



2023 PRAIRIE REGION TRIENNIAL *



PRAIRIES IMPACT

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Prairie Region Council Budget Prairie Region Convention 2024 - 2026

Revenue	Budget Year 2024	Budget Year 2025	Budget Year 2026
AEC Transfer	191,588.00	191,588.00	191,588.00
Interest	750.00	750.00	750.00
Total Revenue	192,338.00	192,338.00	192,338.00
Expenses			
PRC Meetings	73,500.00	73,500.00	73,500.00
Donations	5,000.00	5,000.00	5,000.00
HRC Assistance	3,000.00	3,000.00	3,000.00
RWC Assistance	7,000.00	7,000.00	7,000.00
Area Council Assistance	12,000.00	12,000.00	12,000.00
Young Workers Committee(s)	1,000.00	1,000.00	1,000.00
MB Federation of Labour	1,000.00	1,000.00	1,000.00
SK Federation of Labour	2,000.00	2,000.00	2,000.00
AB Federation of Labour	1,650.00	1,650.00	1,650.00
Convention	10,000.00	10,000.00	10,000.00
Communications	27,000.00	27,000.00	27,000.00
Area Council / Regional Committee Financial Training	18,000.00	18,000.00	18,000.00
PRC Outreach	18,000.00	18,000.00	18,000.00
Memberships	3,000.00	3,000.00	3,000.00
Audit	5,500.00	5,500.00	5,500.00
Youth Camps	3000.00	3000.00	3000.00
Bank Costs	300.00	300.00	300.00
Total Expenses	190,950.00	190,950.00	190,950.00
Excess of Revenue over Expenses	1,388.00	1,388.00	1,388.00

Budget Assumptions:

1. **The current level of funding of \$191,588 will not be lowered in the upcoming budget cycle;**
2. **The PRC composition (or we can say structure) will remain the same in the coming three-year cycle with meetings in compliance with PRC bylaws; and**
3. **The budget amounts for these expenditures will be available for use by the PRC at any time over the three-year period.**

As we look ahead into the next budget cycle, this budget document is presented to continue regional support for PSAC priorities as we know them to be:

- Work together
- Increase membership engagement
- Take effective political action
- And other priorities as determined by the incoming Prairie Region Council

PRC Meetings: The PRC holds a minimum of two face to face meetings annually as required by the Prairie Region Bylaws. This budget line item in support of these meetings has been increased from \$65,500 to \$73,500 annually by removing PRC Committee Meetings (\$15,000) line item and merging the two for a combined reduction of \$7000 over the two now combined line items. We believe this amount will reflect the continuing implementation of cost saving measures, i.e. moving PRC meetings to regional offices versus hotel meeting rooms.

Donations This line item has not changed from the previous amount of \$5,000. Donations have been in support of members from PSAC locals and within the labour movement who have been on extended strikes, donations to local advocacy groups and charities.

Human Rights Committee Assistance This line item has not changed from the previous amount of \$3,000. We have three HRC's in good standing, Edmonton, Calgary, and Regina, and an existing charter for two more, Saskatoon and Winnipeg, and one Regional Indigenous People's Circle (RIPC) in good standing in Northern Saskatchewan, we believe this funding will be sufficient to support their activities.

Regional Women's Committee Assistance This line item has not changed from the previous amount of \$7,000. While we have five RWC's in good standing, Edmonton, Lethbridge, Saskatoon, Regina, and Winnipeg, Westman and an existing charter for two more, Prince Albert and Calgary we believe this funding will be sufficient to support their activities.

Area Council Assistance This line item has not changed from the previous amount of \$12,000. While we have eight AC's in good standing, Edmonton, Calgary, Lethbridge, Prince Albert, Saskatoon, Regina, Westman and Winnipeg, we believe this funding will be sufficient to support their activities.

Young Worker Committee Assistance This line item of \$1,000 is to provide operational funding for Young Worker Committees in the region. While there are currently no YWC's in good standing in the Region there are existing charters for four committees, Edmonton, Calgary, Regina and Winnipeg. This line item will ensure that YWC's have funds available should they reconstitute.

Federations of Labour (MB, SK, AB) The line items for Manitoba and Saskatchewan have not changed from the previous amount. We have increased the line item for Alberta to reflect the increased cost of registration for this convention. In this budget we have allocated \$2,000 for Saskatchewan, \$1,650 Alberta, and \$1,000 for Manitoba. This would allow for at least three delegate registrations for each year from each province to attend their respective federation convention. We believe that members need to take an active part in the labour movement as a whole and the best way to do that is through the Federations of Labour. PSAC National pays the affiliation fees for our Locals but does not cover the cost of attending Conventions. This line item will ensure we are able to offer members subsidies to participate within their respective Federation of Labour convention.

Convention This line item has not changed from the previous amount of \$10,000. The Prairie Region Convention is now fully funded with money allocated in the PSAC national budget. As there may be unforeseen additional costs associated with this Convention which are not fully allocated from the national budget it is prudent to maintain this line item to ensure that, at least in part, these costs would be covered should there be an occasion where there is no surplus to draw from.

Communications: This line item has been increased from the previous budget from \$19,000 to \$27,000. These funds will be used for the purchase and upgrading of promotional materials and equipment and can also be used to invest in new technologies that may come with license fees or a limited amount of media advertising. The line item has been increased to support our on-going campaigns and our mandate for engagement accounting for the higher cost of promotional material due to inflation.

Area Council / Regional Committee Financial Training This line item has been increased from \$17,000 to \$18,000 for each year of the new budget cycle. The Committee recognized the tremendous benefit of providing in person financial training to Area Council and Regional Committee members to ensure that the regions financial processes are as transparent and easy to follow. While budgeted over a three-year cycle, providing this training once per mandate will ensure that our region operations are completed correctly and on time.

PRC Outreach: This is a new line item of \$18,000 annually to allow for PRC members to better carry out their roles and responsibilities as outlined in *Section 2, Sub-section (2)* of the PSAC Prairie Bylaws. This would allow PRC members to become more actively engaged with the membership and promote the Prairie Region committees/councils, and events. We recognize the value of PRC members to be proactively out in the region in order to foster connections and enrich our regional committees.

Membership In the last cycle this line item of \$3,000 was introduced to cover the annual membership costs to the Canadian Centre for Policy Alternatives in Manitoba and Saskatchewan and Public Interest Alberta. Both organizations provide valuable research and educational resources on issues of both provincial and federal in nature. They are non- profit organizations and as a member PSAC often receives discounts when attending their events.

Audit: In keeping with the budget passed at the 2017 Prairie Region Triennial Convention, a line item had been added to the budget to cover the total invoice cost of a professional audit of financial statements. This item has been increased from \$5,000 to \$5,500 to reflect the current cost and has been added to each year of the budget to provide for an annual audit

Youth Camps – Manitoba, Saskatchewan and Alberta (Mary Veilleux Memorial)

This line item has been reduced from \$4,500 to \$3,000 for the Region. Historically we have funded at least one child to our respective Federation of Labour kid's camps. This line item has been reduced because in 2016 Manitoba kids camp was canceled has yet to be reinstated. In the most recent funding cycle, we have had very few applications to support children to attend these camps. However, with the current ongoing attacks on the union movement, providing funding for future young members to experience and learn about Unions are paramount in ensuring a strong Union movement exists for future generations. There is also one child sponsored each year to the AFL Kid's Camp under a dedicated memorial in the name of the late Sister Mary Veilleux, a UNDE activist and PRC member. Any unused funds from this line items shall be equitably distributed to the camps as a donation.

Bank Costs This line item has been increased from \$250 per year to \$300 to account for increased cost of doing business and will be used for costs such as purchasing cheques and bank transfer fees.



