

CARRIED BUSINESS

OF THE 2017 CONVENTION IN VICTORIA

Resolution 3

WHEREAS UNDE strives to be inclusive of all members;

WHEREAS UNDE's Human Rights Advisor is responsible for providing presentations on Human Rights issues at regional conferences when requested by the Vice-President of the region; coordinates the activities of the regional Human Rights Coordinators; attends all Public Service Alliance of Canada's Equity Conferences; provides Human Rights answers to problems to all UNDE members;

WHEREAS Human Rights issues can be experienced by ALL members of UNDE and not just Equity members:

BE IT RESOLVED that at UNDE National Conventions the Human Rights Advisor be a member of an Equity group;

BE IT FURTHER RESOLVED that ALL members at UNDE Triennial Conventions have equal vote in determining who will represent them as a Human Rights Advisor.

Resolution 8

WHEREAS deductions are made at all union levels (PSAC, UNDE, Locals);

WHEREAS the membership system is not optimal, which makes it harder to determine the number of delegates at the Triennial National or Special Convention:

BE IT RESOLVED that Article 6 of UNDE Bylaw 11 be amended and that the words "excluding RAND Formula deductees" be removed.

Resolution 19

WHEREAS Bylaw 16 states "The union will organize a yearly two-day (2) Presidents' Conference";

WHEREAS these meetings are held at any time during the year;

WHEREAS the Local Presidents Conference committee will require time to contact the Local presidents for agenda items:

BE IT RESOLVED that National Office determine a set time frame, during the year, to hold these Presidents Conferences so that sufficient time is allowed for Local Presidents to submit agenda items and for the committee to set the agenda.

Resolution 20

WHEREAS within the UNDE Bylaws, Regulations to Bylaws, Policy Guidelines and UNDE Policies can be amended by a 2 / 3 majority of the National Executive but shall then be subject to approval by a 2 / 3 majority of voting delegates at a UNDE National Triennial Convention;

WHEREAS there was no reference found in the UNDE Bylaws that mandated a review of these regulations, policy guidelines or policies at any time during the mandate of the National Executive:

BE IT RESOLVED that the terms of reference of the UNDE Bylaws Committee be updated to ensure a system for the review and update, if necessary, of the Regulations to Bylaws, Policy Guidelines and UNDE Policies be undertaken following the conclusion of each UNDE National Triennial Convention;

BE IT FURTHER RESOLVED that should no terms of reference for the UNDE Bylaws Committee exist, then a review and update, if necessary, of the Regulations to Bylaws, Policy Guidelines and UNDE Policies be undertaken by the relevant body following the conclusion of each UNDE National Triennial Convention.

Resolution 25

WHEREAS there are many Resolutions of Record that require updating, completion and review;

WHEREAS there are many resolutions of record that are not recorded in the Bylaws nor in the Resolution of Records sheets that are given to delegates at triennial convention or committee members:

BE IT RESOLVED that the UNDE Bylaws Committee review all Resolutions of Record to determine their status, i.e. complete / incomplete, and/ or their relevance;

BE IT FURTHER RESOLVED that the terms of reference of the UNDE Bylaws Committee be updated to ensure a system for review of Resolutions of Record is completed prior to all Triennial conventions;

BE IT FURTHER RESOLVED that an up to date report on the Resolutions of Record shall be included as part of the Convention documents distributed to all attendees who would normally receive the document package for each Triennial Convention.

Resolution 26

WHEREAS the UNDE website contains links to the standing committees of UNDE;

WHEREAS terms of reference can be found for most of the standing committees;

WHEREAS the Bylaws committee has no link to any terms of reference:

BE IT RESOLVED that if terms of reference for the Bylaws Committee exist a link to the terms be established on the Bylaws Committee webpage;

BE IT FURTHER RESOLVED that should no terms of reference exist then as a first priority of the new mandate terms of reference be developed for the Bylaws Committee and a link to the terms be posted to the Bylaws Committee webpage;

BE IT FURTHER RESOLVED that should there be an approval process involved in establishing a committee's terms of reference then that process be applied to the Bylaws Committee's terms of reference.

