

(Local 905 - Resolution 1)

Table 2

WHEREAS Treasury Board Table 2 members are the only Treasury Board members subject to regional rates of pay;

WHEREAS many Table 2 members believe that regional rates of pay are discriminatory;

BE IT RESOLVED THAT PSAC and UNDE immediately undertake a review to determine what legal options are available and that these options be presented to the membership no later than six (6) months following convention;

BE IT FURTHER RESOLVED that the PSAC and UNDE initiate a grievance campaign for Table 2 members to grieve the discriminatory practice of regional rates of pay;

BE IT FURTHER RESOLVED THAT the PSAC and UNDE initiate a political action campaign to lobby the federal government to stop their discriminatory practice of regional rates of pay for Table 2 members;

BE IT FURTHER RESOLVED THAT PSAC and UNDE national presidents, and the national executive--in particular the Alliance Executive Committee--provide direction to the Table 2 negotiating team in the next round of negotiations that no tentative agreement will be presented to the membership recommending ratification unless regional rates of pay are addressed.

---

Committee Recommendation

---

Convention Decision

# 98

(Local 507 - Resolution 3)

## Table 2

WHEREAS the Table 2 zoning was not abolished in the latest negotiations;

WHEREAS the Table 2 zoning is discriminatory, since only 'blue collar workers' are zoned in the Canadian federal civil service;

BE IT RESOLVED THAT UNDE obtain a legal opinion on the relevant case laws for Table 2 zoning; this resolution includes a budget of \$50,000 for this purpose.

---

Committee Recommendation

---

Convention Decision

# 99

(Local 507 - Resolution 2)

## GL Committee

WHEREAS the Table 2 zoning was not abolished in the latest negotiations;

WHEREAS the Table 2 zoning is discriminatory, since only 'blue collar workers' are zoned in the Canadian federal civil service;

WHEREAS USGE has formed an action committee to obtain the dezoning of Table 2;

IT IS RESOLVED THAT UNDE form a committee to organize a campaign to obtain the dezoning of Table 2; this resolution includes an annual budget of \$200,000 for the activities of this committee and campaign.

---

Committee Recommendation

---

Convention Decision

# 100

(Local 910 - Resolution 1)

GL Committee

WHEREAS more than 94% of Treasury Board members benefit from national rates of pay and less than 6% of members are subject to the discriminatory practice of regional rates of pay;

WHEREAS the PSAC promotes the principles of equality encompassing equal pay for work of equal value;

WHEREAS historically the collective bargaining process has not had total success in completely eliminating regional rates of pay;

BE IT RESOLVED THAT the PSAC establish a national steering committee comprised of two (2) representatives from the Alliance Executive Committee and one (1) grassroots representative from each component within the PSAC that are affected by regional rates of pay;

BE IT FURTHER RESOLVED THAT this national steering committee has a mandate to explore all options, and make recommendations pertaining to the elimination of regional rates of pay. These options may include, but not be limited to: legal, political, a national grievance campaign or any other options that may arise.

---

Committee Recommendation

---

Convention Decision

# 101

(Local 507 - Resolution 4)

GL Committee

WHEREAS the Table 2 zoning was not abolished in the latest negotiations;

WHEREAS the Table 2 zoning is discriminatory, since only 'blue collar workers' are zoned in the Canadian federal civil service;

WHEREAS USGE has formed an action committee to obtain the dezoning of Table 2;

BE IT RESOLVED THAT, at the next meeting of the NBoD of the PSAC, UNDE propose the creation of a PSAC committee to organize a campaign to obtain the dezoning of Table 2.

\_\_\_\_\_  
Committee Recommendation

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

# 102

(Local 802 - Resolution 8)

GL Committee

WHEREAS there are 418 FRs in PSAC--417 in UNDE and they have a national FR committee to discuss and address their concerns;

WHEREAS there are 2,868 GSs in PSAC--1,681 in UNDE and they have a national GS fightback committee to discuss and address their concerns;

WHEREAS there are 5,150 GLs in PSAC--2,518 in UNDE who also have their own concerns and issues;

WHEREAS one of the major issues is zone rates of pay, along with declining trade numbers, apprenticeships, etc.;

BE IT RESOLVED THAT UNDE form a national GL committee to address GL concerns and issues, set up along the same lines as the FR committee;

BE IT FURTHER RESOLVED THAT the elimination of zone rates of pay be an immediate priority for this committee.

\_\_\_\_\_  
Committee Recommendation

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

(Local 705 - Resolution 16)

GL Committee

WHEREAS there are 418 FRs in PSAC--373 in UNDE and they have a national FR committee to discuss and address their concerns;

WHEREAS there are 2,868 GSs in PSAC--2,002 in UNDE and they have a national GS fightback committee to discuss and address their concerns;

WHEREAS there are 5,150 GLs in PSAC--2,688 in UNDE who also have their own concerns and issues;

WHEREAS one of the major issues is zone rates of pay, along with declining trade numbers, apprenticeships, etc.;

BE IT RESOLVED THAT UNDE form a national GL committee to address GL concerns and issues, set up along the same lines as the FR committee;

BE IT FURTHER RESOLVED THAT the elimination of zone rates of pay be an initial priority for this committee and also to work on the reclassification of our GL members.

---

Committee Recommendation

---

Convention Decision

# 104

(Local 704 - Resolution 5)

GL Committee

WHEREAS there are 418 FRs in PSAC--417 in UNDE and they have a national FR committee to discuss and address their concerns;

WHEREAS there are 2,868 GSs in PSAC--1,681 in UNDE and they have a national GS fightback committee to discuss and address their concerns;

WHEREAS there are 5,150 GLs in PSAC--2,518 in UNDE who also have their own concerns and issues;

WHEREAS one of the major issues is zone rates of pay, along with declining trade numbers, apprenticeships, etc.;

BE IT RESOLVED THAT UNDE form a national GL committee to address GL concerns and issues, set up along the same lines as the FR committee;

BE IT FURTHER RESOLVED THAT the elimination of zone rates of pay be an initial priority for this committee.

---

Committee Recommendation

---

Convention Decision

(Local 910 - Resolution 3)

GL Committee

WHEREAS the UNDE has the largest percentage of General Labour and Trades members affected by the discriminatory practice of regional rates of pay and therefore the largest stake in resolving this issue;

WHEREAS the UNDE promotes the principles of equality encompassing equal pay for work of equal value;

BE IT RESOLVED THAT the UNDE establish a national General Labour and Trades committee comprised of one General Labour and Trades member per region, plus one VP to act as advisor to the committee;

BE IT FURTHER RESOLVED THAT this national General Labour and Trades committee has a mandate to, but not limited to, explore all options, and make recommendations to the PSAC National Steering Committee pertaining to the elimination of regional rates of pay, through their elected chairperson. This chairperson would also represent the UNDE on the PSAC National Steering Committee. These options may include but not be limited to: legal, political, a national grievance campaign, or any other options that may arise.

---

Committee Recommendation

---

Convention Decision

# 106

(Local 910 - Resolution 4)

GL Committee

WHEREAS with the forming of a national General Labour and Trades committee, the committee would have to meet at least two to three times each year to discuss the options and make recommendations;

WHEREAS the most logical place to meet would be the National Capital as this is the most central location;

BE IT RESOLVED THAT the UNDE provide sufficient resources so as to allow the national General Labour and Trades committee to be able to carry out their mandate. These resources may include but not be limited to: funding in the amount of 2 cents per member per month, direction, legal assistance, and any other resources deemed necessary in support of this national committee.

