

**REPORT OF THE GENERAL RESOLUTIONS COMMITTEE  
TO THE 6<sup>th</sup> B.C. REGIONAL TRIENNIAL CONVENTION  
OF THE PUBLIC SERVICE ALLIANCE OF CANADA**

**APRIL 25-27, 2014  
THE FAIRMONT HOTEL VANCOUVER  
(900 WEST GEORGIA STREET, VANCOUVER, BC)**

Subject to ratification by the delegates to the PSAC B.C. Regional Convention 2014, the following delegates to the Convention were named to the General Committee.

**Committee Members:**

Linda Harding                      Chairperson – B.C. Regional Council, Health & Safety Coordinator; GSU 20008 Local President

Melvin Dureen,                      Co-Chairperson - USGE RVP, BC; President PSAC Fraser Valley Area Council

Jennifer Chieh Ho                      B.C. Regional Council, West Fraser Valley Coordinator; UNE RVP, BC and Yukon

Paul Croes                              B.C. Regional Council, Pride Equity Coordinator; CEIU

Roberta Drinkwater                      B.C. Regional Council, Southern Interior Coordinator; CEIU

Kim Koch                                UTE 20002 Local President

Marcelo Lazaro                      UNDE 21016 Local President; Vice President Victoria Area Council

Jim Sidel                                DCL 20500 Local President

**Staff Resource:**

Deanna Kimball                      PSAC Regional Representative, Vancouver

The Committee met on March 10, March 11, March 21 and March 24, 2014 via conference call.

The Committee established its priorities as follows:

1. GEN 31A
2. GEN 4
3. GEN 5
4. GEN 13
5. GEN 6
6. GEN 30
7. GEN 15
8. GEN 16
9. GEN 17
10. GEN 18
11. GEN 19
12. GEN 9
13. GEN 8
14. GEN 11
15. GEN 29
16. GEN 2
17. GEN 27

The following resolutions were recommended as Concurrence:

Resolution GEN 2, GEN 4, GEN 5, GEN 6, GEN 8, GEN 9, GEN 11, GEN 13, GEN 15, GEN 16, GEN 17, GEN 18, GEN 19, GEN 27, GEN 29, GEN 30, GEN 31A

The following resolutions were recommended as Non-concurrence:

Resolution GEN 1, GEN 3, GEN 7, GEN 10, GEN 12, GEN 14, GEN 20, GEN 24, GEN 25, GEN 26, GEN 32

**Appendix A** - Resolutions were referred to the National Joint Council:  
Resolution GEN 21, GEN 22, GEN 23

**Appendix B** - Resolution covered by another resolution:  
Resolution GEN 28 covered by GEN 9

**Appendix C** – Document to accompany Resolution GEN 31A  
BC PSAC Regional Council Environment Committee *Policy Paper on  
Water*

The Chairperson and Co-Chairperson of the Committee would like to acknowledge and thank each and every member of the Committee for their hard work and contribution during our deliberations and finalization of the report.

Respectfully submitted on behalf of the Committee,

Linda Harding  
Chairperson

Melvin Dureen  
Co-Chairperson

## **RESOLUTION GEN 31A POLICY PAPER ON WATER**

Originator:  
PSAC B.C. Regional Council

The Committee recommends **concurrence** in Resolution GEN 31, which reads as follows:

**THAT THE PSAC B.C.** 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.

**THAT THE PSAC** 2015 National Triennial Convention adopts PSAC BC Region's policy paper on water.

### **Rationale:**

The Committee amended the original "That the PSAC" into two separate parts. The Committee felt that this amendment clarified the intention of the resolution that is the forwarding of the BC Region's Policy Paper on water to the PSAC National Triennial Convention for adoption. The Committee has attached a copy of the policy paper in Appendix C and recommends that the policy paper accompany the resolution to PSAC National Triennial Convention.

