



Report of the NCR Annual General Meeting Resolutions Committee

The following delegates to the NCR AGM were named to the Resolutions Committee:

Behiye Cinkilic, Union of National Employees (UNE), Local 70125
Shawn Walker, Union of National Employees (UNE), Local 70130
Marc Imbeault, Government Services Union (GSU), Local 70055
Chantal Fortin, Union of Solicitor General Employees (USGE), Local 70165

The staff advisor was Louise Patrice.

The meeting started at 5:30 p.m.

The Committee met on April 20th, 2016 at the PSAC Ottawa Regional Office. The Committee dealt with Resolutions GEN-1 until GEN-11, BL-7 and FIN-1.

Chantal Fortin was nominated as Chair by Marc Imbeault – seconded by Shawn Walker

Respectfully submitted on behalf of the Committee

RESOLUTION # GEN-1

TITLE: Proportional Representation

ORIGINATOR: Comité régional des femmes francophones (CRFF) and Ottawa Regional Women's Committee (ORWC)

LANGUAGE OF ORIGIN: English

WHEREAS; The Federal Government has promised electoral reform within 18 months of its election to power;

WHEREAS; Studies have shown that proportional representation is a more fair electoral system;

WHEREAS; Studies have shown that proportional representation will elect more women and individuals from diverse groups;

BE IT RESOLVED THAT; The PSAC endorse proportional representation;

BE IT FURTHER RESOLVED THAT; The PSAC undertake an education campaign for all its members, regarding the various forms of proportional representation;

BE IT FURTHER RESOLVED THAT; The PSAC report back on its position and the education campaign to its Regional Councils through the REVPs no later than six (6) months following the PSAC National Convention.

Recommendation: Concurrence

Rationale: proportional representation will better represent the general population of Canada and education program will ensure a well prepared membership for the changes in our electoral system.

Chantal Fortin recused herself from any discussion on this resolution.

RESOLUTION # GEN-2

TITLE: Fight for \$15 and Fairness campaign.

ORIGINATOR: David Lanthier, Chair of OAC

LANGUAGE OF ORIGIN: English

WHEREAS the Fight for \$15 and Fairness campaign seeks to raise the floor of working conditions in Ontario by advocating for a \$15 per hour living wage, fairness in scheduling, better protections against harassment, and seven paid sick days for all workers, and

WHEREAS higher employment standards for all workers in Ontario helps PSAC raise the bar and negotiate better working conditions for its members in the province, and

WHEREAS many PSAC members working for employers such as the Ontario Lottery and Gaming Corporation and the Salvation Army earn less than the living wage, and

WHEREAS, PSAC's Healthy Workplaces campaign and petition, launched in the spring of 2015, advocates for paid sick leave provisions for all workers, and

WHEREAS the Ottawa Area Council voted on 13 April 2016 to support the Fight for \$15 and Fairness campaign, THEREFORE

BE IT RESOLVED that the NCR Council endorse the Fight for \$15 and Fairness campaign.

Recommendation: Concurrence

Rationale: \$15 is a living wage rather than a poverty wage.

RESOLUTION # GEN-3

TITLE: Group Wireless (Cellular) Services

ORIGINATOR: Steve Racicot

LANGUAGE OF ORIGIN: French

WHEREAS

Wireless (cellular) services in Canada are among the most expensive of all industrialized countries; and

WHEREAS

Most of our members have a wireless device (cell phone) with a service plan/agreement that includes voice and text.

BE IT RESOLVED THAT

PSAC NCR enter into negotiations with wireless (cellular) service providers, including but not limited to Bell, Rogers and Telus and their authorized resellers, to arrange preferential rates for its members.

BE IT FURTHER RESOLVED THAT

These preferential rates include a service plan for members interested in obtaining a device subsidized by the service provider, and a plan for members interested in using their own device.

BE IT FURTHER RESOLVED THAT

Any possible contract be presented to the regional executive for vetting and authorization before adopting any plan.

Recommendation: Concurrence

Rationale: there are no financial or contractual obligations for the region. This option could assist many members who could benefit from this arrangement.

RESOLUTION # GEN-4

TITLE: THE GOVERNMENT OF CANADA MUST TACKLE THE INDIGENOUS YOUTH SUICIDE CRISIS!