\_\_\_\_\_  
Committee Recommendation

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

# 107

(Local 910 - Resolution 2)

GL Committee

WHEREAS with the forming of a national steering committee, the committee would have to meet at least 2 to 3 times each year to discuss the options, recommendations and the way ahead;

WHEREAS the most logical place to meet would be the National Capital as this is the most central location;

BE IT RESOLVED THAT the PSAC provide sufficient resources so as to allow the national committee examining the elimination of regional rates of pay to be able to carry out their mandate. These resources may include but not be limited to: funding in the amount of 2 cents per member per month, direction, legal assistance, and any other resources deemed necessary in support of this national committee.

\_\_\_\_\_  
Committee Recommendation

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

(Local 802 - Resolution 9)

GS Committee

WHEREAS there are 418 FRs in PSAC--417 in UNDE and they have a national FR committee to discuss and address their concerns;

WHEREAS there are 2,868 GSs in PSAC--1,681 in UNDE and they had a national GS fightback committee this last mandate;

WHEREAS the GS fightback committee only focused on one area and there is need for more open discussion on behalf of GS members;

WHEREAS the GS group is so diverse that many levels of issues and concerns exist;

BE IT RESOLVED THAT UNDE form a national GS committee to address GS concerns and issues, set up along the same lines as the FR committee;

BE IT FURTHER RESOLVED THAT the elimination of zone rates of pay be the immediate priority for this committee.

---

Committee Recommendation

---

Convention Decision

(Local 705 - Resolution 6)

GS Committee

WHEREAS there are 418 FRs in PSAC--373 in UNDE and they have a national FR committee to discuss and address their concerns;

WHEREAS there are 2,868 GSs in PSAC--2,002 in UNDE and they had a national GS fightback committee this last mandate;

WHEREAS the GS fightback committee only focused on one area and there is need for more open discussion on behalf of GS members;

WHEREAS the GS group is so diverse that many levels of issues and concerns exist;

BE IT RESOLVED THAT UNDE form a national GS committee to address GS concerns and issues, set up along the same lines as the FR committee;

BE IT FURTHER RESOLVED THAT the elimination of zone rates of pay be one of the priorities for this committee.

BE IT FURTHER RESOLVED THAT this committee keeps up the fight against contracting out the services that these members do.

---

Committee Recommendation

---

Convention Decision

# 110

(Local 704 - Resolution 6)

GS Committee

WHEREAS there are 418 FRs in PSAC--417 in UNDE and they have a national FR committee to discuss and address their concerns;

WHEREAS there are 2,868 GSs in PSAC--1,681 in UNDE and they had a national GS fightback committee this last mandate;

WHEREAS the GS fightback committee only focused on one area and there is need for more open discussion on behalf of GS members;

WHEREAS the GS group is so diverse that many levels of issues and concerns exist;

BE IT RESOLVED THAT UNDE form a national GS committee to address GS concerns and issues, set up along the same lines as the FR committee;

BE IT FURTHER RESOLVED THAT the elimination of zone rates of pay be one of the priorities for this committee.

\_\_\_\_\_  
Committee Recommendation

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

# 111

(Local 303 - Resolution 6)

Bargaining Strategy

WHEREAS our employer can implement or change labour laws at will;

WHEREAS we have seen that past and present governments are very willing to implement laws that allow them to evade accepted bargaining processes;

WHEREAS traditional strike methods are extremely expensive to implement and carry out;

WHEREAS traditional strike methods are seen by many to be of diminishing effectiveness;

BE IT RESOLVED THAT UNDE actively research and implement alternate methods of applying pressure to the employer as part of our bargaining strategy.

\_\_\_\_\_  
Committee Recommendation

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

# 112

(Local 1017 - Resolution 1)

Negotiations

WHEREAS conciliation with the right to strike has proven to be ineffective as a bargaining tool;

WHEREAS the employer has the right to legislate public service employees back to work;

WHEREAS Bill C-25 will allow Treasury Board to designate whole buildings and bases;

WHEREAS research has shown that arbitration has proven more effective than conciliation;

BE IT RESOLVED THAT UNDE adopt binding arbitration as the method of contract settlement and send on to the PSAC Convention.

\_\_\_\_\_  
Committee Recommendation

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

# 113

(Local 406 - Resolution 3)

Negotiations

WHEREAS collective bargaining has proven itself to be ineffective;

WHEREAS conciliation boards have consistently ruled in our favor;

WHEREAS Treasury Board ignores these favorable conciliation board reports;

BE IT RESOLVED THAT UNDE and the bargaining agent use binding arbitration in future contract disputes.

\_\_\_\_\_  
Committee Recommendation

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

(Local 905 - Resolution 12)

Strike Strategy

WHEREAS the PSAC Constitution, Regulation 15 establishes the national strike strategy committee and their responsibility to develop an overall strategic plan;

WHEREAS the PSAC Regional Office reps endeavour to implement the direction provided by the National SSC;

WHEREAS bargaining units in legal strike positions are inconsistent in strike activity in regions and this causes personal hardships to our membership;

WHEREAS strike pay is the same for all;

WHEREAS this causes extreme discord within the members;

WHEREAS this causes difficulty for area co-ordinators to maintain strong picket lines and sustain support for strikes;

BE IT RESOLVED THAT the national strike strategy committee provide a strategy that achieves a common standard amongst all membership;

BE IT FURTHER RESOLVED THAT the regional reps within an office work together to provide equally implemented strategies for all members in that region.

---

Committee Recommendation

---

Convention Decision

# 115

(Local 637 - Resolution 14)

## Ratification Voting

WHEREAS PSAC ratification vote meetings unnecessarily lengthen the democratic process to a half-year after strike action ceases;

WHEREAS local executive officers, website access, and ratification kits do well in informing the membership of the contract issues;

WHEREAS the attendance of bargaining team members is not cost-effective, and does little to further educate or inform the membership on the contract issues;

BE IT RESOLVED THAT PSAC provide ratification kits in a timely fashion;

BE IT FURTHER RESOLVED THAT union locals organize and hold their own special membership meetings for ratification votes without compulsory attendance of bargaining team members.

\_\_\_\_\_  
Committee Recommendation

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

# 116

(Local 406 - Resolution 4)

## Ratification Voting

WHEREAS all union decisions are made with the wishes of as many of the members as possible on issues involving collective bargaining, conciliation, binding arbitration, strike votes and contract proposal votes;

WHEREAS the members have a right to be informed on these issues; that many votes on these issues in the past have results in extremely low turn-outs of the membership;

WHEREAS many members will not sit through long meetings in order to vote on these issues.

BE IT RESOLVED THAT all votes be held by mail in ballots to ensure that all members be encouraged to vote on these issues;

BE IT FURTHER RESOLVED THAT information meetings be held to inform members of the issues involved and that the members be allowed to vote before, during and after these meetings.

\_\_\_\_\_  
Committee Recommendation

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

(Local 905 - Resolution 13)

Hardship Fund

WHEREAS the PSAC Constitution currently states designated employees must forward 25% of their wages to the union during strike activity;

WHEREAS some designated members do not all comply with this regulation;

WHEREAS this is in contravention of the PSAC Constitution, Section 25, Subsection (5);

WHEREAS PSAC has no clearly defined direction with regards to the process for collection of fines imposed to members in regards to the 25% of their wages;

WHEREAS PSAC has the legal and financial resources to collect these monies;

BE IT RESOLVED THAT the PSAC provide a policy for the collection of these monies;

BE IT FURTHER RESOLVED THAT the PSAC be responsible for all action (both financial and legal) for collection of these monies.

