESOLVED THAT the PSAC allocate the necessary resources to achieve a strong lobby that could result Canadians enjoying the protections and research that they have come to rely on in our country and to depend on government to uphold public science & research and build on it instead of off-loading it.

Committee Recommendation_____

Decision_____