

**RESOLUTION BLW 1**  
**Housekeeping – Standard Language**

**WHEREAS** the PSAC B.C. Region has adopted standard language at previous Regional Conventions that are consistent with the language in the PSAC Constitution and grammatical conventions;

**WHEREAS** there are sections of the PSAC B.C. Regional By-Laws and Regulations that were not updated to these standards;

**WHEREAS** these changes to language do not change the intention of a resolution, By-Law or Regulation;

**BE IT RESOVED** that the following changes be adopted and the current By-Laws and Regulations be amended as follows:

FROM	TO
Bylaw(s) or By-law(s)  example: title page By-laws	By-Law(s)  By-Laws
BC  example: SECTION 14 Sub-Section (3) The BC Regional financial statements...	B.C. (except for references to the BC Federation of Labour)  The B.C. Regional financial statements....
1 to 9 where expressing a number, not a numeral  example: in SECTION 8 Sub-Section (1) a) nine months prior	one (1) to nine (9)  example: nine (9) months prior
PSAC-B.C or PSAC-BC  example: SECTION 5 Sub-Section (5) a) Communicate with PSAC-B.C. Regional Women’s Committees.....	PSAC B.C.  Communicate with PSAC B.C. Regional Women’s Committees.....

<p>locals, sub-locals or branches</p> <p>Example: SECTION 1 Sub-Section (1) a)</p> <p>All members within B.C., their Locals, sub-locals and branches are under the jurisdiction of the B.C. Regional Council and are encouraged to participate in its activities and decision-making processes</p> <p>and</p> <p>SECTION 7 Sub-Section (4) a)</p> <p>a) Communicate with the locals/branches and Area Councils in their geographic area;</p>	<p>Locals, Sub-Locals or Branches</p> <p>All members within B.C., their Locals, Sub-Locals and <i>Branches</i> are under the jurisdiction of the B.C. Regional Council and are encouraged to participate in its activities and decision-making processes</p> <p>and</p> <p>a) Communicate with the <i>Locals/Branches</i> and Area Councils in their geographic area;</p>
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**BE IT FURTHER RESOLVED** that future changes to the By-Laws and Regulations reflect these standards to ensure continuity

Submitted by the PSAC B.C. Regional Council

**RESOLUTION BLW 2**  
**Coordinators**

**WHEREAS** in PSAC B. C. Regional By-Law SECTION 5 Sub-Section (1) coordinators are referred to as coordinators for districts

“The B.C. Regional Council shall consist of the REVP, the Alternate REVP, and coordinators from each of the following districts and constituencies”

**WHEREAS** the PSAC B. C. Regional By-Law SECTION 11 Sub-section (1) states:

Geographic Coordinators and alternate(s) shall be members in good standing of the PSAC and live and/or work in the geographic district they are to represent and shall be elected at the B.C. Regional Triennial Convention from amongst the delegates of and by the delegates from the geographic district they are to represent. Where there is more than one coordinator within a geographic district, the determination of the areas of responsibility of the coordinators will be decided by the delegates from the district and will be guided by the preamble to the bylaws.

**BE IT RESOLVED** that PSAC B. C. Regional By-Law SECTION 11 Sub-section (1) be amended as follows:

~~Geographic~~ *District* Coordinators and alternate(s) shall be members in good standing of the PSAC and live and/or work in the geographic district they are to represent and shall be elected at the B.C. Regional Triennial Convention from amongst the delegates of and by the delegates from the geographic district they are to represent. Where there is more than one coordinator within a geographic district, the determination of the areas of responsibility of the coordinators will be decided by the delegates from the district and will be guided by the preamble to the *By-Laws*.

Submitted by the PSAC B.C. Regional Council

**RESOLUTION BLW 3**  
**Membership Rights**

**WHEREAS** the PSAC B. C. Regional By-Law SECTION 4 Sub-Section (1) a) states:

Every member in good standing is entitled:

a) To be free from any act or omission on the part of the B.C. Regional Council or its members that would discriminate against the member on the basis of age, gender, colour, national or ethnic origin, race, religion, marital status, physical or mental disability, sexual orientation, language, political belief or employer.

