

RESOLUTION # 1

Title: National Young Worker Committee

Submitted by: PSAC-NCR Young Workers Committee

Language of origin: English

WHEREAS union succession is a shared priority for all PSAC regions; and

WHEREAS the PSAC recognizes the need to invest in our young worker program; and

WHEREAS a network of regional young workers' committees is already in development in all PSAC regions; and

WHEREAS the PSAC already has a national young workers' working group, but neither its funding nor its operation are guaranteed by the PSAC; and

WHEREAS a national young workers' committee, funded by PSAC and supported by the Alliance Executive Committee (AEC), would be more equipped for union succession planning and development:

BE IT RESOLVED THAT a PSAC National Young Workers' Committee (YWC), funded by the PSAC and supported by the AEC, be established and comprised of the young worker representatives elected from each of the PSAC regional conventions for the duration of their term; and

BE IT FURTHER RESOLVED THAT all locals be encouraged to participate in the Young Workers' Committee (YWC) networks of their respective regions; and

BE IT FURTHER RESOLVED THAT the PSAC National Young Workers' Committee report back to the REVP(s) who hold the young worker portfolio.

RESOLUTION # 2

Title: National Young Worker Conference

Submitted by: PSAC-NCR Young Workers Committee

Language of origin: English

WHEREAS young workers are the future of every organization and the union and it is necessary to invest in and educate young workers; and

WHEREAS young workers are increasingly present and involved in political activities within our union organizing in the university and federal sector; and

WHEREAS young workers require a venue to address unique issues that affect them such as precarious work, childcare, two-tiered bargaining, etc; and

WHEREAS there is significant increase in the number of young workers we represent and the union is growing stronger; and

WHEREAS we have young workers committees and Regional Council elect young workers representative in order to ensure their voice for young workers is represented within their own union structure; and

WHEREAS other large unions such as UNIFOR, CUPE and OPSEU have national young workers conferences; and

WHEREAS under our current structure of financial commitments, there is no funding to have a national young worker conference:

BE IT RESOLVED THAT PSAC organize a fully funded national Young Workers Triennial Conference to network and find solutions to integrate some of the challenges that they face as young workers.

RESOLUTION # 3

Title: Annual Regional Young Worker Seminars

Submitted by: PSAC-NCR Young Workers Committee

Language of origin: English

WHEREAS young workers are the future of every organization and the union and it is necessary to invest in and educate young workers; and

WHEREAS young workers are increasingly present and involved in political activities within our union organizing in the university and federal sector; and

WHEREAS young workers require a venue to address unique issues that affect them such as precarious work, childcare, two-tiered bargaining, etc; and

WHEREAS there is significant increase in the number of young workers we represent and the union is growing stronger; and

WHEREAS we have young workers committees and Regional Councils elect young workers representative in order to ensure their voice for young workers is represented within their own union structure; and

WHEREAS other large unions such as UNIFOR, CUPE and OPSEU have regional young workers conferences/seminars; and

WHEREAS under our current financial commitments, there is only enough funding allotted to have a regional young worker's symposium once per three year cycle;

BE IT RESOLVED THAT PSAC Nationally increase and allocate \$214,000 to the Young WORKERS Initiative budget per year; and

BE IT FURTHER RESOLVED THAT each region will be allocated \$30,000 per year to fund young worker's seminars annually.

RESOLUTION # 4

Title: Young Worker Delegates at the Triennial PSAC Regional Convention

Submitted by: PSAC-NCR Young Workers Committee

Language of origin: English

WHEREAS under our current delegate entitlement for the Triennial PSAC Regional Conventions, only one young worker delegate is selected from each Young Workers Committee in the region;

WHEREAS young workers are the future of every organization and the union and it is necessary to invest in and educate young workers; and

WHEREAS there is significant increase in the number of young workers we represent and the union is growing stronger; and

BE IT RESOLVED THAT formula for fully funded convention is modified to include two young workers from each Young Workers Committee in the region;

BE IT FURTHER RESOLVED THAT Section 16 sub section (6), (g) of the PSAC Constitution be amended as follows;

