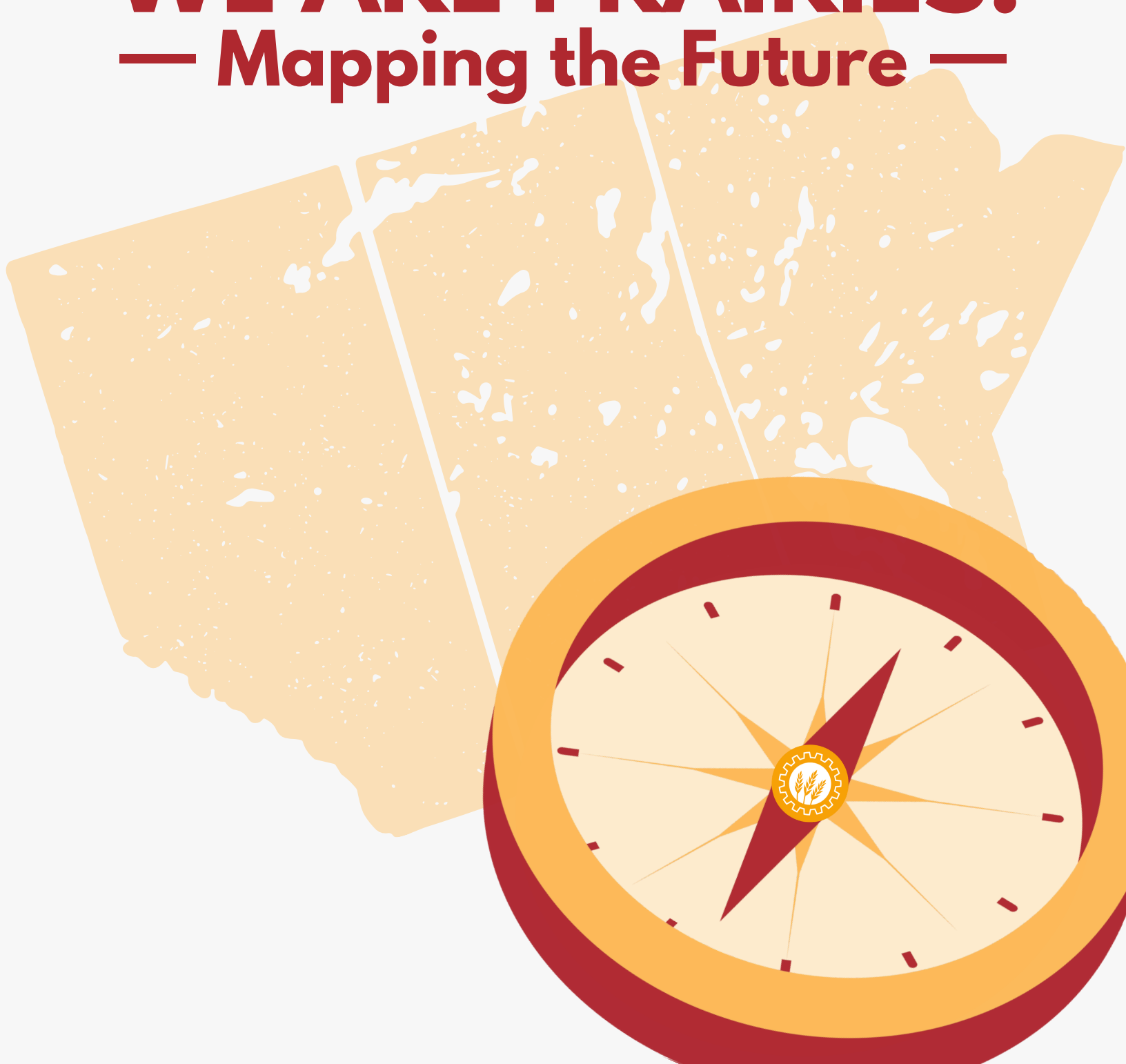


2026 Prairie Region Triennial Convention

# **WE ARE PRAIRIES:** **— Mapping the Future —**





## Prairie Region Council Budget Prairie Region Convention 2027 - 2029

| Revenue                                    | Budget<br>Year 2027 | Budget<br>Year 2028 | Budget<br>Year 2029 |
|--|---------------------|---------------------|---------------------|
| AEC Transfer                               | \$245,166.00        | \$245,166.00        | \$245,166.00        |
| Interest                                   | \$1,984.00          | \$1,984.00          | \$1,984.00          |
| <b>Total Revenue</b>                       | <b>\$247,150.00</b> | <b>\$247,150.00</b> | <b>\$247,150.00</b> |
| <b>Expenses</b>                            |                     |                     |                     |
| PRC Meetings                               | \$73,500.00         | \$73,500.00         | \$73,500.00         |
| HRC Assistance                             | \$1,000.00          | \$1,000.00          | \$1,000.00          |
| RWC Assistance                             | \$1,000.00          | \$1,000.00          | \$1,000.00          |
| Area Council Assistance                    | \$1,000.00          | \$1,000.00          | \$1,000.00          |
| Young Workers Committee(s)                 | \$1,700.00          | \$1,700.00          | \$1,700.00          |
| All Committee Summits                      | \$30,000.00         | \$30,000.00         | \$30,000.00         |
| Regional Equity Conferences/<br>Gatherings | \$60,000.00         | \$60,000.00         | \$60,000.00         |
| Member Outreach                            | \$22,500.00         | \$22,500.00         | \$22,500.00         |
| Communications                             | \$27,000.00         | \$27,000.00         | \$27,000.00         |
| Memberships                                | \$9,000.00          | \$9,000.00          | \$9,000.00          |
| Donations                                  | \$5,000.00          | \$5,000.00          | \$5,000.00          |
| 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          |
| MB Federation of Labour                    | \$1,000.00          | \$1,000.00          | \$1,000.00          |
| Youth Camps                                | \$3,000.00          | \$3,000.00          | \$3,000.00          |
| Audit                                      | \$7,500.00          | \$7,500.00          | \$7,500.00          |
| Bank Costs                                 | \$300.00            | \$300.00            | \$300.00            |
| <b>Total Expenses</b>                      | <b>247,150.00</b>   | <b>\$247,150.00</b> | <b>\$247,150.00</b> |
| <b>Excess of Revenue over Expenses</b>     | <b>0</b>            | <b>0</b>            | <b>0</b>            |

**Budget Assumptions:**

1. **The funding allocation from National will be increased from previous budget cycle amount of \$191,588 to \$245,166.00 per year;**
2. **The PRC composition of 15 members 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:

- Enhancing regional collaboration between members and PSAC Prairies
- Creating consistent touchpoints to foster deeper member connection and participation
- Supporting effective and strategic political action
- Advancing equity, accessibility, and inclusion across all regional structures
- And other priorities as determined by the incoming Prairie Region Council

\*\*\*\*\*

**PRC Meetings:** The Prairie Region Council (PRC) holds a minimum of two in-person meetings annually, as required by the Prairie Region Bylaws. The associated budget line has been maintained at \$73,500 per year to support these meetings. We believe this allocation is sufficient to sustain the ongoing operations of the Council in a cost-effective manner, including hosting PRC meetings in regional offices where feasible rather than in hotel meeting spaces.

**Human Rights Committee Assistance:** This line item is intended to supplement funding received from National; however, a carry-forward National allocation surplus has been retained and earmarked to support future HRC activities. As of December 2025, \$79,618 remains available to advance the work of the Human Rights Committees. With five HRCs (Edmonton, Calgary, Regina, Saskatoon, and Winnipeg) and one Regional Indigenous People’s Circle (RIPC) in Northern Saskatchewan, we are confident that the available funds will be sufficient to support their anticipated activities for this cycle. This line item has been reduced from \$3,000 to \$1,000. Maintaining a nominal amount in this line item allows for accurate tracking of expenditures against the budget over the cycle.

**Regional Women’s Committee Assistance:** This line item is intended to supplement funding received from National; however, a carry-forward National allocation surplus has been retained and earmarked to support future Regional Women’s Committee (RWC) activities. As of December 2025, \$122,783 remains available to advance the work of the RWCs. There are seven RWCs: Edmonton, Lethbridge, Saskatoon, Regina, Winnipeg, Calgary, and Westman. Based on current balances and projected expenditures, we are confident that available funds will be sufficient to support RWC activities throughout the cycle. This line item has been reduced from \$7,000 to \$1,000. Maintaining a nominal amount in this line item allows for accurate tracking of expenditures against the budget over the cycle

**Area Council Assistance:** This line item is intended to supplement funding received from National; however, a carry-forward National allocation surplus that has been retained and earmarked to support future Area Council activities. As of December 2025, \$104,367 remains available to advance the work of the Area Council. There are eight Area Councils: Edmonton, Lethbridge, Saskatoon, Regina, Winnipeg, Calgary, Prince Albert and Westman. Based on current balances and projected expenditures, we are confident that available funds will be sufficient to support political activities throughout the cycle. This line item has been reduced from \$12,000 to \$1,000. Maintaining a nominal amount in this line item allows for accurate tracking of expenditures against the budget over the cycle.

**Young Worker Committee Assistance:** This line item has been increased from \$1,000 to \$1,700 to reflect the growing number of active Young Worker Committees (YWCs) across the region. A carry-forward National allocation surplus has also been retained and earmarked to support YWC initiatives. As of December 2025, \$47,916 remains available for this purpose. With increased engagement and activity levels, these combined funds will provide stable operational support to the five YWCs in the region: Edmonton, Calgary, Regina, Saskatoon, and Winnipeg.

**All Committee Summits:** An allocation of \$30,000 per year for three years is established to support Prairie Region Committee Summits. Two summits will be held per cycle: one in the fall following the Prairie Region Triennial Convention and one in the spring, one year prior to the next Convention. These summits will support training, planning, collaboration, and reporting alignment for Area Councils, Human Rights Committees, Regional Indigenous Peoples Circles, Women’s Committees, and Young Worker Committees.