## **RESOLUTION GEN 4 REGIONAL CONVENTION SUBSIDY**

Originators:

Vancouver Island Human Rights Committee

Vancouver Area Council

PSAC B.C. Regional Council

Victoria Regional Women's Committee

UNDE Local 21016

Victoria Area Council

The Committee recommends **concurrence** in Resolution GEN 4, which reads as follows:

**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.

### **Rationale:**

The Committee felt that increasing the participation of the membership at Regional Triennial Conventions is a move in the positive direction. The more members that are present, the more inclusive our Regional Conventions are. As each PSAC Region has different delegate entitlements and funding for delegates, this is a step towards Regions being able to fully fund delegates in the future.

## **RESOLUTION GEN 5 NATIONAL TRIENNIAL CONVENTION – DELEGATE ENTITLEMENT**

Originators:

Vancouver Island Human Rights Committee

UNDE Local 21016

Victoria Area Council

Victoria Regional Women's Committee

The Committee recommends **concurrence** in Resolution GEN 5, which reads as follows:

**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.*

### **Rationale:**

The Committee felt that an increase in membership participation at National Triennial Convention is inclusive and provides opportunity to hear from more of the membership.

**RESOLUTION GEN 13  
YOUNG WORKER DELEGATES TO THE NATIONAL PSAC TRIENNIAL  
CONVENTION**

Originator:  
BC Mainland Young Worker Committee

The Committee recommends **concurrence** in Resolution GEN 13, which reads as follows:

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

**Rationale:**

As mentioned in the resolution, Young Worker Committees constitutionally recognized in Section 15 of the PSAC Constitution under Regional Committees. These constitutionally recognized committees are not however included as other regional committees are in Section 19, sub-section 7, which discusses delegate entitlement for regional committees to the PSAC National Triennial Convention.

The Committee feels that active Young Worker Committees should have the same opportunity as other Regional Committees to elect and send delegates to the PSAC National Triennial Convention.

## **RESOLUTION GEN 6 PARTICIPATION OF MEMBERS WITH DISABILITIES (MWD)**

Originators:

Vancouver Island Human Rights Committee

Mainland Human Rights Committee

The Committee recommends **concurrence** in Resolution GEN 6, which reads as follows:

**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.

### **Rationale:**

The Committee agreed that barriers prevent full participation of Members with Disabilities and that these barriers should be removed. Also, the Committee agreed that it is important to include the persons who are affected by the barriers in the decision making process about identifying and removing those barriers.



## **RESOLUTION GEN 30 MENTAL HEALTH**

Originator:  
Vancouver Area Council

The Committee recommends **concurrence** in Resolution GEN 30, which reads as follows:

**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.

### **Rationale:**

The Committee believes keeping pressure on the employer to ensure that our workplaces are healthy, safe places is important and that wellness should be a key priority.

## **RESOLUTION GEN 15 END THE BAN ON BLOOD AND ORGAN DONATION**

Originator:  
BC Mainland Human Rights Committee

The Committee recommends **concurrence** in Resolution GEN 15, which reads as follows:

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

### **Rationale:**

Up until May 22, 2013, any man that has had sex with another man, even only once, was prohibited from donating blood for life. EGALE Canada has been actively lobbying to correct this discriminatory policy for decades. In May, the Canadian Blood Services received approval for a less stringent ban from Health Canada. The ban was relaxed from life to five years from the last relevant sexual contact. However, the policy remains deeply flawed, because it targets people based on their identity (being GLBT) instead of looking at their actual practice, and whether they have engaged in “at risk” behaviour.

**RESOLUTION GEN 16  
ANTI BULLYING LEGISLATION FOR SCHOOLS ACROSS CANADA**

Originator:  
BC Mainland Human Rights Committee

The Committee recommends **concurrence** in Resolution GEN 16, which reads as follows:

**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.

**Rationale:**

The Committee agrees with the resolution that schools should be safe, respectful and inclusive places for students, staff, parents and community members.

**RESOLUTION GEN 17  
TRANSGENDER HEALTH AND INCLUSION, MEDICAL PROCEDURES**

Originator:  
BC Mainland Human Rights Committee

The Committee recommends **concurrence** in Resolution GEN 17, which reads as follows:

**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.

**Rationale:**

The Committee felt that regional and national lobbying would be an effective way to draw attention to the current financial burden placed on Transgendered individuals and that the changes to the current system, as outlined above, would promote inclusion, a value of the PSAC.