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REPORT OF THE FINANCE/GENERAL RESOLUTIONS COMMITTEE TO THE PRARIE REGION CONVENTION

JUNE 09 - 11, 2023
DELTA REGINA HOTEL, REGINA, SK

Marianne Hladun, PSAC Regional Executive Vice-President for the Prairie Region and the Prairie Region Council appointed Krysty Thomas and Darlene Lewis as chairpersons of the 2023 Finance/General Resolutions Committee for the Triennial Convention. Sister Thomas and Sister Lewis worked with the Finance/General Resolutions Committee members during the deliberations and the members of the committee are as follows:

Chairpersons:

Darlene Lewis	UHEW Regional Vice-President
Krysty Thomas	PRC Member, Alternate REVP, Prairies

Committee Members:

Brea Baresinkoff	PRC Member, Southern Saskatchewan Geographical Rep
Kyle Hudson	CIU Branch President, Manitoba
Janette Husak	PRC Member, Indigenous Peoples Rep
Danielle Poissant	PRC Member, Southern Alberta Geographical Rep
Amanda Wakeford	PRC Member, Separate Employer Locals Rep

Staff:

Tesla LeSaux	PSAC Administrative Assistant, Winnipeg RO
Tracy Thor	PSAC Regional Representative, Winnipeg RO

Any decision or recommendation made by the Finance/General Resolutions Committee is subject to ratification by the delegates to the 2023 PSAC Prairie Region Triennial Convention. The committee met and deliberated on February 11, at the PSAC Edmonton Regional Office.

All resolutions are moved and seconded by the Committee Chairs.

The Committee established its priorities as follows:

1. Resolution 8
2. Resolution 2
3. Resolution 4
4. Resolution 5
5. Resolution 10

The following resolutions were recommended as **non-concurrence**:

- Resolution 3, 9, 7

The following resolutions are ruled **out of order** (Appendix A)

- Resolution 1, 6, Late Resolution 10

The report begins with the committee's priorities followed by all those resolutions with recommendations of non-concurrence.

The Chairpersons of the Committee would like to acknowledge and thank each and every member of the committee, plus the dedication of the PSAC staff representatives for their hard work and contributions during our deliberations and finalization of the report.

Respectfully submitted on behalf of the Committee.

Darlene Lewis
Committee Co-Chair

Krysty Thomas
Committee Co-Chair

RESOLUTION FIN-008
ACCESSIBLE SOCIAL MEDIA POLICY

The Committee recommends *concurrence as amended* in Resolution FIN-008 which reads as follows:

Originator: Lethbridge and District Area Council

WHEREAS social media can be a powerful communication tool.

WHEREAS social media posts often include graphics, pictures, and text.

WHEREAS members may experience barriers related to vision and hearing, as well as other sensory barriers.

WHEREAS most social media platforms offer a variety of free tools to address sensory barriers, including alternative-text on images and GIFs and closed captioning.

WHEREAS there are many text-to speech tools available free online

BE IT RESOLVED that the PSAC develop an Accessible Social Media Policy that takes into consideration, best practices in accessible communications and;

BE IT FURTHER RESOLVED that the PSAC *Accessible* Social Media Policy be reviewed and updated each cycle to ensure it reflects current best practices in accessible posting.

Word Count: 117

RATIONALE

The committee recommends concurrence as amended because PSAC does not currently have a social media policy and we feel one should be developed with accessibility at the forefront.

Convention Decision _____

RESOLUTION FIN-002

PSAC NATIONAL HUMAN RIGHTS COMMITTEE MEETINGS

The Committee recommends *concurrence* in Resolution FIN-002 which reads as follows:

Originator: Regina Area Council

WHEREAS PSAC National Human Rights Committee is mandated to have two in person meetings per year

WHEREAS Many circumstances can exclude a member from attending in person

BE IT RESOLVED that PSAC offer hybrid meeting options for all in person National Human Rights Committee meetings.

Word Count: 45

RATIONALE

While the National Human Rights committee meets once a year as per the Terms Of Reference, the committee believes the offering of a hybrid model option to the in person meetings would encourage the inclusion of all committee members.

Convention Decision _____

RESOLUTION FIN-004
BARRIER FREE EDUCATION

The Committee recommends **concurrence** in Resolution FIN-004 which reads as follows:

Originator: Regina Area Council

WHEREAS PSAC education may be held in person and

WHEREAS the pandemic encouraged different ways for PSAC to do business and

WHEREAS persons with disabilities may benefit from hybrid education

BE IT RESOLVED that PSAC implement hybrid options for in person education opportunities.

Word Count: 43

RATIONALE

The committee believes the introduction of a hybrid model would assist in removing barriers and encourage members with disabilities to fully participate in education opportunities. Offering a hybrid model for education will help eliminate geographical barriers, and promote a greater union-work-life balance.

Convention Decision _____

RESOLUTION FIN-005
PSAC PRAIRIE REGION COUNCIL MEETINGS

The Committee recommends *concurrence* in Resolution FIN-005 which reads as follows:

Originator: Regina Area Council

WHEREAS PSAC Prairie Region Council (PRC) meetings are mandated to have two in session meetings per year

WHEREAS Many circumstances can exclude a member from attending in person

BE IT RESOLVED that PSAC Prairies offer hybrid meeting options for all in session PRC meetings.

Word Count: 44

RATIONALE

The committee recommends concurrence because this is current practice and will ensure a hybrid meeting option is offered for all in session PRC meetings going forward.

Convention Decision _____

RESOLUTION FIN-010
FAMILY CARE

The Committee recommends **concurrence** in Resolution FIN-010 which reads as follows:

Originator: Lethbridge Regional Women’s Committee

WHEREAS The PSAC Family Care Policy states “The objective of this policy is to remove one of the barriers which prevent members from participating in union activities”

WHEREAS members continue to experience barriers to participation related to family care

WHEREAS licensed family care is rarely available for non-standard work hours or weekends, and it is difficult to provide suitable quality family care at all PSAC events

WHEREAS many members are forced to rely on family care provided by a relative living in the same home, or a former spouse/partner with custody in order to participate in PSAC activities

BE IT RESOLVED THAT PSAC remove the limitation that “The family care policy shall not cover cost for care provided by a spouse/partner, former spouse/partner with custody rights or a relative residing in the household.” from the PSAC family care policy, along with all references to it.

Word Count: 145

RATIONALE

The committee is in concurrence of this resolution as it increases the caregiver eligibility outlined in the family care policy, thereby removing barriers to participation while still following the rules and guidelines of the Family Care Policy.

Convention Decision _____

RESOLUTION FIN-003
SENSORY ROOM AT PSAC CONFERENCES AND CONVENTIONS

The Committee recommends *non-concurrence* in Resolution FIN-003 which reads as follows:

Originator: Regina Area Council

WHEREAS in order for some members to fully participate in conventions or conferences they need a safe quiet, less stimulating room to do the business they are there to do

BE IT RESOLVED that PSAC provide a separate quiet room with the ability for accommodated participants to fully participate.

Word Count: 49

RATIONALE

All accommodations are done according to the accommodation policy and are addressed individually, based on the information provided by the member and their medical practitioner, in accordance with legislation. While the committee understands the intent, we feel that a presumptive approach will not suit everyone's individual requirements. The committee encourages members to request an accommodation if required.

Convention Decision _____

RESOLUTION FIN-009
EQUITY CONFERENCES

The Committee recommends *non-concurrence* in Resolution FIN-009 which reads as follows:

Originator: Calgary Human Rights Committee

WHEREAS equity seeking groups represent a significant and growing portion of Prairies Membership; and

WHEREAS the power of mobilization is strengthened in numbers and collaborative communication within conferences and meetings; and

WHEREAS regionally, racialized members and women already hold conferences each convention cycle;

BE IT RESOLVED that the PSAC Prairies Region allocate the necessary resources and funds to organize and fully fund separate conferences to ensure equitable treatment for all equity seeking populations within our membership that do not yet have a separate and fully funded conference for each subsequent convention cycle. This would include Prairies members who self identify as persons with disabilities, as Indigenous and/or 2SLGBTQIA+.