**Regional Equity Conferences/Gatherings:** Recognizing the ongoing call for fully funded regional conferences for Indigenous, Pride, and Access, which has not yet been adopted at National Convention, an allocation of \$60,000 per year is established to support one dedicated Prairie Region Equity Conference/Gathering per equity group per cycle. This funding ensures that Indigenous, Pride, and Access members each have a structured, equity-focused space to strengthen engagement, advance regional priorities, and address equity issues in a coordinated and meaningful way across the Prairies. Should fully funded regional conferences be adopted at National Convention, this allocation will fall under the purview of the Prairie Region Council.

**Member Outreach:** This line item has been increased from \$18,000 to \$22,500 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 Prairie Region committees/councils, events and initiatives. We recognize the value of PRC members to be proactively out in the region in order to foster connections and enrich our regional committees. This line item was newly implemented in the previous cycle and involved extensive discussion regarding its intended use. With clearer priorities identified for the upcoming cycle, including Committee Summits and regional equity initiatives, we are better positioned to utilize these funds strategically and transparently in support of regional outreach to connect members. We recognize that outreach activities will generate different expenses for each PRC member. Establishing a shared allocation provides flexibility, ensuring funds can be used where they are most needed to support effective regional outreach.

**Communications:** This line item has been maintained at \$27,000. These funds will be used for the purchase and updating of promotional materials and equipment. These funds can also be used to invest in new technologies and media advertising to support on-going campaigns and our mandate for engagement.

**Memberships:** This line item has been increased from \$3,000 to \$9,000 to include membership fees for provincial Childcare and Health coalitions, in addition to existing annual memberships with the Canadian Centre for Policy Alternatives (Manitoba and Saskatchewan) and Public Interest Alberta. These organizations provide valuable research, policy analysis, and educational resources on issues at both the provincial and federal levels. As non-profit organizations aligned with labour and community interests, they also offer member benefits, including discounted registration for conferences and events. This expanded allocation ensures continued engagement and strengthened partnerships across key policy areas. The additional organizations we intend to support are Childcare Now (Alberta, Saskatchewan), Childcare Coalition of Manitoba, the Manitoba Health Coalition, the Saskatchewan Health Coalition, and Friends of Medicare (Alberta).

**Donations:** This line item has not changed from the previous amount of \$5,000. Donations can support groups within PSAC and the broader labour movement who may be on extended strikes. These funds may also be used for donations to local advocacy groups and charities.

**Federations of Labour (MB, SK, AB):** These line items have remained unchanged. The allocation is intended to support participation in each provincial Federation of Labour convention by covering registration fees for a minimum of three delegates per province. The amounts have been established based on previous registration fees and typical convention costs. While PSAC National pays affiliation fees on behalf of Locals, it does not cover expenses related to convention attendance.

We believe it is important for members to actively participate in the broader labour movement, and engagement through the provincial Federations of Labour is a key avenue for that involvement. These line items ensure the Region can provide financial support to facilitate meaningful representation at each convention. Locals may request this funding where no other financial support is available to cover registration fees.

**Youth Camps – Manitoba, Saskatchewan and Alberta (Mary Veilleux**

**Memorial)** This line item has been maintained at \$3,000 for the Region. Historically we have funded at least one child to each Federation of Labour kid's camps. Any unused funds from this line item shall be distributed to the camps as a donation.

**Convention:** This line item has been removed from the budget. The Prairie Region Convention is now fully funded through allocations in the PSAC National budget. In previous budget cycles, \$30,000 per cycle was set aside to address unforeseen or additional costs associated with the Convention that may not be fully covered by National. Over time, this resulted in an accumulated surplus of \$149,079.50 in Convention funds. With the Convention now funded nationally, this surplus is expected to be sufficient to support any future convention-related costs over several cycles.

**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 \$7,500 to reflect the current cost and has been added to each year of the budget to provide for an annual audit

**Bank Costs:** This line item has been maintained at \$300 to account for the 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 PRAIRIE REGION CONVENTION

**JUNE 05 - 07, 2026  
BMO CENTRE, CALGARY, AB**

Marianne Hladun, PSAC Regional Executive Vice-President for the Prairie Region and the Prairie Region Council appointed Krysty Thomas and Shauna Ward as chairpersons of the 2026 Finance/General Resolutions Committee for the Triennial Convention. The Chairpersons Thomas and Ward worked with the Finance/General Resolutions Committee members during the deliberations and the members of the committee are as follows:

**Chairpersons:**

|               |                                      |
|---------------|--------------------------------------|
| Krysty Thomas | PRC Member, Alternate REVP, Prairies |
| Shauna Ward   | USJE Regional Vice-President         |

**Committee Members:**

|                  |   |
|------------------|---|
| Alex Creamer     | PRC Member, Southern Alberta<br>Geographical Representative             |
| Alicia Zurba     | PRC Member, Northwest Manitoba<br>Geographical Representative           |
| Sabino Spagnuolo | CEIU National Vice-President Alberta,<br>Northwest Territories, Nunavut |

**Staff:**

|                    |  |
|--------------------|--|
| Jacqueline Maurice | PSAC Regional Representative, Saskatoon RO |
| Monika Duggal      | PSAC Administrative Assistant, Winnipeg RO |

Any decision or recommendation made by the Finance/General Resolutions Committee is subject to ratification by the delegates to the 2026 PSAC Prairie Region Triennial Convention. The committee met and deliberated on February 28, 2026, at the PSAC Calgary Regional Office.

All resolutions are moved and seconded by the Committee Chairs.

The Committee established its priorities as follows:

1. Resolution FIN-10
2. Resolution FIN-09
3. Resolution FIN-05
4. Resolution FIN-08
5. Resolution FIN-02

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

- Resolutions FIN-06 and FIN-07

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

- Resolutions FIN-03 and FIN-04 are covered under FIN-05
- Resolution FIN-01 is covered under FIN-02

The following resolutions were ruled **out of order** (Appendix B):

- Resolutions FIN-01 (last BIR only), FIN-07 (last BIR only)

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.

Shauna Ward  
Committee Co-Chair

Krysty Thomas  
Committee Co-Chair

**RESOLUTION FIN-10**  
**ESTABLISHING PRAIRIE REGION COMMITTEE SUMMITS**

The Committee recommends *concurrence* on Resolution FIN-10 which reads as follows:

**Originator: Prairie Region Council**

**WHEREAS** Area Councils, Human Rights, RIPC’s, Women’s, and Young Worker Committees are essential to advancing PSAC’s campaigns, equity, and member engagement across the Prairies;

**WHEREAS** following each Prairie Region Triennial Convention, committees need opportunities to reconnect, train, and align with updated priorities and reporting requirements;

**WHEREAS** coordinated planning strengthens committee effectiveness, budgeting, and preparation for annual reporting;

**BE IT RESOLVED THAT** Prairie Region Council host two Prairie Region Committee Summits per cycle; one in the Fall following the Regional Convention and the second in the spring, one year prior to the next convention;

**BE IT FURTHER RESOLVED THAT** each recognized Prairie Region committee be invited to send at least two funded delegates, covered by the Prairie Region budget;

**BE IT FURTHER RESOLVED THAT** these summits support committees in training, planning, collaboration and reporting, ensuring alignment throughout the three-year cycle.

**Word Count:** 139

**RATIONALE**

The Committee recognizes the value of these summits in bringing Prairie Region committees together to train, strategize, collaborate, and align priorities across the region. A similar summit held in 2025 was well received by participants and demonstrated clear benefit. To support implementation, the Convention Committee has included funding for two summits per cycle in the proposed 2027–2030 budget at an estimated cost of \$90,000 per cycle. For these reasons, the Committee recommends concurrence.

Convention Decision \_\_\_\_\_

**RESOLUTION FIN-09**

## **STRIKE PAY**

The Committee recommends **concurrence** on Resolution FIN-09 which reads as follows:

**Originator: USJE 30250**

**WHEREAS** Strong support for members in the event of a strike is imperative to active and effective mobilization and engaging the union's leverage to secure favourable agreements.

**WHEREAS** the cost of living, inflation and wages continue to increase.

**WHEREAS** PSAC National Triennial Convention is currently the only avenue to increase PSAC strike pay rates.

**BE IT RESOLVED THAT** PSAC Raise all strike pay rates in PSAC Regulation 6, including the rates for part time employees and employees working in the territories by 30%; and

**BE IT FURTHER RESOLVED** that the corresponding maximum weekly amounts also be adjusted accordingly.

**Word Count:** 98

### **RATIONALE**

Strike pay rates were increased by 33% in 2024. This resolution would ensure rates continue to keep pace with the rising cost of living and remain adequate to support members during strike action. Maintaining fair and realistic strike pay is essential to sustaining member participation and collective strength.

Convention Decision \_\_\_\_\_

**RESOLUTION FIN-05**  
**PET CARE ALLOWANCE**  
**(Covers FIN-03 and FIN-04)**

The Committee recommends **concurrence** on Resolution FIN-05 which reads as follows:

**Originator: Westman Area Council**

**WHEREAS** members attending any union authorized function should not incur any out-of-pocket expenses, and

**WHEREAS** members owning domestic pet(s), that require care while the member attends a union authorized function, are currently incurring and responsible for all costs associated with such care, and

**WHEREAS** this cost may be a financial burden to some members and therefore, be a barrier to engaging with union business and functions.

**BE IT RESOLVED THAT** a section be added to the current travel policy for Domestic Pet Care Allowance, and

**BE IT FURTHER RESOLVED** that domestic pet can be defined as dog(s) or cat(s), and

**BE IT FURTHER RESOLVED** that members who will incur additional fees for care of a domestic pet, while attending authorized PSAC activities be reimbursed to a maximum of \$40.00 per day for the first pet and \$20.00 per day for each additional pet, up to a maximum of 3 pets.