**RESOLUTION GEN 18  
TRANSGENDER HEALTH AND INCLUSION, GOVERNMENT  
DOCUMENTATION**

Originator:  
BC Mainland Human Rights Committee

The Committee recommends **concurrence** in Resolution GEN 18, which reads as follows:

**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.

**Rationale:**

In March, the B.C. government introduced Bill 17 which included an amendment to the Vital Statistics Act that would remove sex reassignment surgery as a requirement for changing “male” or “female” on a birth certificate. The Committee feels that continued pressure needs to be placed on the B.C. government to ensure the proposed amendments are made.

**RESOLUTION GEN 19  
TRANSGENDER HEALTH AND INCLUSION, GENDER NEUTRAL  
WASHROOMS**

Originator:  
BC Mainland Human Rights Committee

The Committee recommends **concurrence** in Resolution GEN 19, which reads as follows:

**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.

**Rationale:**

As a union we should be promoting and encouraging the creation of positive spaces that are inclusive.

**RESOLUTION GEN 9 (which covers Resolution GEN 28)  
LOSS OF SALARY RE-IMBURSEMENT**

Originators:

Victoria Area Council

Victoria Regional Women's Committee

Vancouver Area Council

UNDE Local 21016

The Committee recommends **concurrence** in Resolution GEN 9 (covers resolution GEN 28), which reads as follows:

**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.

**Rationale:**

The Committee agrees that when members undergo hardship if they have an interruption in salary for their participation in union activities. The PSAC should make every effort to lessen this hardship and provide a mechanism for doing this.

## **RESOLUTION GEN 8 UNION REPRESENTATIVES PROTECTION**

Originators:  
Victoria Area Council  
UNDE Local 21016

The Committee recommends **concurrence** in Resolution GEN 8, which reads as follows:

**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:**

In light of the recent workforce adjustment and attacks against the rights of workers by the federal government, the Committee agreed that strengthening the protection of union activists and representatives is important. Often our activists/representatives become the targets of the employer when they are simply challenging decisions or actions that adversely affect the membership in an unfair or unjust way. As well, 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. Employers use codes of conduct and integrity as a way to intimidate activists and remind them that they are employees.



## **RESOLUTION GEN 11 REGULATION 15 – VOTING**

Originators:  
Victoria Area Council  
UNDE Local 21016

The Committee recommends **concurrence** in resolution GEN 11, which reads as follows:

**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.

### **Rationale:**

The Committee felt that although the Regional Offices do their best to arrange meetings for the membership the Committee agreed with the resolution and felt that this change would allow for more flexibility in arranging meetings for members. The Locals/Branches know the needs of the membership in their workplaces the best and are more equip with scheduling meetings at appropriate times for their Local/Branch.

## **RESOLUTION GEN 29 UNION CARDS**

Originator:  
UEW Local 20729

The Committee recommends **concurrence** in Resolution GEN 29, which reads as follows:

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

### **Rationale:**

The Committee agrees that the current process, although it is improving, still allows for delays in members receiving their membership cards in a timely manner and the Committee acknowledges that there are a number of factors that cause these delays. If the technology is available, and if it would help to make the process faster, then the Committee believes that the PSAC should investigate how to incorporate the process.

## **RESOLUTION GEN 2 RESCINDING OF DUES ASSOCIATED WITH CAMPAIGNS AND CONFERENCES**

Originators:

Vancouver Island Human Rights Committee

Victoria Regional Women's Committee

UNDE Local 21016

Victoria Area Council

The Committee recommends **concurrence** in Resolution GEN 2, which reads as follows:

**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.

### **Rationale:**

The Committee was given information that the budget passed at convention allows PSAC to function for the following three years and that the PSAC budget has line items that cover the cost of various resolutions passed after the budget has been passed. This would mean although the resolution passed had an one year time frame on the action it was to address, the funds required to cover the cost of the budget line are within the three year cycle not the end date of the action. The budget does not cover all campaigns, conferences or other such time restricted actions that incur a cost and thus a dues increase. For these the Committee was not able to determine if costing was calculated over the life of the budget or the campaign. Once a resolution with a dues increase is passed the increase is

implemented; however there is never an indication or communication that the dues increase has been removed when the campaign or conference ends or is paid for. As such the Committee felt there was a need to have something in place to end the dues recovery for this campaigns and such when they are completed.

