

2017 CEIU CONVENTION

RESOLUTIONS

FINANCE COMMITTEE

Table of Contents

Financial Resolutions	2
B-4 RESOLUTION OF RECORD 87/B-13.....	2
B-7 BOOKKEEPING AND FINANCE.....	3
B-8 REVIEW OF STAFFING LEVELS.....	6
B-1 SECTION 5 OF THE FINANCIAL GUIDELINES	10
B-2 FULL TIME PAID LEAVE FOR NVP'S WITH REGIONAL RESPONSIBILITIES	11
B-3 FULL TIME PAID LEAVE FOR ALL NVP'S.....	13
B-5 DISTRIBUTION OF COST SAVINGS FROM STRUCTURAL REVIEWS	15
B-6 TRAINING - LINE ITEM 19	16
Resolutions referred to the Finance committee by other Convention Committees:.....	18
BY-LAW RESOLUTION COMMITTEE	18
A-21 BY-LAW 13.2.4 - NATIONAL YOUNG WORKER COMMITTEE	18
A-24 BY-LAW 13.3 — THREE (3) MEETINGS A YEAR	19
A-62 REGULATION 3 - PER DIEMS	20
A-63 REGULATION 3: NATIONAL VICE-PRESIDENTS LOSS OF WAGES.....	21
A-66 POLICY 4 — CHILD AND DEPENDENT CARE.....	22
A-73 NATIONAL WOMEN'S COMMITTEE	22
A-74 CALL CENTRE COMMITTEE	24
GENERAL RESOLUTION COMMITTEE	25
C-13 TRAINING AND TRANSITION	25
C-22 TO EXTEND CEIU'S HR / RR CONFERENCE	26

The Committee went concurrence on three resolutions:

B-4, B-7 and B-8 (3rd BIR)

The Committee went non-concurrence on the remaining financial resolutions.

Financial Resolutions

RESOLUTION B-4

The Committee recommends **concurrence** in Resolution B-4 which reads as follows:

Title: RESOLUTION OF RECORD 87/B-13

Originator: BC/YT Regional Council

Language of origin: English

WHEREAS 25% of the national training budget been allocated to training on women's issues in CEIU since 1987; and

WHEREAS funding for training has been limited due to budget constraints and less and less members are able to benefit from the remaining funding; and

WHEREAS all members of CEIU should be able to access training funds:

BE IT RESOLVED THAT resolution of record 87/B-13 be revoked.

ASSUMPTIONS, COSTING:

The total training budget included for 2018 to 2020 is equal to \$245,000 per year. This resolution would cancel the allocation presently being done for the women training which is equal to \$61,250. This amount is already part of the training budget and would then be allocated for the use of all members. Therefore, there is no impact on the total training budget.

Rationale:

The Finance Committee, wishes to bring this resolution to the convention floor to be debated and voted on by the delegates. There are presently training opportunities with regards to women's issues that already exist within the PSAC budget.

The following members wish to be recorded against the Committee's recommendation: Jodi MacPherson and Chris Gardiner.

Convention action: _____

RESOLUTION B-7

The Committee recommends **concurrence** in Resolution B-7 which reads as follows:

Title: BOOKKEEPING AND FINANCE

Originator: Ontario Regional Council

Language of origin: English

WHEREAS most regions have difficulty maintaining finances, payments and reports; and

WHEREAS regions have incurred additional costs for bookkeeping and auditing services; and

WHEREAS these services are available at the national level, i.e., accurate record keeping:

BE IT RESOLVED THAT all financial services i.e., bookkeeping accounts settlement and reports for all regions be provided by CEIU National in the spirit of maintaining full transparency; and

BE IT FURTHER RESOLVED THAT in the maintenance of accountability that control of expenditures and budgets be the responsibility of the NVP's in conjunction with the regional governing body.

ASSUMPTIONS, COSTING:

The Committee discussed the staffing requirement at the National Office in order to cover for the extra workload that this resolution would generate that would need to be processed by the Finance staff. It is estimated that a full-time position would be required. The salary band would be estimated to be at the most a Band 8 (subject to a full job description and classification review). For a complete costing of what a full-time additional employee would entail, a 25%

of the salary is estimated to reflect all benefits that would result from the hiring. This would be equal to approximately \$106,250 per year.

This would result in an increase of the dues equal to \$0.52 per member per month, which is equal to adding 0.011% to the dues rate.

