

Subject to ratification by the delegates to the PSAC NCR Triennial Convention, the following delegates to Convention were named to the General Resolutions Committee:

- **Chantal Fortin**, Co-Chair of the Committee, Canada Employment and Immigration Union (CEIU), Local 70708
- **Diane Girouard**, Co-Chair of the Committee, Union of Health and Environment Workers (UHEW), Local 70008
- **Rubin Kooner**, Union of Health and Environment Workers (UHEW), Local 70712
- **Vanessa Sandsmark**, Canada Employment and Immigration Union (CEIU) Local 70708

Staff Resource:

Daphnée Orizier, Executive Assistant to the REVP-NCR
Verda Cook, Regional Coordinator, PSAC-NCR

The Committee met on May 10th, May 24th, and May 25th by teleconference to discuss and review all the 17 resolutions received.

The Committee recommends **concurrence** in all the resolutions received.

The Committee wishes to thank Daphnée Orizier (Committee Assistant), and Verda Cook (Committee Technical Advisor) who contributed to the preparation of this report.

Respectfully submitted on behalf of the committee by,

Chantal Fortin and Diane Girouard, Co-Chairs

BY-LAW RESOLUTIONS

Priority	BY-LAW RESOLUTIONS
1	BL-001 - Regional Bylaws Housekeeping BL-001 - Mise à jour des statuts de la RCN
2	BL-002 - Frequency of Council Meetings BL-002 - Fréquence des réunions du conseil
3	BL-003 - AREVP – Delegate to Convention BL-003 - VPERS – Personne déléguée au congrès
4	BL-004 - Second (2nd) Alternate REVP BL-004 - Deuxième VPER Suppléante
5	BL-007 - Signing Authority BL-007 – Pouvoir de signature
6	BL-010 - Authorization for a Forensic Audit BL-010 – Autorisation d’une vérification judiciaire
7	BL-008 - NCRC Financial Principles BL-008 - Principes financiers pour le CRCN
8	BL-005 - Treasurer - Term of Office BL-005 - Trésorerie – Durée du mandat
9	BL-006 - Alternate Treasurer - Term of Office BL-006 - Trésorerie Suppléante – Durée du mandat
10	BL-011 - Question Period During Formal Council Meetings BL-011 – Période de questions durant les réunions officielles du conseil
11	BL-012 - NCRC Executive Planning and Training Meeting BL-012 - Réunion de planification et de formation du bureau de la direction du CRCN
12	BL-009 - NCRC Committee Members – Travel Expenses BL-009 - Membres du CRCN – dépenses liées au déplacement

GENERAL RESOLUTIONS

Priority	GENERAL RESOLUTIONS
1	GEN-004 - Public Service Alliance of Canada Mental Health Support Study for Union Activists GEN-004 - Étude de l'AFPC sur le soutien en santé mentale pour les syndicalistes
2	GEN-005 - Mental Health Support GEN-005 – Support pour améliorer la santé mentale
3	GEN-003 - Observance of Day for Truth and Reconciliation GEN-003 - Ajout du congé de la journée nationale de la vérité et de la réconciliation
4	GEN-002 - Small PSAC flags for members GEN-002 – Petits drapeaux de l'AFPC pour les membres
5	GEN-001 - Large PSAC flags for Locals GEN-001 - Grands drapeaux de l'afpc pour les sections locales

BL001- REGIONAL BYLAWS HOUSEKEEPING

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS the PSAC-NCR needs to ensure that its Bylaws is reflective of current practices as well as the interpretation of these Bylaws and the PSAC Constitution and Regulations.

WHEREAS the PSAC-NCR needs to ensure that the language in its Bylaws is consistent with grammatical conventions as well as the language used in the PSAC Constitution and Regulations, and would benefit from the addition of definitions to certain terms;

WHEREAS the proposed changes do not change the intention of the NCRC Bylaws and Regulations or any proposed or adopted resolutions at this convention.

BE IT RESOLVED THAT the proposed changes in the Appendix be adopted in its entirety.

RATIONALE

The PSAC-NCRC Bylaws must conform to current practices, the PSAC Constitution and Regulations as well as grammatical conventions. The proposed changes do not change the intention of the NCRC Bylaws and Regulations including current practices. In addition, the proposed changes will bring greater clarity to the NCRC Bylaws and Regulations.