ORIGINATOR: ABORIGINAL ACTION CIRCLE

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the rate of suicide among Indigenous Youth is higher than any other group in Canada, and

WHEREAS the rate of suicide among Indigenous Youth in Canada are some of the highest rates in the world, and

WHEREAS children only have one childhood and Canada is failing Indigenous youth, and

WHEREAS Budget 2016, introduced on March 22nd, failed to deliver any plan, program, or additional spending for mental health services for Indigenous Youth, then

BE IT RESOLVED THAT the PSAC demand that the Liberal government in consultation with Indigenous communities, immediately tackle the Indigenous Youth suicide crisis with a national plan and dedicated funding, and

BE IT FURTHER RESOLVED THAT the PSAC consult and work with the broader labour movement to lobby and pressure the Government on this issue.

**Moved by Tony Nicolas
Seconded by Les Maiczan**

Recommendation: concurrence

Rationale: we have a moral obligation to all Canadian youth, and the aboriginal peoples to lobby on their behalf.

RESOLUTION # GEN-5

TITLE: CLEAN WATER FOR FIRST NATIONS AND INUIT COMMUNITIES

ORIGINATOR: ABORIGINAL ACTION CIRCLE

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS Aboriginal and non-Aboriginal PSAC members are workers in many Northern Canadian communities.

WHEREAS the *United Nations Declaration on the Rights of Indigenous Peoples* states that Indigenous peoples have the right to determine and develop priorities and strategies for the development or use of their lands or territories and other resources, and should provide their free and informed consent prior to the approval of any project affecting their lands or territories and other resources, particularly in connection with the development, utilization or exploitation of mineral, water or other resources.

THEREFORE BE IT RESOLVED THAT the PSAC-NCR Council support and advocate the need to address and eliminate drinking water advisories and provide access to clean running water in all First Nation and Inuit communities, and

BE IT FURTHER RESOLVED THAT the PSAC-NCR Council immediately communicate to the Prime Minister and Minister of Indigenous and Northern Affairs to repeal the *Safe Drinking Water for First Nations Act*.

**Moved by Tony Matthews
Seconded by Les Maiczan**

Recommendation: Concurrence

Rationale: this is an important cause that impacts a lot of people and the PSAC is in a position to speak strongly on this matter.

RESOLUTION # GEN-6

**TITLE: PROTECTION OF ALGONQUIN SACRED WATERFALLS AREA:
AKIKODJIWAN KICHIZIBI (CHAUDIERE FALLS, OTTAWA RIVER)**

ORIGINATOR: ABORIGINAL ACTION CIRCLE

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS Windmill Developments is proceeding with its 'Zibi' office and condo development project on the Chaudières Falls Islands, which are held to be sacred by the Algonquin Peoples.

WHEREAS Windmill Developments has not won the free, prior and informed consent of the ten Algonquins First Nations of Ontario and Quebec.

WHEREAS the Assembly of First Nations of Quebec and Labrador (AFNQL), which represents 43 First Nations communities, passed a resolution on 19 November 2015 opposing the Windmill Development (no. 27-2015).

WHEREAS the Assembly of First Nations (AFN) passed a resolution on 8 December 2015 opposing the Windmill Development (no. 49/2015).

WHEREAS on 23 March 2016 the NCR Aboriginal Action Circle endorsed the AFNQL's opposition to the Windmill Development's project.

BE IT RESOLVED THAT PSAC NCR Council endorse AFNQL's resolution 27-2015, and AFN's resolution 49/2015 in opposition to Windmill Development's project at Chaudière Falls, and commit to actively opposing the project with guidance from the REVP office.

**Moved by James Lumsden
Seconded by Toni Mathews**

Recommendation: Concurrence

Rationale: this important site should be protected for future generations and not sold off to corporations whose only goal is to make more money.

RESOLUTION # GEN-7

TITLE: THE TRUTH AND RECONCILIATION COMMISSION OF CANADA'S RECOMMENDATION FOR PROFESSIONAL DEVELOPMENT AND TRAINING FOR PUBLIC SERVANTS

ORIGINATOR: ABORIGINAL ACTION CIRCLE

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS The Truth and Reconciliation Commission of Canada (TRC) issued 94 Calls to Action on diverse topics including child welfare, education, language & culture, health, justice, implementation of the United Nations Declaration on the Rights of Indigenous Peoples & the development of a Royal Proclamation & Covenant of Reconciliation.

