

Bylaw Committee

Resolution 1

WHEREAS Bylaw 6 Article 1 (d) establishes the position of a Human Rights Advisor as an ex-officio member of the National Executive, it does not speak to alternates for this position;

WHEREAS Bylaw 6 Article 1 (d) also speaks to the election procedures of the Human Rights Advisor;

WHEREAS there is a need to ensure alternates are in place to ensure a smooth transition should the position become vacant:

BE IT RESOLVED THAT a new paragraph be added to Bylaw 6 Article 1 (d) that establishes two (2) alternates to the Human Rights Advisor;

BE IT FURTHER RESOLVED THAT the new paragraph include the same election procedures used to elect the Human Rights Advisor;

BE IT FURTHER RESOLVED THAT Bylaw 6 Article 1 (d) be renumbered in an appropriate manner to reflect the new paragraph.

Resolution 29

WHEREAS for many years the budget of UNDE has included line items for conferences;

WHEREAS often conferences have not been scheduled by direction of the National President;

WHEREAS the members at the various conventions that approved budgets in order to finance these conferences;

WHEREAS these conferences provide an incredible opportunity for activists to network and to learn more about issues that span our Country;

WHEREAS it is an opportunity for delegates to grow and increase leadership potential within the Union movement:

BE IT RESOLVED that the new Article 21 read as follows:

Article 21 – The Union of National Defence will organize a yearly two-day Presidents' Conference.

Resolution 14

WHEREAS UNDE members have the constitutional right to elect their representatives:

BE IT RESOLVED that the following sub-paragraph be added to UNDE Bylaw 6, Article 1 (c) (vi): "In the event of a resignation by the Executive Vice President for any reason, the office shall be extended for one (1) month beyond the date of resignation and the Alternate Executive Vice-President shall be brought in one (1) month prior to termination and be paid at a rate of pay set by the UNDE Triennial Convention for that mandate".

Resolution 4

WHEREAS the Deputy Vice-President elected at convention attends a National Executive meeting as training/experience should they have to step in to the position of Vice-President of the Region during the mandate;

WHEREAS the Alternate Deputy Vice-President would move to the Deputy Vice-President position should the position of the Vice-President of the Region become vacant:

BE IT RESOLVED that should the Alternate Deputy Vice-President move into the position of Deputy Vice-President, they be invited to attend a National Executive meeting;

Resolution 12

WHEREAS Bylaw 8 Article 5 speaks to the disposition of documents and information when an Officer of the Union vacates their position;

WHEREAS Bylaw 8 Article 5 does not include electronic equipment such as laptops, cell phones, tablets etc.:

BE IT RESOLVED that Bylaw 8 Article 5 be amended to include electronic equipment.

Resolution 13

WHEREAS the PSAC 2003 Triennial Convention amended the PSAC Constitution, section 18 sub-section 1 to allow any member in good standing to be nominated and run for election:

BE IT RESOLVED that the UNDE Bylaw 9, Article 2 be amended to read as follows: “All nominees for elected office shall be UNDE members in good standing”.

Resolution 36

WHEREAS votes are not administered in a consistent manner by PSAC Regional Offices across regions;

WHEREAS ballots cast at regional meetings remain the responsibility of each Local/Branch;

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 via their Regional Office;

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.

Resolution 35

WHEREAS there has been an increase in the number of Directly Chartered Locals (DCLs) within the PSAC and over time, there has been discussion about crossing Component lines and the need to make sure all members are represented and fit within the PSAC structure in the best way;

WHEREAS it should not be the PSAC Region’s role or responsibility to function as a Component to provide the services required to represent a Directly Chartered Local (DCL):

BE IT RESOLVED that UNDE submit to the PSAC to establish a new Component comprised solely of Directly Chartered Locals (DCLs);

BE IT FURTHER RESOLVED that all necessary PSAC Constitutional and Regulation changes be prepared to ensure that the new Component comprised of all Directly Chartered Locals (DCLs) takes on all the duties and responsibilities for the members in the Directly Chartered Locals (DCLs) in the same manner as described in the PSAC Constitution for all other Components.