Resolution 27

WHEREAS the 1999 Resolution of Record states "Be it resolved that any UNDE FR member who violates their collective agreement by staying on base (rations & quarters) be disciplined under the UNDE Bylaws and the Constitution in the same manner as scabs who cross our picket lines during a strike;

WHEREAS the Resolution of Record from 1999 was applicable at that time;

WHEREAS many bases and wings have built hotel style accommodations that meet the National Joint Council Standards for employees on travel status:

BE IT RESOLVED that this Resolution of Record be updated to include the wording "Any UNDE FR member that stays on a base or wing in accommodations that meet the NJC Standard should not be disciplined under the UNDE By-Laws.

Resolution 29

WHEREAS the 1996 Resolution of Record states "Be it resolved that the 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;

WHEREAS all current and retired employees of National Defence are eligible for a CF-1 card as per their website
<https://www.cfmws.com/en/OurServices/CFOne/Pages/default.aspx>:

BE IT RESOLVED that all UNDE members be informed of this card and that this Resolution of Record be closed.

Resolution 32

WHEREAS the UNDE 2011 Resolution of Record #83 states, "Whereas the Treasury Board Secretariat has reviewed this interpretation with respect to service as RCMP member in the context of vacation leave entitlements now have their prior service as members of the RCMP recognized as public service and will be credited with the appropriate vacation leave credits as per the relevant collective agreement; and Be It Resolved that the PSAC lobby the Treasury Board Secretariat to give the same recognition to employees who are former members of the Canadian Forces";

WHEREAS the Collective agreements now have the following addition " Effective April 1, 2012 on a go forward basis, any former service in the Canadian Forces for a continuous period of six (6) months or more, either as a member of the Regular Force or of the Reserve Force while on Class B or C service shall also be included in the calculation of vacation leave credits":

BE IT RESOLVED THAT this Resolution of Record be noted as completed and removed.

National Executive recommendation 1

WHEREAS UNDE Bylaw 13 and Annex B of the UNDE Harassment Policy allow UNDE members to submit written complaints from a member against another member;

WHEREAS UNDE Regulation 1305 and the Annex B of the UNDE Harassment Policy provide written instruction when dealing with written complaints;

WHEREAS UNDE Regulations 1305-01 (c), 1305-02 (c) and the Annex B of the UNDE Harassment Policy provide an appeal process should it be determined that a member's complaint does not meet enough prima facie evidence;

WHEREAS UNDE Regulations 1305-01 (c) and 1305-02 (c) are in contradiction with the PSAC Constitution:

BE IT RESOLVED that the last sentence of UNDE Regulations 1305-01 (c) and 1305-02 (c) be removed from UNDE Regulations and that the Annex B 2. (c) of the UNDE Harassment Policy be amended to remove the appeal process.

National Executive recommendation 2

WHEREAS the UNDE Harassment Policy Annex B allows UNDE members to submit written complaints from a member against another member;

WHEREAS the Annex B of the UNDE Harassment Policy provides written instruction when dealing with written complaints;

WHEREAS Annex B of the UNDE Harassment Policy provides an appeal process should it be determined that a member's complaint does not meet enough prima facie evidence which includes the use of witness statements;

WHEREAS Annex B of the UNDE Harassment Policy involves the Reviewing Officer to determine witness statements in the determination of prima facie evidence;

WHEREAS witness statements and or witnesses can only be considered by investigation committee members:

BE IT RESOLVED that the Annex B 2. (c) be amended to remove the use of witness statements in determining prima facie evidence.

National Executive recommendation 3

BYLAW 6 Article 14 (a) change "department" to "employer"

A National Executive officer shall cease to hold office in the Union on the day immediately following the last working day with the ~~Department~~-Employer, notwithstanding that the National Officer may be eligible for a period of annual and/or retiring leave subsequent to the last working day.