Word Count: 108

RATIONALE

The committee recommends non-concurrence of this resolution. While we support the intent and idea of equity conferences regionally, our current regional budget allocation is unable to sustain the cost of hosting these conferences. The current women's and Racially Visible conferences that are held in the region are funded by a PSAC National budget line item.

Convention Decision _____

RESOLUTION FIN-007
AMENDMENT TO THE FAMILY CARE POLICY

The Committee recommends *non-concurrence* in Resolution FIN-007 which reads as follows:

Originator: Calgary Area Council

WHEREAS It is recognized that care for family members is a barrier to participation in the union which must be removed

WHEREAS There are a wide variety of family and employment situations which require accommodation or consideration

WHEREAS It is becoming more difficult to find licensed care, especially outside of normal working hours. It is also becoming more difficult to provide care at PSAC events.

BE IT RESOLVED That PSAC amend the Family Care Policy to provide compensation for another person who is required to take leave or lose salary to provide care for any dependents in order to allow a member to participate in union activities; this individual should normally live with the member.

BE IT FURTHER RESOLVED That PSAC will determine a maximum claim amount based on reasonable care expenses and salary expectations and may determine an audit process to verify claims under this clause.

Word Count: 147

RATIONALE

The committee recommends non-concurrence because it is unclear if a loss of salary is incurred. The resolution is not inclusive for different family structures. While we understand the intent of this resolution the committee feels the process to implement this is ambiguous and could be extremely cost prohibitive.

Convention Decision _____

APPENDIX A

“OUT OF ORDER” RESOLUTIONS

- Resolution FIN-001
- Resolution FIN-006
- LATE Resolution FIN-010

RESOLUTION FIN-001
REMOVAL OF BARRIERS AT PSAC CONVENTIONS/CONFERENCE

The Committee recommends *concurrence* in Resolution FIN-001 which reads as follows:

Originator: Regina Area Council

WHEREAS PSAC conferences and conventions are traditionally held in person; and

WHEREAS the pandemic brought about different ways for PSAC to do business; and

WHEREAS persons with disabilities may benefit from a hybrid convention/conference

BE IT RESOLVED that PSAC offer a hybrid model for all conferences and conventions.

Word Count: 48

RATIONALE

Out of order as the format and planning of PSAC National Conventions is the responsibility of the NBoD and the AEC for National Conferences.

RESOLUTION FIN-006
HYBRID OPTIONS

Originator: Calgary Human Rights Committee

WHEREAS some members may be immunocompromised or at greater risk of catching various viruses preventing their ability to travel safely; and

WHEREAS the PSAC is a union that advocates and fights for employee's rights to ensure equitable and fair treatment; and

WHEREAS PSAC has demonstrated the ability to hold virtual conferences, meetings, and courses as a result of the pandemic;

BE IT RESOLVED that the PSAC plan nationally, regionally, and locally to offer conferences, courses, and meetings both in person and/or virtually dependent on the members requirements.

BE IT FURTHER RESOLVED that this be implemented and adopted within the first year of this triennial cycle.

Word count: 105

RATIONALE

This resolution mandates that conferences, courses and meetings would have to be offered in both in person *and* virtual format. Some courses cannot be offered virtually; the way this resolution is worded would force PSAC to provide all courses in both formats, regardless of the best model of course delivery. Further, the planning/format of National Conferences is the purview of the AEC.

LATE RESOLUTION FIN-010

BINDING ARBITRATION FOR ESSENTIAL SERVICES

Originator: UNDE 30908

BECAUSE the majority of essential services classifications within PSAC have not been able to reach wage parity through bargaining without arbitration.

BECAUSE section 104 (1) FPSSLRA allows a bargaining agent to set the dispute resolution.

BECAUSE FPSSLRA states that essential services resolution process is arbitration.

PSAC shall lobby TB before the next round of bargaining to have an essential services table with binding arbitration as the set resolution process.

Word count: 69

RATIONALE:

Creation of a separate bargaining table is not done via Treasury Board lobbying. Matter determined via legislation and PSAC Constitution, with defined roles of AEC and NBoD.



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REPORT OF THE BYLAWS RESOLUTIONS COMMITTEE TO THE PRAIRIE REGION CONVENTION

**JUNE 9-11, 2023
DELTA REGINA HOTEL, REGINA, SK**

Marianne Hladun, PSAC Regional Executive Vice-President for the Prairie Region and the Prairie Region Council appointed Michelle Lang and Mike Tennant as Chairpersons of the 2023 Bylaws Resolutions Committee for the Triennial Convention. Sister Lang and Brother Tennant worked with the Bylaws Resolutions Committee members during the deliberations and the members of the Committee are as follows:

Chairpersons:

Michelle Lang	PRC Member, Directly Chartered Locals Rep
Mike Tennant	UCTE Regional Vice-President, Prairies and the North

Committee Members:

Alex Creamer	PRC Member, Young Workers Rep
Sherry Hunt	PRC Member, Regional Womens Committees Rep
Dawn Montgrant	PRC Member, Northern Saskatchewan Geographical Rep
Steve Sukhbir	PRC Member, LGBTQ2+ Rep

Staff:

Carm Chan	PSAC Regional Representative, Edmonton RO
Kelly Greig	PSAC Administrative Assistant, Edmonton RO

Any decision or recommendation made by the Resolutions Committee is subject to ratification by the delegates to the 2023 PSAC Prairie Region Triennial Convention. The Committee met and deliberated on February 11, 2023 at the PSAC Edmonton Regional Office.

Unless otherwise specified, all resolutions considered by this Committee are moved and seconded by the Committee Chairs.

The report begins with the Committee's priorities followed by all those resolutions with recommendations of non-concurrence.

The Committee established its 10 priorities as follows:

1. Resolution 7
2. Resolution 12
3. Resolution 2
4. Resolution 11
5. Resolution 8
6. Resolution 9
7. Resolution 14

8. Resolution 13
9. Resolution 15
10. Resolution 16

The following resolutions were recommended as **non-concurrence**:

- Resolutions 1, 5, 6, 3, 4

The following resolutions were ruled out of order - in whole or in part (Appendix A)

- Resolution 5 (in part)
- Resolution 6 (in part)
- Resolution 10

The Chairpersons of the Committee would like to acknowledge and thank each and every member of the Committee, plus the dedication of the PSAC Staff representatives for their hard work and contribution during deliberations and confirming the finalization of the report.

Respectfully submitted on behalf of the Committee.

Michelle Lang
Committee Co-Chair

Mike Tennant
Committee Co-Chair

RESOLUTION BYL-007
PRC BYLAWS – 2SLGBTQIA+

The committee recommends **concurrence** in Resolution BYL-007 which reads as follows:

Originator: Prairie Region Council

WHEREAS a resolution was passed previously to update the acronym at the 2022 PSAC National Triennial; and

WHEREAS the preferred acronym in use by the National Inquiry into Missing and Murdered Indigenous Women and Girls is 2SLGBTQIA+; see <https://www.mmiwg-ffada.ca/>; and

WHEREAS the terminology LGBTQ2+ does not encompass PSAC members who self-identify differently, especially gender nonconforming members; and

WHEREAS this would show a commitment within the union and specifically the committee towards reconciliation:

BE IT RESOLVED THAT the PSAC Prairie Region Bylaws Section 5(h), Sub-section (1) be amended to 2SLGBTQIA+ (Two-spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and other forms of sexual orientation and gender expression, such as genderqueer or gender non-conforming persons) and update all other references in the Prairie Region Bylaws.