Finance Committee Report

Resolution 49

WHEREAS UNDE Regional Conferences funding is from a firmly budgeted line item within the UNDE national budget voted at national triennial conventions;

WHEREAS a particular line item has been set at \$0.525 per member per month for at least 2 mandates:

BE IT RESOLVED that for UNDE Regional conferences the amount be raised to \$0.75 per member per month in order to secure funding for these conferences for the next mandate;

Resolution 55

WHEREAS UNDE Treasury Board members have the option of attending a National Bargaining Conference;

WHEREAS UNDE members of Non-public funds (NPF) cannot attend the National Conference:

BE IT RESOLVED that UNDE provide an opportunity for NPF members to benefit from the same type of education/information;

BE IT FURTHER RESOLVED that UNDE allocate appropriate funds for these conferences.

Resolution 62

WHEREAS UNDE will be celebrating its 50th anniversary of continuous service to its members in 2016;

WHEREAS UNDE should be demonstrating its appreciation and pride of its existence as a strong Component:

BE IT FURTHER RESOLVED that a 50th anniversary event be organized in conjunction with a national event; i.e. Local Presidents' Conference or the National Health & Safety Conference.

General Committee Report

Resolution 101

WHEREAS at the National Triennial Convention in 2002 a resolution was passed that is now found in the Policy Guidelines -- General 9 that states that a Local Presidents' conference be held once a year;

WHEREAS during the last mandate a Presidents' conference was cancelled due to a lack of agenda items from all regions;

WHEREAS this cancellation has caused some angst and unrest within the Union as several regions had submitted agenda items;

WHEREAS these conferences provide an opportunity for Local presidents to network and to learn more about issues that are affecting our Union:

BE IT RESOLVED that a Committee of Local Presidents from each region be established to examine this policy and determine/establish a set of guidelines and standing agenda items to ensure the feasibility for holding the yearly Presidents' conference;

BE IT FURTHER RESOLVED that this Committee provide a report back to the National Executive for furtherance to the Vice-Presidents of the Regions and the Local Presidents within six month of the end of Convention.

Resolution 81

WHEREAS when performing their duties as Officers of the Union, members of Locals with separate employers have unique training requirements to better support their members;

WHEREAS specialized training should be available to members of Locals of separate employers as it relates to their needs:

BE IT RESOLVED that UNDE institute training for Locals of separate employers.

Resolution 67

WHEREAS in most organizations the use of conference calls is a common practice to cut travel and overhead costs:

BE IT RESOLVED that due to declining membership in UNDE, any electronic means possible and practicable be used to cut costs and use the savings in other budgets.

Resolution 103

WHEREAS UNDE does not have a Human Rights program that includes all equity group members across the Component;

WHEREAS UNDE has one Human Rights Advisor and 7 Regional Human Rights Coordinators;

WHEREAS there are Local Human Rights Representatives only in some Locals who do not have the opportunity to participate in any UNDE human rights activity/initiative;

WHEREAS a Human Rights program is visible and well-established with elected officers in some other Components:

BE IT RESOLVED that UNDE establish a Human Rights program that encompass all its Locals in all regions.

Resolution 90

WHEREAS current legislation does not extend the right to protective reassignment to federal employees;

WHEREAS under the provisions of current federal labor legislation, a pregnant or nursing worker can exercise her right not to work if she believes that the duties of her position pose a risk to her, her fetus or her child;

WHEREAS this leave is considered unpaid leave:

BE IT RESOLVED that UNDE solicit PSAC to exert pressure to obtain legislation guaranteeing the protective reassignment of workers, a practice currently underway in some provinces (including Quebec) so that pregnant or nursing employees receive leave with pay;

BE IT FURTHER RESOLVED that UNDE solicit PSAC to negotiate with our employers a policy similar to the protective reassignment provisions in Quebec , which would provide for reassignment or leave with pay;

BE IT FURTHER RESOLVED that UNDE solicit PSAC to continue the petition campaign to make progress on the issue of protective reassignment for pregnant or nursing women;

BE IT FURTHER RESOLVED that UNDE solicit PSAC to work in solidarity with all women who do not have access to protective reassignment.