BL-002 - FREQUENCY OF COUNCIL MEETINGS

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS the NCR Council Executive is responsible for the issues arising between the conventions of this region; and

WHEREAS the NCR Council meetings are labour-intensive, such as registering delegates, duties related to supporting regional committees, and other related administrative duties, while organising other activities in this region.

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

Prior to the PSAC National Board of Directors' (NBoD) meetings, the PSAC NCRC shall meet as follows:

- *One regular NCR Council meeting, during the months of January, February or March;*
- *A two-day Annual General Meeting (AGM) during the months of April, May or June, and*
- *One Regional Membership Engagement Town Hall during the months of September, October or November.*

RATIONALE: By removing the restriction of three (3) formal Council meetings, this will give this Council more flexibility by maintaining the same number of meetings, and also while reducing the amount of duties required to organise formal Council meetings.

BL-003 - AREVP – DELEGATE TO CONVENTION

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS Section 16 Sub-Section (6) of the PSAC Constitution dictates the allotment of delegates to the PSAC regional conventions and it does not state that an AREVP is an automatic delegate to these conventions;

WHEREAS prior to the changes to the PSAC Constitution and Regulations, the PSAC-NCR Alternate Regional Executive Vice-President (AREVP) was a delegate to the National Capital Region Council (NCRC) Convention;

WHEREAS the NCRC Bylaws would need to specify that the AREVP be a delegate to NCRC Conventions in accordance to PSAC Constitution 16(6)(b);

BE IT RESOLVED that the NCRC Bylaws be modified to add a new sub-section to Section 14.3 and to read as follows:

b) The Alternate Regional Executive Vice-President (AREVP) shall be included in the delegate allocation at 7.1.1(a) v) of these Bylaws;

RATIONALE: The PSAC-NCR AREVP used to be a delegate to regional conventions. This resolution would reinstate this.

BL-004 - SECOND (2nd) ALTERNATE REVP

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS Article 16(4) of the PSAC Constitution and Regulations permits regions of the PSAC to create the position of a second (2nd) AREVP;

WHEREAS the PSAC-NCR would benefit from the creation of a leadership position in order to assist in succession planning for the REVP and AREVP positions;

WHEREAS adopting this resolution would **not** lead to an increase in the NCRC budget;

BE IT RESOLVED that the National Capital Region Council (NCRC) create the position of a second (2nd) AREVP;

BE IT RESOLVED that this position be deemed a delegate of the NCRC and its conventions;

BE IT FURTHER RESOLVED that the PSAC-NCR Bylaws and Regulations be modified as follows:

- Add a reference to “Second AREVP” to the NCRC Bylaws at sections 7.1.1, 7.1.4, 7.2.6, 14.3 a) and 15.2 b), c), e), h), j), k).
- Add new text to sections 7.2.2, 14.3 and Regulation 3 as shown below in italics:

Section 7.2.2

[Change to existing text] *c) A vacancy in the office of the first AREVP shall be filled by the second AREVP.*

[Addition of new bullet] *d) A vacancy in the office of second AREVP occurring six months or more prior to the NCR Triennial Convention shall be filled in the following manner:*

i) Nominations shall be called by the Alliance Executive Committee (AEC) from amongst all members in the NCR.

ii) The AEC shall ensure that all nominees are members in good standing of the PSAC-NCR, and that the nominator and seconder were delegates at the previous NCR Triennial Regional Convention.

iii) The nominations process will be concluded within 60 days from the date of notice of vacancy in the position of second AREVP.

iv) If there is more than one nominee for the office of second AREVP, and an election is necessary, it shall be conducted by the AEC from amongst those members in good standing who were voting delegates at the preceding NCR Triennial Regional Convention.