**WHEREAS** the PSAC Constitution Section 5 (b) states:

(b) to be free from any act or omission on the part of the union, or other members, that would discriminate against the member on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, physical or mental disability, sexual orientation, gender identity, language, political belief, social and economic class or employer;

**BE IT RESOLVED** that PSAC B. C. Regional By-Law SECTION 4, Sub-Section (1) a) be amended as follows:

Every member in good standing is entitled:

To be free from any act or omission on the part of the B.C. Regional Council or its members that would discriminate against the member on the basis of age, ~~gender, colour, national or ethnic origin, race, religion, marital status, physical or mental disability, sexual orientation, language, political belief~~ *sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, physical or mental*

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*disability, sexual orientation, gender identity, language, political belief, social and economic class or employer;*

Submitted by the PSAC B.C. Regional Council

**RESOLUTION BLW 4**

**B.C. Regional Council Members’ Roles and Responsibilities**

**WHEREAS** the PSAC B. C. Regional By-Law SECTION 7 Sub-Section (6) states:

All reports submitted by Council members should be submitted to the Locals in their geographic districts or to the groups and committees that they represent. Reports should be distributed to Local Presidents, Regional Women’s Committees and Equity groups.

**WHEREAS** reports submitted by Council members are now posted online at <http://psacbc.com/our-organization/bc-regional-council/council-reports> and are available for all members to review

**BE IT RESOLVED THAT** the PSAC B. C. Regional By-Law SECTION 7 Sub-Section (6) be amended as follows:

All reports submitted by Council members should be ~~submitted to the Locals in their geographic districts or to the groups and committees that they represent~~ made available online.

Submitted by the PSAC B.C. Regional Council

**RESOLUTION BLW 5**  
**B.C. Regional Triennial Convention**

**WHEREAS** the PSAC B. C. Regional By-Law SECTION 8 Sub-Section (3) b) states:

The B.C. Regional Triennial Convention shall:

Deal with all resolutions and matters submitted to it by the Locals, Branches, Regional Women’s Committees, Area Councils in good standing, and nationally and regionally recognized committees;

**WHEREAS** the B. C. Regional By-Laws SECTION 7 B.C. REGIONAL COUNCIL MEMBERS’ ROLES AND RESPONSIBILITIES Sub-Section (1) specifies explicitly that:

The Council shall be able to submit resolutions to the B.C. Regional Triennial Convention.

**BE IT RESOLVED** that the PSAC B. C. Regional By-Law SECTION 8 Sub-Section (3) b) be amended as follows:

Deal with all resolutions and matters submitted to it by the *B.C. Regional Council*, Locals, Branches, Regional Women’s Committees, Area Councils in good standing, and nationally and regionally recognized committees;

Submitted by the PSAC B.C. Regional Council

**RESOLUTION BLW 6**

**Representation and Voting at the B.C. Regional Triennial Convention**

**WHEREAS** the PSAC B. C. Regional By-Law SECTION 9 Sub-Section (2) b) states:

PSAC members who hold a PSAC national elected office, National Aboriginal Peoples' Circle (NAPC) representatives, Equal Opportunities Committee elected equity representatives and Component National Officers who are members of the B.C. Regional Caucus shall be entitled to attend B.C. Regional Triennial Conventions as delegates.

**WHEREAS** the Equal Opportunities Committee has been replaced by the National Human Rights Committee and there are no longer elected equity representatives

**BE IT RESOLVED** that the PSAC B. C. Regional By-Law SECTION Sub-Section (2) b) be amended as follows:

PSAC members who hold a PSAC national elected office, National Aboriginal Peoples' Circle (NAPC) representatives, ~~Equal Opportunities Committee elected equity representatives~~ and Component National Officers who are members of the B.C. Regional Caucus shall be entitled to attend B.C. Regional Triennial Conventions as delegates.

