

**RESOLUTION GEN 1  
LOCAL ACCESSIBILITY FUND**

**THE PROBLEM OR ISSUE:**

The union PSAC established a Local Accessibility Fund to defray costs to any Union Local to support any equipment to access for any disabled persons to attend any local functions.

The fund is set up at 50% reimbursement.

**THE ACTIONS REQUESTED:**

**The PSAC** increase to 100% reimbursement to allow any disabled members to participate without any financial burdens to a Local component.

Submitted by CEIU Local 20937

**RESOLUTION GEN 2**

**Rescinding of Dues Associated with Campaigns and Conferences**

**WHEREAS** some resolutions passed at previous PSAC National Triennial Conventions have necessitated a dues increase to pay for a campaign, conference or other such time restricted or one time action required as a result of passing said resolutions; and

**WHEREAS** the dues increase necessitated by the passing of the resolution for many of these campaigns, conferences, or other such time restricted or one time actions are no longer necessary as the conferences have been held and/or the campaigns have been run to their conclusion and/or the campaigns have never been started at all;

**BE IT RESOLVED THAT** any PSAC dues increase instituted for a campaign that has been completed be immediately rescinded; and

**BE IT FURTHER RESOLVED THAT** any PSAC dues increase instituted for a one time conference that has been held be immediately rescinded; and

**BE IT FURTHER RESOLVED THAT** any PSAC dues increase instituted as a result of a future campaign or conference be immediately rescinded upon the completion of said campaign or conference.

Submitted by Vancouver Island Human Rights Committee

Submitted by Victoria Regional Women's Committee

Submitted by UNDE Local 21016

Submitted by Victoria Area Council

**RESOLUTION GEN 3  
AEC Remuneration**

**WHEREAS** an elected officer of the PSAC is entitled to be paid for services rendered the remuneration applicable to the position held by the elected officer; and

**WHEREAS** the salaries of the elected officers of the Alliance Executive Committee are increased on the 15<sup>th</sup> day of May of each year by the increase of the average annual salary of members in the previous year; and

**WHEREAS** the increases received by the elected officers of the AEC have been significantly greater than that of the majority of the PSAC membership;

**BE IT RESOLVED THAT** Regulation 17 be amended as follows:

*The salaries of the elected officers of the Alliance Executive Committee shall be decided on the Convention floor and shall not exceed the average % increase of members of Treasury Board bargaining units in the previous three (3) years. Such increases shall take place on the 15<sup>th</sup> day of May of each year.*

Submitted by Vancouver Island Human Rights Committee  
Submitted by Victoria Regional Women's Committee  
Submitted by UNDE Local 21016  
Submitted by Victoria Area Council

**RESOLUTION GEN 4**  
**Regional Convention Subsidy**

**WHEREAS** Regional Executive Vice-Presidents and alternate Regional Executive Vice-Presidents are elected at Regional Triennial Conventions; and

**WHEREAS** Regional Triennial Conventions can submit resolutions to the PSAC National Triennial Convention and should have autonomy to conduct the business of the Region; and

**WHEREAS** the cost for members attending their Regional Triennial Convention is not fully covered by the PSAC;

**BE IT RESOLVED THAT** the Regional Convention Subsidy line item be increased by \$50,000 per region per year to assist regions in holding Regional Triennial Conventions.

Submitted by Vancouver Island Human Rights Committee

Submitted by Vancouver Area Council

Submitted by PSAC B.C. Regional Council

Submitted by Victoria Regional Women's Committee

Submitted by UNDE Local 21016

Submitted by Victoria Area Council

**RESOLUTION GEN 5**  
**National Triennial Convention - Delegate Entitlement**

**WHEREAS** Section 19 of the PSAC Constitution defines National Triennial Convention delegate representation as one delegate per 100-400 members or major portion thereof; and

**WHEREAS** the formula restricts Convention participation from all Components of the PSAC, which may represent diverse employment groups and vast geographical areas;