Regulation 3 [this text will be added to the regulation below the text for the AREVP-NCR]

The second (2nd) AREVP-NCR is responsible for:

a. should the first AREVP-NCR be unable to complete their term of office, the second AREVP-NCR shall assume the responsibilities and duties of the first AREVP-NCR for the remainder of the NCRC cycle;

b. should the first AREVP-NCR be temporarily unavailable (i.e., vacations, illness, national meetings, training, etc.), the REVP may assign their responsibilities and duties to the second AREVP on an interim basis;

c. the REVP-NCR may request from the second AREVP-NCR a report on their activities and recommendations to be presented at an annual meeting of the NCRC;

d. the second AREVP-NCR shall perform other responsibilities as determined by the NCRC Executive and/or the REVP-NCR.

Section 14.3 [addition of text below item “b”]

c) The Second Alternate Regional Executive Vice-President (2nd AREVP) shall be included in the delegate allocation at 7.1.1(a) v) of these Bylaws

RATIONALE: This will assist in succession planning for the REVP and the first AREVP positions. In addition, this will help grow the leadership in the NCRC. Moreover, adopting this resolution would **not** lead to an increase in the NCRC budget.

BL-005 - TREASURER - TERM OF OFFICE

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS the current term of office for the position of the National Capital Region Council (NCRC) Treasurer consists of **only** one year;

WHEREAS there is a steep learning curve to gain the necessary knowledge to manage the complexity of the NCRC budget and the finances;

WHEREAS stability in the person holding the position of Treasurer is important to more efficiently manage the finances of the NCRC and it would be of significant benefit to extend the term to match that of the NCRC cycle;

BE IT RESOLVED that the term of office of the Treasurer be increased to a 3-year term and to be elected at the NCR Triennial Convention.

RATIONALE: There is a steep learning curve to gain the necessary knowledge to manage the complexity of the NCRC budget and finances as such it is important to have stability with respect to the person holding the position of treasurer.

BL006 - ALTERNATE TREASURER - TERM OF OFFICE

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS the current term of office for the position of the National Capital Region Council (NCRC) Alternate Treasurer consists of **only** one year;

WHEREAS the term of office of the Alternate Treasurer should match that of the Treasurer;

BE IT RESOLVED that the term of office of the Alternate Treasurer be increased to a 3-year cycle;

RATIONALE: The term of office should match that of the Treasurer to aid with succession planning.

BL-007 - SIGNING AUTHORITY

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS Section 10 of these Bylaws does not specify the identity of the third signatory for disbursements;

WHEREAS the Treasurer generally keeps the Alternate-Treasurer informed of the NCRC finances, the Finance Committee and the financial practices of the NCRC.

BE IT RESOLVED that the third (3rd) signatory be the Alternate-Treasurer.

RATIONALE: It would be ideal to name the Alternate-Treasurer as the third (3rd) signatory for practicality, knowledge purposes and in the event that the Treasurer is unavailable.

BL-008 - NCRC FINANCIAL PRINCIPLES

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS there are inconsistencies in providing committee record of decisions and documentation where motions requiring disbursements are carried;

WHEREAS the REVP's Office and Treasurer must ensure to have the necessary documentation for auditing purposes, authorization for disbursement and full transparency to the membership.

BE IT RESOLVED that Regulation 4 be amended to add the following after item "1)":

2. *That the NCRC Committees requesting disbursement from their respective budget, must provide to the REVP's Office the following documentation:*
 - *the record of decisions (meeting minutes) containing motions requiring disbursements,*
 - *receipts or invoices (if any),*
 - *completed expense claim forms, if requested by the REVP's Office or the Treasurer.*
3. *That the said documentation be submitted to the REVP's Office within three (3) months of the motion being adopted by the committee.*

RATIONALE: This resolution brings clarity to the By-Laws and Regulations to follow current financial practices. It is to be understood that the current items 3 and 4 in Regulation 4 would be renumbered to 4 and 5 respectively.

BL-009 - NCRC COMMITTEE MEMBERS – TRAVEL EXPENSES

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS Regulation 4, item 4), state that committees may approve travel outside the region to a maximum of \$500.00 per member per trip per year;

WHEREAS NCRC Committees operate on limited budgets (approved by the membership at Council meetings)

WHEREAS the wording of Regulation 4(4)(a) could be a detriment to any committee's finances and planned activities

WHEREAS no committee has requested such disbursements in many years and as such there does not appear to be a need to incur such an expense.

BE IT RESOLVED that Regulation 4(4)(a) be stricken from these Bylaws.