---

Committee Recommendation

---

Convention Decision

# 118

(Local 619 - Resolution 2)

## Hardship Fund

WHEREAS it is in the PSAC Constitution to collect the 25% from designated members for the hardship fund;

WHEREAS the PSAC has put the responsibility on the Local to collect the 25% for the hardship fund;

WHEREAS it is the PSAC hardship fund even though the money collected remains in the region;

BE IT RESOLVED THAT it should be the responsibility of the PSAC to collect the money for the hardship fund and not that of the individual locals.

\_\_\_\_\_  
Committee Recommendation

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

# 119

(Local 903 - Resolution 3)

## Strike Discipline

WHEREAS the PSAC Constitution currently states the responsibility to take disciplinary action against "strike breakers" better known as "scabs" is the sole responsibility of the Local;

WHEREAS this responsibility at local level is a hardship;

WHEREAS this causes undue financial hardship on locals;

WHEREAS PSAC has the legal resources to enforce the disciplinary action;

BE IT RESOLVED THAT PSAC be responsible for all action (both financial and legal) against "scabs".

\_\_\_\_\_  
Committee Recommendation

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

# 120

(Local 905 - Resolution 4)

## Strike Discipline

WHEREAS the PSAC Constitution currently states the responsibility to take disciplinary action against "strike breakers" better known as "scabs" is the sole responsibility of the Local;

WHEREAS this responsibility at local level is a hardship;

WHEREAS this causes undue financial hardship on locals;

WHEREAS PSAC has the legal resources to enforce the disciplinary action;

BE IT RESOLVED THAT PSAC be responsible for all action (both financial and legal) against "scabs".

---

Committee Recommendation

---

Convention Decision

# 121

(Local 705 - Resolution 15)

## Strike Discipline

WHEREAS during a labour dispute, a striking member goes into work and performs work for the employer;

WHEREAS the PSAC has asked all members to stay out of the workplace;

WHEREAS all worksites cannot have picket lines set up;

WHEREAS it should be the member's responsibility to keep in touch with their local and find out what to do during a labour dispute;

WHEREAS the local finds out that the member has gone to work;

WHEREAS the member has all their rights still intact so they can vote for the contract, can anguish the members that are on the line losing pay and the local cannot say anything or call this member a 'scab' because they are not suspended and the harassment policy and the Constitution still gives them the right to be treated with respect until they are suspended from the PSAC;

BE IT RESOLVED THAT the striking member that performed the work for the employer be held responsible to prove that they didn't go to work and be the one to contact the local once they are told that they have crossed the picket line;

BE IT FURTHER RESOLVED THAT the local has the right to suspend this member and remove their rights until the striking member proves to the local and PSAC that they are not guilty of crossing the line;

BE IT FURTHER RESOLVED THAT the striking members who went into work are known as 'scabs' until they prove themselves innocent.

---

Committee Recommendation

---

Convention Decision

# 122

(Local 637 - Resolution 13)

Strike Pay

WHEREAS members pay deductions contributing to legal strike activities which have occurred up three weeks after strike action ceased;

WHEREAS some members did not receive their strike pay from PSAC for six or more weeks after strike action ceased;

WHEREAS payroll deductions occurring before strike pay is received increases the financial hardship of the members participating in legal strike activities;

WHEREAS many members rely on their strike pay to make ends meet;

BE IT RESOLVED THAT PSAC institute procedures to ensure strike pay is paid to all participating members within 14 days after legal strike action ceases.

\_\_\_\_\_  
Committee Recommendation

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

# 123

(Local 602 - Resolution 2)

LWOP

WHEREAS members on LWOP experience times when they are out of pocket and risk loss of benefits in some circumstances;

WHEREAS an invoice system with the onus on the employer would help alleviate this and would be a more efficient administrative and cost-effective process for the PSAC and its components;

BE IT RESOLVED THAT the PSAC negotiate with employers to introduce a billing system whereby the employer would invoice the PSAC or the component for unpaid union leave, whether planned or not, in order for the members to continue receiving their pay cheques and benefits.

\_\_\_\_\_  
Committee Recommendation

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

# 124

(Local 620 - Resolution 3)

## Bilingual Bonus

WHEREAS the bilingual bonus directive has been in place for over 25 years;

WHEREAS the bonus portion is the same today as it was 25 years ago;

BE IT RESOLVED THAT PSAC negotiate with Treasury Board to review and increase the bonus accordingly.

\_\_\_\_\_  
Committee Recommendation

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

# 125

(Local 637 - Resolution 7)

## Chiropractor Services

WHEREAS some provincial governments have eliminated financial subsidies to various alternative medical care practitioners, i.e. chiropractors;

WHEREAS Sun Life charges a 20% administration fee for the processing of claims;

BE IT RESOLVED THAT PSAC negotiate an increase to the \$500 allowable entitlement for chiropractor services.

\_\_\_\_\_  
Committee Recommendation

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

# 126

(Local 1008 - Resolution 1)

## Nuclear Emergency Response

WHEREAS allowances such as Dirty Work, Transportation of Dangerous Goods, Offender Supervision, etc. are incorporated into the work descriptions of individual members of specific tables;

WHEREAS the allowances for Nuclear Emergency Response Team members are only applied to two groups;

WHEREAS there are members from other groups and tables that have Nuclear Emergency Response Team duties in their work descriptions;

WHEREAS this may be the case for applying other allowances in the future;

BE IT RESOLVED THAT the PSAC advise the bargaining teams that these inequities exist;

BE IT FURTHER RESOLVED THAT the PSAC urge all Tables' committees to look at these types of allowances for members that may be affected from all the tables.

---

Committee Recommendation

---

Convention Decision

# 127

(Local 602 - Resolution 3)

## Protective Reassignment

WHEREAS the fight for protective reassignment and/or preventative withdrawal for pregnant or nursing workers is a priority for the PSAC, both as a women's issue and as a health and safety issue;

WHEREAS the province of Quebec has in place legislation to ensure that pregnant and nursing workers are not forced to risk their health or that of their unborn child;

BE IT RESOLVED THAT the PSAC exert pressure to produce federal legislation guaranteeing protective reassignment and/or preventative withdrawal with paid leave for members whose physicians have recommended such action, as is the case in Quebec;

BE IT FURTHER RESOLVED THAT the PSAC, in discussion with all employers, ensure that protective reassignment and/or preventative withdrawal with paid leave is a prime issue;

BE IT FURTHER RESOLVED THAT the PSAC continues the petition campaign to advance the cause of protective reassignment and/or preventative withdrawal.

---

Committee Recommendation

---

Convention Decision

# 128

(Local 303 - Resolution 7)

## Operational Requirement

WHEREAS the term "Operational Requirement" is used to justify actions injurious to our members;

WHEREAS there is no official definition for this term;

WHEREAS experience shows that individual managers define the term to suit their own immediate needs, applying it in an indiscriminate and arbitrary fashion;

BE IT RESOLVED THAT UNDE demand that DND provide a formal definition for this term, and that it should be defined as to provide a clear and reasonable guideline for all concerned.

---

Committee Recommendation

---

Convention Decision

# 129

(Local 303 - Resolution 8)

Dues - Terms, Casuals

WHEREAS casuals and terms under three months enjoy similar wages as those of indeterminate employees;

WHEREAS currently such employees pay no union dues;

WHEREAS such wages were achieved through the efforts of union members;

BE IT RESOLVED that UNDE put pressure through PSAC on Treasury Board to include casual employees and term employees employed less than three months under some form of dues payment.