Resolution 85

WHEREAS UNDE and PSAC hold many conferences, conventions and meetings throughout the country;

WHEREAS members with disabilities attend these conferences;

WHEREAS often members are required to check out of their hotel rooms the morning of the last day, regardless if the conference, convention or meeting will continue into the afternoon;

WHEREAS it is very hard on a person with disabilities such as mobility issues and medical issues to have no 'private' space to attend to their needs such as washroom facilities and to have a quiet place to relax during breaks and lunch:

BE IT RESOLVED that the Union body holding the event arrange with the hotel a special check out time for members with disabilities to ensure that their needs can be met;

BE IT FURTHER RESOLVED that UNDE submit this resolution to the PSAC National Convention.

Resolution 105

WHEREAS at the PSAC Equity Conference in Toronto in 2013, members were not fully able to participate in the conference because they had to leave before the event was over to get transportation home;

WHEREAS at the PSAC Bargaining Conference in Ottawa in February 2014, members of the PA Table were unable to fully participate in voting in Bargaining Team members because they had to leave to get transportation home before the voting had concluded;

WHEREAS conference and convention scheduling has guest speakers who, while worthwhile, have taken time away from the business of the Union;

WHEREAS this contravenes the duty of the Union to ensure that all members can fully participate in the business of the Union:

BE IT RESOLVED that, at UNDE events where elections are to take place, voting is planned for the conference or convention to ensure that full participation can be realized;

BE IT FURTHER RESOLVED that UNDE solicit PSAC to ensure that at events where elections are to take place, that voting is planned for the conference or convention to ensure that full participation can be realized.

Resolution 108

WHEREAS the Component abandoned member on member harassment issues in the workplace in its last change to the harassment policy;

WHEREAS conflicts that can undermine the integrity of the union and the dignity of representatives are allowed to go unaddressed based on the narrow definition of harassment addressed in the UNDE Harassment Policy;

WHEREAS the employer has neglected its obligation to provide a harassment free workplace in too many cases;

WHEREAS stress from conflicts in the workplace is contributing to burning members out, discouraging union participation and undermining unit cohesion and cooperation:

BE IT RESOLVED that the UNDE Harassment Policy be changed to include a Conflict Resolution policy, utilizing much of the same process that addresses the root cause of issues and responds with appropriate resources to mitigate

improper exchanges between members, and clarify misunderstandings around the unions rights, duties and responsibilities.

Resolution 107

WHEREAS domestic and workplace violence and abuse has made it more difficult for members who have experienced it to be successful in the workforce;

WHEREAS with education, we as a union would be stronger and would be better able to assist our members so affected to cope, move forward, and work towards succession in the workforce; no longer being held back by the effects of abuse;

WHEREAS the continuation of violence and abuse has created barriers for many members;

WHEREAS the Union has always been a strong supporter of social issues, and their popular education approach would have an impact on the lives and families of those affected:

BE IT RESOLVED that UNDE solicit PSAC to create a domestic violence awareness course for the education of members on the struggles of victims of domestic and/or workplace abuse and of approaches that can be taken to make a difference to the lives and families of members affected by such violent situations.

Resolution 104

WHEREAS the Federal Government is signing leases on new buildings that result in employees being relocated into buildings before the completion of construction;

WHEREAS the Government also retrofits older buildings and sometimes relocates employees during construction;

WHEREAS this creates health and safety risks for our members:

BE IT RESOLVED that PSAC initiate a public campaign against the Government signing leases/contracts that result in employees being relocated into buildings that are still undergoing construction or are being retrofitted;

BE IT RESOLVED that PSAC recognize the health and safety risks of these actions and support its members and all employees while lobbying the other unions to join in our campaign.

Resolution 106

WHEREAS employment equity legislation addresses a need to provide protection and ensure an equitable and representative workforce, and provides protection for all minorities in society:

BE IT RESOLVED that UNDE solicit PSAC to lobby the Federal Government to include questions pertaining to equity seeking groups in the next workforce survey.

Resolution 111

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;

WHEREAS there are times when members' wages are not received in a timely manner to coincide with the Employer's deductions due to the use of Union leave without pay:

BE IT RESOLVED that UNDE partner with PSAC to encourage the Employer to provide uninterrupted pay when a member takes Union leave without pay;

BE IT FURTHER RESOLVED that UNDE work with PSAC to institute a system whereby the Employer recovers a member's wages from the Union vice from the member's pockets;

BE IT FURTHER RESOLVED that UNDE seek to make this a reality within the mandate beginning at the end of the 2014 National Triennial Convention.