RATIONALE: No committee have availed themselves of this stipulation in many years. There is no need to travel outside of the region as the NCR has many resources that can be accessed locally. Most resources outside the NCR can be accessed virtually or electronically.

BL-010 - AUTHORIZATION FOR A FORENSIC AUDIT

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS Section 10(h) stipulates that the responsibility of making a decision to conduct a forensic audit lies with the NCR Council;

WHEREAS there may be an urgent reason for conducting a forensic audit that could not wait until the next formal NCR Council meeting;

WHEREAS the NCRC Executive is responsible for the good function of the PSAC NCRC between its meetings and is kept apprised by the Treasurer of the financial status of the NCRC on a regular basis.

BE IT RESOLVED that Section 10(h) be modified to read as follows:

The Standing Finance Committee or a member of the PSAC NCRC Executive may recommend a forensic audit. Such a decision will be made at a meeting of the NCRC Executive. A clear majority (50%+1) of the votes will be required to retain the services of an auditing firm to conduct this audit.

RATIONALE: The NCRC Executive is kept apprised by the Treasurer of the financial status of the NCRC on a regular basis and can make decisions more quickly than waiting for the next formal NCRC meeting.

BL011 - QUESTION PERIOD DURING FORMAL COUNCIL MEETINGS

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS it is not always clear what are the activities, duties and functions of the Committees, Members-at-Large and delegates from the Separate Employers and DCL Caucus;

WHEREAS written reports are often adopted as a block without an opportunity for further discussion;

WHEREAS regional committees and members of the Executive generally have a very short time during the announcement portion of NCRC meetings to promote the activities they are engaged in;

BE IT RESOLVED that a new subsection be added to 14.2 to read as follows:

e. include an opportunity during the meetings to allow delegates to ask questions regarding the activities of the NCRC Committees, Members-at-Large and delegates from the Separate Employers and DCL Caucus. This period shall include an opportunity for Committee representatives and members of the Executive to respond to these questions and promote the activities they are engaged in.

BE IT RESOLVED that this period does not exceed one hour in total at each meeting;

BE IT FURTHER RESOLVED that REVP or the meeting chairperson will decide on the functioning of this question period.

RATIONALE: NCRC delegates seldom have an opportunity to obtain detailed information on the activities of Regional Committees and members of the Executive during Council meetings. Equally, members of the Executive only have a short time to relay information on their activities.

BL-012 - NCRC Executive Planning and Training Meeting

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS after a convention, there is a need for the planning of the priorities of the NCRC for the following 3-year cycle;

WHEREAS in the past, this was a regular occurrence after each regional convention;

WHEREAS these important meetings are not provided consistently;

BE IT RESOLVED that a meeting for the NCRC Executive is to occur within 6 months of the regional convention;

BE IT RESOLVED that this meeting include the planning for the priorities of the NCRC for the following 3-year cycle and brainstorming to develop an implementation plan;

BE IT FURTHER RESOLVED that this meeting include training as per the previously adopted resolution, on topics such as: strategic campaigning, leadership skills and facilitation skills, etc.

RATIONALE: It is important to develop priorities and work towards their implementation. Members of the Executive are well positioned to provide input for this planning.

GEN-001 - Large PSAC flags for Locals

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS it is difficult to identify the PSAC members in attendance at large outdoor events and gatherings;

WHEREAS there is a lack of visibility of our union's support and solidarity during community and labour events;

WHEREAS there is always a demand from Locals for PSAC flags;

WHEREAS there are approximately 120 NCRC Locals and some Locals may not request flags;

BE IT RESOLVED that the PSAC-NCR purchase 100 large PSAC nylon flags with poles;

BE IT FURTHER RESOLVED that these flags be distributed to active NCR Locals on a first come, first served basis.

RATIONALE: for many years now, numerous members and Locals have expressed their need to be more visible during union, labour and community events such as rallies and marches. Large flags will meet this need.

GEN-002 - Small PSAC flags for members

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS it is difficult to identify the PSAC members in attendance at indoor and outdoor events;

WHEREAS there is a lack of visibility of our union's support and solidarity during events such as parades, conferences and conventions of other organizations (such as CLC, OFL, FTQ);

WHEREAS there is always a demand from members for PSAC flags;

WHEREAS there have been no more than 60 members in attendance at the past several NCR Council meetings.