**Word Count:** 150

**RATIONALE**

The Committee recognizes that many members incur out-of-pocket expenses related to pet care when attending union activities, which creates a barrier to participation. Providing reimbursement for reasonable pet care expenses would help reduce this barrier and support broader member engagement. Reimbursement would be subject to the requirements of the PSAC Travel Policy, including the submission of original receipts.

Convention Decision \_\_\_\_\_

**RESOLUTION FIN-08**  
**PHOENIX DAMAGES**

The Committee recommends **concurrence** on Resolution FIN-08 which reads as follows:

**Originator: Calgary Area Council**

**WHEREAS** the implementation of the Phoenix pay system continues to significantly affect PSAC members and the federal government has not made resolving pay issues a priority and there has been no damages paid since 2020; and

**WHEREAS** members have suffered and continued to suffer mental anguish and financial hardship as a result of issues with the pay system.

**BE IT RESOLVED** that PSAC lobby the federal government, including the Treasury Board Secretariat, demanding damages be paid to members beginning in 2020/2021 and annually until Phoenix issues are resolved.

**Word Count: 88**

**RATIONALE**

Phoenix continues to have major impacts on members and damages would be a small compensation for the detriment members have endured over the years. Lobbying the federal government and Treasury Board Secretariat is specific, actionable and relevant to the issue.

Convention Decision \_\_\_\_\_

**RESOLUTION FIN-02**  
**RESOLUTION MODERNIZING THE PSAC FAMILY CARE POLICY**  
**(Covers FIN-01)**

The Committee recommends *concurrence* on Resolution FIN-02 which reads as follows:

**Originator: Prairie Region Council**

**WHEREAS** it is recognized that care for family members is a barrier to participation in the union;

**WHEREAS** diverse family and work situations demand fair consideration and appropriate accommodation

**BE IT RESOLVED THAT** PSAC undertake a review of the Family Care Policy once per cycle, including consultation with members who have utilized the policy, and implement appropriate changes.

**BE IT FURTHER RESOLVED THAT** the policy review include changes to reduce barriers and simplify the process for reimbursement.

**BE IT FURTHER RESOLVED THAT** review examines opportunities to expand and improve family care provisions to ensure equitable support across diverse family situations and reflect current costs.

**Word Count:** 105

**RATIONALE**

Although the Family Care Policy was updated in March 2025, barriers and limitations remain. This resolution establishes a regular review process to ensure the policy remains responsive, reflects current costs, and provides equitable support across diverse family situations. Ongoing evaluation is essential to reducing barriers and enabling full member participation.

Convention Decision \_\_\_\_\_

**RESOLUTION FIN-07 (1<sup>ST</sup>, 2<sup>ND</sup>, 3<sup>RD</sup> BIR Only)**  
**MAXIMUM NUMBER OF HOURS COMBINED FOR A TRAVEL/WORK/UNION BUSINESS DAY**

The Committee recommends *non-concurrence* in Resolution FIN-07 which reads as follows:

**Originator: Edmonton Area Council**

**WHEREAS** the PSAC travel policy does not include a maximum number of hours in a day worked or conducting union business in combination with travel; and

**WHEREAS** members travelling for PSAC events do so from different time zones often extending their day beyond 12 hours;

**BE IT RESOLVED THAT** PSAC amend the travel policy to state when Union business, and/or work occur on the same day as travel, the day shall not exceed 12 hours.

**BE IT FURTHER RESOLVED THAT** if the day would exceed 12 hours, members be permitted to travel the previous day and/or the following day as applicable, with full entitlements; and

**BE IT FURTHER RESOLVED THAT** if the day would exceed 12 hours, members be permitted to travel the previous day and/or the following day as applicable, with full entitlements.

**Word Count:** 142

**RATIONALE**

The Committee appreciates the intent of this resolution, which seeks to prevent excessively long days that combine travel with union business or event participation. However, the use of the term “shall” is overly prescriptive and may unintentionally restrict member choice. While the committee support efforts to reduce fatigue and remove participation barriers, we believe this proposal requires further refinement. The Committee encourages consideration of clearer guidance or a best-practice approach, such as promoting dedicated travel days for events.

Convention Decision \_\_\_\_\_

**RESOLUTION FIN-06**  
**DOMESTIC PET CARE POLICY**

The Committee recommends *non-concurrence* in Resolution FIN-06 which reads as follows:

**Originator: Westman Regional Women’s Committee**

**WHEREAS** members attending any union event should not incur any out-of-pocket expenses, and

**WHEREAS** members owning domestic pet(s), that require care while the member attends a union event, are currently incurring and responsible for all costs associated with such care, and

**WHEREAS** this cost may be a financial burden to some members and therefore, be a barrier to members from becoming involved with the union and attending union events:

**BE IT RESOLVED THAT** a new section be added to the current travel policy for Domestic Pet Care Allowance, and

**BE IT FURTHER RESOLVED THAT** members who will incur additional fees for care of a domestic household pet to attend an authorized PSAC activity be reimbursed to a maximum of \$40.00 per day for the first pet and \$20.00 per day for each additional pet, up to a maximum of 3 pets.

**Word Count:** 142

**RATIONALE**

The Committee supports the intent of this resolution; however, it does not provide a clear definition of “household pet”. The absence of a clear definition creates potential challenges.

Convention Decision \_\_\_\_\_

## **APPENDIX A**

### **RESOLUTIONS COVERED BY OTHER RESOLUTIONS**

- Resolution FIN-01 – covered by FIN-02
- Resolution FIN-03 – covered by FIN-05
- Resolution FIN-04 – covered by FIN-05

**RESOLUTION FIN-01**  
**FAMILY CARE POLICY REVIEW**  
**(Covered by FIN-02)**

**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 conduct a comprehensive review of the family care policy to improve transparency, consistency, access and flexibility for members in order to reduce barriers for members to participate in union activities.

**Word Count:** 128

**RESOLUTION FIN-03**  
**PET CARE POLICY**  
**(Covered by FIN-05)**

**Originator: USJE 30250**

**WHEREAS** members attending any union event should not incur any out-of-pocket expenses, and

**WHEREAS** members owning domestic pet(s), that require care while the member attends a union event, are currently incurring and responsible for all costs associated with such care, and

**WHEREAS** this cost may be a financial burden to some members and therefore, be a barrier to members from becoming involved with the union and attending union event.

**BE IT RESOLVED THAT** a new section be added to the current travel policy for Domestic Pet Care Allowance, and

**BE IT FURTHER RESOLVED THAT** members who will incur additional fees for care of a domestic pet, dog(s) or cat(s), to attend an authorized PSAC activity be reimbursed to a maximum of \$40.00 per day for the first pet and \$20.00 per day for each additional pet up to a maximum of 3 pets.

**Word Count: 143**

**RESOLUTION FIN-04**  
**PET CARE POLICY**  
**(Covered by FIN-05)**

**Originator: Calgary Area Council**

**WHEREAS** members attending any union event should not incur any out-of-pocket expenses, and

**WHEREAS** members owning domestic pet(s), that require care while the member attends a union event, are currently incurring and responsible for all costs associated with such care, and

**WHEREAS** this cost may be a financial burden to some members and therefore, be a barrier to members from becoming involved with the union and attending union event.

**BE IT RESOLVED THAT** a new section be added to the current travel policy for Domestic Pet Care Allowance, and

**BE IT FURTHER RESOLVED** that members who will incur additional fees for care of a domestic pet, dog(s) or cat(s), to attend an authorized PSAC activity be reimbursed to a maximum of \$40.00 per day for the first pet and \$20.00 per day for each additional pet, up to a maximum of 3 pets.

**Word Count:** 143

## **APPENDIX B**

### **“RULED OUT OF ORDER” RESOLUTIONS**

- RESOLUTION FIN-01 (last BIR only)
- RESOLUTION FIN-07 (last BIR only)

**RESOLUTION FIN-01 (last BIR Only)**  
**FAMILY CARE POLICY REVIEW**  
**(Covered by FIN-02)**

**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 difficult to provide care at PSAC events.

**BE IT FURTHER RESOLVED** that this review be completed and recommendations be considered by the Alliance Executive Committee within one year of the 2027 PSAC National Triennial Convention.

**Word Count: 128**

**RATIONALE**

Out of order as strict implementation deadlines are not permitted in resolutions.

**RESOLUTION FIN-07 (last BIR Only)**  
**MAXIMUM NUMBER OF HOURS COMBINED FOR A TRAVEL/WORK/UNION**  
**BUSINESS DAY**

**Originator: Edmonton Area Council**

**WHEREAS** the PSAC travel policy does not include a maximum number of hours in a day worked or conducting union business in combination with travel; and

**WHEREAS** members travelling for PSAC events do so from different time zones often extending their day beyond 12 hours;

**BE IT FURTHER RESOLVED** this change becomes effective immediately following the 2027 PSAC National Convention.

**Word Count:** 142

**RATIONALE**

Out of order as strict implementation deadlines are not permitted in resolutions outside encouraging completion within a convention cycle.



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# REPORT OF THE BYLAWS RESOLUTIONS COMMITTEE TO THE PRAIRIE REGION CONVENTION

**June 5 – June 7, 2026**  
**BMO Centre Stampede Park, Calgary, AB**

Marianne Hladun, PSAC Regional Executive Vice-President for the Prairie Region and the Prairie Region Council appointed Michelle Lang and Eric McCrimmon as Chairpersons of the 2026 Bylaws Resolutions Committee for the Triennial Convention. Sister Lang and Brother McCrimmon 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 Representative |
| Eric McCrimmon | CIU Branch President, Saskatchewan                   |

**Committee Members:**

|                 |  |
|-----------------|--|
| Amanda Wakeford | PRC Member, Separate Employer Representative                   |
| Madeline Lee    | PRC Member, Racially Visible Persons Representative            |
| Kristin Bowler  | PRC Member, South-East Manitoba<br>Geographical Representative |
| Jeff Sandelli   | USJE RVP CSC/PBC West  |

**Staff:**

|                   |   |
|-------------------|---|
| Tracy Thor        | PSAC Regional Representative, Winnipeg RO   |
| Yim Fung Chieh-Ho | PSAC Administrative Assistant, Saskatoon RO |

Any decision or recommendation made by the Resolutions Committee is subject to ratification by the delegates to the 2026 PSAC Prairie Region Triennial Convention. The Committee met and deliberated on February 28, 2026, and March 1, 2026, at the PSAC Calgary 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 concurrence priorities followed by all those resolutions with recommendations of non-concurrence.