\_\_\_\_\_  
Committee Recommendation

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

# 130

(Local 641 - Resolution 5)

Hospital Coverage

WHEREAS basic hospital coverage that is covered by OHIP leaves our members with a cost for hospitalization;

BE IT RESOLVED THAT PSAC pay the difference between basic hospital coverage and the rate paid by OHIP.

\_\_\_\_\_  
Committee Recommendation

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

# 131

(Local 637 - Resolution 6)

## Hospital Coverage

WHEREAS the costs of hospital care have risen dramatically;

WHEREAS some provincial governments have decreased funding to hospitals;

WHEREAS the PSHCP provisions and entitlements in place now do not cover a member's stay in hospital without additional out-of-pocket payments;

WHEREAS Level 3 coverage does not fully cover a member's stay in hospital;

BE IT RESOLVED THAT PSAC negotiate an all-inclusive level of PSHCP coverage.

---

Committee Recommendation

---

Convention Decision

# 132

(Local 641 - Resolution 3)

## Hospital Coverage

WHEREAS the cost of hospital care has risen dramatically;

WHEREAS some provincial governments have decreased funding to hospitals;

WHEREAS the PSHCP provisions and entitlements in place now do not cover a member's stay in hospital without additional out-of-pocket payments;

WHEREAS Level 3 coverage does not fully cover a member's stay in hospital;

BE IT RESOLVED THAT the PSAC pursue an all-inclusive level of PSHCP coverage.

---

Committee Recommendation

---

Convention Decision

# 133

(Local 605 - Resolution 6)

## Negotiations - Parking

WHEREAS the current agreement between Treasury Board and Local 228 of the International Brotherhood of Electrical Workers includes Article 40 which deals with harmonious employer-union relations regarding joint consultation under said clause;

WHEREAS under Article 40 of this agreement is Article 40.01 which reads: "The Employer and the Union recognize that consultation and communication on matters of mutual interest outside the terms of the Collective Agreement should promote constructive and harmonious Employer-Union relations" and includes Article 40.08 which reads: "It is agreed that the following matters will be subjects for joint consultation under clause 40.01:

(b) parking (current arrangements, including prices charged);"

WHEREAS this is agreement specific to IBEW Local 228 and not PSAC collective agreements;

BE IT RESOLVED THAT the PSAC bargain for a similar clause in their collective agreements citing this IBEW clause as precedent setting.

\_\_\_\_\_  
Committee Recommendation

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

# 134

(Local 637 - Resolution 8)

## Eyecare Entitlement

WHEREAS some provincial governments have eliminated financial subsidies to eye care providers;

WHEREAS Sun Life charges a 20% administration fee for the processing of claims;

BE IT RESOLVED THAT PSAC negotiate an increase to the \$200.00 allowable entitlement for the purchase of prescription eyewear.

BE IT FURTHER RESOLVED THAT the allowable entitlement be annual.

\_\_\_\_\_  
Committee Recommendation

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

# 135

(Local 641 - Resolution 2)

## Eyecare Entitlement

WHEREAS some provincial governments have eliminated financial subsidies to eyecare providers;

WHEREAS Sun Life charges a 20% administration fee for the processing of claims;

BE IT RESOLVED THAT the PSAC pursue an increase to the \$200 allowable entitlement for the purchase of prescription eyewear.

---

Committee Recommendation

---

Convention Decision

# 136

(Local 602 - Resolution 4)

## Pay Equity

WHEREAS in every age group, women have lower incomes than men do, but with the gap especially pronounced at retirement;

WHEREAS the wage gap in Canada is at about 70% during employment--women with pensions receive about 50% of the amount that men receive;

WHEREAS this gap has a serious impact on standards of living at retirement;

BE IT RESOLVED THAT pension inequality resulting from the identified wage gap be recognized by the PSAC as an important factor in the fight for pay equity across the public service;

BE IT FURTHER RESOLVED that the PSAC negotiate with the employer to address this inequality.

---

Committee Recommendation

---

Convention Decision

# 137

(Local 905 - Resolution 9)

Disability

WHEREAS currently there is a 13 week waiting period for Sun Life Disability;

BE IT RESOLVED THAT UNDE and PSAC negotiate to have the waiting period shortened to 10 weeks.

---

Committee Recommendation

---

Convention Decision

# 138

(Local 905 - Resolution 10)

Disability

WHEREAS currently members are required to use all of their sick leave prior to Sun Life Disability paying for long term sick leave;

BE IT RESOLVED THAT UNDE and PSAC negotiate that the members only be required to use sick leave for the waiting period and not deplete their sick leave.

---

Committee Recommendation

---

Convention Decision

# 139

(Local 527 - Resolution 1)

## Regional Conventions

WHEREAS a maximum number of delegates is desired at the PSAC triennial regional convention;

WHEREAS the expenses related to these conventions are currently covered by local unions;

BE IT RESOLVED THAT PSAC pay for all costs related to this convention to obtain a representative participation by locals at its triennial regional convention.

---

Committee Recommendation

---

Convention Decision

# 140

(Local 608 - Resolution 1)

## Regional Conventions

WHEREAS PSAC Regional Conventions are held in all regions;

WHEREAS elections for the PSAC REVP are conducted at the Regional Conventions;

BE IT RESOLVED THAT PSAC fully fund all eligible delegates, as mandated by the respective regional constitutions, to the PSAC Regional Convention.

---

Committee Recommendation

---

Convention Decision

# 141

(Local 637 - Resolution 9)

Regional Conventions

WHEREAS PSAC Regional Conventions are held in all regions;

WHEREAS elections for the PSAC REVP are conducted at the Regional Conventions;

BE IT RESOLVED THAT PSAC fully fund all eligible delegates, as mandated by the respective Regional Constitutions, to the PSAC Regional Convention.

\_\_\_\_\_  
Committee Recommendation

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

# 142

(Local 704 - Resolution 9)

Regional Conventions

WHEREAS PSAC Regional Conventions are not presently funded through the PSAC;

WHEREAS UNDE National Executive identified the need for UNDE to be well-represented at PSAC Regional Conventions this year;

WHEREAS we need to ensure UNDE's interests are represented in the future at these conventions;

WHEREAS we have the costs from this year's conventions to send UNDE's delegation to all;

BE IT RESOLVED THAT UNDE budget to send the eligible delegates to all the PSAC Regional Conventions in the next mandate (2008);

BE IT FURTHER RESOLVED THAT we also forward a resolution to the next PSAC National Convention to get the funding for all eligible delegates to Regional Conventions from the PSAC nationally.

\_\_\_\_\_  
Committee Recommendation

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

(Local 800 - Resolution 9)

Regional Conventions

WHEREAS PSAC Regional Conventions are not presently funded through the PSAC;

WHEREAS UNDE National Executive identified the need for UNDE to be well-represented at PSAC Regional Conventions this year;

WHEREAS we need to ensure UNDE's interests are represented in the future at these conventions;

WHEREAS we have the costs from this year's conventions to send UNDE's delegation to all;

BE IT RESOLVED THAT UNDE budget to send the eligible delegates to all the PSAC Regional Conventions in the next mandate (2008);

BE IT FURTHER RESOLVED THAT we also forward a resolution to the next PSAC National Convention to get the funding for all eligible delegates to Regional Conventions from the PSAC nationally.