## **RESOLUTION GEN 27 DEFINED BENEFIT PROGRAM**

Originator:  
UEW Local 20729

The Committee recommends **concurrence** in Resolution GEN 27, which reads as follows:

**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.

### **Rationale:**

The Committee believes that although the PSAC is already actively working with the broader labour movement to protect and dispel the myths about public sector pensions, due to the current political climate, reinforcing the importance of this campaign is important and should continue to be a top priority for the PSAC.

## **RESOLUTION GEN 1 LOCAL ACCESSIBILITY FUND**

Originator:  
CEIU Local 20937

The Committee recommends **non-concurrence** in Resolution GEN 1, which reads as follows:

### **THE ACTIONS REQUESTED:**

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

### **Rationale:**

The Committee felt that the current guideline for the Local Accessibility Fund, which is part of the National Accessibility fund, is accessible to locals already. As per those guidelines, if there is a request over the \$500.00 maximum (as currently, one half of the cost of the request cannot exceed \$500.00), the submitting local can have the request forwarded to the Director of Membership Programs Branch for approval. There are also some Components that offer similar support if needed.

## **RESOLUTION GEN 3 AEC RENUMERATION**

Originators:

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

The Committee recommends **non-concurrence** in Resolution GEN 3, which reads as follows:

**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.*

### **Rationale:**

The Committee felt that the current formula used is sufficient and more inclusive of the membership as the AEC represents all members of PSAC.

**The following Committee member wishes to be recorded against the Committee's recommendation:**

Marcelo Lazaro

## **RESOLUTION GEN 7 WEEKEND UNION FUNCTIONS**

Originators:

Vancouver Island Human Rights Committee

Victoria Regional Women's Committee

UNDE Local 21016

Victoria Area Council

The Committee recommends **non-concurrence** in Resolution GEN 7, which reads as follows:

**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.

### **Rationale:**

The Committee felt that the resolution did not provide clear direction as to what the intention is. The Committee felt that with the current wording it meant that education offered could only occur on one weekend day. This may cause a problem if the course being offered is a two day course and the other day had to fall on a Friday or Monday, as loss of salary could be incurred for every participant.

**The following Committee member wishes to be recorded against the Committee's recommendation:**

Roberta Drinkwater



## **RESOLUTION GEN 10 ELECTRONIC COMMUNICATIONS**

Originators:  
Victoria Area Council  
Submitted by UNDE Local 21016

The Committee recommends **non-concurrence** in Resolution GEN 10, which reads as follows:

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

### **Rationale:**

The Committee understands that as a result of NEG-029 adopted at the 2012 PSAC National Triennial Convention, a lot of work is currently under way to develop and pilot an electronic voting system at PSAC.

**RESOLUTION GEN 12  
COLLECTIVE BARGAINING – MEMBERSHIP MANDATE**

Originators:  
Victoria Area Council  
UNDE Local 21016

The Committee recommends **non-concurrence** in Resolution GEN 12, which reads as follows:

**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.

**Rationale:**

The Committee felt that tying the hands of PSAC by blocking the opportunity to re-open a collective agreement could be detrimental if there was a reason to re-open that could benefit the membership.

**RESOLUTION GEN 14  
UNION DEVELOPMENT PROGRAM AND YOUNG WORKERS**

Originator:  
BC Mainland Young Worker Committee

The Committee recommends **non-concurrence** in Resolution GEN 14,  
which reads as follows:

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

**Rationale:**

The Committee believes that the current selection process seeks to have an equitable representation of the membership and already actively recruits and promote the inclusion of Young Workers, if they meet the criteria of the program. The goal of the UDP is to have a variety of participants regardless of age, which is essential for the experience and these participants are selected because they are active in their union and are ready for to further develop their skills as activists.