Word count: 94 (+ Bylaw Wording)

BYLAW AMENDMENT

SECTION 5
STRUCTURE OF THE PRAIRIE REGION COUNCIL

(h) one representative for 2SLGBTQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender Persons, Queer, Two-Spirited, + (LGBTQ2+) Intersex, Asexual, and other forms of sexual orientation and gender expression, such as genderqueer or gender non-conforming persons);

SECTION 6
PRAIRIE REGION COUNCIL MEMBERS ROLES AND RESPONSIBILITIES

Sub-Section (6)

The Equity Group Representatives (Indigenous Peoples, Persons with Disabilities, Racially Visible Persons and 2SLGBTQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender Persons, Queer, Two-Spirited, + (LGBTQ2+) Intersex, Asexual, and other forms of sexual orientation and gender expression, such as genderqueer or gender non- conforming persons) shall:

SECTION 11
ELECTIONS AT THE PRAIRIE REGION TRIENNIAL CONVENTION

Sub-Section (5) - Nomination and Election of the PRC Representatives, Alternate Representatives, and Second Alternate Representatives

(c) The above procedures shall apply to the following positions on the Prairie Region Council:

- (iii) The Equity Group Representative, their Alternate, and their Second Alternate for the Indigenous Aboriginal Peoples, Persons with Disabilities, Racially Visible and 2SLGBTQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender Persons, Queer, Two-Spirited, + (LGBTQ2+) Intersex, Asexual, and other forms of sexual orientation and gender expression, such as genderqueer or gender non- conforming persons) shall be nominated and elected in caucus at the Prairie Region Triennial Convention ~~by delegates~~ who have self-identified on their Convention registration form as being a member of their respective Equity Group.*

GLOSSARY

Human Rights Committee – A duly recognized and established committee comprised of PSAC members who self identify as being representative of Racially Visible Persons, Indigenous Peoples, Persons with Disabilities, or 2SLGBTQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender Persons, Queer, Two-Spirited, + (LGBTQ2+) Intersex, Asexual, and other forms of sexual orientation and gender expression, such as genderqueer or gender non- conforming persons) and who have organized in any area of the Prairie Region that can reasonably encompass a Human Rights Committee. (PSAC Constitution, Section 15).

RATIONALE:

This resolution will bring the Prairie Region Bylaws in line with the PSAC Constitution.

Convention Decision _____

RESOLUTION BYL-012
PRC BYLAWS – PRC QUORUM

The committee recommends **concurrence** in Resolution BYL-012 which reads as follows:

ORIGINATOR: Prairie Region Council

WHEREAS the structure of the PRC was amended at the 2021 Prairie Region Triennial Convention, and to ensure that PRC can conduct business on behalf of all members in the Prairie Region

BE IT RESOLVED THAT: Prairie Region Bylaws Section 7 (d) be amended to read, “for decision making purposes a quorum shall consist of the Chair and 50% of the Council Members as defined in Section 5 of the Prairie Region Bylaws”.

Word count: 43 (+ Bylaw wording)

BYLAW AMENDMENT

SECTION 7
PRAIRIE REGION COUNCIL MEETINGS

(d) For decision making purposes a quorum shall consist of the Chair REVP or the A/REVP and 50% per cent of the Council mMembers, ensuring representation from all three provinces. as defined in Section 5 of the Prairie Region Bylaws.

RATIONALE:

In consideration of the re-structuring of the Prairie Region Council composition in 2021 and to allow the timely conduct of the business of the Council it is necessary to clearly define quorum.

Convention Decision _____

RESOLUTION BYL-002
AMENDMENT TO THE RESIDENCY REQUIREMENT FOR REVP'S

The committee recommends **concurrence** in Resolution BYL-002 which reads as follows:

Originator: Calgary Area Council

WHEREAS PSAC's support of remote work shows that it is not necessary for an REVP to report to any specific office to conduct business and they can liaise with their staff via virtual means

WHEREAS Placing geographical restrictions on REVP candidates to relocate to a specific regional office creates a barrier for good candidates, especially those with families

BE IT RESOLVED That PSAC change Section 18, subsection (3) (b) to read, "Nominees for the:

- Atlantic;
- Quebec;
- Ontario;
- Prairies;
- British Columbia;
- North;
- National Capital Region

REVP positions shall be prepared to live in a location where there is a PSAC Regional Office in the region they represent."

Word Count: 66 (+ Constitutional wording)

RATIONALE:

In consideration of family status and work life balance, this change is viable and removes barriers which will expand the pool of potential candidates.

Convention Decision _____

RESOLUTION BYL-011
REGIONAL HEALTH & SAFETY COMMITTEES DELEGATES

The committee recommends **concurrence** in Resolution BYL-011 which reads as follows:

ORIGINATOR: Prairie Region Health & Safety Committee

WHEREAS Regional Health and Safety Committees were constitutionally developed and recognized by the 2015 National PSAC Convention as per resolution CS-050; and

WHEREAS Other constitutionally recognized regional committees are entitled to delegate seats at their subsequent national conferences, so should Regional Health and Safety Committees; and

WHEREAS OHS is a PSAC priority, is critical for healthy workplaces, and there is a high demand to attend the PSAC National Health and Safety Conference; therefore, increasing the number of delegates to include Regional Health and Safety committee members will enable greater participation and advocacy in the workplace.

BE IT RESOLVED that each constitutionally recognized Regional Health and Safety Committee receives three delegate seats to the PSAC National Health & Safety Conference; and

BE IT FURTHER RESOLVED that the additional 21 delegate seats (3 for each of the 7 regional committees) are in addition to the current formula utilized by PSAC.

Word count: 148

RATIONALE:

OHS is a PSAC priority, it is critical for healthy workplaces, therefore, increasing the number of delegates to include Regional Health and Safety Committee members will enable greater participation and advocacy in the workplace.

Convention Decision _____

RESOLUTION BYL-008
MEMBERSHIP RIGHTS WITHIN REGIONS

The committee recommends **concurrence** in Resolution BYL-008 which reads as follows:

Originator: Prairie Region Council

WHEREAS rulings have been unclear and due to an increase to remote work arrangements, locals/branches may have members working/reporting to a PSAC region other than where they reside; and

WHEREAS a member assigned to a local outside of the region they reside in should be entitled to fully participate in and hold office within the PSAC region where they reside.

BE IT RESOLVED that for purposes of participation in their PSAC Region as defined in Section 16, Sub-Section (1) of the PSAC Constitution, members shall participate in the region they reside.

BE IT FURTHER RESOLVED that all applicable sections of the PSAC Constitution be updated to reflect this change.

Word count: 109

RATIONALE:

There have been several inconsistent rulings from the National and Component offices. This provides the necessary clarity and direction regarding the regional participation of members regardless of their work reporting location. This also removes geographic barriers to participation in the PSAC.

Convention Decision _____

RESOLUTION BYL-009
ALLOCATION OF REGIONAL FUNDING

The committee recommends **concurrence** in Resolution BYL-009 which reads as follows:

Originator: Prairie Region Council

WHEREAS rulings have been unclear and due to an increase to remote work arrangements, locals/branches may have members working/reporting to a PSAC region other than where they reside; and

WHEREAS a member assigned to a local outside of the region they reside in should be entitled to fully participate in and hold office within the PSAC region where they reside.

BE IT RESOLVED that as a guiding principle, PSAC regions should receive funding and resources for, but not limited to, regional councils, regional conferences, education and regional convention based on the actual number of members that they are required to provide services to.

Word count: 103

RATIONALE:

This would ensure the necessary resources and funding for each region to provide services and facilitate participation of members residing in that region.

Convention Decision _____

RESOLUTION BYL-014
REGIONAL EQUITY CONFERENCES

The committee recommends **concurrence** in Resolution BYL-014 which reads as follows:

ORIGINATOR: Prairie Region Council

WHEREAS PSAC recognizes the importance of a regional lens on PSAC priorities and actions; and

WHEREAS PSAC is seeing an increasing number of members who identify as person with a disability, Indigenous and/or 2SLGBTQIA+ across the country; and

WHEREAS there is currently no provision for members who self-identify as workers with a disability, Indigenous and/or 2SLGBTQIA+ to maintain links and connect between National Conferences

BE IT RESOLVED that PSAC allocate the necessary funding and resources for one Regional Workers with Disabilities Conference, one Indigenous Conference and one 2SLGBTQIA+ Conference per region, per three-year cycle at the same funding levels as the Regional Racially Visible conferences.