---

Committee Recommendation

---

Convention Decision

(Local 807 - Resolution 5)

Regional Conventions

WHEREAS PSAC Regional Conventions are not presently funded through the PSAC;

WHEREAS UNDE National Executive identified the need for UNDE to be well-represented at PSAC Regional Conventions this year;

WHEREAS we need to ensure UNDE's interests are represented in the future at these conventions;

WHEREAS we have the costs from this year's conventions to send UNDE's delegation to all;

BE IT RESOLVED THAT UNDE budget to send the eligible delegates to all the PSAC Regional Conventions in the next mandate (2008);

BE IT FURTHER RESOLVED THAT we also forward a resolution to the next PSAC National Convention to get the funding for all eligible delegates to Regional Conventions from the PSAC nationally.

---

Committee Recommendation

---

Convention Decision

(Local 802 - Resolution 12)

Regional Conventions

WHEREAS PSAC Regional Conventions are not presently funded through the PSAC;

WHEREAS UNDE National Executive identified the need for UNDE to be well-represented at PSAC Regional Conventions this year;

WHEREAS we need to ensure UNDE's interests are represented in the future at these conventions;

WHEREAS we have the costs from this year's conventions to send UNDE's delegation to all;

BE IT RESOLVED THAT UNDE budget to send the eligible delegates to all the PSAC Regional Conventions in the next mandate (2008);

BE IT FURTHER RESOLVED THAT we also forward a resolution to the next PSAC National Convention to get the funding for all eligible delegates to Regional Conventions from the PSAC nationally.

---

Committee Recommendation

---

Convention Decision

(Local 705 - Resolution 9)

Regional Conventions

WHEREAS PSAC Regional Conventions are not presently funded through the PSAC;

WHEREAS UNDE National Executive identified the need for UNDE to be well-represented at PSAC Regional Conventions this year;

WHEREAS we need to ensure UNDE's interests are represented in the future at these conventions;

WHEREAS we have the costs from this year's conventions to send UNDE's delegation to all;

BE IT RESOLVED THAT UNDE budget to send the eligible delegates to all the PSAC Regional Conventions in the next mandate (2008);

BE IT FURTHER RESOLVED THAT we also forward a resolution to the next PSAC National Convention to get the funding for all eligible delegates to Regional Conventions from the PSAC nationally.

---

Committee Recommendation

---

Convention Decision

(Local 525 - Resolution 3)

PSAC Structure

WHEREAS the regional structure of PSAC functions relatively well where locals are involved;

WHEREAS the needs of members and locals are in the region;

WHEREAS member resources are limited and members must expect that resources they entrust to the unions are managed properly;

WHEREAS in the interest of members and the union it is essential to review how the union can improve its services and image;

BE IT RESOLVED THAT UNDE convention mandate its executive to review with PSAC and the other components how our union could be restructured to respond better to member needs and expectations, taking all scenarios into consideration;

BE IT FURTHER RESOLVED THAT UNDE, as a leader within the Alliance, put forth and support a resolution by which a review of the structures and services are proposed to the triennial PSAC convention.

---

Committee Recommendation

---

Convention Decision

# 148

(Local 1016 - Resolution 2)

DND - Separate Employer

WHEREAS the Department of National Defence (DND) has unique realities from other Treasury Board departments;

WHEREAS the Union of National Defence Employees already understands this uniqueness and represents its members in this Department very well;

BE IT RESOLVED THAT a campaign be created and funded to \$50K to have the DND become a separate employer similar to what is already being done for Parks and CRA.

---

Committee Recommendation

---

Convention Decision

# 149

(Local 1017 - Resolution 3)

DND - Separate Employer

WHEREAS the Department of National Defence and therefore the Union of National Defence Employees has a unique mandate which is far different from any other department;

WHEREAS because of the above, the needs and requirements of the members of the Union of National Defence Employees are often at odds with the vision and mandate of the PSAC;

BE IT RESOLVED THAT the Union of National Defence Employees immediately begin exploring, with the Department of National Defence, the possibility of the Department becoming a separate employer, with a goal of making this happen at the earliest opportunity, and that such a campaign be adequately funded.

---

Committee Recommendation

---

Convention Decision

# 150

(Local 637 - Resolution 5)

Regional Women's Committees

WHEREAS PSAC holds Regional Conventions which conduct PSAC business and elections of equity positions;

WHEREAS Regional Women's Committees have not been given consistent financial support or access to funds;

WHEREAS without a consistent budget, Regional Women's Committees will either cease to exist or become an elitist organization made up of members from the more affluent unions leaving those from less affluent unions voiceless;

BE IT RESOLVED THAT PSAC fund no less than three thousand dollars (\$3,000) per calendar year to each Regional Women's Committee of PSAC to permit greater participation by members from smaller less affluent unions which will in turn give voice to their concerns.

\_\_\_\_\_  
Committee Recommendation

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

# 151

(Local 641 - Resolution 4)

Ontario Women's Convention

WHEREAS the Ontario Women's Convention shows gender bias;

BE IT RESOLVED THAT the Ontario Women's Convention be abolished.

\_\_\_\_\_  
Committee Recommendation

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

(Local 605 - Resolution 3)

Employment Equity

WHEREAS UNDE and PSAC have policies that promote full equality of all members;

WHEREAS the membership is diverse and includes members with special needs which need to be acknowledged and accommodated at all union events;

WHEREAS the organizers may lack knowledge or understanding of these needs;

BE IT RESOLVED THAT UNDE and PSAC in all regions and at the national level develop lists of facilities to help organizers ensure these needs can be accommodated;

BE IT FURTHER RESOLVED THAT they work in collaboration with their EE representatives and/or all Employment Equity and Human Rights Committees in creating and maintaining these lists;

BE IT FURTHER RESOLVED THAT these lists contain information that addresses these needs and that include but are not limited to being unionized, fully accessible to all members with disabilities, and provides space for people to address their religious and cultural needs.

---

Committee Recommendation

---

Convention Decision

# 153

(Local 406 - Resolution 1)

## Employment Equity

WHEREAS the Region Employment Equity reps hold many objectives:

- The promotion of employment equity in workplaces through the operation of UNDE;
- The exploration of ways to create linkages with all our members' employers, in an effort to have regional understanding of all employment equity issues.

BE IT RESOLVED that the Employment Equity reps for the regions be provided adequate amount of resources (including financial and human resources) to carry out their duties.

---

Committee Recommendation

---

Convention Decision

# 154

(Local 608 - Resolution 3)

## Visible Minorities Conference

WHEREAS RVAC was the first equity group to be formed in the region;

WHEREAS the aboriginal circle has a different cultural background;

BE IT FURTHER RESOLVED THAT the PSAC set up a separate nationally-funded conference for visible minorities.

---

Committee Recommendation

---

Convention Decision

# 155

(Local 1008 - Resolution 3)

PSAC Conferences

WHEREAS the Aboriginal community is comprised of a diverse membership;

WHEREAS the racially visible community is comprised of a diverse membership;

WHEREAS the Persons with Disabilities and the Gay, Lesbian, Bi-sexual and Transgendered have their own fully funded conferences;

BE IT RESOLVED THAT the Public Service Alliance of Canada change their constitution to reflect the diversity of the Aboriginal and Racially Visible equity groups and establish two separate national conferences for these two equity groups;

BE IT FURTHER RESOLVED THAT the Public Service Alliance of Canada's budget reflect these changes for the two national conferences and these conferences be funded at the same rate as the Pride and Access conferences.