The Committee established its 9 priorities as follows:

1. Resolution BYL-009
2. Resolution BYL-013
3. Resolution BYL-007 (1<sup>st</sup> BIR only)
4. Resolution BYL-005
5. Resolution BYL-012

6. Resolution BYL-003
7. Resolution BYL-014
8. Resolution BYL-015
9. Resolution BYL-017

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

- Resolutions BYL-016, BYL-010, BYL-001, BYL-011 (1<sup>st</sup> BIR only), BYL-002

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

- Resolutions BYL-006 (1<sup>st</sup> BIR only), BYL-008 (1<sup>st</sup> BIR only), BYL-004

The following resolutions were ruled **out of order** (Appendix B):

- Resolutions BYL-006 (2<sup>nd</sup> BIR only), BYL-007 (2<sup>nd</sup> BIR only), BYL-008 (2<sup>nd</sup> BIR only), BYL-011 (2<sup>nd</sup> BIR only)

The Chairpersons of the Committee would like to acknowledge and thank each 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

Eric McCrimmon  
Committee Co-Chair

**RESOLUTION BYL-009**  
**PRC BYLAWS - REMOVAL OF DUPLICATE BYLAW**

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

**Originator: Prairie Region Council**

**WHEREAS** the Prairie Region Council requirement to promote affiliation with federations of labour and labour councils is listed in both Section 2: Mandate and Section 3: Objectives of the PSAC Prairie Region Bylaws.

**WHEREAS** This is a duplication of entry and a simplification of the bylaws is possible without loss of impact or effect.

**BE IT RESOLVED THAT** the following be removed from the PSAC Prairie Region Bylaws:

Section 3: Objectives

*“Sub-Section (8) Strive to encourage affiliations to, and participation in, the Federations of Labour and Labour Councils in the Prairie Region.”*

**Word Count:** 68 (+24 words constitutional language)

**RATIONALE:**

This is housekeeping to remove the duplication of language in Section 3 Sub-Section (8) Prairie Region Bylaws which is already covered in Section 2 (e). Removal of the duplication will have no effect on how Prairie Region Council operates.

Convention Decision \_\_\_\_\_

**RESOLUTION BYL-013**  
**STRENGTHENING REGIONAL REPRESENTATION AT PSAC NATIONAL**  
**CONVENTION**

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

**Originator: Prairie Region Council**

**WHEREAS** regionalization of PSAC is essential to ensure effective representation of members from coast to coast to coast.

**WHEREAS** Regional Councils are responsible to guide regional initiatives within PSAC and provide unique perspectives that must be considered in the national operation of PSAC

**BE IT RESOLVED THAT** each regional council be allocated two delegates to the PSAC National Triennial Convention.

**BE IT FURTHER RESOLVED THAT** regional council delegates shall be elected from members of the council at a regional council meeting.

**Word Count:** 81

**RATIONALE:**

At the PSAC National Triennial Convention, regional councils are currently only represented by their REVP. This resolution increases regional representation by adding delegates to strengthen regional perspective.

Convention Decision \_\_\_\_\_

**RESOLUTION BYL-007 (1<sup>st</sup> BIR Only)**  
**REVP RESIDENCY REQUIREMENT**  
**(Covers Resolution BYL-006 and BYL-008)**

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

**Originator: USJE 30250**

**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. The AEC may approve alternate arrangements on a case by case basis in consideration of accommodation needs.

**Word Count:** 82 (+94 words constitutional language)

**RATIONALE:**

In consideration of accommodation needs and work life balance, this change removes barriers which will expand the pool of potential candidates for the position of REVP.

Convention Decision \_\_\_\_\_

**RESOLUTION BYL-005**  
**AREA COUNCIL RESOLUTIONS**  
**(Covers Resolution BYL-004)**

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

**Originator: Calgary Area Council**

**WHEREAS** Area Councils play an important role in PSAC operations and engagement.

**WHEREAS** there may be a need for Area Councils to submit resolutions to the PSAC National Triennial Convention to address new or emerging trends.

**WHEREAS** the National Triennial Convention is the supreme governing body of the PSAC and resolutions of importance should be considered by the delegates to convention

**BE IT RESOLVED THAT** PSAC amend Section 14 Sub-Section (14) (b) of the PSAC Constitution to be, “At a general meeting held at least six (6) months prior to the regular National Triennial Convention of the PSAC, an Area Council shall have the right to adopt resolutions for consideration by delegates to the forthcoming National Triennial Convention of the PSAC.”

**Word Count:** 78 (+43 words constitutional language)

**RATIONALE:**

This resolution will remove the NBOD’s involvement in the review and referral of Area Council resolutions to National Triennial Convention. This resolution enables Area Councils to submit resolutions directly to the PSAC National Triennial Convention.

Convention Decision \_\_\_\_\_

**RESOLUTION BYL-012**  
**ENHANCING LEADERSHIP DEVELOPMENT FOR ALTERNATE REVPS**

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

**Originator: Prairie Region Council**

**WHEREAS** the development of our current and future leaders is critical to the long-term success of PSAC.

**WHEREAS** engagement and learning at decision-making forums is paramount to developing and mentoring of our future national leaders

**BE IT RESOLVED THAT** once per three-year cycle, the Alternate REVP in each region be invited to attend and observe in person, an Alliance Executive Committee meeting.

**BE IT FURTHER RESOLVED THAT** once per three-year cycle, the Alternate REVP in each region be invited to attend and observe in person, a National Board of Directors meeting.

**BE IT FURTHER RESOLVED THAT** the costs related to the Alternate REVP participation in the National Board of Directors and Alliance Executive Committee meetings be covered by PSAC National.

**Word Count:** 120

**RATIONALE:**

This resolution supports leadership development by giving the opportunity to attend and observe AEC and NBOD meetings. It also enhances preparedness if Alternate REVPS are required to step into the role of REVP during their term.

Convention Decision \_\_\_\_\_

**RESOLUTION BYL-003**  
**LATE DELEGATE SUBMISSIONS FOR PSAC CONVENTIONS**

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

**Originator: Edmonton Area Council**

**WHEREAS** Convention is the supreme governing body of the union and all members deserve to be represented to the greatest extent possible.

**WHEREAS** there are a wide variety of reasons that a local may not register a delegate on time.

**WHEREAS** Unanimous acceptance of late delegates to convention is a significant barrier that leads to immense impact of an individual as opposed to the collective agreement of the convention floor

**BE IT RESOLVED THAT** PSAC Regulation 8 be amended to reflect that late delegates will be accepted and seated as delegates based on two-third majority vote.

**Word Count:** 96

**The following members of the committee wishes to be recorded against the committee's recommendation: Michelle Lang and Amanda Wakeford**

This recommendation is moved by Eric McCrimmon and seconded by Jeff Sandelli.

**RATIONALE:**

This resolution seeks to change the threshold required to accept late delegates, recognizing that most processes requiring a vote within the union do not require unanimous consent. A two-third majority requirement would still empower the convention floor to make the decision.

Convention Decision \_\_\_\_\_

**RESOLUTION BYL- 014**  
**PRC BYLAWS – PRC BYLAWS UPDATING LANGUAGE**

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

**Originator: Prairie Region Council**

**WHEREAS** resolution was passed at the 2024 PSAC National Triennial to update terminology; and

**WHEREAS** the current Prairie Region Bylaws are not consistent

**BE IT RESOLVED THAT** all references to Racially Visible in the Prairie Region Bylaws and Regulations be changed to Racialized; and

**BE IT FURTHER RESOLVED THAT** all references to Persons with Disabilities in the Prairie Region Bylaws and Regulations be changed to Access.

**Word Count:** 66

**BYLAW AMENDMENT**

**SECTION 3**  
**OBJECTIVES**  
*Sub-Section (6)*

*Strive to promote the organization, operation and sustainability of Area Councils, Regional Women’s, Human Rights, Indigenous Peoples, ~~Racially Visible~~ Racialized Persons, Pride, Young Workers and Access Committees within the Prairie Region.*

**SECTION 5**  
**STRUCTURE OF THE PRAIRIE REGION COUNCIL**

*The PRC shall consist of:*

*(g) one representative for ~~Racially Visible~~ Racialized Persons*

**SECTION 6**  
**PRAIRIE REGION COUNCIL MEMBERS ROLES AND RESPONSIBILITIES**  
*Sub-Section (6)*

*The Equity Group Representatives (Indigenous Peoples, Persons with Disabilities, ~~Racially Visible~~ Racialized Persons and 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) shall:*

- (b) *promote the establishment of Pride, Access, Indigenous Peoples, ~~Racially Visible~~ Racialized Persons or Human Rights Committees in the Prairie Region as per Section 15 of the PSAC Constitution including attending a minimum of one meeting in each geographic location per calendar year in person or via phone;*
- (c) *communicate with the Prairie Region Pride, Access, Indigenous Peoples, ~~Racially Visible~~ Racialized Persons or Human Rights Committees;*
- (e) *submit a written report of the representative's activities and those of the Prairie Region Pride, Access, Indigenous Peoples, ~~Racially Visible~~ Racialized Persons or Human Rights Committees to the Prairie Region Pride, Access, Indigenous Peoples, ~~Racially Visible~~ Racialized Persons or Human Rights Committees, the PRC meetings and the Prairie Region Triennial Convention;*