Word count: 105

RATIONALE:

Ensures equitable access to regional conferences for increased inclusivity and diversity.

Convention Decision _____

RESOLUTION BYL-013
PRC BYLAWS – SECTION 12

The committee recommends **concurrence** in Resolution BYL-013 which reads as follows:

ORIGINATOR: Prairie Region Council

WHEREAS the Geographical Reps are now the primary link between Area Councils and PRC

BE IT RESOLVED that Section 12 Sub-Section (1) be amended to read “Area Councils are designed to serve as liaison for Locals/Branches and Regional Committees” and

BE IT FURTHER RESOLVED that a new Section 12 Sub-Section (4) be added “Area Councils will provide a report of each Area Council meeting to their respective Geographical Representative”.

Word count: 32 (+ Bylaw wording)

BYLAW AMENDMENT

SECTION 12
AREA COUNCILS

Sub-Section (1)

Area Councils are designed to serve as liaison for ~~will be the primary link between the PRC and~~ Locals/Branches and Regional Committees.

SECTION 12
AREA COUNCILS

Sub-Section (4)

Area Councils will provide a report of each Area Council meeting to their respective Geographical Representative.

RATIONALE:

The amended role of the Area Council brings our Bylaws in line with the constitution. The requirement for the Area Council to provide a report to the Geographical Representative will allow for appropriate representation and communication to the Prairie Region Council.

Convention Decision _____

RESOLUTION BYL-015
PRC BYLAWS – SECTION 6

The committee recommends **concurrence** in Resolution BYL-015 which reads as follows:

ORIGINATOR: Prairie Region Council

WHEREAS Representatives on the Prairie Region Council are required to submit a written report of their activities and the activities of their respective groups and;

WHEREAS They are not currently required to report back to their groups following PRC meetings

BE IT RESOLVED that the following sub-sections be added and that all following subsections be renumbered accordingly.

Section 6 Subsection 5 (f): “The Regional Women's Committee Representative will provide a report back to each Regional Women's Committees they represent following each Prairie Region Council meeting”

Section 6 Subsection 6 (f): “Equity Representatives will provide a report back to each Human Rights Committees/Regional Indigenous People's Circle they represent following each Prairie Region Council meeting”

Section 6 Subsection 7 (f): “The Directly Chartered Locals Representative will provide a report back to each Directly Chartered Local they represent following each Prairie Region Council meeting”

Section 6 Subsection 8 (f): “The Young Workers Representative will provide a report back to each Young Workers Committee they represent following each Prairie Region Council meeting”

Section 6 Subsection 9 (f): “The Separate Employer Representative will provide a report back to each Separate Employer Local they represent following each Prairie Region Council meeting”

Word count: 57 (+ Bylaw wording)

BYLAW AMENDMENT

SECTION 6

PRAIRIE REGION COUNCIL MEMBERS ROLES AND RESPONSIBILITIES

Sub-Section 5

(f) The Regional Women's Committee Representative will provide a report back to each Regional Women's Committees they represent following each Prairie Region Council meeting

Sub-Section 5 (f g)

Sub-Section 5 (g h)

Sub-Section 6

(f) Equity Representatives will provide a report back to each Human Rights Committees/Regional Indigenous People's Circle they represent following each Prairie Region Council meeting

Sub-Section 6 (f g)

Sub-Section 6 (g h)

Sub-Section 7

(f) The Directly Chartered Locals Representative will provide a report back to each Directly Chartered Local they represent following each Prairie Region Council meeting

Sub-Section 7 (f g)

Sub-Section 7 (g h)

Sub-Section 8

(f) The Young Workers Representative will provide a report back to each Young Workers Committee they represent following each Prairie Region Council meeting

Sub-Section 8 (f g)

Sub-Section 8 (g h)

Sub-Section 9

(f) The Separate Employer Representative will provide a report back to each Separate Employer Local they represent following each Prairie Region Council meeting

Sub-Section 9 (f g)

RATIONALE:

This will ensure appropriate communication and accountability from the Prairie Region Council Representatives to their respective constituents.

Convention Decision _____

RESOLUTION BYL-016
PRC BYLAWS – SECTION 6

The committee recommends **concurrence** in Resolution BYL-016 which reads as follows:

ORIGINATOR: Prairie Region Council

WHEREAS Representatives on the Prairie Region Council are required to submit a written report of their activities and the activities of their respective groups and;

WHEREAS They are not currently required to report back to their groups following PRC meetings

BE IT RESOLVED that the following sub-section be added and that all following subsections be renumbered accordingly.

Section 6 Subsection 4 (f): “Geographical Representatives will provide a report back to each Area Council and Local/Branch they represent following each Prairie Region Council meeting”

Word count: 57

BYLAW AMENDMENT

SECTION 6

PRAIRIE REGION COUNCIL MEMBERS ROLES AND RESPONSIBILITIES

Sub-Section 4

(f) Geographical Representatives will provide a report back to each Area Council and Local/Branch they represent following each Prairie Region Council meeting

Sub-Section 4 (f g)

Sub-Section 4 (g h)

RATIONALE:

This will ensure appropriate communication and accountability from the Prairie Region Council Representatives to their respective constituents.

Convention Decision _____

RESOLUTION BYL-001
CHANGE FOR PERSON WITH DISABILITY

The committee recommends *non-concurrence* in Resolution BYL-001 which reads as follows:

Originator: Regina Area Council

WHEREAS there is stigma for those who self-identify as a person with a disability; and

WHEREAS any word with the prefix “dis” has a negative context; and

WHEREAS many forward-thinking organizations have moved towards positive word such as “accessible”, “inclusive” or “barrier free”; and

WHEREAS PSAC has already begun using the term “Access”

BE IT RESOLVED that PSAC change all references of persons with disabilities to forms of the word “Access” e.g. Accessibility Representatives.

Word Count: 84

RATIONALE:

While the committee supports the intent, the resolution does not give clear direction of where the changes should occur; nor a clear replacement of the terminology.

Convention Decision _____

RESOLUTION BYL-005
INCREASE TO STRIKE PAY

The committee recommends *non-concurrence* in Resolution BYL-005 which reads as follows:

Originator: PSAC AGR Union, Local 50073, Prairie Region, Winnipeg

The current strike pay for PSAC union members in good standing who participate in strike action for a minimum of 4 hours is \$75 per day, to a maximum of \$375 per calendar week, for members who work in 'Elsewhere in Canada'. This amount has not been increased in several years and does not meet the needs of its members or keep up with continuous annual increases in the cost of living across Canada. Essential costs such as utilities, food, transportation, taxes, and medical expenses continue to rise while strike pay has stayed dormant.

To help alleviate financial hardship for our members and generate parity with other regions, we request that the daily strike pay be increased to \$100.00 per day, to a maximum of \$500 per calendar week.

Word Count: 137

RATIONALE:

While the committee is sensitive to the realities of inflation, the request is not clear, whether it is requesting \$100 strike pay per day for all across Canada or an increase for elsewhere in Canada with no increase to the North Region.

Convention Decision _____

RESOLUTION BYL-006
INCREASE TO STRIKE PAY

The committee recommends *non-concurrence* in Resolution BYL-006 which reads as follows:

Originator: PSAC AGR Union, Local 50073, Prairies Region, Winnipeg

The current strike pay for PSAC union members in good standing who participate in strike action for a minimum of 4 hours is \$53 per day, to a maximum of \$265 per calendar week, for members who work in 'Elsewhere in Canada' less than twenty (20) hours per week. This amount has not been increased in several years and does not meet the needs of its members or keep up with continuous annual increases in the cost of living across Canada. Essential costs such as utilities, food, transportation, taxes, and medical expenses continue to rise while strike pay has stayed dormant.

To help alleviate financial hardship for our members and generate parity with other regions, we request that the daily strike pay be increased to \$70.00 per day, to a maximum of \$350 per calendar week.

Word Count: 144

RATIONALE:

While the committee is sensitive to the realities of inflation, the request is not clear, whether it is requesting \$70 strike pay per day for all across Canada or an increase for elsewhere in Canada with no increase to the North Region.