\_\_\_\_\_  
Committee Recommendation

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

# 156

(Local 903 - Resolution 7)

PSAC Conferences

WHEREAS currently all delegate registration forms to PSAC do not require a recommendation/authorization from Locals;

WHEREAS Local executives should be consulted by PSAC to provide a recommendation/authorization in this regard;

WHEREAS Locals are charged with all other decision-making within their Local;

BE IT RESOLVED THAT Local Executives be charged with the authority and responsibility to provide recommendations to all conferences;

BE IT FURTHER RESOLVED THAT PSAC accept no registration forms that have not been submitted with the support of their Local.

\_\_\_\_\_  
Committee Recommendation

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

(Local 1008 - Resolution 2)

Policy on Attendant Care

WHEREAS every PSAC member should have equal access to attend PSAC functions;

WHEREAS PSAC members with disabilities who require attendant care while traveling to PSAC functions have individual requirements unique to their needs;

WHEREAS the attendants who normally assist PSAC members are familiar with those requirements and can provide a level of care that ensures the safety, comfort and dignity of the members;

WHEREAS members often require attendant care during travel to and from PSAC functions;

WHEREAS members have been asked by PSAC to sign waivers rescinding their rights in order to have their attendant of choice attending to their care;

BE IT RESOLVED THAT PSAC develop a Policy on Attendant Care for PSAC Members With Disabilities that addresses the attendant care needs of our membership;

BE IT FURTHER RESOLVED THAT the policy be developed in consultation with a sufficient variety of affected members to ensure that all likely contingencies are addressed;

BE IT FURTHER RESOLVED THAT, concurrent with the development of the policy, PSAC investigate appropriate liability protection in order that members with disabilities can avail themselves of the provisions of the policy without being required to sign waivers rescinding their rights.

---

Committee Recommendation

---

Convention Decision

(Local 654 - Resolution 2)

Policy on Attendant Care

WHEREAS every PSAC member should have equal access to attend PSAC functions;

WHEREAS PSAC members with disabilities who require attendant care while traveling to PSAC functions have individual requirements unique to their needs;

WHEREAS the attendants who normally assist PSAC members are familiar with those requirements and can provide a level of care that ensures the safety, comfort and dignity of the members;

WHEREAS members often require attendant care during travel to and from PSAC functions;

WHEREAS members have been asked by PSAC to sign waivers rescinding their rights in order to have their attendant of choice attending to their care;

BE IT RESOLVED THAT PSAC develop a Policy on Attendant Care for PSAC Members With Disabilities that addresses the attendant care needs of our membership;

BE IT FURTHER RESOLVED THAT the policy be developed in consultation with a sufficient variety of affected members to ensure that all likely contingencies are addressed;

BE IT FURTHER RESOLVED THAT, concurrent with the development of the policy, PSAC investigate appropriate liability protection in order that members With disabilities can avail themselves of the provisions of the policy without being required to sign waivers rescinding their rights.

---

Committee Recommendation

---

Convention Decision

# 159

(Local 637 - Resolution 2)

PSAC Education

WHEREAS the union has a need to have fully qualified and trained activists to take their positions as leaders in their respective locals;

WHEREAS the union is considered to be a leader in helping its members achieve a balance between professional and personal responsibilities which is free of stress;

WHEREAS increased stress and/or workload can lead to problems such as employee burnout, lack of motivation, reduced efficiency, alcoholism, heart attack and even death;

WHEREAS most PSAC courses take place over week-ends and/or during shift breaks, adding to the workload;

WHEREAS it is against PSAC policy to allow the employer to force employees to work for no pay;

BE IT RESOLVED THAT PSAC fund each day of the course at our normal rates of pay to permit members the option of having fully funded days off at their discretion, to recoup their strength and motivation.

\_\_\_\_\_  
Committee Recommendation

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

# 160

(Local 619 - Resolution 3)

PSAC Education

WHEREAS separate employer locals negotiate differently than the Treasury Board locals;

WHEREAS the separate employer locals would benefit greatly from training in collective bargaining processes and techniques;

BE IT RESOLVED THAT UNDE commit funding to allow two (2) members from every separate employer local to attend negotiation education/training.

\_\_\_\_\_  
Committee Recommendation

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

(Local 602 - Resolution 1)

Duty to Accommodate

WHEREAS the PSAC has an ongoing commitment to actively ensure that employers meet their obligations under duty to accommodate and that PSAC members are aware of their rights;

WHEREAS the education section has developed a duty to accommodate course;

BE IT RESOLVED THAT PSAC place priority in development and delivery of education courses on duty to accommodate for its members;

BE IT FURTHER RESOLVED THAT the PSAC lobby appropriate levels of government employers and separate employers to bring more awareness as well as highlight their legal responsibility under the Human Rights Act;

BE IT FURTHER RESOLVED THAT the PSAC call for government employers and separate employers to provide education on the legal obligations of duty to accommodate for all management and employees.

---

Committee Recommendation

---

Convention Decision

# 162

(Local 605 - Resolution 5)

## Duty to Accommodate

WHEREAS the employer and its managers have to adhere to duty to accommodate (DTA) legislation and ensure its fair and equitable implementation;

WHEREAS the employer and its managers may not have a full and adequate understanding of the DTA legislation and the need to implement it in a harassment-free environment;

WHEREAS many of our members and co-workers do not have a full appreciation of their rights under DTA;

BE IT RESOLVED THAT the union lobby and/or bargain for mandatory training on DTA and harassment prevention in the workplace for all employees starting at the highest level and continuing to the lowest;

BE IT FURTHER RESOLVED THAT this mandatory training be for all members of the Military, RCMP, and any other group and organization that works with our members in the workplace.

\_\_\_\_\_  
Committee Recommendation

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

# 163

(Local 507 - Resolution 7)

## UNDE Education

WHEREAS the employer's grievance process now includes a mediation stage;

BE IT RESOLVED THAT UNDE develop a training module on the mediation process.

\_\_\_\_\_  
Committee Recommendation

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

(Local 705 - Resolution 3)

Membership Cards

WHEREAS getting union cards for new members is causing a significant amount of grief to new local executives, and was identified at the last UNDE convention;

WHEREAS the plastic union card is important to the union and the members;

WHEREAS UNDE needs to ensure up-to-date membership lists and that their members have cards;

WHEREAS this should be achievable within today's technology;

BE IT RESOLVED THAT UNDE take responsibility to ensure UNDE members get their union cards;

BE IT FURTHER RESOLVED THAT UNDE do an annual membership list check and update--ensuring who does and does not have union cards;

BE IT FURTHER RESOLVED THAT UNDE liaise with PSAC soonest to ensure UNDE members have their cards soonest.

---

Committee Recommendation

---

Convention Decision

# 165

(Local 807 - Resolution 1)

## Membership Cards

WHEREAS getting union cards for new members is causing a significant amount of grief to new local executives, and was identified at the last UNDE convention;

WHEREAS the plastic union card is important to the union and the members;

WHEREAS UNDE needs to ensure up-to-date membership lists and that their members have cards;

WHEREAS this should be achievable within today's technology;

BE IT RESOLVED THAT UNDE take responsibility to ensure UNDE members get their union cards;

BE IT FURTHER RESOLVED THAT UNDE do an annual membership list check and update--ensuring who does and does not have union cards;

BE IT FURTHER RESOLVED THAT UNDE liaise with PSAC soonest to ensure UNDE members have their cards soonest.