National Executive recommendation 4

Delete Policy Guideline Bargaining 1 which reads as follows:

~~1. November 5, 1980 (amended 1993 Convention, Edmonton, AB)~~

~~That when a field negotiator is elected from a group, a meeting will be arranged with the staff officer responsible for collective bargaining at the Union's National Office and the National President prior to the start of negotiations and on a regular basis for the duration of negotiations.~~

Resolution 37

WHEREAS the current technology makes it possible to make electronic claims and direct deposits;

WHEREAS the union has joined the Éco-vert program:

BE IT RESOLVED that a claim system similar to that of PSAC be implemented at UNDE;

BE IT FURTHER RESOLVED that reimbursements be made by direct deposit.

2017 – 2020 carried budget

1	TOTAL FIXED EXPENDITURES		7 870 150
2	STAFF COURSES/SEMINARS		20,000
3	CAPITAL EXPENDITURES		195 000
4	NATIONAL PRESIDENT'S EXPENSES & TRAVEL		150 000
5	EXECUTIVE VICE-PRESIDENT'S EXPENSES & TRAVEL		55 000
6	PROFESSIONAL FEES		110 000
7	UNDE APPAREL & OTHER P.R.		175 000
8	COLLECTIVE BARGAINING		350 000
9	CLC CONVENTION		5 000
10	PSAC CONVENTION		90 000
11	PSAC REGIONAL CONVENTIONS		150 000
12	UNDE CONVENTION		1 000 000
13	LOCAL PRESIDENTS' CONFERENCE		720 000
14	FEDERATION OF LABOUR		230 000
15	EDUCATION		1 000 000
16	NPF/CSE EDUCATION		200 000
17	NATIONAL EXECUTIVE MEETINGS		290 000
18	NATIONAL EXECUTIVE REGIONAL EXPENSES & TRAVEL		500 000
19	NATIONAL EXECUTIVE – OTHER COMMITTEES		80 000
20	COMTRA		0
21	UNION ACTION, CONTINGENCY FUND		1 000 000
22	HUMAN RIGHTS		60 000
23	WOMEN'S CONFERENCE	5 000	10 000
24	SIMULTANEOUS AND DOCUMENT TRANSLATION		20 000
25	PSST COMPLAINTS		60 000
26	UNDE MEMORIAL SCHOLARSHIPS		24 000
27	HEALTH & SAFETY CONFERENCE		200 000
28	REGIONAL CONFERENCES		432 000

Resolution 41

WHEREAS a lot of members do not know what local they are in because workplaces are scattered and information is not readily available;

WHEREAS UNDE is always looking for ways to reach out and get members involved;

WHEREAS more active members in the grassroots means better representation and communication and member satisfaction:

BE IT RESOLVED that UNDE National Provide a short video on their website on how to know what local you are in, and how to become active in your local, including the benefits of said union activism. (Example ... developing leadership skills, satisfaction of helping members, attending conferences and other learning events, attending conventions and changing the direction of the Union for the better.

Resolution 44

WHEREAS UNDE as a Union has experienced issues with Union Officers and Locals having personal emails to conduct Union Business in the past, in particular when new elections are held and the previous incumbent, has changed due to an election or for any other reason;

WHEREAS people with personal email accounts could not legally pass passwords to their accounts to the new Officers because of personal privacy issues and/or financial considerations due to internet provider access;

WHEREAS UNDE National Office has in recent years created National Email accounts from the UNDE website for VPs across Canada which has solved most, if not all of the previous issues when a Vice-President or Officer has changed due to an election or for any other reason:

BE IT RESOLVED that UNDE National Office have a National email created from the UNDE National website for each president of each local across Canada;

BE IT FURTHER RESOLVED that upon election of a new Officer or President, that UNDE National Office re-set the password and provide it to the incoming Officer or President.

Resolution 47

WHEREAS Human Rights have been a constant struggle in the workplace;

WHEREAS members of equity groups are in constant need of support;

WHEREAS many employees with equity concerns are not familiar with the Union structure and are unaware of the position of Human Rights Advisor;

WHEREAS members benefit from many media sources, including written word and videos;

WHEREAS these members could benefit greatly by being more informed about the union structure and receiving regular communication from the Human Rights Advisor:

BE IT RESOLVED that UNDE prepare a short video on their website explaining the importance of Human Rights, and the role of the Human Rights Advisor;

Resolution 54

WHEREAS the adequate encryption of sensitive data is a necessity for conducting business in 2016;

WHEREAS the employer recognizes the importance of encryption in its security Policies;

WHEREAS the employer passes member data to the union for the purpose of dues collection and membership management;

WHEREAS the data may be not handled securely by the employer nor by the union;

WHEREAS all members have good reason to want their identity adequately protected both by employer and by union(s):

BE IT RESOLVED that the union assert as a priority the need to work with the employer to implement adequate encryption and handling procedures for member data.