**BE IT RESOLVED THAT** the PSAC amend Section 19, Sub-Section (1) to read as follows:

*For purposes of representation at any National Triennial Convention of the PSAC, each Component shall be entitled to elect delegates on the following basis:*

- *One (1) delegate for the first 300 members, defined here to include those who are recognized as members by the terms of their collective agreement; and*
- *One (1) additional delegate for every 300 members thereafter or major portion thereof defined.*

Submitted by Vancouver Island Human Rights Committee

Submitted by UNDE Local 21016

Submitted by Victoria Area Council

Submitted by Victoria Regional Women's Committee

**RESOLUTION GEN 6**

**Participation by Members with Disabilities (MWD)**

**WHEREAS** Members with Disabilities (MWD) have the right to participate at any and all PSAC sponsored events; and

**WHEREAS** removing barriers ensures MWD can participate 100% in all aspects of any and all PSAC sponsored events; and

**WHEREAS** MWD are the best individuals to consult with when dealing with facilities that may not be barrier-free.

**BE IT RESOLVED THAT** the PSAC must involve Members with Disabilities (MWD) National Representatives at all levels of planning to ensure that any facilities considered allow for maximum participation; and

**BE IT FURTHER RESOLVED THAT** the PSAC ensure that a visit to such facility by a potentially affected member(s), who resides in the geographic area of the event, and that consultation with the MWD Working Group takes place well in advance of booking any facilities and

**BE IT FURTHER RESOLVED THAT** the PSAC be 100% transparent in their decision making when discussing matters related to any and all MWD; and

**BE IT FURTHER RESOLVED THAT** the PSAC remove or accommodate every barrier to MWD in order to achieve maximum participation at any PSAC events.

Submitted by Vancouver Island Human Rights Committee

Submitted by Mainland Human Rights Committee

**RESOLUTION GEN 7**  
**Weekend Union Functions**

**WHEREAS** we have an aging workforce and a corresponding aging group of union activists; and

**WHEREAS** we have, on more than one occasion, expressed the need to involve youth in our union activities; and

**WHEREAS** at the present time the union holds a lot of activities (training or otherwise) on the weekend; and

**WHEREAS** in the present economic climate both partners in a relationship work to support their families and therefore need to spend their non-working hours with their families;

**BE IT RESOLVED THAT** the PSAC dedicate at least one day of every weekend for the families of our brothers and sisters and therefore refrain from organizing union activities on this day.

Submitted by Vancouver Island Human Rights Committee

Submitted by Victoria Regional Women's Committee

Submitted by UNDE Local 21016

Submitted by Victoria Area Council

**RESOLUTION GEN 8**  
**Union Representatives Protection**

**WHEREAS** elected PSAC Members have to get involved in all matters pertaining to the Union and its members; and

**WHEREAS** risks are much greater when our elected members have to make public interventions; and

**WHEREAS** the risks our members take, may lead to disciplinary measures up to and including dismissal;

**BE IT RESOLVED THAT** the National PSAC Executive enter into negotiations with our employers with a view to obtain total immunity for all members elected to a union position in order to protect them when representing and defending our members in public interventions.

**Rationale:** There are occasions where member activists face discipline or termination as a result of exercising their right to engage in Union Activities. This is particularly true when elected members or officers publicly raise concerns about their Employers in the course of official union duties.

Submitted by the Victoria Area Council  
Submitted by UNDE Local 21016



**RESOLUTION GEN 9**  
**Loss of Salary Re-imbusement**

**WHEREAS** when participating in Union training courses or performing their duties as Officers of the Union, members benefits and wages are affected when forced to use Union Leave Without Pay; and

**WHEREAS** there are times when members' wages are not received in a timely manner to coincide with the Employers deduction due to use of LWOP.