**SECTION 9  
PRAIRIE REGION TRIENNIAL CONVENTION**

*Sub-Section (1)*

- (d) *The PRC shall be responsible for producing and distributing the Prairie Region Triennial Convention Report to all Convention delegates, Locals/Branches, Regional Women's Committees, Access, Pride, Indigenous Peoples, ~~Racially Visible~~ Racialized Persons, Young Workers or Human Rights Committees and Area Councils within six (6) months of Convention.*

*Sub-Section (3)*

- (b) *The PRC shall be responsible for producing and distributing the Prairie Region Triennial Convention Report to all Convention delegates, Locals/Branches, Regional Women's Committees, Access, Pride, Indigenous Peoples, ~~Racially Visible~~ Racialized Persons, Young Workers or Human Rights Committees and Area Councils within six (6) months of Convention.*

**SECTION 11  
ELECTIONS AT THE PRAIRIE REGION TRIENNIAL CONVENTION**

*Sub-section (5)*

- (iii) *The Equity Group Representative, their Alternate, and their Second Alternate for the Indigenous Peoples, Persons with Disabilities, ~~Racially Visible~~ Racialized Persons and 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) shall be 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.*

**SECTION 12**  
**AREA COUNCILS**  
Sub-Section (3)

*A Representative from an Access, Pride, Indigenous Peoples, ~~Racially Visible~~ Racialized Persons, Young Workers or Human Rights Committees shall have the right to join the Area Council that falls within their geographic jurisdiction, with full voice and vote.*

**SECTION 5**  
**STRUCTURE OF THE PRAIRIE REGION COUNCIL**

The PRC shall consist of:  
(f) one representative for ~~Persons With Disabilities~~ Access

**SECTION 6**  
**PRAIRIE REGION COUNCIL MEMBERS ROLES AND RESPONSIBILITIES**

Sub-Section (6)  
*The Equity Group Representatives (Indigenous Peoples, ~~Persons with Disabilities~~ Access, Racially Visible Persons and 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) shall:*

**SECTION 11**  
**ELECTIONS AT THE PRAIRIE REGION TRIENNIAL CONVENTION**

Sub-Section (5)(c)  
*(iii) The Equity Group Representative, their Alternate, and their Second Alternate for the Indigenous Peoples, ~~Persons with Disabilities~~ Access, Racially Visible and 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) shall be 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.*

RATIONALE:  
This resolution aligns the Prairie Region Bylaws with the changes to the PSAC Constitution approved at the 2024 PSAC National Triennial Convention.

Convention Decision \_\_\_\_\_

**RESOLUTION BYL-015**  
**PRC BYLAWS - PR BYLAWS SECTION 15**

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

**Originator: Prairie Region Council**

**WHEREAS** the PSAC Constitution Section 15 refers to Pride and includes the full text of the acronym 2SLGBTQIA+ which defines who can participate; and

**BE IT RESOLVED THAT** all references to 2SLGBTQIA+ in the Prairie Region Bylaws and Regulations be referred to as Pride.

**Word Count:** 44

**BYLAW AMENDMENT**

**SECTION 5**  
**STRUCTURE OF THE PRAIRIE REGION COUNCIL**

*The PRC shall consist of:*

- (h) *one representative for 2SLGBTQIA+ Pride (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);*

**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, Queer, Intersex, Asexual, and other forms of sexual orientation and gender expression, such as genderqueer or gender non-conforming persons) Pride) shall:*

**SECTION 11**

**ELECTIONS AT THE PRAIRIE REGION TRIENIAL CONVENTION**

Sub-Section(5) (c)

(iii) *The Equity Group Representative, their Alternate, and their Second Alternate for the Indigenous Peoples, Persons with Disabilities, Racially Visible and ~~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)~~ Pride shall be 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.*

RATIONALE:

This resolution aligns the Prairie Region Bylaws with the changes to the PSAC Constitution approved at the 2024 PSAC National Triennial Convention.

Convention Decision \_\_\_\_\_

**RESOLUTION BYL-017**  
**PRC BYLAWS - PR BYLAWS SECTION 10**  
**As amended**

The committee recommends **concurrence** in Resolution BYL-017 which reads as follows:

**Originator: Prairie Region Council**

**WHEREAS** a resolution was passed at the 2024 PSAC National Triennial Convention to add two delegates from each Young Worker Committee to their respective Regional Convention|

**WHEREAS** the current Prairie Region Bylaws are not consistent

**BE IT RESOLVED THAT** to change Section 10(2)(G) in the Prairie Region Bylaws to read:

Section 10(2)(g) Each **active** Regional Young Workers Committee shall be entitled to elect two (2) delegates;

**Word Count:** 49 (+15 words constitutional language)

**BYLAW AMENDMENT**

**SECTION 10**

**REPRESENTATION AND VOTING AT THE PRAIRIE REGION TRIENNIAL CONVENTION**

**Sub-Section (2)**

*(g) Each active Regional Young Workers Committee shall be entitled to elect ~~(1)~~ (2) delegates;*

**RATIONALE:**

This resolution as amended, aligns the Prairie Region Bylaws with changes to the PSAC Constitution approved at the 2024 PSAC National Triennial Convention. The word "active" was originally missing in error from the Prairie Region Bylaws, and therefore this amendment was ruled in order.

Convention Decision \_\_\_\_\_

**RESOLUTION BYL-016**

**FINANCES AND COLLECTIONS OF MEMBERSHIP FEES SUB SECTION (2)**

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

**Originator: Prairie Region Council**

**WHEREAS** Section 13, Sub-section (2) of the Prairie Region Bylaws say "*Membership fees levied by the PRC shall be established by the Prairie Region Triennial Convention*";

**WHEREAS** we have never levied fees;

**BE IT RESOLVED THAT** Section 13; Sub-Section (2) of the Prairie Region Bylaws be removed.

**Word Count:** 32 (+15 words constitutional language)

**RATIONALE:**

While the intent of this resolution is to remove unnecessary language, the Committee identified that this Section of the Prairie Region Bylaws allows Prairie Regional Triennial Convention floor to establish fees rather than Prairie Region Council itself, as would be afforded by Section 16 Sub-Section(2)(a) of the PSAC Constitution.

Convention Decision \_\_\_\_\_

**RESOLUTION BYL-010**  
**PRC REPRESENTATIVE SUPPORT**

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

**Originator: Prairie Region Council**

**WHEREAS** the vast size of the Prairie Region may lead to limitations in council member local availability.

**WHEREAS** there are sixteen representatives across the Region.

**BE IT RESOLVED THAT** the following be added to the PSAC Prairie Region Bylaws Section 6, Sub-Sections (2) thru (9) for each PRC Representative's position:

Whenever possible, and upon request, assist other PRC representatives to provide local support to committees, area councils or locals/branches in their geographic area.

**Word Count:** 51 (+22 words constitutional language)

**RATIONALE:**

While the Committee understands the intent of this resolution, this would inadvertently add this responsibility to the PSAC Prairie Region Bylaws Section 6 Sub-Section (3) for the second Alternate REVP who does not sit on the Prairie Region Council as a sworn officer.

Convention Decision \_\_\_\_\_

**RESOLUTION BYL-001**  
**AREA COUNCIL DELEGATES AT PSAC REGIONAL TRIENNIAL CONVENTIONS**

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

**Originator: Edmonton Area Council**

**WHEREAS** Area Councils are increasingly tasked with member engagement, mobilization events, federal and provincial political actions; an

**WHEREAS** PSAC Regional Conventions are a governing body of our union to address and implement improvement and direct political action and decisions that govern our union;

**BE IT RESOLVED THAT** the formula for fully funded conventions be modified to include two delegates from each Area Council in the region; and

**BE IT FURTHER RESOLVED THAT** section 16 sub section (6)(c) of the PSAC Constitution be amended as follows: "Each active Area Council shall be entitled to elect two (2) delegates".

**Word Count:** 85 (+12 words constitutional language)

**RATIONALE:**

Area councils are currently afforded one delegate per the PSAC Constitution Section 16 Sub section (6)(c). This committee feels that Area Council attendees represent their Locals or Branches of Components, DCLs and constitutional recognized committees, and therefore are adequately represented by the current formula.

Convention Decision \_\_\_\_\_

**RESOLUTION BYL-011 (1st BIR Only)**  
**REVIEWING PSAC'S STRUCTURE TO STRENGTHEN REGIONAL CAPACITY**

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

**Originator: Prairie Region Council**

**WHEREAS** Regionalization was implemented almost 30 years ago for most regions and no substantial review has been conducted; and

**WHEREAS** regionalization should be an ongoing process to review and expand opportunities for regions to meet the needs of their members in a way that makes sense for that region

**BE IT RESOLVED THAT** PSAC initiate a comprehensive review of regionalization using external parties to conduct consultations of stakeholders, prepare an analysis of the state of regionalization today and present recommendations for expansion of regionalization

**Word Count:** 116

**RATIONALE:**

This resolution lacks clarity, presumes the recommendation for expansion of regionalization, does not identify who would receive this report.

Convention Decision \_\_\_\_\_

**RESOLUTION BYL-002**  
**DELEGATE ENTITLEMENT FOR CONVENTION**

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

**Originator: Westman Area Council**

**WHEREAS** Locals are required to represent members whether they are RAND or full members in workplace issues it is only fair that they be given authority to represent all members at conventions; and

**WHEREAS** Locals have no control over member registration with PSAC beyond gathering signed cards or requesting members complete an online membership registration. The membership registration may or may not be completed by PSAC due to errors or electronic issues further penalizing the member and the Local.

**BE IT RESOLVED THAT** for the purpose of determining the number of delegates to which each Local shall be entitled for any Triennial, National, or Special Convention, the membership of each Local shall be the number for which the Union received dues during a month which is between twelve (12) and six (6) months prior to the Convention.