Resolution 55

WHEREAS UNDE currently allocates a maximum amount of \$1500.00 for computer purchases;

WHEREAS communication technologies are changing and becoming increasingly fast, user-friendly and directly accessible all the time;

WHEREAS electronic devices help the environment significantly by reducing the number of paper copies needed during the Convention, conferences and all other union activities:

BE IT RESOLVED that electronic communication devices such as tablets and/or all other new future technologies be included in the amount of \$1500.00.

Resolution 67

WHEREAS while members are travelling for union business under UNDE there is often confusion about the travel policy;

WHEREAS UNDE does not have its own travel policy:

BE IT RESOLVED that the Standing Bylaws Committee write a UNDE Travel Policy;

BE IT FURTHER RESOLVED that the mandate of the Standing Bylaws Committee be updated to ensure a system of review of the Travel Policy is set in place.

Resolution 71

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

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

WHEREAS PSAC already has a National Young Workers' Working Group, but neither its funding nor its operation are guaranteed by PSAC;

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

BE IT RESOLVED that UNDE support the request to create a PSAC NYWC, funded by PSAC and supported by the AEC, during the PSAC convention;

BE IT FURTHER RESOLVED that UNDE encourage all Locals to participate in the regional youth committee (RYC) networks of their respective regions.

Resolution 76

WHEREAS the Collective Agreement identifies the recognition of employees as Union representatives;

WHEREAS some managers do not respect their employees in the role of Union Representatives and will find ways to discriminate against them due to the power of authority they hold over them:

BE IT RESOLVED that the Component act when the complaints are brought to their attention and provide meaningful support to those Representatives who are being targeted simply because of their union role.

Resolution 77

WHEREAS the grievance procedure set out specific timelines for a grievance to proceed through the cycle;

WHEREAS a grievance is sometimes taking up to 3 years to proceed from the first through to the third level due to avoidance tactics from the employer:

BE IT RESOLVED that the Component remind the employer that delaying tactics are unacceptable;

BE IT FURTHER RESOLVED that the employer be informed that delaying tactics with the Alternate Dispute Resolution (ADR) process to avoid dealing with grievances is not acceptable;

BE IT FURTHER RESOLVED that accepting the ADR process and then withdrawing their participation in the process is not acceptable.

Resolution 78

WHEREAS the National racially visible delegate is elected at the PSAC National Racially Equity Conference to represent racially visible members at the PSAC Triennial Convention;

WHEREAS the national delegate is not necessarily a member of the National Human Rights Committee and therefore is not privy to all the work and happenings that is taken place across the country but is expected to represent the members at the Triennial Convention:

BE IT RESOLVED that the two Racially Visible National delegates be given membership status to the PSAC National Human Rights Committee.

Resolution 79

WHEREAS minimum wage must be increase to allow all workers to live in dignity;

WHEREAS it is a mobilizing issue for Canadian Society as a whole;

WHEREAS there are a number of campaigns under way to promote a minimum wage increase and the lack of coordination among these campaigns is hindering progress as a whole:

BE IT RESOLVED that UNDE and PSAC demand that federal and provincial government immediately raise the minimum wage to \$15 per hour;

BE IT FURTHER RESOLVED that UNDE and PSAC commit to pressuring the provincial and federal governments, PSAC affiliates and companies affiliated with PSAC so that they pay their employees a minimum wage of \$15 per hour;

BE IT FURTHER RESOLVED that UNDE and PSAC participate in the merging of campaigns to increase minimum wage to \$15 per hour, namely with the 15plus.org campaign.