Rationale:

The standardization of the bookkeeping and reporting at the National office would be beneficial to the organization and its members as this process would provide better accountability, transparency, comparability and consistency in the reporting of the Regional activities. Even though there is a due increase related to the additional staff required to accomplish this workload, there are also savings in many of the Regions that currently need to pay significant amount of money to have the bookkeeping and annual Audit completed according to the Financial Guidelines. Also, there would be a centralized audit of the books that would be done which would eliminate the dues allocation delays.

The following members wish to be recorded against the Committee's recommendation: Jodi MacPherson, Chris Gardiner and Jacques Perrin.

Convention action: _____

RESOLUTION B-8

The Committee recommends that each “Be it resolved” be treated separately in Resolution B-8 which reads as follows:

Title: REVIEW OF STAFFING LEVELS

Originator: Ontario Regional Council

Language of origin: English

WHEREAS the CEIU financial constraints are ongoing due to reduction of membership revenues; and

WHEREAS the regions have been hit with reductions in their abilities to provide services to the membership; and

WHEREAS CEIU National Office has not considered the option to reduce the level of staffing as a means to realize economies/costs savings:

BE IT RESOLVED THAT no new positions shall be created for the next 3 years; and

BE IT FURTHER RESOLVED THAT staffing of all vacancies shall be by term appointment for the next three years; and

BE IT FURTHER RESOLVED THAT the National Executive shall complete a review within the next three years. The purpose of the review is to identify essential levels of staffing while reducing costs and maintain effective representation of the membership. The resulting review is to be presented and approved at the CEIU Triennial Convention 2020.

Rationale:

The Committee considered that dividing the 3 “Be it resolved” would be more beneficial as we would be evaluating each one at its own merit.

1st BIR

The Committee recommends **non-concurrence** in the 1st BIR in Resolution B-8 which reads as follows:

BE IT RESOLVED THAT no new positions shall be created for the next 3 years;

Rationale:

The Committee considered that the impact of this Resolution would be going against the Committee recommendation of concurrence in Resolution B-7.

The following member wishes to be recorded against the Committee’s recommendation: Denis Roy

Convention action: _____

2nd BIR

The Committee recommends **non-concurrence** in the 2nd BIR in Resolution B-8 which reads as follows:

BE IT RESOLVED THAT staffing of all vacancies shall be by term appointment for the next three years

Rationale:

The Committee considered that as a Union, we adhere and fight for union principles and this request ensures that all staffing would be placing our staff into a precarious work situation.

The following members wish to be recorded against the Committee's recommendation: Denis Roy, Daniel Carrière and Bernard Blanchet.

Convention action: _____

3rd BIR

The Committee recommends **concurrence** in the 3rd BIR in Resolution B-8 which reads as follows:

BE IT RESOLVED THAT the National Executive shall complete a review within the next three years. The purpose of the review is to identify essential levels of staffing while reducing costs and maintain effective representation of the membership. The resulting review is to be presented and ~~approved~~ adopted at the CEIU Triennial Convention 2020.

Rationale:

The Committee considered that any decision regarding the staffing of the organisation should be presented at the Triennial Convention.

There is already a process in place in the organization with the Service Delivery Needs Committee to do a staffing review and establish the proper structure in order to provide service delivery to our members. The Finance Committee feels that the findings of this review should be presented at the next Triennial Convention.

Convention action: _____

RESOLUTION B-1

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

Title: SECTION 5 OF THE FINANCIAL GUIDELINES

Originator: BC/YT Regional Council

Language of origin: English

WHEREAS Section 5 of the Financial Guidelines, Regional Finances, mandate that an audited financial statement be submitted to the national office no later than March 20th of the follow year in order to have no interruption in regional dues rebates; and

WHEREAS line by line breakdowns for the Financials Statements are not currently mandated to be provided either to the regions or to National office:

BE IT RESOLVED THAT Section 5 of the Financial Guidelines be amended to include that line by line breakdowns of expenditures be provided, along with the audited financial statements.

Rationale:

The detail of the information breakdown can be modified as required by each Region and still follow the reporting requirement as it shows in the Financial Statement (example in schedule F of the Financial Guidelines).

The following member wishes to be recorded against the Committee's recommendation: Vanessa Miller.

Convention action: _____

RESOLUTION B-2

The Committee recommends **non-concurrence** in Resolution B-2 which reads as follows:

Title: FULL TIME PAID LEAVE FOR NVP'S WITH REGIONAL RESPONSIBILITIES

Originator: BC/YT Regional Council

Language of origin: English

WHEREAS paid leave for national officers by the employer has been revoked; and

WHEREAS efforts to re-establish paid leave by the employer for national officers have been rebuffed; and

WHEREAS National Vice-Presidents cannot be expected to fulfill their mandate and represent their members appropriately while being at work full time in addition to their elected responsibilities; and

WHEREAS it is recognized that NVPs with regional responsibilities bear the brunt of the work amongst the National Executive:

BE IT RESOLVED THAT CEIU fund NVP's with regional responsibilities with full time paid leave.