WHEREAS TRC Call to Action #57 calls on Parliament to educate public servants on the history of Aboriginal Peoples, including the history and legacy of residential schools, the *United Nations Declaration on the Rights of Indigenous Peoples*, Treaties & Aboriginal rights, Indigenous law, & Aboriginal–Crown relations.

THEREFORE BE IT RESOLVED that the PSAC immediately communicate with the Treasury Board of Canada, & its relevant provincial and territorial counterparts, that the PSAC is to be included in all aspects in the implementation of Call to Action #57;

THEREFORE BE IT FURTHER RESOLVED that the PSAC begin a process of consultation with our membership to establish what training needs & requirements are to fulfill #57.

Moved by Tony Nicolas, Seconded by Les Maiczan

Recommendation: Concurrence

Rational: the education of public servants to understand and value each other's heritage and beliefs only strengthens our understanding and compassion towards one another.

RESOLUTION # GEN-8

TITLE: Measurement Canada

ORIGINATOR: Local 70176

LANGUAGE OF ORIGIN: English

WHEREAS Measurement Canada staff have evidenced significant pay disparities with comparable positions elsewhere in government and private sector, and

WHEREAS Measurement Canada has experienced long term recruitment and retention problems;

BE IT RESOLVED that PSAC take concrete steps to address the wage disparity that exists between skilled technical employees in the federal public service and that of comparable positions in industry, and to devote the full resources to fighting and correcting this pay inequity situation as PSAC has over the past two decades on pay inequity concerns for other classifications.

BE IT FURTHER RESOLVED that the PSAC recognizes the following rationale for the proposed resolution:

Rational - Pay studies have proven that there is a huge real pay equity gap and that TC members (particularly TI members of Measurement Canada) are undervalued by their employer. The PSAC must start to represent the TC occupational group as comprehensively as it represents its other occupational groups. For decades the PSAC has poured vast sums of money and resources into all other occupational groups concerns at the expense of long-outstanding TC group concerns. The Measurement Canada TI pay inequity concerns are rationalized based on facts, evidence and fairness, not on "wanting more for the simple sake of wanting more".

Recommendation: Non-concurrence

Rationale: this deals with matters that are to be handled by negotiating teams and at bargaining conferences, not by Regional Council.

RESOLUTION # GEN-9

TITLE: Limit financial burden of non-core services on member's dues

ORIGINATOR: Local 70176

LANGUAGE OF ORIGIN: English

WHEREAS the PSAC spends considerable funds on political action and ideological activities that do not represent the wishes of a majority of members and,

WHEREAS the impact on dues to PSAC members is significantly greater than those placed on all other federal government employee union members;

BE IT RESOLVED that the PSAC will henceforth commit resources and membership dues solely and directly to the membership and membership concerns, not on ideological causes that have nothing to do with the purpose of an organized employee representative and its relationship to its membership (federal government employees).

BE IT FURTHER RESOLVED that the PSAC recognizes the following rationale for the proposed resolution:

*Rational - While supporting all kinds of rights groups may be a fine cause - that is a choice that should be made by individuals, not organizations who are mandated by their members to represent their issues pertaining to the **relationship between employer and employee** - that's it - no more no less !*

*A January 2009 "LabourWatch" poll indicates that **unionized Canadians don't want their leaders involved in political or social causes that have nothing to do with their jobs** -- especially if it costs them in dues. Almost 80 per cent of unionized Canadians indicated they opposed giving dues to political parties or paying for ads opposing other parties, while almost 70 per cent indicated they didn't want their dues going to advocacy groups unrelated to **workplace needs**.*

Recommendation: Non-concurrence

Rationale: the PSAC represents far more than simply federal government employees and to best serve our membership we often have to take on causes beyond the norm.

RESOLUTION # GEN-10

TITLE: Equity in dues

ORIGINATOR: Local 70176

LANGUAGE OF ORIGIN: English

WHEREAS the PSAC is the only federal employee union that bases member dues on salary, and

WHEREAS member services are supposed to be provided equally to all members in good standing;

BE IT RESOLVED that the PSAC will henceforth establish a dues formula that provides member equity by requiring all members to pay the same rate of dues like PIPSC, CAPE, and other unions representing federal government employees.