Resolution 85

WHEREAS 340 executives with PSPC received \$5.8M in performance pay in 2015 and 2016, in part to implement the Phoenix system, which Marie Lemay confirmed on April 5;

WHEREAS the federal government did not include an emergency fund in its 2017-2018 budget specifically to fix the Phoenix pay system and compensate those affected;

WHEREAS in its 2017-2018 budget, the federal government included \$13M over five years to amend the Canada Labour Code in order to penalize employers that do not pay their employees, claiming in an email that the Canada Labour Code standards do not apply to the federal public service (according to Radio-Canada journalist Jérôme Bergeron);

WHEREAS the risk of human tragedies increases every time inhumane decisions are made to the detriment of public servants and their families:

BE IT RESOLVED that PSAC and UNDE launch an emergency national campaign to urge the federal government to block all performance pay at PSPC until the Phoenix pay system has been fixed or replaced and until the back-pay issues have been resolved;

BE IT FURTHER RESOLVED that PSAC and UNDE take all possible steps following the convention to force the federal government to stop the psychological and financial harm caused by Phoenix to public servants and their families by allocating an emergency fund for 2017-2018 to fix Phoenix and compensate those affected.

Resolution 87

WHEREAS some employees are afraid to contact Phoenix in the event that they are receiving their regular pay and feel that any communication with the pay system could result in their pay being incorrect or worst, no pay;

WHEREAS some employees are being placed under undue stress and financial uncertainty brought on by an inefficient pay system and employees are afraid of making career and retirement decisions;

WHEREAS employees who are intending to take their retirement need to be assured that they will receive the payments that they are entitled to in a timely and reasonable manner; employees must be able to contact their Compensation Advisors for directions and assistance:

BE IT RESOLVED that the union put more pressure on the employer to fix the pay system and bring back the Compensation Advisors.

Resolution 88

WHEREAS the Public Service Superannuation Act (PSSA) was amended in 2012 to divide plan members into two groups: those who joined the plan before 1 January 2013 (Group 1), and those who joined on or after that date (Group 2);

WHEREAS the Economic Action Plan 2014 Act, No.2 included a provision to transfer pensionable service from the RCMP Superannuation Act to the PSSA;

WHEREAS no provision has been made to include Canadian Armed Forces veterans who transfer pre-2013 military service to the PSSA in Group 1:

BE IT RESOLVED that the Union of National Defence Employees and the Public Service Alliance of Canada work with the Government of Canada to amend the definition of Group 1 under the Public Service Superannuation Act (PSSA) to include Canadian Armed Forces veterans who have elected to transfer their pensionable military service from the Canadian Forces Superannuation Act to the PSSA and where the start date of their military service was before 1 January 2013.

Resolution 91

WHEREAS there are over 15,000 unidentified DNA samples obtained from crime scenes that may provide clues as to the fate of the 7000 number of Missing Persons in Canada;

WHEREAS the families of Missing Persons deserve to know the fate of their loved ones and DNA identification would be a critical tool toward reaching that knowledge;

WHEREAS DNA Identification for Missing Persons will help law enforcement agencies determine the fate of Missing Persons;

WHEREAS Bill C-43, The Economic Action Plan Act No. 2 includes "Lindsey's Law", Federal Government legislation developed to assist the RCMP in creating a DNA database of future Missing Persons, received Royal Assent in December 2014;

WHEREAS there has been no formal processes or budgetary commitments identified to address historical DNA samples collected prior to "Lindsey's Law" across Canada:

BE IT RESOLVED that UNDE work with PSAC to lobby the Federal Government, to honour its commitment to the families of Missing Persons by expanding legislation to include historical DNA samples collected by RCMP & Police Death Examiners in a Human Remains Index (HRI) under existing legislation; and to include historical DNA samples across Canada under existing legislation; and to develop formal processes that ensure the sharing of DNA databases of Missing Persons & Human Remains Indexes (HRIs) across all provincial & municipal police jurisdictions in Canada.