## **RESOLUTION GEN 20 UNION DUES**

Originator:  
UEW Local 20729

The Committee recommends **non-concurrence** in Resolution GEN 20, which reads as follows:

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

### **Rationale:**

Dues increases currently are decided by the memberships who attend PSAC National Triennial Convention. The membership ultimately decides if dues should increase or decrease. In light of the reduction of members over the last two years, dues are important as they help the union function, provide services, education and representation. The Committee felt that the resolution was too vague as it does not further elaborate or provide alternate solutions.

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

Originator:  
UEW Local 20729

The Committee recommends **non-concurrence** in Resolution GEN 24, which reads as follows:

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

### **Rationale:**

The PSAC and its Components currently have a multitude of resources available to members and representatives who have issues arising in the workplace. Including but not limited to: local representatives and stewards, PSAC and Component education, online information (PSAC, Component and Regional websites), Component and PSAC political structures, PSAC Regional offices, Conferences and Conventions. The Committee suggests that more communication to members regarding these resources would be beneficial.

**RESOLUTION GEN 25  
MEMBERS ON EXTENDED LEAVE**

Originator:  
UEW Local 20729

The Committee recommends **non-concurrence** in Resolution GEN 25, which reads as follows:

**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.

**Rationale:**

There is currently a process in place as outlined in Regulation 5 of the PSAC Constitution. The Committee feels however that continued increased communication to members on extended leave regarding the current process would be beneficial.

## **RESOLUTION GEN 26 BARGAINING AND COLLECTIVE AGREEMENTS**

Originator:  
UEW Local 20729

The Committee recommends **non-concurrence** in Resolution GEN 26, which reads as follows:

**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.

### **Rationale:**

The Committee felt that tying the hands of PSAC by blocking the opportunity to re-open a collective agreement could be detrimental if there was a reason to re-open that could benefit the membership.

## **RESOLUTION GEN 32 REGULATION 15**

Originators:  
Victoria Area Council  
UNDE Local 21016

The Committee recommends **non-concurrence** in Resolution GEN 32, which reads as follows:

**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.

### **Rationale:**

The Committee believes that the proposed changes to Regulation 15 as outlined in the resolution could cause division amongst a bargaining team. A bargaining team needs to be a united front and stand behind their recommendation to reject or accept a proposed agreement.



**Appendix A:**  
**RESOLUTIONS REFERRED TO THE NATIONAL JOINT COUNCIL**

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

Originator:  
UEW Local 20729

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

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

Originator:  
UEW Local 20729

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

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

Originator:  
UEW Local 20729

**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).

**Appendix B:**  
**“COVERED BY” RESOLUTIONS**

**RESOLUTION GEN 28 (covered by Resolution GEN 9)**  
**UNION LEAVE WITHOUT PAY**

Originator:  
UEW Local 20729

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

**Appendix C:**  
**RESOLUTION GEN 31A**  
**POLICY PAPER ON WATER**

**“DRAFT” Policy Paper on “Water”**

The B.C. PSAC Regional Council recognizes water as Canada’s most valuable natural resource and essential to our lives as Canadians.

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. It used to be that we could look to the federal government to protect fresh water for all Canadians with the establishment of institutions such as: The Inland Waters Directorate, Canada Centre for Inland Waters, Canada Water Act, Great Lakes Water Quality Agreement and in 1987 the Federal Water Policy.

Unfortunately this commitment towards ensuring a sustainable water resource for all Canadians has declined markedly in the past two decades. The Inland Water Directorate was disbanded in the 1990’s and almost nothing from the Federal Water Policy was ever implanted. In addition the current federal government has to all intents and purposes done away with the Navigable Waters Act, Environmental Assessment Act, Section 35 of the Fisheries Act and with the implementations of Bill C-45 we have gone from 2.5 million protected lakes and rivers in Canada to 159 lakes and rivers protected. Compounding this abrogation of responsibility by the Federal Government has been the hundreds of millions of dollar cuts to both Environment Canada and Fisheries and Oceans Canada.