Submitted by the PSAC B.C. Regional Council



**RESOLUTION BLW 7**

**Election of Regional Executive Vice President (REVP) and Alternate REVP**

**WHEREAS** the PSAC B. C. Regional By-Law SECTION 10, Sub-Section (3) c) states:

- c) Nominations for the office of REVP and Alternate REVP filed with the Nominations Committee shall be in writing, signed by a nominator and a seconder, each of whom shall be an accredited delegate.
  - i. Nominees who are not present at the Convention must submit a nomination form to the PSAC Regional Coordinator, in confidence, prior to the start of the B.C. Regional Triennial Convention.
  - ii. Nominees who are delegates to the B.C. Regional Triennial Convention can submit a nomination form to the Regional Coordinator, in confidence, prior to the start of the Convention or be nominated from the floor of the Convention.  
The Regional Coordinator will provide the sealed nomination forms received prior to the commencement of Convention to the Chair of the Nominations Committee as soon as the Nomination Committee has been ratified by Convention.

**WHEREAS** some B.C. Regional Council members have the title "Coordinator" and the reference to the PSAC Regional Coordinator in this By-Law may be confusing

**BE IT RESOLVED** that PSAC B. C. Regional By-Law SECTION 10 Sub-Section (3) be amended as follows:

- c) Nominations for the office of REVP and Alternate REVP filed with the Nominations Committee shall be in writing, signed by a nominator and a seconder, each of whom shall be an accredited delegate.
  - i. Nominees who are not present at the Convention must submit a nomination form to the PSAC Regional Coordinator, in

confidence, prior to the start of the B.C. Regional Triennial Convention.

- ii. Nominees who are delegates to the B.C. Regional Triennial Convention can submit a nomination form to the *PSAC* Regional Coordinator, in confidence, prior to the start of the Convention or be nominated from the floor of the Convention.  
The *PSAC* Regional Coordinator will provide the sealed nomination forms received prior to the commencement of Convention to the Chair of the Nominations Committee as soon as the Nomination Committee has been ratified by Convention.

Submitted by the *PSAC* B.C. Regional Council

## **RESOLUTION BLW 8**

### **Youth**

**WHEREAS** the PSAC Constitution Section 15 Sub-Section (1) was amended in 2012 to define youth and to recognize Youth Committees and now states:

The organization and operation of Regional Women's, Aboriginal Peoples, Racially Visible Persons, Pride (Gay, Lesbian, Bisexual and Transgendered Persons), Access (Persons with Disabilities) and Youth (persons 30 years of age and under) Committees should be encouraged by the PSAC as a matter of policy, provided that not more than one Regional Women's, Aboriginal Peoples, Racially Visible Persons, Pride, Access and Youth Committee may be organized in any area that can be reasonably encompassed by one Regional Women's, Aboriginal Peoples, Racially Visible Persons, Pride, Access and Youth Committees.

**WHEREAS** PSAC B. C. Regional By-Law SECTION 3 Sub-Section (2) states:

Affiliation to the B.C. Regional Council shall be open to the following:

- a) Locals/Branches
- b) Regional Women's Committees
- c) Equity seeking group committees
- d) Area Councils
- e) Other bodies approved and recognized by the B.C. Regional Council

**WHEREAS** the PSAC B. C. Regional By-Law SECTION 7 Sub-Section (5) a) states:

Communicate with PSAC-B.C. Regional Women's Committees, Equity Seeking Groups Committees, Directly Chartered Locals/Separate Employer Units, National Officers, B.C. Regional Union Safety and Health (BRUSH) Committee and youth respectively;

**WHEREAS** the PSAC B. C. Regional By-Law SECTION 11 Sub-Section (2) f) states:

The Coordinator for Youth and their alternate(s) shall be a young worker, whether term, indeterminate or student who is under thirty years of age and shall be elected by the self-identified youth delegates and registered full-time attending youth observers at Convention.