---

Committee Recommendation

---

Convention Decision

(Local 800 - Resolution 4)

Membership Cards

WHEREAS getting union cards for new members is causing a significant amount of grief to new local executives, and was identified at the last UNDE convention;

WHEREAS the plastic union card is important to the union and the members;

WHEREAS UNDE needs to ensure up-to-date membership lists and that their members have cards;

WHEREAS this should be achievable within today's technology;

BE IT RESOLVED THAT UNDE take responsibility to ensure UNDE members get their union cards;

BE IT FURTHER RESOLVED THAT UNDE do an annual membership list check and update--ensuring who does and does not have union cards;

BE IT FURTHER RESOLVED THAT UNDE liaise with PSAC soonest to ensure UNDE members have their cards soonest.

---

Committee Recommendation

---

Convention Decision

(Local 802 - Resolution 6)

Membership Cards

WHEREAS the process of getting union cards for new members is currently causing a significant amount of grief to new local executives, as identified at the last UNDE convention;

WHEREAS the plastic union card is important to the union and the members;

WHEREAS UNDE needs to ensure up-to-date membership lists and that their members have cards;

WHEREAS this should be achievable within today's technology;

BE IT RESOLVED THAT UNDE take responsibility to ensure UNDE members get their union cards;

BE IT FURTHER RESOLVED THAT UNDE do an annual membership list check and update--ensuring who does and does not have union cards;

BE IT FURTHER RESOLVED THAT UNDE liaise with PSAC soonest to ensure UNDE members have their cards soonest.

---

Committee Recommendation

---

Convention Decision

(Local 903 - Resolution 5)

Presidents Conference

WHEREAS currently the UNDE presidents conference agenda is determined by COMTRA committee;

WHEREAS local presidents have no voice or vote with the COMTRA committee;

WHEREAS local presidents have no direct decision or authority on agenda items;

BE IT RESOLVED THAT one (1) local president from each region be placed on COMTRA committee to organize and develop the agenda of the presidents conference;

BE IT FURTHER RESOLVED THAT the agenda be determined by the local presidents selected from each region.

---

Committee Recommendation

---

Convention Decision

(Local 704 - Resolution 11)

National Office

WHEREAS USOs are being tasked with many responsibilities outside of their primary reason for being--offering support to their regions;

WHEREAS staff members being assigned to assist national officers with portfolios has to be addressed;

WHEREAS the union needs to ensure that the services needed by the locals are the priority;

WHEREAS many of the extra tasks are tied to national committees which should be responsible for their own research and reports;

BE IT RESOLVED THAT national executive revisit all the taskings placed on the USOs;

BE IT FURTHER RESOLVED THAT the priority has to be availability of USOs for locals to contact for help;

BE IT FURTHER RESOLVED THAT we address the need for support from national office to our locals first and then see what capabilities we can assign as needed.

---

Committee Recommendation

---

Convention Decision

# 170

(Local 807 - Resolution 8)

National Office

WHEREAS USOs are being tasked with many responsibilities outside of their primary reason for being--offering support to their regions;

WHEREAS staff members being assigned to assist national officers with portfolios has to be addressed;

WHEREAS the union needs to ensure that the services needed by the locals are the priority;

WHEREAS many of the extra tasks are tied to national committees which should be responsible for their own research and reports;

BE IT RESOLVED THAT national executive revisit all the taskings placed on the USOs;

BE IT FURTHER RESOLVED THAT the priority has to be availability of USOs for locals to contact for help;

BE IT FURTHER RESOLVED THAT we address the need for support from national office to our locals first and then see what capabilities we can assign as needed.

---

Committee Recommendation

---

Convention Decision

(Local 705 - Resolution 11)

National Office

WHEREAS USOs are being tasked with many responsibilities outside of their primary reason for being of offering support to their regions;

WHEREAS staff members being assigned to assist national officers with portfolios has to be addressed;

WHEREAS the union needs to ensure that the services needed by the locals are the priority;

WHEREAS many of the extra tasks are tied to national committees which should be responsible for their own research and reports;

BE IT RESOLVED THAT national executive revisit all the taskings placed on the USOs;

BE IT FURTHER RESOLVED THAT the priority has to be availability of USOs for locals to contact for help;

BE IT FURTHER RESOLVED THAT we address the need for support from national office to our locals first and then see what capabilities we can assign as needed.

---

Committee Recommendation

---

Convention Decision

# 172

(Local 802 - Resolution 14)

National Office

WHEREAS USOs are being tasked with many responsibilities outside of their primary reason for being of offering support to their regions;

WHEREAS staff members being assigned to assist national officers with portfolios has to be addressed;

WHEREAS the union needs to ensure that the services needed by the locals are the priority;

WHEREAS many of the extra tasks are tied to national committees which should be responsible for their own research and reports;

BE IT RESOLVED THAT national executive revisit all the taskings placed on the USOs;

BE IT FURTHER RESOLVED THAT the priority has to be availability of USOs for locals to contact for help;

BE IT FURTHER RESOLVED THAT we address the need for support from national office to our locals first and then see what capabilities we can assign as needed.

---

Committee Recommendation

---

Convention Decision

# 173

(Local 526 - Resolution 1)

National Office

WHEREAS it is the responsibility of the union to provide quality service to its members;

WHEREAS certain union officers will soon be eligible for retirement;

WHEREAS a responsible union must prepare appropriate and qualified succession;

WHEREAS the knowledge and responsibilities required for the position of union officer are complex and varied;

WHEREAS the network of contacts for the various DND stakeholders and the Alliance are varied and important;

BE IT RESOLVED THAT the UNDE will quickly implement a transition program that will enable new employees to receive six months of training at the National Office, just prior to the departure or retirement of an employee.

---

Committee Recommendation

---

Convention Decision

(Local 641 - Resolution 1)

Local Bylaws

WHEREAS UNDE national has ruled a Local 641 Bylaw, with long-standing, out of order;

WHEREAS this bylaw was put in place by the members of Local 641 in good faith, to promote good order and conduct within the local;

WHEREAS the bylaw does not affect any other local of the Union of National Defence Employees and is not in violation of the PSAC Constitution;

WHEREAS this ruling was made without consultation with the local membership and takes away the rights of the local membership to conduct the business of the local, to vote and accept local bylaws;

BE IT RESOLVED THAT the UNDE national executive committee cannot rule that a local bylaw is 'out of order' unless it is clearly against a written bylaw of the union or the good running of the said local. Supporting documentation must be supplied by the NEC when a local bylaw is so ruled, showing where it is clearly against a written bylaw of the union. Personal likes or dislikes must be put aside.

---

Committee Recommendation

---

Convention Decision

# 175

(Local 807 - Resolution 9)

## Separate Employer Locals

WHEREAS there are more private sector/separate employer UNDE locals;

WHEREAS most of the support to these locals is coming from PSAC at present and outside of the political contacts within UNDE, little else is there for them;

WHEREAS we have USOs with geographic responsibilities and should be knowledgeable of all the locals in their region;

WHEREAS the need for a central database on information for these locals is needed;

BE IT RESOLVED THAT the USOs build a database for their locals, which will include: collective agreements, legislation pertaining to the locals, grievance procedures, etc.;

BE IT FURTHER RESOLVED THAT an ongoing communication with these locals to better understand their needs is required by the USOs;

BE IT FURTHER RESOLVED THAT the EVP is responsible to ensure this is happening.