ASSUMPTIONS, COSTING:

The Committee considered the following assumptions in order to cost this resolution appropriately. According to the Financial Guideline 1 m), loss of salary for NVP is provided at the PM2 maximum rate unless their actual classification is higher. Not knowing in advance the composition of the National Executive, the Finance Committee have costed this resolution using the PM2 maximum rate considering the increase included in preliminary agreement from December 2016. As they would be considered as employees of the organisation, the Committee has also included a calculation for benefits equal to 25%. The total cost per NVP would be \$77,500 and there would be 10 NVP that fall under this category for a total of \$775,000.

This would result in an increase of the dues equal to \$3.80 per member per month, which is equal to adding 0.08% to the dues rate.

Rationale:

The NVP were fully relieved and paid by the employer in the past and the Committee feels that CEIU should be re-negotiating with the employer before the members are asked to cover the cost.

The following members wish to be recorded against the Committee's recommendation: Vanessa Miller and Bernard Blanchet.

Convention action: _____

RESOLUTION B-3

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

Title: FULL TIME PAID LEAVE FOR ALL NVP'S

Originator: BC/YT Regional Council

Language of origin: English

WHEREAS paid leave for national officers by the employer has been revoked; and

WHEREAS efforts to re-establish paid leave by the employer for national officers have been rebuffed; and

WHEREAS National Vice-Presidents cannot be expected to fulfill their mandate and represent their members appropriately while being at work full time in addition to their elected responsibilities:

BE IT RESOLVED THAT CEIU fund all NVP's with full time paid leave.

ASSUMPTIONS, COSTING:

The Committee considered the following assumptions in order to cost this resolution appropriately. According to the Financial Guideline 1 m), loss of salary for NVP is provided at the PM2 maximum rate unless their actual classification is higher. Not knowing in advance the composition of the National Executive, the Finance Committee have costed this resolution using the PM2 maximum rate considering the increase included in preliminary agreement from December 2016. As they would be considered as employees of the organisation, the Committee has also included a calculation for benefits equal to 25%. The total cost per NVP would be \$77,500 and there would be 15 NVP that falls under this category for a total of \$1,162,500.

This would result in an increase of the dues equal to \$5.70 per member per month, which is equal to adding 0.12% to the dues rate.

Rationale:

The NVP were fully relieved and paid by the employer in the past and the Committee feels that CIEU should be re-negotiating with the employer before the members are asked to cover the cost.

Convention action: _____

RESOLUTION B-5

The Committee recommends **non-concurrence** in Resolution B-5 which reads as follows:

Title: DISTRIBUTION OF COST SAVINGS
FROM STRUCTURAL REVIEWS

Originator: Ontario Regional Council

Language of origin: English

WHEREAS the proposed restructure of CEIU will represent costs savings/economies:

BE IT RESOLVED THAT 25% of the realized costs savings/economies be allocated to CEIU National budget line item # 19 Regional training.

ASSUMPTIONS, COSTING:

The savings can be found on page C-2 of the Budget document as the National Executive meeting amount have been reduced from \$220,560 to \$160,500 following the reduction in the number of NVP within the new adopted structure. Therefore, 25% of the \$60,000 savings would be equal to transferring \$15,000 to the Regional Training.

Rationale:

The savings can only be found in the National Executive meetings as the National Executive expenses were increased to bring the funding levels closer to the budget exercise of 2011-2013. The Committee have considered that even though there is a reduction in the number of NVP, the traveling required to provide the proper level of service to the Regions remains the same.

Convention action: _____

RESOLUTION B-6

The Committee recommends **non-concurrence** in Resolution B-6 which reads as follows:

Title: TRAINING - LINE ITEM 19

Originator: Ontario Regional Council

Language of origin: English

WHEREAS training opportunities for members are core to providing educational events and awareness on union values and solidarity; and

WHEREAS training is essential to create union activists to maintain the continuity of activism; and

WHEREAS CEIU regional training budget line item 19 was reduced to 0 in the 2015, 2016 and 2017 budget; and

WHEREAS many of our current union activists are/will be retiring in the near future:

BE IT RESOLVED THAT CEIU regional training budget line item 19 receive appropriate funding for sustainment of training opportunities so to provide continuity within our membership.