Convention Decision _____

RESOLUTION BYL-003
ELECTION OF DELEGATES TO NATIONAL TRIENNIAL CONVENTION OF THE PSAC

The committee recommends *non-concurrence* in Resolution BYL-003 which reads as follows:

Originator: Lethbridge Regional Women’s Committee

WHEREAS Section 19 Sub-Section (7) states “The Indigenous Peoples, Racially Visible Persons, Pride, Access and Women equity groups shall each be entitled to send two (2) delegates to any National Triennial Convention of the PSAC who shall be accorded all rights and privileges of accredited delegates. These delegates shall be elected at their respective PSAC National Triennial Conference”

WHEREAS delegates elected at National Equity Conventions are far removed from equity members within their regions and members do not have the opportunity to discuss with elected delegates about issues that are important to them

BE IT RESOLVED THAT one (1) delegate for Indigenous Peoples, Racially Visible Persons, Pride, Access and Women be elected at each Regional Triennial Convention to represent equity members in their region at the Triennial Convention of the PSAC

BE IT FURTHER RESOLVED THAT Section 19 Sub-Section (7) be changed to remove “The Indigenous Peoples, Racially Visible Persons, Pride, Access and Women equity groups shall each be entitled to send two (2) delegates to any National Triennial Convention of the PSAC who shall be accorded all rights and privileges of accredited delegates. These delegates shall be elected at their respective PSAC National Triennial Conference.”

Word Count: 84 (+Constitutional wording)

RATIONALE:

While the committee agrees with the intent, the resolution does not clearly indicate one person for each equity group per region, therefore the committee recommends non-concurrence.

Convention Decision _____

RESOLUTION BYL-004
APPLICABLE TRAININGS FOR NEWLY ELECTED MEMBERS OF HUMAN RIGHTS
COMMITTEE AND OTHER COMMITTEES

The committee recommends *non-concurrence* in Resolution BYL-004 which reads as follows:

Originator: Calgary Human Rights Committee

WHEREAS Committees are vital parts of the union on Human Rights and others

BE IT RESOLVED Human Rights Committees and other applicable Committees should be given relevant and applicable trainings a month after election.

Word Count: 34

RATIONALE:

The resolution doesn't give any clear indication on what is relevant and applicable training; the Prairie Region Council has a budget for training. Further noted, that a 1 month time frame could be too restrictive.

Convention Decision _____

APPENDIX A
RESOLUTIONS RULED
OUT OF ORDER

- Resolution BYL-005 (in part)
- Resolution BYL-006 (in part)
- Resolution BYL-010

RESOLUTION BYL-005
INCREASE TO STRIKE PAY

Originator: PSAC AGR Union, Local 50073, Prairie Region, Winnipeg

The current strike pay for PSAC union members in good standing who participate in strike action for a minimum of 4 hours is \$75 per day, to a maximum of \$375 per calendar week, for members who work in 'Elsewhere in Canada'. This amount has not been increased in several years and does not meet the needs of its members or keep up with continuous annual increases in the cost of living across Canada. Essential costs such as utilities, food, transportation, taxes, and medical expenses continue to rise while strike pay has stayed dormant.

To help alleviate financial hardship for our members and generate parity with other regions, we request that the daily strike pay be increased to \$100.00 per day, to a maximum of \$500 per calendar week, ***with no increase to our semi-monthly union fees.***

Word Count: 137

RATIONALE:

A resolution cannot state that it will not create a dues increase, as any such decision regarding membership dues is the sole purview of the National Triennial Convention.

RESOLUTION BYL-006
INCREASE TO STRIKE PAY

Originator: PSAC AGR Union, Local 50073, Prairies Region, Winnipeg

The current strike pay for PSAC union members in good standing who participate in strike action for a minimum of 4 hours is \$53 per day, to a maximum of \$265 per calendar week, for members who work in 'Elsewhere in Canada' less than twenty (20) hours per week. This amount has not been increased in several years and does not meet the needs of its members or keep up with continuous annual increases in the cost of living across Canada. Essential costs such as utilities, food, transportation, taxes, and medical expenses continue to rise while strike pay has stayed dormant.

To help alleviate financial hardship for our members and generate parity with other regions, we request that the daily strike pay be increased to \$70.00 per day, to a maximum of \$350 per calendar week, ***with no increase to our semi-monthly union fees.***

Word Count: 144

RATIONALE:

A resolution cannot state that it will not create a dues increase, as any such decision regarding membership dues is the sole purview of the National Triennial Convention.

RESOLUTION BYL-010
ORGANIZING RESTRICTED UNITS

Originator: Prairie Region Council

WHEREAS some workers are restricted from organizing with PSAC due to provincial/territorial legislation and have entered into service agreements with PSAC but cannot fully participate as members defined in Section 4 of the Constitution but some existing locals (DCL and Component) currently hold their own certifications with full membership rights

BE IT RESOLVED THAT the PSAC constitution be amended to allow new bargaining units restricted from organizing with PSAC due to legislation to enter into formal legal agreements with PSAC whereby their workers have full membership rights as defined in all sections of the PSAC Constitution to commence upon a signed agreement between PSAC and the bargaining agent on the certificate; and

BE IT FURTHER RESOLVED THAT if legislation changes to allow organizing, the bargaining unit has one year to initiate an organizing drive from the date of becoming open. If the drive is not successful, membership rights cease.

Word count: 149

RATIONALE:

Constitution cannot override legislation and provide membership rights to workers who are legislatively restricted from joining PSAC.



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REPORT OF THE GENERAL RESOLUTIONS COMMITTEE TO THE PRAIRIE REGION CONVENTION

June 09 – 11, 2023
DELTA REGINA HOTEL, REGINA, SK

Marianne Hladun, PSAC Regional Executive Vice-President for the Prairie Region and Prairie Region Council appointed Frank Janz and Michael Weisgerber as Committee Chairpersons of the 2023 General Resolutions Committee for the Triennial Convention. Brother Janz and Brother Weisgerber welcomed and worked with the General Resolutions Committee members during the deliberations, and the members of the Committee are as follows:

Chairpersons:

Frank Janz USJE, Regional Vice-President, Manitoba (CSC)
Michael Weisgerber PRC Member, North-West Manitoba Geographical Rep

Committee Members:

Kathy Ajram PRC Member, Racially Visible Persons Rep
Mark Gilchrist UHEW Regional Vice-President
Tim Hubick PRC Member, Persons with Disabilities Rep
Stasi L'Hirondelle PRC Member, Northern Alberta Geographical Rep
Gus Mardli PRC Member, South-East Manitoba Geographical Rep

Staff:

Lindsey Sparks PSAC Regional Representative, Calgary RO
Tom Kjaersgaard PSAC Administrative Assistant, Calgary RO

Any decision or recommendation made by the Resolutions Committee is subject to ratification by the delegates to the 2023 PSAC Prairie Region Triennial Convention. The Committee met and deliberated on February 11, 2023 at the PSAC Edmonton Regional Office.

Unless otherwise specified, all resolutions considered by this Committee are moved and seconded by the Committee Chairs.

The report begins with the Committee's priorities followed by all those resolutions with recommendations of concurrence, followed by all those resolutions with recommendations of non-concurrence.

The Committee established its priorities as follows:

1. Resolution 1
2. Resolution 4
3. Resolution 9 (1st BIR Only)
4. Resolution 7
5. Resolution 6
6. Resolution 2
7. Resolution 5
8. Resolution 8 (3rd BIR Only)
9. Resolution 10

The following resolutions were recommended as **non-concurrence**:

- Resolution 8 (1st & 2nd BIR Only), 11, 12, 13, 14

The following resolutions are covered by other resolutions (Appendix A):

- Resolution 3 – covered by 4

The following resolution is ruled **out of order** (Appendix B)

- Resolution 9 (2nd BIR Only)

The Chairpersons of the Committee would like to acknowledge and thank each and every member of the Committee, plus the dedication of the PSAC Staff representatives for their hard work and contribution during our deliberations and confirming the finalization of the report.