**Word Count:** 137

**RATIONALE:**

While the Committee acknowledges maintaining accurate membership lists and signing up of RANDS can be challenging, this resolution would require changing the definition of a dues-paying member in the PSAC Constitution which does not resolve the underlying issues.

Convention Decision \_\_\_\_\_

## **APPENDIX A**

### **“COVERED BY” RESOLUTIONS**

- Resolution BYL-006 (1<sup>st</sup> BIR Only) and Resolution BYL-008 (1<sup>st</sup> BIR Only) are covered by BYL-007 (1<sup>st</sup> BIR Only)
- Resolution BYL-004 is covered by BYL-005

**RESOLUTION BYL-006 (1<sup>st</sup> BIR Only)**  
**REVP RESIDENCY REQUIREMENTS**  
**(Covered by Resolution BYL-007)**

**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 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. The AEC may approve alternate arrangements on a case by case basis in consideration of accommodation needs”

**Word Count:** 82 (+94 words constitutional language)

**RESOLUTION BYL-008 (1st BIR Only)**  
**MODERNIZING RESIDENCY REQUIREMENTS FOR REVP**  
**(Covered by Resolution BYL-007)**

**Originator: Lethbridge and District Area Council**

**WHEREAS** the Public Service Alliance of Canada (PSAC) has demonstrated through its support of remote work that it is not necessary for a Regional Executive Vice-President (REVP) to report to a specific physical office in order to effectively conduct union business, and that REVPs can successfully liaise with staff through virtual means; and

**WHEREAS** imposing geographical relocation requirements for REVP candidates to reside in a specific regional office location creates unnecessary barriers to candidacy, particularly for members with family, caregiving, or other accommodation needs;

**BE IT RESOLVED THAT** PSAC amend Section 18, subsection (3)(b) to read as follows:

“Nominees for the Atlantic, Quebec, Ontario, Prairies, British Columbia, North, and National Capital Region REVP positions shall be prepared to live in a location where there is a PSAC Regional Office within the region they represent. The Alliance Executive Committee (AEC) may approve alternate arrangements on a case-by-case basis, taking into consideration accommodation needs.”

**Word Count:** 113 (+105 words constitutional language)

**RESOLUTION BYL-004**  
**EMPOWERING AREA COUNCILS TO SUBMIT RESOLUTIONS DIRECTLY TO**  
**NATIONAL CONVENTION**  
**(Covered by Resolution BYL-005)**

**Originator: Lethbridge and District Area Council**

**WHEREAS** Section 14(b) of the PSAC Constitution currently states that “Area Council resolutions to National Triennial Conventions must be submitted to the National Board of Directors six (6) months prior to the Convention”;

**WHEREAS** this process requires Area Council resolutions to pass through the National Board of Directors, creating an unnecessary administrative barrier between grassroots members and the National Triennial Convention;

**WHEREAS** Area Councils are directly established under the PSAC Constitution and serve as the primary link between Locals, Components, and the broader membership within their regions; and

**WHEREAS** empowering Area Councils to submit resolutions directly to the National Triennial Convention would strengthen democratic participation, enhance regional representation, and reflect the principle of member-driven governance within PSAC;

**BE IT RESOLVED THAT** Section 14(b) of the PSAC Constitution be amended to read: “At a general meeting held at least six (6) months prior to the regular National Triennial Convention of the PSAC, an Area Council shall have the right to adopt resolutions for consideration by delegates to the forthcoming National Triennial Convention of the PSAC”

**Word Count:** 108 (+66 words constitutional language)

## **APPENDIX B**

### **“RULED OUT OF ORDER” RESOLUTIONS**

- Resolution BYL-006 (2<sup>nd</sup> BIR only)
- Resolution BYL-007 (2<sup>nd</sup> BIR only)
- Resolution BYL-008 (2<sup>nd</sup> BIR only)
- Resolution BYL-011 (2<sup>nd</sup> BIR only)

**RESOLUTION BYL-006 (2<sup>nd</sup> BIR Only)**  
**REVP RESIDENCY REQUIREMENTS**

**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 candidates, especially those with families.

**BE IT FURTHER RESOLVED THAT** PSAC change Section 18, subsection (3)(c) to read, "Nominees for all full-time officers of the AEC shall be prepared to live in the Ottawa/Gatineau area or a location where there is a PSAC Regional Office if elected; and be governed by the PSAC elections expenditure Regulation enacted by the NBoD."

**Word Count:** 82 (+94 words constitutional language)

**RATIONALE:**

Second BIR is out of order. This change would contravene the PSAC Constitution Section 18 (3)(a) requiring the National President and NEVP to live in the NCR.

**RESOLUTION BYL-007 (2<sup>nd</sup> BIR Only)**  
**REVP RESIDENCY REQUIREMENT**

**Originator: USJE 30250**

**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 FURTHER RESOLVED THAT** PSAC change Section 18, subsection (3)(c) to read, "Nominees for all full-time officers of the AEC shall be prepared to live in the Ottawa/Gatineau area or a location where there is a PSAC Regional Office if elected; and be governed by the PSAC elections expenditure Regulation enacted by the NBoD."

**Word Count:** 82 (+94 words constitutional language)

**RATIONALE:**

Second BIR is out of order. This change would contravene the PSAC Constitution Section 18 (3)(a) requiring the National President and NEVP to live in the NCR.

**RESOLUTION BYL-008 (2<sup>nd</sup>BIR Only)**  
**MODERNIZING RESIDENCY REQUIREMENTS FOR REVP**

**Originator: Lethbridge and District Area Council**

**WHEREAS** the Public Service Alliance of Canada (PSAC) has demonstrated through its support of remote work that it is not necessary for a Regional Executive Vice-President (REVP) to report to a specific physical office in order to effectively conduct union business, and that REVPs can successfully liaise with staff through virtual means; and

**WHEREAS** imposing geographical relocation requirements for REVP candidates to reside in a specific regional office location creates unnecessary barriers to candidacy, particularly for members with family, caregiving, or other accommodation needs;

**BE IT FURTHER RESOLVED THAT** PSAC amend Section 18, subsection (3)(c) to read as follows:

“Nominees for all full-time officers of the Alliance Executive Committee (AEC) shall be prepared to live in the Ottawa–Gatineau area or in a location where there is a PSAC Regional Office if elected, and shall be governed by the PSAC Elections Expenditure Regulations enacted by the National Board of Directors.”

**Word Count:** 113 (+105 words constitutional language)

**RATIONALE:**

Second BIR is out of order. This change would contravene the PSAC Constitution Section 18 (3)(a) requiring the National President and NEVP to live in the NCR.

**RESOLUTION BYL-011 (2nd BIR Only)**  
**REVIEWING PSAC'S STRUCTURE TO STRENGTHEN REGIONAL CAPACITY**

**Originator: Prairie Region Council**

**WHEREAS** Regionalization was implemented almost 30 years ago for most regions and no substantial review has been conducted; and

**WHEREAS** regionalization should be an ongoing process to review and expand opportunities for regions to meet the needs of their members in a way that makes sense for that region

**BE IT FURTHER RESOLVED THAT** this review of regionalization be completed before the 2030 PSAC National Triennial Convention resolutions deadline to allow for any required constitutional amendments to be submitted to convention.

**Word Count:** 116

**RATIONALE:**

Second BIR is out of order. Strict implementation deadlines are not permitted in resolutions outside encouraging completion within a convention cycle.



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# REPORT OF THE GENERAL RESOLUTIONS COMMITTEE TO THE PRAIRIE REGION CONVENTION

June 05 – 07, 2026

BMO Centre Stampede Park, Calgary, AB

Marianne Hladun, PSAC Regional Executive Vice-President for the Prairie Region and the Prairie Region Council appointed Sherry Hunt and Aaron Swerdlyk as Committee Chairpersons of the 2026 General Resolutions Committee for the 2026 Prairie Region Triennial Convention. Sherry Hunt and Aaron Swerdlyk welcomed and worked with the General Resolutions Committee members during the deliberations. The members of the Committee are as follows:

## **Chairpersons:**

|                |   |
|----------------|---|
| Sherry Hunt    | PRC Member, Regional Women’s Committees Representative      |
| Aaron Swerdlyk | Agriculture Union, Fourth National Executive Vice-President |

## **Committee Members:**

|                    |  |
|--------------------|--|
| Stasi L’Hirondelle | PRC Member, Northern Alberta Geographical Representative                           |
| Tim Hubick         | PRC Member, Persons with Disabilities (PWD) Representative                         |
| Dana-Lee Armstrong | Union of Health and Environment Workers,<br>Regional Vice-President (RVP) Manitoba |

## **Staff:**

|                |  |
|----------------|--|
| Diane White    | PSAC Regional Representative, Regina RO  |
| Keith Gauthier | PSAC Administrative Assistant, Regina RO |

Any decision or recommendation made by the Resolutions Committee is subject to ratification by the delegates to the 2026 PSAC Prairie Region Triennial Convention. The Committee met and deliberated on February 28, 2026 at the PSAC Calgary Regional Office.

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

The following resolutions were moved by Sherry Hunt and seconded by Stasi L’Hirondelle.

1. Resolution GEN-002
2. Resolution GEN-020

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 GEN-013
2. Resolution GEN-007
3. Resolution GEN-004
4. Resolution GEN-005
5. Resolution GEN-006
6. Resolution GEN-003
7. Resolution GEN-017
8. Resolution GEN-009
9. Resolution GEN-020
10. Resolution GEN-002

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

- Resolution GEN-001, GEN-010

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

- Resolution GEN-008 – covered by GEN-009
- Resolution GEN-011 – covered by GEN-013
- Resolution GEN-012 – covered by GEN-013
- Resolution GEN-014 – covered by GEN-013
- Resolution GEN-015 – covered by GEN-013
- Resolution GEN-016 – covered by GEN-013
- Resolution GEN-018 – covered by GEN-017
- Resolution GEN-019 – covered by GEN-017

The Chairpersons of the Committee would like to acknowledge and thank the Resolution Committee members; and acknowledge the dedication of the PSAC Staff representatives, their hard work and important contributions during our deliberations; and confirming the finalization of the report.