BE IT RESOLVED that the PSAC-NCR purchase 200 small PSAC nylon flags with poles;

BE IT RESOLVED that these flags be distributed to PSAC-NCR members upon request and in the following order:

1. Members of the current NCRC Executive,
2. Members in attendance at one of the past three Council meetings,
3. Members attending labour or community events.

BE IT FURTHER RESOLVED that a limit of one flag per member shall be allowed and that a member can only make a request for themselves.

RATIONALE: The use of PSAC flags will better promote the attendance, activities and support of PSAC members, especially during mobilization events, other organizations' events and permit better visibility at AGMs and alike.

GEN-003 - OBSERVANCE OF DAY FOR TRUTH AND RECONCILIATION

ORIGINATOR: Bylaws Review Committee of the PSAC-NCRC

LANGUAGE OF ORIGIN: English

WHEREAS September 30, National Day for Truth and Reconciliation, was created as a federal statutory holiday in 2021;

WHEREAS some provinces and territories have designated or are undergoing consultation to make September 30 a statutory holiday;

WHEREAS Ontario, Québec, Alberta and Saskatchewan, have indicated that they have no upcoming plans to make September 30 a provincial statutory holiday;

WHEREAS this day is a vital component of the reconciliation process with the Indigenous Peoples to commemorate and honour the children who never returned home and survivors of residential schools, as well as their families and communities.

BE IT RESOLVED that the PSAC join the efforts of other organizations, such as provincial federations of labour, in lobbying provincial and territorial governments to enact a provincial or a territorial statutory holiday for the observance of truth and reconciliation with the Indigenous Peoples.

RATIONALE: The Truth and Reconciliation Committee has remarked that it is important that public commemoration of the history and legacy of residential schools is a vital component of the reconciliation process with the Indigenous Peoples. The observance of a day for Truth and Reconciliation in each province and territory would facilitate this objective. If adopted, this resolution will be submitted to the PSAC National Triennial Convention for debate.

**GEN-004 - PUBLIC SERVICE ALLIANCE OF CANADA MENTAL HEALTH SUPPORT
STUDY FOR UNION ACTIVISTS**

ORIGINATOR: Local 70055

LANGUAGE OF ORIGIN: English

WHEREAS Union activism comes with mental health risks and challenges, and;

WHEREAS Limited support is provided to Union Activists when their roles and responsibilities lead to mental health depletion, and;

WHEREAS The Union loses activists as a result of mental health injuries and challenges;

BE IT RESOLVED THAT PSAC mandates and funds a third-party institute to conduct a study on if and how the Union can better support the mental health for its activists at the start of the 2024-2027 cycle, and;

BE IT FURTHER RESOLVED THAT A Mental Health for Activists Action Plan be developed and implemented by the PSAC at the end of the 2024-2027 cycle.

RATIONALE: Such a plan would improve the overall health of the Union, and limit the mental health injuries of activists. If adopted, this resolution will be submitted to the PSAC National Triennial Convention for debate.

GEN-005 - Mental Health Support

ORIGINATOR: Local 70075

LANGUAGE OF ORIGIN: English

WHEREAS Since the beginning of Covid-19, stewards and local executive members have witnessed increased instances of members experiencing mental health challenges in the workplace;

WHEREAS Stewards and local executive members are ill equipped to handle navigating these situations to best serve members;

WHEREAS Stewards and local executive members are experiencing difficulties with their own mental health because of the demands placed upon them in representing members in these situations;

WHEREAS Stewards and local executive members want to help their membership navigate these challenges;

WHEREAS Stewards and local executive members are experiencing and are at further risk of burnout because of the lack of support and education available on these topics;

BE IT RESOLVED That PSAC provide mental health support educational materials for the purpose of aiding shop stewards and local executive members to maintain their own mental health and to be able assist members experiencing mental health challenges.

RATIONALE:

It will be helpful for stewards to access educational materials to assist themselves and support members. If adopted, this resolution will be submitted to the PSAC National Triennial Convention for debate.