**BE IT RESOLVED THAT** a new process for reimbursement of salary be created by PSAC and made payable to the Employer; and

**BE IT FURTHER RESOLVED THAT** the PSAC institute a system whereby the Employer recovers a member's wages from the Union, versus from the member's pockets.

Submitted by the Victoria Area Council

Submitted by the Victoria Regional Women's Committee

Submitted by the Vancouver Area Council

Submitted by the UNDE Local 21016

**RESOLUTION GEN 10**  
**Electronic Communications**

**WHEREAS** PSAC and its Components, develop and maintain a database of email addresses of its members to establish a communication system to be used for various online voting and/or referendum (direct vote in which an entire electorate is asked to either accept or reject a particular proposal) type questions; and

**WHEREAS** this system could be used for all PSAC members with respect to different Tables/Groups; and

**WHEREAS** PSAC would maintain this system through coordination of Components and their respected provinces and/or regions; and

**WHEREAS** the locals would take part in submitting email lists to their Components for this national database; and

**WHEREAS** access to voting or referendum to the site would be accessed by individual members using PSAC identification and password as the norm on the web; and

**WHEREAS** this system would be implemented it would eliminate or minimize ballot voting at numerous sites across the country and would save money in the long run;

**BE IT RESOLVED THAT** this system be implemented as it would eliminate or minimize ballot voting at numerous sites across the country.

Submitted by the Victoria Area Council  
Submitted by UNDE Local 21016

**RESOLUTION GEN 11**  
**Regulation 15 - Voting**

**WHEREAS** votes are not administered in a consistent manner by PSAC Regional Offices across Regions; and

**WHEREAS** ballots cast at Regional meetings remain the responsibility of each Local/Branch; and

**WHEREAS** no member should be denied the right to vote based on personal or work schedules which may conflict with stipulations of the PSAC Regional Offices to attend Regional meetings;

**BE IT RESOLVED THAT** in the absence of an automated web or phone-based ballot system, all PSAC Locals/Branches have the option to administer all PSAC membership votes at locations as described in Regulation 15 and that all materials and resources relating to each vote be provided to Locals/Branches via their Regional Office; and

**BE IT FURTHER RESOLVED THAT** all sections of PSAC Regulation 15 dealing with membership votes be updated to reflect this Local/Branch responsibility and entitlement.

Submitted by the Victoria Area Council  
Submitted by UNDE Local 21016

**RESOLUTION GEN 12**  
**Collective Bargaining – Membership Mandate**

**WHEREAS** the PSAC and the bargaining teams returned to the bargaining table without a mandate to do so from the membership; and

**WHEREAS** the re-opening of the collective agreements resulted in the loss of our “Severance Pay”; and has deeply divided the membership;

**BE IT RESOLVED THAT** the PSAC not enter into collective bargaining or re- opening of any Collective Agreements without a mandate from the membership; and

**BE IT FURTHER RESOLVED THAT** the PSAC Constitution and Regulations be amended to reflect the intent of this resolution.

Submitted by the Victoria Area Council  
Submitted by UNDE Local 21016

**RESOLUTION GEN 13**

**Young Worker Delegates to National PSAC Triennial Convention**

**WHEREAS** Young Workers have been recognized as being underrepresented in the union;

**WHEREAS** the PSAC has recognized this fact with the acceptance of constitutionally recognized Young Worker committees;

**WHEREAS** the PSAC asks all equity-seeking groups and young workers to self-identify in the same manner;

**WHEREAS** equity-seeking groups are allocated delegate seats under Section 19, Sub-section 7 of the PSAC Constitution and Young Workers are not;

**BE IT RESOLVED THAT** the PSAC allocate 1 (one) delegate seat from each constitutionally recognized Young Worker committee to the PSAC National Triennial Convention.