Rationale:

The Finance Committee has allocated a budget of \$245,000 per year and considers that this meets the intent of the resolution.

Convention action: _____

Resolutions referred to the Finance committee by other Convention Committees:

BY-LAW RESOLUTION COMMITTEE

RESOLUTION A-21 BY-LAW 13.2.4 - NATIONAL YOUNG WORKER COMMITTEE

BE IT RESOLVED THAT a National Young Worker Committee be established; and

BE IT FURTHER RESOLVED THAT the National Young Worker Committee meet once in person on an annual basis; and

BE IT FURTHER RESOLVED THAT money be found within the budget to establish this committee.

ASSUMPTIONS, COSTING:

This resolution falls under the National Committees Meeting budget line that is included in the Members' Expenses in section C.

No money is available within this budget cycle.

The information regarding the costing is incomplete. How many members would be attending such meeting? However, a meeting that would be held over a weekend (2 rest days) would have the following costing: The variable cost per participant which includes the Meals per-diems, Loss of salary, Travel and Accommodation is estimated to be \$1,000. The fixed costs component for this includes the requirements for translation, equipment and meeting room rental which is estimated to be \$8,000.

The total cost for the meeting would range between \$12,000 for a committee of 4 members to \$16,000 for a committee of 8 members.

This resolution would require an increase of the dues ranging between \$0.06 and \$0.08 per member per month, which is equal to adding an increase to the dues rate ranging between 0.0012% and 0.0017%.

RESOLUTION A-24

BY-LAW 13.3 — THREE (3) MEETINGS A YEAR

BE IT RESOLVED THAT Section 13.3 Meetings of the National Executive of the current bylaws be amended to read as follows:

Section 13.3 The National Executive shall hold meetings at least three times annually in person at the call of the National President, or whenever an emergency meeting is requested by a majority of the National Executive, and the topic and the agenda shall be made known at least two (2) days prior to the meeting.

ASSUMPTIONS, COSTING:

This resolution falls under the Internal Governance budget line that is included in the Members' Expenses in section C.

Considering that the budget allocation for the National Executive meetings is established at \$160,500 for two meetings per year, the

Committee considers that adding one annual meeting would be equal to an increase of \$80,250 in this line item.

This would result in an increase of the dues equal to \$0.39 per member per month, which is equal to adding 0.0083% to the dues rate.

RESOLUTION A-62

REGULATION 3 - PER DIEMS

BE IT RESOLVED THAT the \$60 weekday per diems in Regulation 3 be increased to \$100; and

BE IT FURTHER RESOLVED THAT the \$100 weekend per diems in Regulation 3 be increased to \$150.

ASSUMPTIONS, COSTING:

This resolution falls under multiple budget lines found under the Members' Expenses in section C. Making such adjustment would have an impact on each meeting that are budgeted within the various committees, conferences and convention.

The costing is being established considering that the payments of the per diems is allocated equally between the weekdays and the weekend days. This is providing a proposed increase of 56.25% of the per diem rates that are currently being paid to our members participating in National activities.

The amount of per diems that were paid to our members for National union activities in 2016 is approximately \$60,000. Considering the proposed increase, the required adjustment to the budget would be evaluated at \$35,000.

This would result in an increase of the dues equal to \$0.17 per member per month, which is equal to adding 0.0036% to the dues rate.

RESOLUTION A-63 REGULATION 3: NATIONAL VICE-PRESIDENTS LOSS OF WAGES

BE IT RESOLVED that Regulation 3 1.1 "- Loss of wages — minimum equivalent to PM-2 last increment" be amended to "- Loss of wages".

ASSUMPTIONS, COSTING:

This resolution falls under the Internal Governance budget line that is included in the Members' Expenses in section C.

It is impossible to cost this resolution appropriately as it depends on the salary of the incumbents of the National Vice-president positions.

RESOLUTION A-66

POLICY 4 — CHILD AND DEPENDENT CARE

BE IT RESOLVED THAT CEIU Policy 4, Child and Dependent Care, be amended to provide up to \$80 per day for childcare.

ASSUMPTIONS, COSTING:

This resolution falls under the Family Care budget line that is included in the Members' Expenses in section C.

The increase is equal to 77.78%. The Committee reviewed the current usage of the Family Care Allocation and determined that the budget proposal for the 2018-2020 budget cycle would accommodate such an increase.

RESOLUTION A-73

NATIONAL WOMEN'S COMMITTEE

BE IT RESOLVED THAT a national regulation be established regarding the National Committee for Women's Issues to read as follows:

X.2 The Committee

(a) The Composition

The Committee is composed of the National Vice-Presidents for Women's Issues and the Chairperson of each of CEIU's Regional Women's Committee.

