



# **Resolutions of Record**

## INDEX

<b>Subject</b>	<b>Page</b>
APSAR .....	3
Buy Canadian .....	3
Bylaws Booklet .....	3
Contracting Out .....	3
Dependent Care .....	3
Firefighters .....	4
Grievances .....	4
Harassment .....	4
Information to Locals .....	4
LWOP for Union Business .....	5
Labour Council .....	5
Labour Movement/Defence .....	5
Membership Cards .....	5
NPF/Canex .....	5
National Executive .....	6
Organizing the Military .....	6
PSAC/Component Structure .....	6
Retirement Benefit Card .....	6
Strike Fund .....	6
Strikes .....	6
Training & Education/Conferences .....	7
Triennial Conventions .....	7
Zones .....	7

### **APSAR**

- 1999 BE IT RESOLVED THAT APSAR be notified of all planned Component Conventions and Conferences (national and regional), and that APSAR representatives be invited to attend all such functions at no cost to the Component.

### **Buy Canadian**

- 1993 BE IT RESOLVED THAT UNDE and PSAC pressure this Canadian government into mounting a campaign to call for Canadian people to buy Canadian goods and products to put Canadians back to work.

### **Bylaws Booklet**

- 1993 BE IT RESOLVED THAT the National Executive Bylaw Committee recommend to the Convention Bylaw Committee that upon reprinting of the UNDE Bylaws and in all future editions, a gender-free language be used.

- 1999 BE IT RESOLVED THAT each UNDE Local receive a current hard copy of the UNDE Bylaws, Regulations and Policies manual no later than six months following the 1999 UNDE Triennial Convention, and for subsequent UNDE Conventions, each Local receives inserts to the manual reflecting additions and changes to the Bylaws;

BE IT FURTHER RESOLVED THAT changes and additions to Regulations and Policy Guidelines adopted by the National Executive between Conventions be sent to each UNDE Local within two months of adoption in the form of a separate sheet that can be inserted in the manual.

### **Contracting Out**

- 1996 BE IT RESOLVED THAT, in the event of privatization and/or contracting out and/or ASD and where there is no interest for employee takeover, UNDE examine all ways and means possible to negotiate a contract or collective agreement with any new employer on behalf of said members.

### **Dependent Care**

- 1990 BE IT RESOLVED THAT UNDE and PSAC implement a dependent care policy whereby a member who must ensure that their dependents are cared for, in their absence, to attend to Union business are reimbursed at the current rate presently paid for childcare.

## **Firefighters**

- 1993 BE IT RESOLVED THAT no UNDE member be permitted to hold membership in a volunteer fire department which is adjacent to a DND facility and receives a G.I.L.T. or any other form of compensation to provide the service of fire protection where a DND civilian fire department exists.
- 1999 BE IT RESOLVED THAT any UNDE FR member who violates their collective agreement by staying on base (rations and quarters) be disciplined under the UNDE Bylaws and the Constitution in the same manner as scabs who cross our picket lines during a strike.

## **Grievances**

- 1999 BE IT RESOLVED THAT UNDE exert pressure to have the Department adhere to the time limits at the third level.

## **Harassment**

- 1993 BE IT RESOLVED THAT the Union of National Defence Employees establish a committee on harassment which will on an on-going basis document all harassment grievances and complaints by our members and notify management in that region of the country where harassment is being alleged and/or confirmed and further that this harassment committee within the Union of National Defence at a minimum of once per year update our National Policy on Harassment.
- 1993 BE IT RESOLVED THAT each local identify a local resource person who will be trained specifically in harassment, what it is, as well as trained in what recourse the membership could take;
- BE IT FURTHER RESOLVED THAT these local resource persons inform Local representatives of the issue of harassment and educate local membership as to what each individual's rights are concerning harassment as well as the importance of dealing with harassment.
- 1996 BE IT RESOLVED THAT UNDE establish a comprehensive harassment policy that outlines steps for locals and the National Executive to follow in dealing appropriately with harassment issues and enforcing a zero tolerance policy on harassment.

## **Information to Locals**

- 1996 BE IT RESOLVED THAT all deputy vice-presidents be included on all UNDE, PSAC and DND mailing, distributions and communications nets provided to first line National Officers.
- 1999 BE IT RESOLVED THAT a detailed UNDE financial statement be sent to each Local within two months of the annual spring National Executive meeting and that a cover letter be included that explains in layman terms the general financial picture of UNDE at said point in time, and with respect to the three-year budget.

1999 BE IT RESOLVED THAT all minutes from National Executive meetings record the proceedings in an accurate and complete fashion, to include reports from Standing Committees, and that each UNDE Local receive a copy within two months of the meetings.

1999 BE IT RESOLVED THAT all future UNDE National Executive and Standing Committee meetings dealing with finance and bylaws not occur as 'in camera sessions'.