“From groundwater protection on federal lands to enforcement of the Fisheries Act, these cuts will tie the hands of Environment Canada to protect the nation’s water heritage for future generations,” declared Randy Christensen, lawyer with Ecojustice. “Going Forward, our environment, our health and our prosperity will require that Canada manage water better and these cuts will cripple Canada’s ability to do that.”

A reinvigorated federal role in water sustainability begins with rebuilding and enhancing our country’s capacity to deal with our freshwater

challenges. Federal inaction does not arise from a lack of mandate; it comes from a lack of political will.

The PSAC will support and promote:

- The UN Human Rights Council's resolution that places certain responsibilities upon governments to ensure that people can enjoy "[s]ufficient, safe, accessible and affordable water, without discrimination"
- That water is a public good, not a commodity and as such will oppose any bulk water exports of Canadian water. The need for a ban is pressing due to the pressure to send water to serve drought prone areas of the United States.
- The exclusion of water from NAFTA and all future trade agreements. Under NAFTA water is defined as a service and an investment. If a corporation is granted permission to export water anywhere in Canada, it becomes a tradable good under NAFTA, and other provinces will have to grant similar access to corporations seeking water export rights. Only a clear exclusion of water from NAFTA and other trade agreements will avert this threat.
- Including bottled water in the banning of bulk water exports from Canada. Water in 20 litre containers is not at the moment considered bulk water. The continuation of bottled water exports could set a precedent allowing for water to be treated as a commodity under NAFTA. The energy required to extract water from natural sources, manufacture water containers, bottle the water in a factory, transport the water by truck to ships before being loaded into more trucks producing enormous carbon emissions.
- PSAC will continue to promote the use of public tap water at all PSAC events and in our members' daily lives.
- The development of water conservation strategies that benefit the Canadian economy, communities and the environment.
- The establishment of national enforceable drinking water standards.

- The declaration of surface and ground water as a **public trust**. Under a public trust doctrine private water use would be subservient to the public interest. The public trust concept means water is a public resource owned by the people of Canada, with the government acting as a trustee responsible for taking care of the resource. The public trust doctrine is becoming increasingly common and established in modern water legislation and has been incorporated in the environmental legislation in the Yukon, Northwest Territories and Quebec.
- The creation of a national public water infrastructure fund. Decades of cuts in infrastructure funding, coupled with the downloading of programs and services to municipal governments, have resulted in a “municipal infrastructure deficit” conservatively estimated at \$123 billion by the Federation of Canadian communities.

A strategy to address water pollution concerns including:

*(Although regulation water pollution falls mostly under provincial jurisdiction, the Federal Government is responsible for protecting fish-bearing waters through the Fisheries Act and controlling toxic substances under the Canadian Environmental Protection Act.)*

- Standards for industry and agribusiness, which would include the enforcing of strict laws against industrial dumping, use of pesticides and discharge of toxins into waterways.
- A slowdown of tar sands production and increased monitoring by federal agencies on water usage and water pollution. Toxins connected to the tar sands have been found as far downstream as the Athabasca delta, one of the largest fresh water deltas in the world.
- Removal of Schedule 2 from the Fisheries Act. Lakes that would normally be protected as fish habitat by the Fisheries act are now being redefined as “tailing impoundment areas” in a 2002 schedule added to the Metal Mining Effluent Regulations of the Act Under this schedule, healthy freshwater lakes lose all protection and become

dump-sites for mining waste. Canada is the only industrialized country to allow this practice.

- National enforceable standards for sewage treatment. Canada has no national standards for municipal sewage treatment and wastewater effluent quality. As a result, 200 billion litres of raw sewage are flushed into our waterways every year.
- The restoration of historical funding levels to both Environment Canada and Fisheries and Oceans Canada investing in the country's freshwater heritage-surely our greatest heritage – in a world running out of clean, accessible water.

BC PSAC Regional Council  
Environment Committee