Resolution 93

WHEREAS non-oral contraceptives are excluded from the Public Service Health Care Plan (PSHCP);

WHEREAS the Public Service Alliance of Canada (PSAC) has recognized that expanding current prescription contraceptive benefits to include non-oral products should occur;

WHEREAS PSHCP negotiations are scheduled for 2019;

WHEREAS inequity in PSHCP restricts women's reproductive choice and impacts women's health and must be addressed as a priority in future National Joint Council Health Care negotiations;

WHEREAS informed membership is essential to successful support of negotiations:

BE IT RESOLVED that UNDE solicit PSAC to establish an education and awareness campaign to inform members on gender inequity in the Public Service Health Care Plan emphasizing lack of coverage for non-oral contraceptives, subsequent lack of reproductive choice, and shortfall in reproductive health coverage;

BE IT FURTHER RESOLVED that this campaign should be developed and occur prior to the next PSHCP negotiations.

Resolution 94

WHEREAS a national study by the CLC and Western University's Centre for Research & Education on Violence against Women & Children found that 82 percent of respondents who had experienced domestic violence said it hurt their job performance. Many reported that the violence made them late or miss work (38%), and some reported losing their job (8.5%);

WHEREAS 50% of all Canadian women experience at least one incident of physical or sexual violence in their lifetime, with devastating direct and indirect consequences. This amounts to decreased productivity conservatively estimated at \$78 million annually in costs to Canadian employers;

WHEREAS in June 2016, Manitoba became the first province to pass legislation for five days of paid leave for survivors of domestic violence, guaranteeing job security while they take time off to sort out their lives and find a new place to live:

BE IT RESOLVED that UNDE solicit PSAC to come up with a campaign to lobby the Federal Government as well as Provincial and Territorial Governments that don't already have legislation that assists survivors of domestic violence and provides them with paid leave, reasonable unpaid leave, and options for flexible work arrangements and guaranteeing job security while they take time off to sort out their lives and find a new place to live. Further, legislation should require employers to provide mandatory workplace training about domestic violence and sexual violence.

Resolution 95

WHEREAS the United Nations adopted the 'United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) in 2007;

WHEREAS Canada endorsed the UNDRIP in November of 2010 and removed its permanent objector status in 2016;

WHEREAS the United Nations Special Rapporteur Miguel Alfonso Martinez prepared and issued the United Nations Study on treaties agreements and other constructive arrangements between States and Indigenous Peoples wherein he denotes the use of the terminology that identifies Indigenous Peoples as "Native, Indian and others of a similar cast (including Aboriginal) utilized by the discoverers/colonizers and their descendants, to differentiate themselves • in a relationship of superiority/inferiority - from the original inhabitants of the new territories being added to the European crowns.";

WHEREAS the Government of Canada has identified a day of observance called "National Aboriginal Day" recognized annually on June 21st:

BE IT RESOLVED that UNDE work with PSAC to call on the Government of Canada to recognize and honour the Indigenous Peoples in what is now Canada, through a national holiday - Indigenous Peoples Day - that would completely replace the current National Aboriginal Day observed annually on June 21st.

Resolution 97

WHEREAS wages and benefits for the firefighters have not kept up with the regional wages creating an environment of retention issues, retirement issues and inequalities with in the membership of the FR group:

BE IT RESOLVED that UNDE lobby the PSAC to lobby the employer to fully implement the results of the joint Hay group pay study prior to the next round of bargaining.

Resolution 99

WHEREAS pay has been incomprehensible since implementation of the Phoenix Pay System. Pay has been incorrect for the majority of our members:

BE IT RESOLVED that UNDE lobby the PSAC to lobby the employer to commit to performing a payroll reconciliation for all members of UNDE paid through Phoenix once the government declares the Phoenix backlog cleared.

Emergency resolution 1

WHEREAS the Liberal government through its most recent Defence Review Policy has introduced ways and means that will lead to privatizing future federal public service jobs;

WHEREAS the Liberal government is clearly continuing with a Conservative agenda to contract out public service jobs;

WHEREAS PSAC members who work in the federal government dockyards CFB Esquimalt and CFB Halifax will be impacted through job loss as aging military ships are replaced:

BE IT RESOLVED that UNDE immediately lobby the PSAC to fight the loss of federal public service jobs by launching a fightback campaign against future P3's and privatization of federal public service jobs.