“Each Regional Young Workers Committee shall be entitled to elect (2) delegates;

Resolution # 5

Title: Young Worker Delegates at the Triennial PSAC National Convention

Submitted by: PSAC-NCR Young Workers Committee

Language of origin: English

WHEREAS under our current delegate entitlement for the Triennial PSAC National Conventions, there are no delegate seats specifically allocated to young workers;

WHEREAS young workers are under represented at the PSAC National Convention; and

WHEREAS young workers are the future of every organization and the union and it is necessary to invest in and educate young workers; and

WHEREAS there is significant increase in the number of young workers we represent and the union is growing stronger; and

BE IT RESOLVED THAT each Young Workers Committee be entitled to a delegate at the PSAC National Convention;

BE IT FURTHER RESOLVED THAT Section 15 of the PSAC Constitution be amended to include the following;

“Sub section (7)

Young Worker Committees shall have the right to elect at a general membership meeting, held within a period of not more than twelve (12) months and not less than six (6) months prior to the commencement of the regular National Triennial Convention of the PSAC, a delegate to the forthcoming PSAC Convention”.

RESOLUTION # 6

TITLE: Climate change: PSAC Partnering with Tree Canada

ORIGINATOR: PSAC-NCR Education Committee

LANGUAGE OF ORIGIN: English

WHEREAS PSAC would commit to play a pivotal role in fighting climate change by partnering with the charitable organization called Tree Canada (www.treecanada.ca).

WHEREAS PSAC would become a strong advocate for protecting the environment.

WHEREAS PSAC would position the alliance as a strong environment leader in this great country.

BE IT RESOLVED THAT PSAC will contribute 10 cents per member per month from members' dues that have already have been collected.

BE IT RESOLVED THAT this will not result in an increase of the members monthly dues.

BE IT FURTHER RESOLVED that this amount would go directly towards Tree Canada's reforestation programs to fight climate change.

AND BE IT FURTHER RESOLVED PSAC would publish Tree Canada's annual report on its web site showcasing PSAC members contribution towards the positive impact on the environment across the nation.

Rationale:

According to the United Nations, climate change is the defining issue of our time and we are at a defining moment. From shifting weather patterns that threaten food production to rising sea levels that increase the risk of catastrophic flooding, forest fires, the impacts of climate change are global in scope and unprecedented in scale. Without drastic action today, adapting to these impacts in the future will be more difficult and costly. Reforestaration

efforts are a critical element in the fight against climate change to reduce air pollution, manage stormwater and provide shelter for wildlife.

Tree Canada is the only national tree planting charity in Canada. As a not-for-profit, registered charity, they are dedicated to improving the lives of Canadians by planting and nurturing trees in urban and rural environments while teaching about their value. By contributing towards Operation ReLeaf and National Greening programs, we can not only help communities across the nation recover from natural disasters, but also experience all the benefits that trees have to offer beyond capturing carbon and cleaning the air – trees in cities reduce noise pollution, cool our streets, and quiet our minds. The cost is approximately \$6.00 per tree.

RESOLUTION # 7

TITLE: Climate change: Carbon Footprint Offset

ORIGINATOR: PSAC-NCR Education Committee

LANGUAGE OF ORIGIN: English

WHEREAS there is an astronomical negative impact of greenhouse gas emission released into the atmosphere from polluting factors such as car, train and air travel;

WHEREAS it can be challenging for PSAC NCR to offer alternative and greener travel arrangements for members attending various PSAC events outside their regions;

WHEREAS it can be difficult to arrange chartered public transportation or carpooling as an option to emit lesser greenhouse gas emissions;

BE IT RESOLVED THAT PSAC NCR commits to play a pivotal role in fighting climate change by actively promoting the carbon footprint offset, and;

BE IT FURTHER RESOLVED THAT PSAC NCR would adopt a standardized email notification to encourage travelling members to individually and willingly purchase trees to offset their carbon footprint emission through a non-profit organization called TreeCanada.ca and using their [carbon calculator](#).