Submitted by the BC Mainland Young Worker Committee

**RESOLUTION GEN 14**  
**Union Development Program and Young Workers**

**The PSAC** will reserve one (1) seat per region for young workers in the next Union Development Program (UDP).

**Because** the PSAC will shortly be facing a time when many of its members will be retiring; and

**Because** the PSAC is in need of recruiting young workers to carry on the voice of the union; and

**Because** UDP is designed to develop the leadership skills of emerging union activists.

Submitted by the BC Mainland Young Worker Committee

**RESOLUTION GEN 15**

**End the Ban on Blood and Organ Donation:**

**WHEREAS** there is a need for blood, bone marrow and organ donations with long waiting lists for life saving transplants; and

**WHEREAS** all blood, bone marrow and organ donations are screened to ensure the health of recipients; and

**WHEREAS** everyone is susceptible to contracting HIV, hepatitis and other viruses; and

**WHEREAS** singling out men who have sex with men for special mention as a high risk group is discriminatory

**BE IT RESOLVED THAT** the PSAC will Condemn the federal government policy, lobby Health Canada and work with all political parties to amend the regulations and policies that prohibit men who have sex with men from donating blood and make it difficult for them to be bone marrow and organ donors; and

**BE IT RESOLVED THAT** the PSAC will partner with social justice organizations to educate about why ostracizing men who have sex with men is discriminatory.

Submitted by the Mainland Human Rights Committee

**RESOLUTION GEN 16**

**Anti Bullying legislation for schools across Canada**

**WHEREAS** it is important for school divisions and governments to ensure legislation is enacted to allow current anti-bullying policies to be enforced; and

**WHEREAS** EGALE Canada and other progressive and anti-bullying organizations have resources available on their websites to help make Canadian schools safer and a more welcoming learning environment

**WHEREAS** All school systems, including non secular systems funded by provincial grants, need to comply with anti-harassment / anti-bullying school policies.

**BE IT RESOLVED THAT** the PSAC-BC will lobby provincial and municipal governments to ensure school board policies and legislation promote the values of respect, dignity and fairness for all, in an environment that promotes and supports diversity as well as the equal attainment of life opportunities for all students, staff, parents and community members.

Submitted by the BC Mainland Human Rights Committee



**RESOLUTION GEN 17**

**Transgender Health and Inclusion, Medical Procedures**

**WHEREAS** Transgendered individuals should not be burdened with the costs associated with medically necessary procedures,

**BE IT RESOLVED THAT** The PSAC-BC will lobby the Provincial Government to fully fund sex reassignment surgeries, hormone treatments and gender transitioning related procedures and develop access to health care services with the ability to approve surgeries in each jurisdiction.

**BE IT FURTHER RESOLVED THAT** the PSAC lobby the Federal Government to fully fund sex reassignment surgeries, hormone treatments and gender transitioning related procedures and develop access to health care services with the ability to approve surgeries in each jurisdiction.

Submitted by the BC Mainland Human Rights Committee

**RESOLUTION GEN 18**

**Transgender Health and Inclusion, Government Documentation**

**WHEREAS** EGALE Canada and other progressive and anti-bullying organizations have resources available on their websites to help make Canadian schools safer and a more welcoming learning environment.

**BE IT RESOLVED THAT** the PSAC-BC lobby the Provincial Government to amend the Vital Statistics Acts to allow Transgender people to change their gender on Government documentation (example: Birth Certificates) to reflect their lived gender, without sex reassignment surgery.

Submitted by the BC Mainland Human Rights Committee

**RESOLUTION GEN 19**

**Transgender Health and Inclusion, Gender Neutral Washrooms**

**WHEREAS** Washroom and changing facility access issues can be particularly acute for people in transition and of ambiguous gender.

**BE IT RESOLVED THAT** the PSAC encourage its components and membership to initiate discussions with employers about creating “positive spaces” by implementing “gender neutral” washrooms and changing facilities where necessary.