Resolution 144

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;

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 once all expenses are paid for;

BE IT FURTHER RESOLVED that any PSAC dues increase instituted for a one time conference that has been held be immediately rescinded once all expenses are paid for;

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 and when all expenses are paid for.

Resolution 112

WHEREAS the current government has introduced measures in the name of austerity and deficit reduction which has resulted in loss of jobs and services;

WHEREAS the impact of these cuts is having detrimental and disproportionate effects on equity seeking groups;

WHEREAS many members losing jobs are members of equity seeking groups and this government has not provided necessary data or assurances that their responsibilities are being met under Employment Equity legislation;

WHEREAS the majority of new Canadians are racially visible, face challenges, are further marginalized and are negatively impacted by cuts to services and reduced access to information and processes:

BE IT RESOLVED that UNDE solicit PSAC to expand the “We Are All

Affected” campaign to high light effects on equity seeking communities;

BE IT FURTHER RESOLVED that UNDE solicit PSAC to engage the equity seeking communities in the “We Are All Affected” campaign to further highlight the disproportionate effects the Workforce Adjustment program has had on these members.

Resolution 89

WHEREAS the UN report card on child care - The Child Care Transition, issued in 2008 - ranked Canada last out of 24 economically advanced countries in the area of early childhood education and care:

BE IT RESOLVED that UNDE solicit PSAC to continue to work with affiliates, allies and child care advocates to develop a campaign to aggressively lobby the various levels of government for a nationally funded child care program to be implemented by unionized workers that is accessible, affordable, accountable and standardized across the country.

Resolution 117

WHEREAS PSAC has a large and increasing amount of surplus funds due to revenues exceeding expenses over the last two budget cycles;

WHEREAS PSAC Convention has consistently ended with a dues increase for members;

WHEREAS a service organization should use its funds to service members and not carry a large surplus;

WHEREAS PSAC Convention delegates are forced to make decisions regarding resolutions based primarily on cost rather than the issue;

WHEREAS PSAC Convention should be able to deliver a balanced budget that takes into account resolutions raised at Convention that have attached costs:

BE IT RESOLVED that after the PSAC budget approval process, the Convention agenda be modified so that a balanced budget, including all the passed resolutions that incur a cost, is presented for approval on the final day of Convention.

Resolution 140

WHEREAS we want young workers in PSAC involved in all Locals;

WHEREAS there are issues that are specific to young workers;

WHEREAS young people often experience discrimination in the workplace;

WHEREAS PSAC wants to defend young workers' rights;

WHEREAS PSAC will face several battles that will be impossible to win without a strong next generation;

WHEREAS young workers must be trained and organized to form this next generation:

BE IT RESOLVED that PSAC increase funding for activities for young workers in the current national budget.

Resolution 87

WHEREAS members with disabilities have the right to participate at any and all Union sponsored events;

WHEREAS removing barriers ensures that members with disabilities can participate in all aspects of any and all Union sponsored events;

WHEREAS members with disabilities are the best individuals to consult with when dealing with facilities that may not be barrier-free:

BE IT FURTHER RESOLVED that UNDE remove or accommodate as many identified barriers as possible to members with disabilities in order to achieve maximum participation at any UNDE event.

Resolution 119

WHEREAS members with disabilities have the right to participate in any PSAC sponsored events;

WHEREAS removing barriers ensures that members with disabilities can participate 100% in all aspects of any PSAC sponsored event;

WHEREAS members with disabilities are the best individuals to consult with when dealing with facilities that may not be barrier-free:

BE IT RESOLVED that PSAC must involve Members with Disabilities National Representatives at all levels of planning to ensure that any facility considered allow for maximum participation;

BE IT FURTHER RESOLVED that PSAC ensure that a visit to such facility by a reasonable number of potentially affected members with disabilities from the host locality/region takes place as far as possible in advance of booking any facility, in consultation with the Regional MDAC or access committee where appropriate;

BE IT FURTHER RESOLVED that PSAC remove or accommodate every barrier to members with disabilities possible in order to achieve maximum participation at any PSAC events.