Respectfully submitted on behalf of the Committee,

Sherry Hunt  
Committee Co-Chair

Aaron Swerdlyk  
Committee Co-Chair

**RESOLUTION GEN-013**  
**RECOGNIZING PREGNANCY LOSS BEFORE 20 WEEKS**  
**(COVERS GEN-011, GEN-012, GEN-014, GEN-015, GEN-016)**

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

**Originator: PSAC Local 40005**

**WHEREAS** if a pregnancy ends in week 20 or later, EI maternity benefits are available to the person who was pregnant; and

**WHEREAS** there are no EI benefits to the non-pregnant parent suffering from the loss due to miscarriage, termination or stillbirth; other than utilizing sick leave if approved:

**BE IT RESOLVED** THAT PSAC lobbies the federal government to amend EI benefits to provide 4 weeks maternity leave for miscarriage, termination or stillbirth if the pregnancy ends before 20 weeks for the pregnant person; and

**BE IT FURTHER RESOLVED** THAT PSAC lobbies the federal government to provide 4 weeks of special leave benefits to the non-pregnant parent suffering from a loss due to miscarriage, termination or stillbirth at any gestational period.

**Word Count:** 121

**RATIONALE:**

Members should be able to take leave in these circumstances; supporting leave for all parents is a priority for PSAC. PSAC should continue to advocate for equitable leave to ensure that members have the ability to take time to process and grieve without worry of depleting sick or vacation leave.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-007**  
**REGIONAL YOUNG WORKERS CONFERENCE**

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

**Originator: Southern Saskatchewan Area Council**

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

**WHEREAS** PSAC has made provisions for the establishment of Young Workers Committees; and

**WHEREAS** there is currently no provision for members who are Young Workers to maintain links and connect between National Young Worker Conferences:

**BE IT RESOLVED** THAT PSAC allocate necessary resources and funds to establish Regional Young Workers Conferences once per three-year cycle.

**Word Count:** 68

**RATIONALE:**

Providing young workers with a place to build connections will improve engagement within PSAC and the broader labour movement. Currently this group is under represented at most decision-making tables. This conference will support Young Worker engagement, and succession planning.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-004**  
**REGIONAL PRIDE CONFERENCE**

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

**Originator: Southern Saskatchewan Area Council**

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

**WHEREAS** PSAC has made provisions for the establishment of Human Rights Committees; and

**WHEREAS** there is currently no provision for Pride members to maintain links and connect between National Pride Conferences:

**BE IT RESOLVED THAT PSAC** allocate necessary resources and funds to establish Regional Pride Conferences once per three-year cycle.

**Word Count:** 63

**RATIONALE:**

Similar to Racialized Members' conferences, designated conferences for 2SLGBTQIA+ members, will provide an opportunity for equity deserving members to connect, strategize, organize, and build community within their regions. Currently, there are no regional conferences for this equity deserving group. This conference would provide an opportunity to identify region-specific issues and training, and encourage members to become active in their union, workplace and committees.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-005**  
**REGIONAL INDIGENOUS CONFERENCE**

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

**Originator: Southern Saskatchewan Area Council**

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

**WHEREAS** PSAC is seeing an increasing number of Indigenous members across the country; and

**WHEREAS** PSAC has made provisions for the establishment of Human Rights Committees/Indigenous Peoples' Circles; and

**WHEREAS** there is currently no provision for Indigenous members to maintain links and connect between National Indigenous Peoples' Conferences:

**BE IT RESOLVED** THAT PSAC allocate necessary resources and funds to establish Regional Indigenous Peoples' Conferences once per three-year cycle.

**Word Count:** 82

**RATIONALE:**

Similar to Racialized Member conferences, designated conferences for Indigenous Members, will provide an opportunity for equity deserving members to connect, strategize, organize, and build community within their regions. Currently, there are no regional conferences for this equity deserving group. This conference would provide an opportunity to identify region-specific issues and training, and encourage members to become active in their union, workplace and committees.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-006**  
**REGIONAL ACCESS CONFERENCE**

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

**Originator: Southern Saskatchewan Area Council**

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

**WHEREAS** PSAC is seeing an increasing number of Access members across the country; and

**WHEREAS** PSAC has made provisions for the establishment of Human Rights Committees; and

**WHEREAS** there is currently no provision for Access members to maintain links and connect between National Access Conferences:

**BE IT RESOLVED THAT** PSAC allocate necessary resources and funds to establish Regional Access Conferences once per three-year cycle.

**Word Count:** 78

**RATIONALE:**

Similar to Racialized Member conferences, designated conferences for Access members, will provide an opportunity for equity deserving members to connect, strategize, organize, and build community within their regions. Currently, there are no regional conferences for this equity deserving group. This conference would provide an opportunity to identify region-specific issues and training, and encourage members to become active in their union, workplace and committees.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-003**  
**FUNDING FOR MATURE WOMEN’S RESEARCH AND EDUCATION**

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

**Originator: Winnipeg Regional Women’s Committee**

**WHEREAS** underfunding, lack of mature women’s health research and education have led to significant gaps in knowledge and care for women; and

**WHEREAS** women require evidence-based resources to empower them to make informed choices on their health care; and

**WHEREAS** investing in women’s health research is a matter of equity and sound public health policy, as it can lead to advancements in diagnosis and better treatment for mature women:

**BE IT RESOLVED** that PSAC lobby the federal government to increase funding for mature women’s health research on issues such as perimenopause, menopause, and post menopause; and

**BE IT FURTHER RESOLVED** that PSAC lobby the federal government to fund national Mature Women educational programs to educate women and help eliminate stigma on natural life transitions from perimenopause to menopause, and then to post menopause.

**Word Count:** 133

**RATIONALE:**

Underfunding and lack of mature women’s health research and education have led to significant gaps in knowledge and care for women. Investing in women’s health research is a matter of equity and sound public health policy, as it can lead to advancements in diagnosis and better treatment for mature women.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-017**  
**UNDERSTANDING PSAC ROLE IN COLONIAL OPPRESSION**  
**(Covers GEN-18, GEN-019)**

The committee recommends **concurrence** in Resolution GEN-017 which reads as follows:

**Originator: PSAC 40005**

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

**WHEREAS** the last residential school in Canada closed in 1996; and

**WHEREAS PSAC** has been representing public service workers since 1967:

**BE IT RESOLVED THAT** PSAC undertakes an in depth investigation to understand the true role that certain PSAC represented positions may have had in the residential school system, the Sixties Scoops, and other acts of colonial oppression of Indigenous people, and publish a report on these findings.

**Word Count:** 86

**RATIONALE:**

PSAC must continue to meaningfully engage in the process of Truth and Reconciliation. This includes actions that lead to healing, understanding and reparations. As difficult, challenging, and painful as our past may be, as a trade union that may have represented positions involved in this dark chapter of Canadian history, PSAC must act with purpose, honesty, and transparency.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-009**  
**NATIONAL DAY FOR TRUTH AND RECONCILIATION**  
**(Covers GEN-008)**

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

**Originator: DCL 40005**

**WHEREAS** Truth and Reconciliation Day was created in response to Call to Action #80 from the Truth and Reconciliation Commission of Canada, following the discovery of unmarked graves at former schools.

**WHEREAS** this day honors survivors, acknowledges the suffering, abuse, and loss experienced by Indigenous children and their families. Remembers lost children, honors the thousands of children who died in residential schools and never returned home, and drives reconciliation, which is a crucial step in the reconciliation process, encouraging Canadians to learn the truth and commit to a better future.

**WHEREAS** this day is recognized federally as a statutory holiday

**BE IT RESOLVED** that PSAC lobbies all municipal, provincial and territorial governments to proclaim September 30th as a statutory holiday for all.

**Word Count:** 122

**RATIONALE:**

Many provinces, territories and municipalities recognize the National Day for Truth and Reconciliation (September 30) as a statutory holiday as it was one of the 94 calls to action from the Truth and Reconciliation Commission of Canada. Other provinces generally treat it as a day of commemoration or leave it to employers to decide. September 30 is intended to honour Indigenous children who never returned home from residential schools, as well as Survivors and their families. Making it a statutory holiday creates protected time for all Canadians to pause, learn, and reflect, rather than letting the day pass unnoticed during regular work or school schedules.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-020**  
**UNIVERSAL ACCESS TO WOMEN'S HEALTH CARE**

The committee recommends **concurrence** in Resolution GEN-020 which reads as follows:

**Originator: Lethbridge Regional Women's Committee**

**WHEREAS** women's health care support levels are unavailable, underfunded, untimely, and not universal across Canada; and

**WHEREAS** women's health issues require accredited and timely medical attention; and

**WHEREAS** travel costs and limited options for safe travel to access women's health care can be prohibitive for women in rural and remote communities;

**BE IT RESOLVED** THAT the Public Service Alliance of Canada (PSAC) advocate for and lobby federal, provincial, and territorial governments, within their respective jurisdictions, for adequately funded women's health programs that ensure equitable access to comprehensive women's health care services regardless of geographic location, including access to timely, 24-hour, year-round care; and

**BE IT FURTHER RESOLVED** THAT this advocacy be prioritized within the next three-year cycle, with regular progress updates provided to members.