**WHEREAS** the PSAC B. C. Regional By-Law SECTION 18 Sub-SECTION (6) states:

For the purposes of these Bylaws, Youth shall be defined as young workers less than thirty (30) years of age

**BE IT RESOLVED** that PSAC B. C. Regional By-Law SECTION 3 Sub-Section (2) be amended as follows:

Affiliation to the B.C. Regional Council shall be open to the following:

- a) Locals/Branches
- b) Regional Women's Committees
- c) Equity seeking group committees
- d) Area Councils
- e) *Youth Committees*
- f) *Other bodies approved and recognized by the B.C. Regional Council*

**BE IT FURTHER RESOLVED** that PSAC B. C. Regional By-Law SECTION 7 Sub-Section (5) a) be amended as follows:

Communicate with PSAC B.C. Regional Women's Committees, Equity Seeking Groups Committees, Directly Chartered Locals/Separate Employer Units, National Officers, B.C. Regional Union Safety and Health (BRUSH) Committee and ~~youth~~ *Youth Committees* respectively;

**BE IT FURTHER RESOLVED** that PSAC B. C. Regional By-Law SECTION 11 Sub-Section (2) f) be amended as follows:

The Coordinator for Youth and their alternate(s) shall be a *person* ~~young worker~~, whether term, indeterminate or student who is ~~under thirty years of age~~ *30 years of age and under* and shall be elected by the self-identified youth delegates and registered full-time attending youth observers at Convention.

**BE IT FURTHER RESOLVED** that PSAC B. C. Regional By-Law SECTION 18 Sub-SECTION (6) be amended as follows:

For the purposes of these Bylaws, Youth shall be defined as ~~young workers less than thirty (30) years of age~~ *persons 30 years of age and under*

Submitted by the PSAC B.C. Regional Council

**RESOLUTION BLW 9**  
**Definitions**

**WHEREAS** the PSAC B. C. Regional By-Law Section 18 Sub-Section (3) states:

For the purposes of these Bylaws, the above-mentioned districts or geographic jurisdictions are defined as follows:

6. East Fraser Valley—Pitt Meadows, Maple Ridge, Mission, Aldergrove, Abbotsford, Chilliwack and Hope

7. West Fraser Valley—Surrey, Langley, Delta and White Rock

**WHEREAS** Aldergrove is a community in the Township of Langley

**BE IT RESOLVED** that the PSAC B. C. Regional By-Law Section 18 Sub-Section (3) (6) be amended as:

6. East Fraser Valley—Pitt Meadows, Maple Ridge, Mission, Abbotsford, Chilliwack and Hope

Submitted by the PSAC B.C. Regional Council

**RESOLUTION BLW 10**  
**National Board of Directors (NBoD)**

**WHEREAS** the PSAC Constitution SECTION 12 Sub-Section (3) states:

When a vacancy occurs on the NBoD from among the National President, the NEVP, the seven (7) REVPs or their alternates, it shall be filled in accordance with the provisions of Sub-Section (11) of Section 23 of this Constitution.

**WHEREAS** there is no Sub-Section (11) of Section 23 of the Constitution

**WHEREAS** Section 23 Sub-Section (10) states:

(a) In the event of a vacancy in the office of National President, the position shall be filled by the NEVP.

(b) A vacancy in the office of the NEVP shall be filled by the Alternate NEVP. A vacancy in the position of Alternate NEVP shall be filled in accordance with paragraph (d) of this Sub-Section.

(c) A vacancy in the office of the REVP shall be filled by ascension of the Alternate REVP from the same region. A vacancy in the office of Alternate REVP shall be filled in accordance with the applicable Regional By-Laws.