Resolution 118

WHEREAS the PSAC allows for the provision of family care when its members are attending PSAC related functions;

WHEREAS many members attend to the care for children with disabilities:

BE IT RESOLVED that the PSAC ensure that registration forms for all PSAC sponsored activities take into account the requirements for the family members with disabilities of the member attending the sponsored events;

BE IT FURTHER RESOLVED that the registration forms gather the information necessary to make sure that access to the activities will be available for those family members with disabilities including those with environmental illnesses and sensitivities.

Resolution 68

WHEREAS Bylaw 8 Article 3 (c) requires all Vice-Presidents of the Regions to file a report on their activities to the National Executive meetings;

WHEREAS these reports are included with the minutes of the National Executive meetings when posted to the UNDE website;

WHEREAS finding these reports on the UNDE website is both time consuming and frustrating, therefore:

BE IT RESOLVED that UNDE establish a link to the Vice Presidents of the Regions reports under each existing regional webpage;

BE IT FURTHER RESOLVED that UNDE institute this change to the UNDE website as soon as possible after the close of the 2014 National Triennial Convention.

Resolution 71

WHEREAS the Component leadership speak at various occasions where all members cannot attend but could benefit from hearing the message;

WHEREAS much of the written Component correspondence is not accessible to those with limited time to review and digest material;

WHEREAS audio recordings are not readily available in relation to those that may prefer to listen to union messages;

WHEREAS YouTube channels around PSAC/UNDE topics do not appear to provide timely and relevant information to members:

BE IT RESOLVED that the Component generate periodic and predictable visual, audio and text content around current union issues for member awareness of context, understanding of implications and motivation for action;

BE IT FURTHER RESOLVED that such communication at least include addresses by the President of the Component around federal budget time, MP summer BBQ season (i.e. international Labour Day 1May), and end of the calendar year.

Resolution 78

WHEREAS UNDE holds many conferences and conventions at the national and regional levels;

WHEREAS more and more people are discovering food allergies that they have previously been unaware of such as sensitivity to gluten, lactose and glucose resistance;

WHEREAS there have been times when people with special needs have had very little food choices for meals and snacks;

WHEREAS persons without food sensitivities could safely eat those specially prepared food selections, but the persons with sensitivities (concerns) cannot healthily consume regular food;

WHEREAS it is very possible to ask caterers to supply gluten-free foods and, foods lactose free, and fresh fruits and vegetables for persons with diabetes or those suffering from glucose resistance, as well as beverages:

BE IT RESOLVED that the Union ensure that at all gatherings where food is supplied that a reasonable amount of foods be prepared to cover all of the concerns of being gluten-free, lactose-free, and have fresh fruits and vegetables available for attendees who suffer from diabetes or insulin resistance;

BE IT FURTHER RESOLVED that UNDE pass this resolution on to PSAC at their upcoming National Convention.

Resolution 93

WHEREAS the average age of PSAC and UNDE members has increased significantly;

WHEREAS in light of this, recruitment and participation of young people in PSAC and UNDE have declined;

WHEREAS the age limit for FTQ members to participate as young workers is 35:

BE IT RESOLVED that PSAC and UNDE increase the age limit for being considered a young worker to 35.

Emergency Resolution 1

WHEREAS the incidence of certain cancers occur at a much higher rate in the firefighters than the general public;

WHEREAS the incidence of these cancers have been verified by scientific studies;

WHEREAS Provincial Workers Compensation authorities have entrenched these presumptions in legislation;

WHEREAS Federal Workers fall under provincial legislation for Workers Compensation (GECA);

WHEREAS Federal firefighters have been unable to be included because of working in the legislation.

BE IT RESOLVED that UNDE lobby the appropriate Federal government bodies to change the wording in the legislation to include Federal firefighters in the Presumptive Cancer Coverage;

BE IT FURTHER RESOLVED that UNDE request PSAC as the Bargaining Agent to lobby the appropriate Federal government bodies to change the wording in the legislation to include Federal firefighters in the Presumptive Cancer Coverage;

BE IT FURTHER RESOLVED that UNDE move this resolution forward to the PSAC Triennial Convention in 2015.

Emergency Resolution 2

WHEREAS some UNDE members incur financial hardship while attending union functions:

BE IT RESOLVED that a per diem in the of \$75.00 a day be paid to UNDE members who earn less than \$30,000.00 annually in their union-represented job, for their participation in UNDE National and Regional activities on their scheduled day(s) of rest.