Submitted by the BC Mainland Human Rights Committee

**RESOLUTION GEN 20  
UNION DUES**

**BECAUSE** the members are upset about rising union dues; and

**BECAUSE** the members have not seen a pay rate increase in line with inflation;

**THE PSAC WILL** not increase union dues.

Submitted by UEW Local 20729

**RESOLUTION GEN 21  
PUBLIC SERVICE HEALTH CARE PLAN – ACUPUNTURE**

**BECAUSE** our members are increasingly being prescribed treatments of an ergonomic and remedial nature; and

**BECAUSE** these treatments are either not covered by Sun Life or are difficult to obtain due to requirements (example acupuncture treatments need to be performed by a medical doctor which is difficult to find in BC);

**THE PSAC WILL** start the process to get these treatments covered or adjusted by the Public Service Health Care Plan.

Submitted by UEW Local 20729

**RESOLUTION GEN 22**  
**PUBLIC SERVICE HEALTH CARE PLAN - VISON**

**BECAUSE** the costs have increased for vision care and other benefits.

**THE PSAC WILL** put pressure on the appropriate party so that the limits for vision care and other benefits be increased.

Submitted by UEW Local 20729

**RESOLUTION GEN 23  
PUBLIC SERVICE HEALTH CARE PLAN - TREATMENTS**

**BECAUSE** there are a variety of medical practitioner benefits with various eligible expense limits per service

**BECAUSE** some members prefer to use more of one service than another;

**THE PSAC WILL** look into getting those limits combined so that members can use a lump sum for any of these various eligible services (example: physiotherapy, massage therapy, naturopathy, chiropractic).

Submitted by UEW Local 20729

**RESOLUTION GEN 24  
MEMBER RESOURCES FOR GRIEVANCES AND QUESTIONS**

**BECAUSE** our members are having more complex issues with Employer; and

**BECAUSE** our stewards and representatives don't have all the answers; and

**BECAUSE** other unions have more accessible resources and knowledgeable local people available;

**THE PSAC WILL** compare what PIPSC and other unions have as resources to help members during local grievances and health and safety questions.

Submitted by UEW Local 20729



**RESOLUTION GEN 25  
MEMBERS ON EXTENDED LEAVE**

**BECAUSE** members who are on leave from their substantive positions for a variety of reasons (maternity leave, parental leave, disability, education, etc.) are not paying dues and often get dropped from local membership lists before they return to work; and

**BECAUSE** it is often difficult to relocate or help these members when they return to work; and

**BECAUSE** some of these members want union help to finalize their employment and since they are not on the membership lists from not paying union dues we don't have to help them;

**THE PSAC WILL** develop a system for members on extended leave without pay may remain on membership lists but flagged as on leave with a due to return date.

Submitted by UEW Local 20729

**RESOLUTION GEN 26  
BARGAINING AND COLLECTIVE AGREEMENTS**

**BECAUSE** the PSAC and the bargaining teams returned to the bargaining table without a mandate to do so from the membership;  
and

**BECAUSE** the re-opening of the collective agreements resulted in the loss of our “Severance Pay”; and

**BECAUSE** the narrow passing of the ratification vote has deeply divided the membership;

**THE PSAC WILL** not enter into collective bargaining or re-opening of any Collective Agreements without a mandate from the membership;  
and

**THE PSAC WILL** make concrete efforts to repair the damage caused by the fallout from the loss of our “Severance Pay” in order to regain the trust of the membership.

Submitted by UEW Local 20729

**RESOLUTION GEN 27  
DEFINED BENEFIT PROGRAM**

**BECAUSE** the current pension plan contributed to by federal workers is a safe and understandable defined benefit program whereby workers know what their income will be when they retire; and

**BECAUSE** there has been a growing shift in the private sector to defined contribution plans that resemble RRSPs in terms of high risks, high costs, and very uncertain outcomes; and

**BECAUSE** there has been continued pressure on the federal government from right-wing organizations such as the CD Howe Institute and the Canadian Federation of Independent Business to do away with the current defined benefit program; and

**BECAUSE** federal public workers are not retiring in luxury on gold-plated pensions;

**THE PSAC WILL** undertake community based education program to inform Canadians about the reality of the public sector pension plan; and

**THE PSAC WILL** lobby diligently to protect the current defined benefit plan for public sector federal workers; and

**THE PSAC WILL** actively work in concert with the Canadian Labour Congress and other unions to inform Canadians about solutions to ensure all members retire with dignity and respect and not have to live in poverty.