X.3 Meetings

- (a) Meetings of the National Women's Committee shall be held at least twice a year, in person or by other means, and shall occur in a timely manner prior to the Union's National Executive meetings.**

ASSUMPTIONS, COSTING:

This resolution falls under the National Committees Meetings budget line that is included in the Members' Expenses in section C.

No money is available within this budget cycle.

The costing for a meeting that would be held over a weekend (2 rest days) would have the following costing: The variable cost per participant which includes the Meals per-diems, Loss of salary, Travel and Accommodation is estimated to be \$1,000. As there is 8 regions and 2 NVP's participating to this event, the variable cost would be estimated at \$10,000. The fixed costs component for this includes the requirements for translation, equipment and meeting room rental which is estimated to be \$8,000.

The total cost for each meeting would then be \$18,000 for a total of \$36,000 per year.

This resolution would require an increase of the dues equal to \$0.18 per member per month, which is equal to adding 0.0037% to the dues rate.

BE IT RESOLVED THAT a standing committee for call centers be established through a resolution of record

BE IT FURTHER RESOLVED THAT the committee membership will include a representative from each of the following areas; Atlantic, Quebec, Ontario, & the Western Provinces, as well as the National President or the National Executive Vice President; and

BE IT FURTHER RESOLVED THAT the members of the committee be appointed by the National President in collaboration with the National Vice-Presidents responsible for the respective areas; and

BE IT FURTHER RESOLVED THAT the committee meet twice a year, in person or otherwise; and

BE IT FURTHER RESOLVED THAT the Chair of the Committee shall send a written report to the National Executive following each meeting of the committee; and

BE IT FURTHER RESOLVED THAT money needed for operating the committee be found within the National Meetings budget.

ASSUMPTIONS, COSTING:

This resolution falls under the National Committees Meetings budget line that is included in the Members' Expenses in section C.

No money is available within this budget cycle.

The costing for a meeting that would be held over a weekend (2 rest days) would have the following costing: The variable cost per participant which includes the Meals per-diems, Loss of salary, Travel and Accommodation is estimated to be \$1,000. As there is 4 areas identified in the resolution for to this event, the variable cost

would be estimated at \$4,000. The fixed costs component for this includes the requirements for translation, equipment and meeting room rental which is estimated to be \$8,000. The total cost for each meeting would then be \$12,000 for a total of \$24,000 per year.

This resolution would require an increase of the dues equal to \$0.12 per member per month, which is equal to adding 0.0025% to the dues rate.

GENERAL RESOLUTION COMMITTEE

RESOLUTION C-13

TRAINING AND TRANSITION

BE IT RESOLVED THAT CEIU establishes, implements, and delivers a training plan based on PSAC training program for all elected officials; and

BE IT FURTHER RESOLVED THAT the training plan be delivered at their first respective meeting.

ASSUMPTIONS, COSTING:

This resolution falls under the Internal Governance budget line that is included in the Members' Expenses in section C.

The Committee has costed this with 17 executive members and 2 facilitators for a total of 19 participants. The costing for a meeting

that would be held over 1 week day and a weekend (3 days) would have the following costing: The variable cost per participant which includes the Meals per-diems, Loss of salary, Travel and Accommodation is estimated to be \$2,250 which amounts to \$42,750 for the 19 participants. The fixed costs component for this includes the requirements for translation, equipment and meeting room rental which is estimated to be \$12,250.

The total cost for the training of the new executive is estimated to be \$55,000 per budget cycle which is equal to an increase of the dues by \$0.09 per member per month, which is equal to adding 0.0019% to the dues rate.

RESOLUTION C-22

TO EXTEND CEIU'S HR / RR CONFERENCE

BE IT RESOLVED THAT CEIU HR / RR conferences be no less than two full days; and

BE IT FURTHER RESOLVED THAT this come into effect immediately following convention; and

BE IT FURTHER RESOLVED THAT the money be found within the existing national budget.

ASSUMPTIONS, COSTING:

This resolution falls under the National Conference budget line that is included in the Members' Expenses in section C.

Considering that the membership has been established at 17 000 members for this budget, the budgeted amount calculated at \$0.20 per member, per month is equal to \$40,800 per year for a total of \$122,400 for this budget cycle.

This amount is sufficient to cover the estimated cost of the 2 full days' conference of 48 participants evaluated at \$110,000.00.

However, a decrease in membership would have a negative impact on future budget and as a result there could be an impact on the capacity to cover costs of this conference with the current funding.