Rationale:

According to the United Nations, climate change is the defining issue of our time and we are at a defining moment. From shifting weather patterns that threaten food production to rising sea levels that increase the risk of catastrophic flooding, the impacts of climate change are global in scope and unprecedented in scale. Without drastic action today, adapting to these impacts in the future will be more difficult and costly. (Cost of \$6.00 per tree)

“If every person on Earth planted one tree a year for six years, enough carbon would be taken out of the atmosphere to halt the catastrophic

warming trend associated with climate change.” – source [Diana Beresford-Kroeger](#), world-recognized author and Canadian scientist.

Given that climate change is a global issue, the PSAC can play a positive and pivotal role in promoting the carbon footprint offset by encouraging all members who travel to the various PSAC events, to compensate for their carbon pollution by purchasing trees via the [carbon calculator at TreeCanada.ca](#).

RESOLUTION # 8

TITLE: Climate change: Carbon Footprint Offset

ORIGINATOR: PSAC-NCR Education Committee

LANGUAGE OF ORIGIN: English

WHEREAS there is an astronomical negative impact of greenhouse gas emission released into the atmosphere from polluting factors such as car, train and air travel;

WHEREAS it can be challenging for PSAC to offer alternative and greener travel arrangements for members attending various PSAC events outside their regions;

WHEREAS it can be difficult to arrange chartered public transportation or carpooling as an option to emit lesser greenhouse gas emissions;

BE IT RESOLVED THAT PSAC commits to play a pivotal role in fighting climate change by actively promoting the carbon footprint offset, and;

BE IT FURTHER RESOLVED THAT PSAC would adopt a national standardized email notification to encourage travelling members to individually and willingly purchase trees to offset their carbon footprint emission through a non-profit organization called TreeCanada.ca and using their carbon calculator (cost of \$6.00 per tree).

Rationale:

According to the United Nations, climate change is the defining issue of our time and we are at a defining moment. From shifting weather patterns that threaten food production to rising sea levels that increase the risk of catastrophic flooding, the impacts of climate change are global in scope and unprecedented in scale. Without drastic action today, adapting to these impacts in the future will be more difficult and costly.

“If every person on Earth planted one tree a year for six years, enough carbon would be taken out of the atmosphere to halt the catastrophic warming trend associated with climate change.” – source Diana Beresford-Kroeger, world-recognized author and Canadian scientist.

Given that climate change is a global issue, the PSAC can play a positive and pivotal role in promoting the carbon footprint offset by encouraging all members who travel to the various PSAC events, to compensate for their carbon pollution by purchasing trees via the carbon calculator at TreeCanada.ca.

RESOLUTION # 9

TITLE: Stop Privatization within the Federal Government

ORIGINATOR: PSAC-NCR Education Committee

LANGUAGE OF ORIGIN: English

WHEREAS since 2016 the Federal Government has increasingly filled numerous jobs traditionally occupied by PSAC members by consultants/contractors from various private companies.

WHEREAS the federal government is increasingly using contractors and consultants to perform the work of qualified PSAC members.

BE IT RESOLVED that the PSAC will lobby the Federal Government to employ PSAC members instead of contractors/consultants.

RESOLUTION # 10

TITLE: Interim REVP

ORIGINATOR: PSAC-NCR Education Committee

LANGUAGE OF ORIGIN: English

WHEREAS there are no provisions in the PSAC Constitution to replace a Regional Executive Vice-President (REVP) while on paid leave;

WHEREAS the REVP for the National Capital Region (NCR) has been on leave and unable to fulfill their duties for more than eight (8) months – since May 2019;

WHEREAS this occurred during a crucial period of time, which included the 2019 Federal Election period and bargaining, where the REVP was not available to mobilize the members.

BE IT RESOLVED that Section 23 (10) of the PSAC Constitution be amended by adding:

In the event that the REVP is on leave and is unable to fulfill the duties of the office of the REVP for a period of over two (2) months, these duties shall be fulfilled by the Alternate REVP from the same region once the REVP's absence has exceeded two (2) months.

BE IT FURTHER RESOLVED that in the event that the Alternate REVP is called upon to replace the REVP while the REVP is on leave, that the Alternate REVP shall receive the same pay and benefits as an REVP as per Regulation 17 of the PSAC Constitution.