### **LWOP for Union Business**

1990 BE IT RESOLVED THAT UNDE or PSAC make contributions on behalf of their representatives to the Superannuation Board on a yearly basis for all leave without pay on union business;

BE IT FURTHER RESOLVED THAT representatives must have prior approval from National Office before taking leave without pay for union business, for which they are expecting National Office to contribute to the pension fund on their behalf.

### **Labour Council**

1993 BE IT RESOLVED THAT the Component encourage Locals to join District Labour Councils.

### **Labour Movement/Defence**

1990 BE IT RESOLVED THAT in the future UNDE fight these problems from within the system and stop its current trend of withdrawal when under duress or attack from PSAC, Provincial Federations of Labour, CLC.

### **Membership Cards**

2002 BE IT RESOLVED THAT UNDE ensure that our membership lists are up to date and the correct signing cards are used for each situation;

BE IT FURTHER RESOLVED THAT UNDE take responsibility to ensure our members get cards in a timely manner;

BE IT FURTHER RESOLVED THAT UNDE ensure this happens within 30 days of a signed card being received at our UNDE National Office.

### **NPF/Canex**

1990 BE IT RESOLVED THAT UNDE establish a three (3) day National Conference for NPF/Canex members to be held once every three (3) years, three (3) days prior to a fall National Executive meeting;

BE IT FURTHER RESOLVED THAT financial and human resources be made available for the National NPF Conference;

BE IT FURTHER RESOLVED THAT each NPF local may send one (1)

delegate, and any additional delegates may be sent by their local at the local's expense;

BE IT FURTHER RESOLVED THAT the National President and all national officers who represent NPF/Canex members attend.

### **National Executive**

1996 BE IT RESOLVED THAT if we restructure the National Executive, membership numbers should not be a deciding factor. The geographical area should be taken into consideration to reduce travel costs.

1999 BE IT RESOLVED THAT no future Memorandum of Understanding provide for a pension plan supplement to a 'UNDE Designated Executive'.

### **Organizing the Military**

1996 BE IT RESOLVED THAT the National Executive of the Union of National Defence Employees explore and pursue all avenues related to the organizing of some or all military personnel of the Canadian Armed Forces.

### **PSAC/Component Structure**

1993 BE IT RESOLVED THAT all assets of UNDE be reverted back to the UNDE locals if the component structure is to be disbanded or restructured to the detriment of UNDE members.

### **Retirement Benefit Card**

1996 BE IT RESOLVED THAT Union of National Defence Employees apply pressure on the Department of National Defence to provide an identification card to civilian employees on retirement, similar to the card issued to military personnel for purposes of using base facilities and for discounts on travel status.

### **Strike Fund**

1993 BE IT RESOLVED THAT the UNDE position on the PSAC strike fund is that it be allowed to grow indefinitely and without any maximum cap.

### **Strikes**

1996 BE IT RESOLVED THAT if a UNDE member in good standing is injured through no fault of the member, while on duty on a legal local picket line, that the member's medical cost and normal wages that would accrue during the time the member is off work after the strike is settled, be covered by the Union.

1996 BE IT RESOLVED THAT the National Executive must examine every circumstance where legal actions result from actions on a legal picket line and that the injured member be considered for financial support.

### **Training & Education/Conferences**

- 1990 BE IT RESOLVED THAT on all future UNDE GAP courses, Management guests' participation be limited to their own presentation on the course and that they not be permitted to sit in and observe any other aspects of the course.
- 1990 BE IT RESOLVED THAT the use of alcohol be a matter of personal choice and not banned in the hospitality rooms (education courses).
- 1990 BE IT RESOLVED THAT UNDE National Office fund all expenses of one Local member, at each Local deemed to be an isolated post, to future conferences of the North;
- BE IT FURTHER RESOLVED THAT the Local member be a member in good standing and elected at the annual meeting of the year, during which the Conference of the North is to be held.
- 1993 BE IT RESOLVED THAT UNDE actively encourages its membership to take part in these educational venues (PSAC, CLC, Federations of Labour).

### **Triennial Conventions**

- 1990 BE IT RESOLVED THAT the status of all resolutions passed by convention delegates be supplied to all Locals within six (6) months prior to the next UNDE Convention by the National Office;
- BE IT FURTHER RESOLVED THAT this item shall be considered an outstanding resolution for next convention.
- 1993 BE IT RESOLVED THAT for all future conventions, no delegate be allowed to depart prior to the day following the day of adjournment, except for unforeseen personal emergencies, and the component's travel agents be instructed that no delegate be allowed to request or alter their departure arrangements to a date prior to the day following adjournment; and further, that any delegates who violate this be reported back to their local.
- 1996 BE IT RESOLVED THAT the Convention banquet be held on the evening of the second last day of the Convention.

### **Zones**

- 1990 BE IT RESOLVED THAT zones be abolished and the highest paid zone be accepted as the established rate of pay for all employees.