Submitted by UEW Local 20729

**RESOLUTION GEN 28  
UNION LEAVE WITHOUT PAY**

**BECAUSE** when participating in Union training courses or performing their duties as Officers of the Union, members benefits and wages are affected when using Union Leave Without Pay; and

**BECAUSE** the PSAC encourage the Employer to provide uninterrupted pay when a member takes ULWOP;

**THE PSAC WILL** institute a system where the Employer recovers members wages from the Union rather than from the members pockets.

Submitted by UEW Local 20729

**RESOLUTION GEN 29  
UNION CARDS**

**BECAUSE** PSAC processing new union cards are repeatedly not received or delayed; and

**BECAUSE** PSAC has not fully taken advantage of potential resources available through digital transmission and storage of information;

**THE PSAC WILL** certify true digital copies be utilized to expedite the processing of union cards.

Submitted by UEW Local 20729

**RESOLUTION GEN 30  
MENTAL HEALTH**

**WHEREAS** a decline in mental health and wellness for PSAC members is not being appropriately addressed by our employer

**WHEREAS** Health Canada has created a National Standard for mental health providing a modernized and improved approach to mental wellness of federal government employees

**WHEREAS** many departments are either unwilling or reluctant to adopt the National Standard for mental health

**BE IT RESOLVED THAT** the PSAC be directed to pressure the employer to adopt Health Canada's National Standard on Mental Health, bringing wellness committees to our places of work.

Submitted by the Vancouver Area Council

**RESOLUTION GEN 31**  
**Policy Paper on Water**

**BECAUSE** water can be viewed as Canada’s most valuable natural resource, which is essential to the lives of all Canadians;

**BECAUSE** the Federal Government has considerable jurisdiction over water and its uses in Canada, including Navigable Waters, Environmental Assessment, Fisheries Act, International waters and federal lands;

**BECAUSE** the Federal Government’s commitments to protect fresh water for all Canadians and to ensure a sustainable resource have declined markedly in the last two decades:

**THAT THE P.S.A.C BC** adopt the Policy Paper on Water as drafted by the B.C. Regional Council Environment Committee as a means to raise awareness on water and its importance to the economy and life, and as a means to advocate for the sustainability of this important natural resource for all Canadians with Government, Non-Governmental Organizations, and environmental groups. Moreover that the PSAC B.C. Region send a resolution to the 2015 PSAC National Triennial Convention calling for the adoption of the policy paper on water by the PSAC Nationally.

Submitted by the PSAC B.C. Regional Council

**RESOLUTION GEN 32**  
**Regulation 15**

**WHEREAS** the bargaining team currently makes the final recommendation with regards to accepting or rejecting any tentative collective agreement; and

**WHEREAS** Regulation 15A, section 2.7.10 currently precludes dissenting members of the bargaining team from speaking out; and

**WHEREAS** the membership should have the benefit of knowing both assenting and dissenting points of view prior to making a decision on any proposed agreement;

**BE IT RESOLVED THAT** Regulation 15A, section 2.7.10 be rewritten to read as follows: “Bargaining team members must make a decision to accept or reject a proposed memorandum of settlement before it is sent to the members of the bargaining unit for a vote. However, members of the bargaining team are free to express and share their approval or dissent on the proposed agreement to ensure the membership has all the information required to make an informed decision.”; and

**BE IT FURTHER RESOLVED THAT** the PSAC Constitution, Regulations and Policies be amended accordingly to reflect this change.

Submitted by the Victoria Area Council  
Submitted by UNDE Local 21016