Respectfully submitted on behalf of the Committee,

Frank Janz
Committee Co-Chair

Michael Weisgerber
Committee Co-Chair

RESOLUTION GEN-001
IMPACT SHIFT WORK

The committee recommends **concurrence** in Resolution GEN-001 which reads as follows:

Originator: DCL 40005

WHEREAS Shift work is a well documented hazard with substantial health impacts; and

WHEREAS the International Agency for Research on Cancer considers (night) shifts to be a 2A carcinogen which is probably carcinogenic to human; and

WHEREAS many PSAC members are currently shift workers and the current economic landscape will likely increase shift work

BE IT RESOLVED that PSAC undertakes a study on the effects of shiftwork and provides recommendations on reducing the effect of shiftwork.

Word Count: 76

RATIONALE:

The committee recognizes the numerous effects that shiftwork has and the importance of gathering more data and reducing workplace risk to improve the lives of workers.

Convention Decision _____

RESOLUTION GEN-004
NATIONAL PUBLIC INQUIRY INTO THE PHOENIX PAY SYSTEM
(Covers GEN-003)

The committee recommends **concurrence** in Resolution GEN-004 which reads as follows:

Originator: Lethbridge and District Area Council

WHEREAS: The implementation of the Phoenix pay system has had significant adverse effects on many PSAC members; members have lost homes, continue to struggle with debt and credit issues and have suffered significant mental and social health determinants as a result

WHEREAS: A public inquiry would bring to light the shortfalls and missteps that lead to many of the problems with the Phoenix pay system

BE IT RESOLVED: That PSAC lobby the federal government to conduct a national public inquiry into the implementation and management of the Phoenix Pay System and encourage the government to develop a strategy to resolve the issues.

Word Count: 102

RATIONALE:

A public inquiry is needed to reveal the full scope of damages created by the Phoenix pay system.

Convention Decision _____

RESOLUTION GEN-009 (1st BIR ONLY)
CAMPAIGN TO ADVOCATE REMOTE WORK

The committee recommends **concurrence** in Resolution GEN-009 which reads as follows:

Originator: Edmonton Area Council

WHEREAS Treasury Board has announced the Hybrid work model is the future of the public service and is here to stay; and

WHEREAS Remote work is the practice of employees doing their jobs from a location other than a central office operated by the employer. It has proven to have broad benefits to workers, such as workers being more productive and less stressed:

BE IT RESOLVED THAT PSAC National develop a campaign to advocate for remote work in the Federal Public Service, Separate Agencies, DCLs and Federal Employees broadly.

Word Count: 109

The following member of the committee wishes to be recorded against the committee's recommendation: Tim Hubick.

RATIONALE:

A clear path forward needs to be established in setting standards for remote work between the employer and PSAC.

Convention Decision _____

RESOLUTION GEN-007
UNDERSTANDING PSAC ROLE IN COLONIAL OPPRESSION

The committee recommends **concurrence** in Resolution GEN-007 which reads as follows:

Originator: Lethbridge Regional Women's Committee

WHEREAS The legacy of colonization has affected the daily lives of millions of Canadians across many generations

WHEREAS the last residential school in Canada closed in 1996

WHEREAS PSAC has been representing public service workers since 1967

BE IT RESOLVED PSAC undertakes an in depth investigation to understand the true role PSAC may have had in the residential school system, the sixties scoops, and other acts of colonial oppression of Indigenous people

BE IT FURTHER RESOLVED PSAC publish a report on these findings

Word Count: 83

RATIONALE:

The committee recognizes that to fully participate in Truth and Reconciliation, we must acknowledge our history as PSAC.

Convention Decision _____

RESOLUTION GEN-006
INCREASE E.I. PROVISIONS FOR PARENTAL LEAVE

The committee recommends **concurrence** in Resolution GEN-006 which reads as follows:

Originator: Lethbridge Regional Women's Committee

WHEREAS Currently, parents can choose to receive EI benefits over 35 weeks at 55% of their insurable earnings or can opt to receive EI benefits over a 61 week period at 33% of their insurable earnings

WHEREAS many parents cannot afford to live on only 33% of their income

WHEREAS 61 weeks at 33% of income for parents is also not a substitute for a high quality, universally accessible child care system

BE IT RESOLVED that PSAC lobby the federal government to increase EI benefits from 55% to 75% for parents who choose to receive benefits over 35 weeks, and from 33% to 55% for parents who choose to receive benefits over 61 weeks.

Word Count: 114

RATIONALE:

The committee recognizes the value of increased EI benefits as people shouldn't be put into economic hardship when raising a family.

Convention Decision _____

RESOLUTION GEN-002
UPDATED CAMPAIGN REGARDING THE PHOENIX PAY SYSTEM

The committee recommends **concurrence** in Resolution GEN-002 which reads as follows:

Originator: Calgary Area Council

WHEREAS The Phoenix Pay System continues to be a significant concern for PSAC members in the core Public Service. Members have continued to experience pay issues with limited improvement since 2016

WHEREAS The public and political awareness of the issues with the Phoenix Pay System appears to have waned

BE IT RESOLVED That PSAC create an updated campaign for the government to resolve all ongoing issues related to the Phoenix Pay System; this campaign should include lobbying government officials and public awareness campaigns.

Word Count: 83

RATIONALE:

The committee recognizes that Phoenix is still a problem and that PSAC should renew the Phoenix campaign, and work to increase public awareness of the hardships that many of our members are continuing to face.

Convention Decision _____

RESOLUTION GEN-005
FOSTERING INTERGENERATIONAL SOLIDARITY

The committee recommends **concurrence** in Resolution GEN-005 which reads as follows:

Originator: Lethbridge Regional Women’s Committee

WHEREAS intergenerational solidarity refers to the degree of closeness and support between different generations;

WHEREAS intergenerational solidarity has many benefits, including improved mental and physical health, increased life satisfaction, and stronger social bonds;

WHEREAS intergenerational solidarity can help address some of our time’s most pressing issues, such as climate change, poverty, and social exclusion. It can also help to build stronger communities and create a more just and equitable world

BE IT RESOLVED THAT PSAC researches the benefits of intergenerational solidarity in the labour movement and publishes a white paper establishing best practices for fostering good intergenerational solidarity within the union.

Word Count: 101

RATIONALE:

The committee recognizes the benefits and importance of an intergenerational solidarity strategy to preserve, strengthen and improve the future of the Union.

Convention Decision _____

RESOLUTION GEN-008 (3rd BIR ONLY)
UNDERSTANDING THE VALUE OF CARE WORK

The committee recommends **concurrence** in Resolution GEN-008 (3rd BIR ONLY) which reads as follows:

Originator: Lethbridge Regional Women's Committee

WHEREAS care work is undervalued and underpaid across all economic and social spheres and this work disproportionately falls on women in their homes and workplaces

WHEREAS COVID-19 has revealed the societal structural inequalities that force women to take on a disproportionate amount of care work

WHEREAS care work can also be precarious, forcing workers in these roles to take multiple jobs, potentially putting themselves, their families and people they care for at risk

BE IT FURTHER RESOLVED PSAC lobbies the federal government to ratify the International Labour Organization's Convention 189 to ensure decent work and protections for domestic workers

Word Count: 99

RATIONALE:

The committee voted concurrence to pressure the Government of Canada to sign onto the ILO Convention 189, in support of the Canadian Labour Congress' lobbying efforts to ensure protections for domestic workers.

Convention Decision _____

RESOLUTION GEN-010
PSAC AND THE CLIMATE CRISIS

The committee recommends **concurrence** in Resolution GEN-010 which reads as follows:

Originator: Lethbridge and District Area Council

WHEREAS Carbon emissions have created a “greenhouse effect” that is raising temperatures and causing extreme weather events

WHEREAS Canada has one of the highest per capita levels of emissions, so we have a special responsibility to help meet the United Nations goal of limiting global warming to 1.5 degrees

WHEREAS Taking action to address the climate crisis is everyone’s business, including the union

BE IT RESOLVED PSAC strikes a national environmental task force to map emissions related to the work done within the union

BE IT FURTHER RESOLVED that the national environment task force prepare a report with findings and outline recommendations for the National Board of Directors.