---

Committee Recommendation

---

Convention Decision

# 176

(Local 802 - Resolution 16)

## Separate Employer Locals

WHEREAS there are more private sector/separate employer UNDE locals;

WHEREAS most of the support to these locals is coming from PSAC at present and outside of the political contacts within UNDE, little else is there for them;

WHEREAS we have USOs with geographic responsibilities and should be knowledgeable of all the locals in their region;

WHEREAS the need for a central database on information for these locals is needed;

BE IT RESOLVED THAT the USOs build a database for their locals, which will include: collective agreements, legislation pertaining to the locals, grievance procedures, etc.;

BE IT FURTHER RESOLVED THAT an ongoing communication with these locals to better understand their needs is required by the USOs;

BE IT FURTHER RESOLVED THAT the EVP is responsible to ensure this is happening.

---

Committee Recommendation

---

Convention Decision

(Local 705 - Resolution 13)

Separate Employer Locals

WHEREAS there are more private sector/separate employer UNDE locals;

WHEREAS most of the support to these locals is coming from PSAC at present and outside of the political contacts within UNDE, little else is there for them;

WHEREAS we have USOs with geographic responsibilities and should be knowledgeable of all the locals in their region;

WHEREAS the need for a central database on information for these locals is needed;

BE IT RESOLVED THAT the USOs build a database for their locals, which will include: collective agreements, legislation pertaining to the locals, grievance procedures, etc.;

BE IT FURTHER RESOLVED THAT an ongoing communication with these locals to better understand their needs is required by the USOs;

BE IT FURTHER RESOLVED THAT the EVP is responsible to ensure this is happening.

---

Committee Recommendation

---

Convention Decision

(Local 704 - Resolution 13)

Separate Employer Locals

WHEREAS there are more private sector/separate employer UNDE locals;

WHEREAS most of the support to these locals is coming from PSAC at present and outside of the political contacts within UNDE, little else is there for them;

WHEREAS we have USOs with geographic responsibilities and should be knowledgeable of all the locals in their region;

WHEREAS the need for a central database on information for these locals is needed;

BE IT RESOLVED THAT the USOs build a database for their locals, which will include: collective agreements, legislation pertaining to the locals, grievance procedures, etc.;

BE IT FURTHER RESOLVED THAT an ongoing communication with these locals to better understand their needs is required by the USOs;

BE IT FURTHER RESOLVED THAT the EVP is responsible to ensure this is happening.

---

Committee Recommendation

---

Convention Decision

# 179

(Local 800 - Resolution 12)

## Separate Employer Locals

WHEREAS there are more private sector/separate employer UNDE locals;

WHEREAS most of the support to these locals is coming from PSAC at present and outside of the political contacts within UNDE, little else is there for them;

WHEREAS we have USOs with geographic responsibilities and should be knowledgeable of all the locals in their region;

WHEREAS the need for a central database on information for these locals is needed;

BE IT RESOLVED THAT the USOs build a database for their locals, which will include: collective agreements, legislation pertaining to the locals, grievance procedures, etc.;

BE IT FURTHER RESOLVED THAT an ongoing communication with these locals to better understand their needs is required by the USOs;

BE IT FURTHER RESOLVED THAT the EVP is responsible to ensure this is happening.

---

Committee Recommendation

---

Convention Decision

# 180

(Local 507 - Resolution 6)

## Website - Grievances

WHEREAS the representation of grievances is an important service to our members;

WHEREAS this service often entails a great deal of research;

BE IT RESOLVED THAT UNDE post on its website an interactive section on the interpretation of certain provisions that frequently deal with grievances as well as dispositions of less frequent but more complex grievances.

---

Committee Recommendation

---

Convention Decision

# 181

(Local 637 - Resolution 1)

## Website - Classification

WHEREAS information on classification upgrades across the country is not posted on any website;

WHEREAS a lot of successes is being made on classification upgrades;

BE IT RESOLVED THAT UNDE set up a national website where members have access to information on classification upgrades when the information is being provided by the locals.

---

Committee Recommendation

---

Convention Decision

(Local 637 - Resolution 4)

Full-Time Local Presidents

WHEREAS each member of PSAC is employed under conditions set out by union contracts, including their hours of employment at their place of duty;

WHEREAS union presidents are considered members of PSAC governed by this contract;

WHEREAS by virtue of their union position, they have the added responsibility of being members of various committees at their place of employment;

WHEREAS the constrictions placed on the individual to honour both time commitments within the same time lines is impossible;

BE IT RESOLVED THAT PSAC enter into an agreement with the employer to ensure that the presidents of locals with 250 or more members are exempt from fulfilling their contract duties and that their salaries are fully funded by the employer.

\_\_\_\_\_  
Committee Recommendation

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

(Local 602 - Resolution 5)

Federations of Labour

WHEREAS members of the PSAC are at times appointed as representatives of the PSAC to Federation of Labour committees where they are actively involved in the planning, facilitating or co-chairing of FOL conferences;

WHEREAS a line item currently exists within the PSAC budget to support the participation of PSAC representatives who have been appointed to sit on Federation of Labour Committees only;

WHEREAS Federations of Labour play a key role in building a united and strong labour movement;

WHEREAS the PSAC should encourage and support its many skilled and experienced activists to take leadership roles such as facilitating or co-chairing Federation events;

BE IT RESOLVED THAT PSAC fully fund Federation of Labour Conference organizers, facilitators and co-chairs when they are there representing the PSAC.

---

Committee Recommendation

---

Convention Decision

(Local 905 - Resolution 3)

Scholarship Programs

WHEREAS UNDE and PSAC scholarship programs/opportunities only apply to dependant children of members in good standing;

WHEREAS this is restrictive;

WHEREAS this is not reflective of an inclusive union;

WHEREAS our collective agreement language 'currently' contains more appropriate language on the definition of family;

WHEREAS this is disadvantageous toward our membership;

BE IT RESOLVED THAT UNDE and PSAC scholarship programs be amended to be a more inclusive opportunity;

BE IT FURTHER RESOLVED THAT UNDE and PSAC scholarship program offer be expanded to include grandchildren (residing with member), legal guardian, foster child or any dependant who currently resides with member.

---

Committee Recommendation

---

Convention Decision

# 185

(Local 903 - Resolution 2)

## Scholarship Programs

WHEREAS UNDE and PSAC scholarship programs/opportunities only apply to dependant children of members in good standing;

WHEREAS this is restrictive;

WHEREAS this is not reflective of an inclusive Union;

WHEREAS our C/A language 'currently' contains more inclusive language on the definition of family;

WHEREAS this is disadvantageous toward our membership;

BE IT RESOLVED THAT UNDE and PSAC scholarship programs be amended to be a more inclusive opportunity;

BE IT FURTHER RESOLVED THAT UNDE and PSAC scholarship program offer be expanded to include grandchildren (residing with member), legal guardian, foster child or any dependant who currently resides with member.

---

Committee Recommendation

---

Convention Decision

# 186

(Local 527 - Resolution 2)

## Military Reservists

WHEREAS the employer considers the new policy on determinate employment in the public service as too restricting;

WHEREAS the employer ends the contract of determinate employees simply to prevent them from attaining indeterminate status;

WHEREAS the employer hires military reservists simply to fill vacant positions;

WHEREAS this hiring method is a form of sub-contracting;

WHEREAS this endangers the future of the UNDE;

BE IT RESOLVED THAT UNDE establish an action plan so that the Department does not abuse this method of hiring at the expense of our determinate employees;

BE IT FURTHER RESOLVED THAT UNDE denounces all abuse in the hiring of military reservists.

---

Committee Recommendation

---

Convention Decision