(d) Subject to the limitations imposed by paragraphs (a), (b) or (c) of this Sub-Section, in the event of a vacancy occurring six (6) months or more prior to the National Triennial Convention in any of the positions on the NBoD, other than those occupied by REVPs or representatives of Components, nominations shall be called by the AEC from amongst the membership in good standing of the PSAC. A period of not more than thirty (30) days from the date of notice of the vacancy shall elapse and the AEC shall ensure that the nominees are members in good standing and are prepared to stand for office. If an election is necessary, it shall be conducted by the AEC in accordance with procedures adopted by the NBoD, except that only those delegates from the last Convention still in good standing shall be eligible to vote.

**BE IT RESOLVED** that the PSAC B. C. Regional Convention submit a resolution to the PSAC National Convention to amend SECTION 12 Sub-Section (3) as follows:

When a vacancy occurs on the NBoD from among the National President, the NEVP, the seven (7) REVPs or their alternates, it shall be filled in accordance with the provisions of ~~Sub-Section (11)~~ of Section 23 Sub-Section (10) of this Constitution.

Submitted by the PSAC B.C. Regional Council



**RESOLUTION BLW 11**  
**Young Worker – Age Determination**

**WHEREAS** most members enter the Public Service passed the age of 30 years of age; and

**WHEREAS** there are currently very few members who qualify as youth; and

**WHEREAS** there is little participation from our young workers;

**BE IT RESOLVED THAT** the age of a young worker be raised to 35.

**Rationale:** Given the average age of the PSAC membership is 48 and that the current age of 30 does not allow a young worker to develop as a Union Activist long enough before they are no longer considered “youth”. Raising the age to 35 would promote our activist to gain more knowledge, develop and support, that is offered to our younger membership.

Submitted by Vancouver Island Human Rights Committee

Submitted by Victoria Regional Womens Committee

Submitted by Vancouver Area Council

Submitted by UNDE Local 21016

Submitted by Victoria Area Council

**RESOLUTION BLW 12**

**Regional Convention – Delegate Entitlement**

**WHEREAS** Section 9; sub-section (1), steps (1) and (2) of 2011 By-laws of the BC Regional Council defines delegate entitlement;

**WHEREAS** all locals/branches which have 100 members or more will be entitled to one (1) delegate;

**WHEREAS** all locals/branches which have more than 100 members will be entitled to an additional delegate for each 300 members or major portion thereof (a major portion of 300 would be 151 to 299) over the initial 100 members; and

**WHEREAS** all local/branches are under attack from the federal government and PSAC membership is declining rapidly;

**BE IT RESOLVED THAT** Section 9, sub-section (1) and (2) be amended as follows:

locals/branches which have 20 members or more will be entitled to one (1) delegate;

locals/branches which have more than 20 members will be entitled to an additional delegate for each 300 members or major portion thereof (a major portion of 300 would be 201 to 299) over the initial 20 members.

Submitted by Vancouver Island Human Rights Committee  
Submitted by Victoria Regional Womens Committee  
Submitted by UNDE Local 21016  
Submitted by Victoria Area Council

**RESOLUTION BLW 13**  
**National Officer Coordinators**

**Proposed By-Law Change:**

**BE IT RESOLVED THAT** Section 5 Sub-Section (1) be amended as follows:

Constituency # of Coordinators

7. National Officers – three (3)

Submitted by the Victoria Area Council  
Submitted by UNDE Local 21016

**RESOLUTION BLW 14**  
**Definition of a Young Worker**

**WHEREAS** Young Workers are the future leaders of the labour movement;

**WHEREAS** the current age of 30 or under does not allow a young worker to develop as a union activist, before they no longer fit this definition;

**WHEREAS** raising the age to 35 reflects the reality of our experience;

**WHEREAS** the General Resolution Committee of the 2012 PSAC National Triennial Convention recommended concurrence in raising the age of Young Workers to 35 years of age and under;

**BE IT RESOLVED THAT** the PSAC redefine the age of a Young Worker to 35 years of age and under.

Submitted by the BC Mainland Young Workers Committee