**Word Count:** 124

**The following members of the committee wish to be recorded against the committee's recommendation: Tim Hubick and Aaron Swerdlyk.**

**RATIONALE:**

Women in Canada's rural and remote communities continue to face significant barriers to accessing timely, comprehensive, and women specific health care due to geographic isolation, limited local services, and workforce shortages. The lack of accessible women specific health care in Canada's rural and remote communities exacerbates health inequities, forcing many women to travel long distances or delay essential care. Access to women-specific health care remains limited in many of Canada's rural and remote communities, creating ongoing disparities in health outcomes. This resolution could result in improved access to universal healthcare for all of Canada.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-002**  
**ELIMINATION OF UNION-FUNDED ALCOHOL**

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

**Originator: Winnipeg Young Workers Committee**

**WHEREAS** a decline in membership and dues due to employer-led position reductions requires the union to demonstrate fiscal responsibility and ensure that its expenditures align with its mission and member safety; and

**WHEREAS** the purchase or subsidization of alcohol at union events, including open bars, drink tickets, or hospitality suites, is a non-essential expense with associated health and safety risks; and

**WHEREAS** alcohol consumption is linked to significant health and social harms, including domestic violence and workplace harassment;

**BE IT RESOLVED** that the union shall not use union funds to purchase or subsidize alcohol at any union events.

**Word Count:** 98

**The following members of the committee wish to be recorded against the committee's recommendation: Dana-Lee Armstrong and Aaron Swerdlyk.**

**RATIONALE:**

Consuming alcohol is a personal choice. Union dues should not be used to purchase or subsidize alcohol. Alcohol use is associated with significant health and social harms, including domestic violence, workplace violence, and harassment.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-001**  
**ANTI-HARASSMENT POLICY**

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

**Originator: UNDE Local 30905**

**WHEREAS** PSAC anti-racism action plan is not inclusive of all races

**BE IT RESOLVED** that PSAC anti-racism action plan include all races of people

**Word Count: 24**

**RATIONALE:**

The intent of this resolution is unclear. In 2021, PSAC launched the Anti-Racism Action Plan to review how our union serves, mobilizes, engages and represents Indigenous, Black, Asian and racialized members and works to address harm and build a truly anti-racist union. Although the plan avoids categorizing people by an exhaustive list of all possible “races” The action plan includes “all racialized members” and centers the experience of racism instead.

Convention Decision \_\_\_\_\_

**RESOLUTION GEN-010**  
**PUBLIC SERVICE STAFFING**

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

**Originator: Westman Area Council**

**WHEREAS** many members in the federal public service feel the current staffing processes are biased on many levels and abused by managers; and

**WHEREAS** many members are not given the opportunity to apply for positions and there are limited grounds to appeal a staffing process because the process is governed by legislation

**BE IT RESOLVED** that PSAC demand the federal government consult PSAC on the current process and prioritize legislative changes that ensure a fair, transparent process with a fulsome recourse method.

**Word Count: 82**

**RATIONALE:**

The committee recognizes the merit of the resolution. However; the action requested is included in The PSAC Federal Public Sector Labour Relations Act lobby kit.

Convention Decision \_\_\_\_\_

## **APPENDIX A**

### **“COVERED BY” RESOLUTIONS**

- Resolution GEN-008 – covered by GEN-009
- Resolution GEN-011 – covered by GEN-013
- Resolution GEN-012 – covered by GEN-013
- Resolution GEN-014 – covered by GEN-013
- Resolution GEN-015 – covered by GEN-013
- Resolution GEN-016 – covered by GEN-013
- Resolution GEN-018 – covered by GEN-017
- Resolution GEN-019 – covered by GEN-017

**RESOLUTION GEN-008**  
**TRUTH AND RECONCILIATION DAY**  
**(Covered by GEN-009)**

**Originator: Southern Saskatchewan Area Council**

**WHEREAS** Truth and Reconciliation Day was created in response to Call to Action #80 from the Truth and Reconciliation Commission of Canada and following the discovery of unmarked graves at former schools.

**WHEREAS** this day honours survivors, acknowledges the suffering, abuse, and loss experienced by Indigenous children and their families, remembers lost children, honours the thousands of children who died in residential schools and never returned home, and drives reconciliation, which is a crucial step in the reconciliation process, encouraging Canadians to learn the truth and commit to a better future.

**WHEREAS** this day is recognized federally as a statutory holiday

**BE IT RESOLVED** that PSAC lobbies all municipal, provincial and territorial governments to proclaim September 30th as a statutory holiday for all Canadians.

**Word Count:** 124

**RESOLUTION GEN-011**  
**RECOGNIZING PREGNANCY LOSS BEFORE 20 WEEKS**  
**(Covered by GEN-012)**

**Originator: Edmonton Area Council**

**WHEREAS** if a pregnancy ends in week 20 or later, EI maternity benefits are available to the person who was pregnant; and

**WHEREAS** there are no EI benefits for the presumed parent(s) suffering from the loss due to miscarriage, termination or stillbirth; other than utilizing sick leave if approved;

**BE IT RESOLVED** that PSAC lobbies the federal government to amend EI benefits to provide 4 weeks maternity leave for miscarriage, termination or stillbirth if the pregnancy ends before 20 weeks for the pregnant person; and

**BE IT FURTHER RESOLVED** that PSAC lobbies the federal government to provide 4 weeks of special leave benefits to the presumed parent(s) suffering from a loss due to miscarriage, termination or stillbirth at any gestational period.

**Word Count:** 121

**RESOLUTION GEN-012**  
**RECOGNIZING PREGNANCY LOSS BEFORE 20 WEEKS**  
**(Covered by GEN-013)**

**Originator: Lethbridge Regional Women's Committee**

**WHEREAS** if a pregnancy ends in week 20 or later, EI maternity benefits are available to the person who was pregnant; and

**WHEREAS** there are no EI benefits to the non-pregnant parent suffering from the loss due to miscarriage, termination or stillbirth; other than utilizing sick leave if available and approved:

**BE IT RESOLVED** THAT PSAC lobbies the federal government to amend EI benefits to provide 4 weeks maternity leave for miscarriage, termination or stillbirth if the pregnancy ends before 20 weeks for the pregnant person; and

**BE IT FURTHER RESOLVED** THAT PSAC lobbies the federal government to provide 4 weeks of special leave benefits to the non-pregnant parent suffering from a loss due to miscarriage, termination or stillbirth at any gestational period.

**Word Count:** 123

**RESOLUTION GEN-014**  
**RECOGNIZING PREGNANCY LOSS BEFORE 20 WEEKS**  
**(Covered by GEN-012)**

**Originator: Westman Regional Women's Committee**

**WHEREAS** if a pregnancy ends in week 20 or later, EI maternity benefits are available to the person who was pregnant;

**WHEREAS** there are no EI benefits to the non-pregnant parent suffering from the loss due to miscarriage, termination or stillbirth; other than utilizing sick leave if approved:

**BE IT RESOLVED** that PSAC lobbies the federal government to amend EI benefits to provide 4 weeks maternity leave for miscarriage, termination or stillbirth if the pregnancy ends before 20 weeks for the pregnant person;

**BE IT FURTHER RESOLVED** that PSAC lobbies the federal government to provide 4 weeks of special leave benefits to the non-pregnant parent suffering from a loss due to miscarriage, termination or stillbirth at any gestational period.

**Word Count:** 119

**RESOLUTION GEN-015**  
**RECOGNIZING PREGNANCY LOSS BEFORE 20 WEEKS**  
**(Covered by GEN-012)**

**Originator: Southern Saskatchewan Area Council**

**WHEREAS** if a pregnancy ends in week 20 or later, EI maternity benefits are available to the person who was pregnant; and

**WHEREAS** there are no EI benefits to the non-pregnant parent suffering from the loss due to miscarriage, termination or stillbirth; other than utilizing sick leave if approved:

**BE IT RESOLVED** THAT PSAC lobbies the federal government to amend EI benefits to provide 4 weeks maternity leave for miscarriage, termination or stillbirth if the pregnancy ends before 20 weeks for the pregnant person; and

**BE IT FURTHER RESOLVED** THAT PSAC lobbies the federal government to provide 4 weeks of special leave benefits to the non-pregnant parent suffering from a loss due to miscarriage, termination or stillbirth at any gestational period.

**Word Count:** 121

**RESOLUTION GEN-016**  
**RECOGNIZING PREGNANCY LOSS BEFORE 20 WEEKS**  
**(Covered by GEN-012)**

**Originator: Winnipeg Young Workers Committee**

**WHEREAS** if a pregnancy ends in week 20 or later, EI maternity benefits are available to the person who was pregnant; and

**WHEREAS** there are no EI benefits to the non-pregnant parent suffering from the loss due to miscarriage, termination or stillbirth; other than utilizing sick leave if available and approved:

**BE IT RESOLVED** THAT PSAC lobbies the federal government to amend EI benefits to provide 4 weeks maternity leave for miscarriage, termination or stillbirth if the pregnancy ends before 20 weeks for the pregnant person; and

**BE IT FURTHER RESOLVED** THAT PSAC lobbies the federal government to provide 4 weeks of special leave benefits to the non-pregnant parent suffering from a loss due to miscarriage, termination or stillbirth at any gestational period.

**Word Count:** 123

**RESOLUTION GEN-018**  
**UNDERSTANDING PSAC ROLE IN COLONIAL OPPRESSION**  
**(Covered by GEN-017)**

**Originator: Southern Saskatchewan Area Council**

**WHEREAS** The legacy of colonization has affected the daily lives of millions of Canadians across many generations; and **WHEREAS** the last residential school in Canada closed in 1996; and

**WHEREAS** PSAC has been representing public service workers since 1966:

**BE IT RESOLVED** THAT PSAC undertakes an in-depth investigation to understand the true role that certain PSAC represented positions may have had in the residential school system, the sixties scoops, and other acts of colonial oppression of Indigenous peoples, and publish a report on these findings.

**Word Count: 85**

**RESOLUTION GEN-019**  
**UNDERSTANDING PSAC ROLE IN COLONIAL OPPRESSION**  
**(Covered by GEN-017)**

**Originator: Westman 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 members may have had in the residential school system, the sixties scoops, and other acts of colonial oppression of Indigenous people, and publish a report on.

**Word Count:** 80





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