RESOLUTION # 11

TITLE: NCR Council meetings

ORIGINATOR: PSAC-NCR Education Committee

LANGUAGE OF ORIGIN: English

WHEREAS the PSAC-NCR Council (NCRC) meetings is filled with updates and reports that could be handled with other communication tools such as video conferencing;

WHEREAS the NCRC Executive is responsible for the issues arising between Conventions of the region;

WHEREAS this would represent a savings of approximately \$6,000/year. This does not include the cost of interpretation and technical services.

WHEREAS the money saved would allow the PSAC-NCR to organize other activities for members, such as multi-day training for members of regional committees.

BE IT RESOLVED THAT the PSAC-NCR Council Bylaws, section 7.1.2 be amended to read:

The PSAC NCRC shall meet twice per year, prior to meetings of the National Board of Directors (NBoD). A two-day Annual General Meeting (AGM) shall be included as one of these two meetings during the months of April, May or June.

Rationale:

Removing the obligation to meet 3 times a year will give the council more flexibility with its funds and allow it to organize other types of gatherings or training opportunities throughout the year.

RESOLUTION # 12

TITLE: Special Meetings of the PSAC-NCR Council

ORIGINATOR: PSAC-NCR Education Committee

LANGUAGE OF ORIGIN: English

WHEREAS the By-Laws as currently written could make it challenging to convene special meetings of the PSAC-NCR Council

BE IT RESOLVED THAT the PSAC-NCR Council Bylaws, section 7.1.3 be amended to read:

Special meetings of the PSAC NCRC shall be convened if 10% of Council members so signify their wish by petition to the NCRC Executive. The NCRC Executive may also convene up to two (2) special meetings per year.

Rationale:

This will allow more flexibility in convening special meetings of the PSAC NCR Council if deemed necessary.

RESOLUTION # 13

TITLE: Training for NCRC Committee/Council Members

ORIGINATOR: PSAC-NCR Education Committee

LANGUAGE OF ORIGIN: English

WHEREAS current training opportunities for PSAC-NCR Council (NCRC) committees / councils is scattered throughout the PSAC-NCR Education Schedule

WHEREAS members of NCRC committees/councils would benefit from a focused training that is geared specifically towards their needs

WHEREAS this would also provide an opportunity for members of NCRC committees/councils to network, exchange ideas on best practices and work together on campaigns or projects

BE IT RESOLVED THAT the PSAC-NCR offer a training of a duration of up to two days that is offered jointly to all NCRC committees and councils.

BE IT RESOLVED THAT this training is offered at least once every two years

BE IT RESOLVED THAT committees and councils be consulted in the choice of topics to be covered in this training in order to adequately meet their needs.

BE IT FURHTER RESOLVED THAT topics such as strategic campaigning, leadership skills and facilitation skills be considered for this training

RESOLUTION # 14

TITLE: Homelessness Donation

ORIGINATOR: PSAC-NCR Education Committee

LANGUAGE OF ORIGIN: English

WHEREAS many Canadians are now facing to choose how to spend their limited income on Shelter, Food, and/or Medications. Homeless Shelters in Canada are now in demand more than ever before. This is becoming a responsibility of all, and a burden to struggling communities.

BE IT RESOLVED THAT the PSAC NRC makes a donation of \$5,000 to be divided between four (4) organizations that provide support to the homeless.

BE IT FURTHER RESOLVED THAT the NCRC Executive chooses the four organizations to receive donations that would be two in Gatineau and two in Ottawa.

RESOLUTION # 15

TITLE: Create an Ottawa Universal Childcare Coalition.

ORIGINATOR: PSAC-NCR Education Committee

LANGUAGE OF ORIGIN: English

WHEREAS according to the 2008 UNICEF report, the Canadian childcare system ranked 25th among the OEDC countries. Other regions have an Universal Childcare Coalition. Ottawa as the Capital of Canada, should lead by example.

WHEREAS quality childcare is lacking in Canada to the point where only 1 in 4 children has access to regulated childcare. Creating this coalition will assist in this Region to obtain better Childcare. Also, help force the government to take action, and move forward on creating an Universal Childcare for all Canadians.