BE IT FURTHER RESOLVED that the PSAC recognizes the following rationale for the proposed resolution:

Rational - Other federal government employee unions base dues on the fact that all members receive equal access to service. The current system places an unfair burden on the population of PSAC members that in many cases actually utilize fewer services than the membership that contributes lower dues.

Recommendation: Non-concurrence

Rationale: the PSAC has members in many different organizations, both governmental and non-governmental, and in varying provincial or federal jurisdictions, at many different pay-levels. As such a fixed rate dues structure would be prohibitively expensive to some member

RESOLUTION # GEN-11 – RULED OUT OF ORDER BY NATIONAL PRESIDENT

TITLE: Wage Increases

ORIGINATOR: Local 70176

LANGUAGE OF ORIGIN: English

WHEREAS the PSAC (member dues) and the Treasury Board (tax \$\$) spent horrendous amounts of money on ongoing contract negotiations, and,

WHEREAS contract negotiations are never concluded until years after the expiry of previous contracts;

BE IT RESOLVED that the PSAC will endeavor to exclude general wages (once corrected to be more closely approximating industry rates and true market value) from collective bargaining and have such wages adjusted automatically in accordance to the National Consumer Price Index (CPI) for each annum.

BE IT FURTHER RESOLVED that the PSAC recognizes the following rationale for the proposed resolution:

*Rational - The PSAC members **and** the Canadian taxpayers could save millions of dollars in wasted negotiation resources. Unless the employer believes and publicly states that employees standard of living should “decrease” over time, then the employer must support “maintenance” of standard of living. This is supposed to be the principle of annual cost of living adjustments - not an increase nor decrease to an employee’s standard of living. If an employee wants to increase their standard of living they have the opportunity to compete for greater paying jobs. An employee should have the expectation that if they accept a \$50,000 year job in 2006, that they will be able to have the same standard of living in 2016, regardless of what that standard of living costs ten years later. The truth is that on average, almost any identifiable federal public sector classification has lost about 20% of purchasing power over the past 2 decades due to wage increases - achieved through the collective bargaining process - of less than the CPI . General annual cost-of living increases should be completely independent from contract negotiations and should correlate with the CPI. Other wage issues, (such as the existing TC occupational group wage disparity),*

benefits, terms of employment, etc. should be negotiated on their individual merits, between the employer and the respective bargaining team for the occupational group to which it pertains. There is no justification to continue the existing unfair (and detrimental to the membership) practice of lumping cost-of-living increases with myriad other bargaining unit concerns, when an alternative fair and rational option exists.

RESOLUTION # BL-7

TITLE: Reduction of Member at Large Positions

ORIGINATOR: Communications Committee

LANGUAGE OF ORIGIN: English

WHEREAS public service workforce reduction has resulted in a decline in revenues from member dues for the PSAC, and

WHEREAS the PSAC should always be looking at ways to operate more efficiently, and

WHEREAS there are ten Member at Large positions on the NCR Executive Council, and

WHEREAS many portfolios traditionally handled by Members at Large are now represented through committee chair seats on the Executive Council, including Education, Communications, and Occupational Health and Safety, therefore

BE IT RESOLVED that the NCR eliminate four Member at Large positions from Executive Council over the next two years by reducing the number elected to three at the 2016 AGM and three at the 2017 AGM/Regional Convention, resulting in no more than six Member at Large positions going forward after 2017.

Recommendation: Concurrence

Rationale: the regional executive has increased in the recent years while the membership in the region has decreased.

Shawn Walker recused himself from any discussion on this resolution.

RESOLUTION # FIN-1

ORIGINATOR : Rick Lynn

LANGUAGE OF ORIGIN: English

BECAUSE PSAC has no one on staff at any office or level,

BECAUSE it is difficult to deal with the Pension Bureau (distance, telephone calls and messages),

And BECAUSE these are our members who are trying to retire and finding no help anymore at our worksites,

BE IT RESOLVED that the PSAC-NCR have someone at one of the NCR Regional Offices trained to assist members to fill out all necessary forms for Pre -retirement

Recommendation: Non-concurrence

Rationale: this Council lacks the authority to dictate the roles and responsibilities of staff of the regional office.