Word Count: 108

RATIONALE:

The committee recognizes the need for a report to identify areas in which to reduce carbon emissions. This will assist PSAC in developing a sustainable environmental policy.

Convention Decision _____

RESOLUTION GEN-008 (1st and 2nd BIR ONLY)
UNDERSTANDING THE VALUE OF CARE WORK

The committee recommends ***non-concurrence*** in Resolution GEN-008 (1st and 2nd BIR ONLY) which reads as follows:

Originator: Lethbridge Regional Women’s Committee

WHEREAS care work is undervalued and underpaid across all economic and social spheres and this work disproportionately falls on women in their homes and workplaces

WHEREAS COVID-19 has revealed the societal structural inequalities that force women to take on a disproportionate amount of care work

WHEREAS care work can also be precarious, forcing workers in these roles to take multiple jobs, potentially putting themselves, their families and people they care for at risk

BE IT RESOLVED PSAC advocates for those in care work positions to be properly valued, respected and compensated to better reflect their important work

BE IT FURTHER RESOLVED PSAC lobbies the federal government to form a Care Economy Commission to study, design and implement a comprehensive Canadian care strategy;

Word Count: 122

The following member of the committee wishes to be recorded against the committee’s recommendation: Gus Mardli

RATIONALE:

While the committee fully supports the intent of the resolution, without “care worker” being defined, we could not fully comprehend the scope of the requests.

Convention Decision _____

RESOLUTION GEN-011
TRAINING FOR LOCAL OHS COMMITTEE MEMBERS

The committee recommends *non-concurrence* in Resolution GEN-011 which reads as follows:

Originator: Lethbridge and District Area Council

WHEREAS Occupational health and safety (OHS) is the cornerstone of our union;

WHEREAS local OHS committee members and OHS representatives perform an important role on behalf of our members and are the first point of contact for those facing health and safety issues in our workplaces;

WHEREAS most of the current OHS training is provided by the employer and has a heavy emphasis on the employer's OHS perspective;

BE IT RESOLVED THAT PSAC develops a course that is specific to strengthening local OHS committees and OHS Representatives so that OHS committee members and the OHS Representatives know their roles and responsibilities, better understand OHS from the union's perspective and can effectively deal with management on OHS related concerns,

FURTHER BE IT RESOLVED THAT this course is offered once per cycle in each region.

Word Count: 133

RATIONALE:

Similar training already exists and is available, and this resolution could limit the amount of available OHS training as it calls for a "once per three year" cycle.

Convention Decision _____

RESOLUTION GEN-012

PSAC Letter Writing Campaign To Protect The 2SLGBTQIA+ Community at the Kakuma Refugee Camp in Kenya, Africa.

The committee recommends *non-concurrence* in Resolution GEN-012 which reads as follows:

Originator: Northern AB PSAC Women's Committee (Edmonton)

WHEREAS people identifying as LGBTQ+ in Kakuma, Kenya face harassment, physical abuse, rape (primarily of trans women and lesbians) and murder, and

WHEREAS Pride people in Kakuma live in daily fear for their lives, due to homophobic and transphobic people acting out in hate against the Pride community in a non-Pride safe country, under the eye of the United Nations High Commission for Refugees (UNHCR), and

WHEREAS the UNHCR has for decades turned a blind eye to these atrocities,

BE IT RESOLVED that PSAC through RWC's and HRC's launch a letter writing campaign directed at the UNHCR calling for a stop to the abuse, mockery, rape and murder of members of the Pride community in Kenya by facilitating the safe evacuation and resettlement of the Pride community to Pride safe countries and that the committees report back to PSAC on responses received from letters written to the UNHCR.

Word Count: 148

RATIONALE:

It's with a heavy heart that the committee cannot support this resolution as written, particularly since this resolution if passed - would only be enacted after the 2024 PSAC Convention. The committee feels there are more timely and efficient avenues available to spearhead this initiative.

Convention Decision _____

RESOLUTION GEN-013
SHOP STEWARDS RECOGNITION AND COMMENDATION

The committee recommends *non-concurrence* in Resolution GEN-013 which reads as follows:

Originator: Calgary Human Rights Committee

WHEREAS Local Stewards do put in hours of their time to support and represent PSAC members, but no recognition or acknowledgement.

WHEREAS union Stewards helps to keep PSAC members at their jobs, but no recognition or Acknowledgement

WHEREAS Executive members already recognized for their roles.

BE IT RESOLVED union Stewards should be recognized yearly or biannual from Locals levels to the national levels for their contributions.

BE IT RESOLVED FURTHER A Letter of Acknowledgement or commendation should be issued by PSAC to all Stewards in good standing. And should devolved from national to the locals (national to locals in order to enhanced important and roles of the Stewards in the union).

Word Count: 111

RATIONALE:

We fully support the intent of the resolution, and the committee also recognizes the contributions and efforts of Stewards. We cannot support this resolution since Locals are responsible for their representatives – not the PSAC, it is confusing.

Convention Decision _____

RESOLUTION GEN-014

The committee recommends ***non-concurrence*** in Resolution GEN-014 which reads as follows:

Originator: Local 30025 UTE

AGEISM REPRESENTATIVE SPACE IN PSAC HUMAN RIGHTS COMMITTEE

WHEREAS age-based discrimination is a growing concern based on disrespect seen from our employer for the contributions and sacrifices made by aged employees, who themselves are also often forgotten or ignored; and

WHEREAS ageism affects many of our members and is a visible form of abuse by the employer; and

WHEREAS the aged are forced into early retirement or to early resignation; and

WHEREAS the employer repeatedly denies training to our aged employees, deeming it to be a “waste of resources”; and

WHEREAS protecting those who have given their working careers to better the futures of the next generations of employees is a worthy endeavor;

BE IT RESOLVED THAT PSAC will create an ageism representative space on the Human Rights Committee, before the next National Triennial Convention, therefore allowing a voice to this underrepresented population, and to increase awareness regarding age-based discrimination.

Word Count: 142

RATIONALE:

Older age is not an equity seeking group, and therefore not included within the National Human Rights Committee.

Convention Decision _____

APPENDIX A

“COVERED BY” RESOLUTIONS

- Resolution GEN-003 – covered by GEN-004

RESOLUTION GEN-003
PUBLIC INQUIRY INTO PHOENIX SYSTEM
(covered by GEN-004)

Originator: Calgary Area Council

WHEREAS The implementation of the Phoenix Pay System has had significant adverse effects on PSAC Members; members have lost homes, continue to struggle with debt and credit issues and have suffered significant mental and social health detriments as a result

WHEREAS A public inquiry would bring to light the shortfalls and missteps that lead to many of the problems with the Phoenix Pay System

BE IT RESOLVED That PSAC lobby the government to conduct a national public inquiry into the implementation and management of the Phoenix Pay System and encourage the government to develop a strategy to resolve the issues.

Word Count: 100

APPENDIX B

“OUT OF ORDER” RESOLUTIONS

- Resolution 9 (2nd BIR Only)

GEN-009 (2nd BIR ONLY)

CAMPAIGN TO ADVOCATE REMOTE WORK

Originator: Edmonton Area Council

WHEREAS Treasury Board has announced the Hybrid work model is the future of the public service and is here to stay; and

WHEREAS Remote work is the practice of employees doing their jobs from a location other than a central office operated by the employer. It has proven to have broad benefits to workers, such as workers being more productive and less stressed:

BE IT FURTHER RESOLVED THAT PSAC provide all necessary staff resources to support a working group for the campaign.

Word Count: 82

RATIONALE:

Out of order as staffing is purview of AEC per PSAC Constitution Section 7 (2)(g).



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