WHEREAS for every year a woman provides childcare to her child at home, she loses 5% of her earning capacity which she will never be able to regain in her lifetime. As a Union we should be promoting to achieve a gender balance. This not only contributes to children growing up to be happy, healthy and productive citizens but reduces the numbers living in poverty.

BE IT RESOLVED THAT the PSAC NCR will assist with the creation of an Ottawa Universal Childcare Coalition.

BE IT FURTHER RESOLVED THAT that PSAC NCR promote awareness of said Coalition Childcare with PSAC-NCR members and encourage members to participate in the implementation of the coalition.

RESOLUTION # 16

TITLE: Promote Every Canadian Counts' efforts to establish a National Disabilities Program.

ORIGINATOR: PSAC-NCR Education Committee

LANGUAGE OF ORIGIN: English

WHEREAS persons with long-term, chronic disabilities have to reapply for support services as they transition from one stage of life to another, such as childhood to adulthood; leading to periods of no coverage.

WHEREAS fragmented and ineffective provincial and territorial systems leave persons with long-term, chronic disabilities, vulnerable and without coverage when they move from one province of territory to another.

BE IT RESOLVED THAT the PSAC will promote Every Canadian Counts (ECC) efforts to establish a national program that would ensure equitable access, eliminate service gaps, and guarantee a minimum standard of disability supports, by such means as providing ECC information at PSAC events.

BE IT RESOLVED THAT the PSAC-NCR forward this resolution to the PSAC 2021 Triennial Convention

RESOLUTION # 17

TITLE: Promote Every Canadian Counts' efforts to establish a National Disabilities Program.

ORIGINATOR: PSAC-NCR Education Committee

LANGUAGE OF ORIGIN: English

WHEREAS persons with long-term, chronic disabilities have to reapply for support services as they transition from one stage of life to another, such as childhood to adulthood; leading to periods of no coverage.

WHEREAS fragmented and ineffective provincial and territorial systems leave persons with long-term, chronic disabilities, vulnerable and without coverage when they move from one province of territory to another.

BE IT RESOLVED THAT the PSAC-NCR will promote Every Canadian Counts (ECC) efforts to establish a national program that would ensure equitable access, eliminate service gaps, and guarantee a minimum standard of disability supports, by such means as providing ECC information at PSAC-NCR events.

RESOLUTION # 18

TITLE: Interim REVP

ORIGINATOR: PSAC-NCR Health and Safety Committee

LANGUAGE OF ORIGIN: English

WHEREAS the Regional Executive Vice-President (REVP) for the National Capital Region (NCR) has been on leave and unable to fulfill the duties of the office of the REVP for more than six (6) months – since May 2019, and that this occurred during the 2019 federal election period.

BE IT RESOLVED THAT the PSAC Constitution Section 23 (10) be amended by adding:

In the event that the REVP is on leave and is unable to fulfill the duties of the office of the REVP for a period of over three (3) months, these duties shall be fulfilled by the Alternate REVP from the same region once the REVP's absence has exceeded three (3) months.

BE IT FURTHER RESOLVED THAT the PSAC Constitution Section 23 (10) be amended by adding:

In the event that the Alternate REVP is called upon to replace the REVP while the REVP is on leave, that the Alternate REVP shall receive the same pay and benefits as an REVP as per Regulation 17 of the PSAC Constitution.

RESOLUTION # 19

TITLE: Inclusion of Digital Communication Methods

ORIGINATOR: PSAC-NCR Communications Committee

LANGUAGE OF ORIGIN: English

WHEREAS the digital age has improved communication options and capacity; and

WHEREAS members of varying abilities might experience barriers to in-person participation; and

WHEREAS the PSAC Locals have members coast-to-coast-to-coast and abroad; and

WHEREAS members are often from remote posts who are unable to attend in person for various reasons;

BE IT RESOLVED THAT the PSAC include digital voting in the business of our union to ensure equitable access and participation; and

BE IT FURTHER RESOLVED THAT the PSAC include digital participation in the business of our union to ensure equitable access and participation.