

**REPORT
OF THE
GENERAL RESOLUTIONS
COMMITTEE**

2017 National CEIU Convention

February 6-9, 2017

REPORT OF THE GENERAL RESOLUTIONS COMMITTEE TO THE 2017 NATIONAL CEIU CONVENTION

CEIU Trustee, Chris Aylward, appointed Deputy Trustees Cathy Morneau and Norm Murray as the co-chairs of the CEIU's General Resolutions Committee for the 2017 National CEIU Convention. The members of the General Resolutions Committee are listed below.

Any decision or recommendation made by the General Resolutions Committee is subject to ratification by the delegates to the 2017 National CEIU Convention.

Co-chairs

Cathy Morneau, Deputy Trustee for Quebec and Women's Issues - Eastern Canada and Norm Murray, Deputy Trustee for Ontario and IRB

Members

Debbie Morris, Atlantic
Josée Dinardi, Quebec
Edith Knopp, NCR
Genie McDougall, Ontario
Christine Dmyterko, Prairies
Sargy Chima, BC/YT

Staff

Mandy Rocks, Technical Advisor to the Committee
Lianne Bonneville, Administrative Assistant to the Committee

The Committee met by teleconference call on December 6th, 7th, 2016 and January 23rd, 2017 and debated 34 resolutions which included 9 resolutions that were referred by the By-Laws Resolutions Committee, which include, A-25; A-52; A-53; A-54; A-55; A-56; A-57; A-58 and A-67.

The Committee established its priorities as follows:

- RES C-4: Employer's use of Appointment without Competition
- RES A-25: Training requirements for newly elected NP and NEVP
- RES C-13: Training and Transition
- RES C-6A: Automated External Defibrillators (AED's)
- RES C-22: To Extend CEIU's Human Rights/Race Relations Conferences
- RES C-17A: PSAC Constitution Section 8 Components
- RES C-2A: Medical Marijuana
- RES C-1: Duty to Accommodate
- RES C-20: Zero Tolerance on Harassment in the Workplace
- RES C-21: Food Allergies
- RES C-8: First Aid Responder at Events

RESOLUTION C-4

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

TITLE: **EMPLOYER'S USE OF APPOINTMENT
WITHOUT COMPETITION**
ORIGINATOR: ONTARIO REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS several concerns have been raised from the membership with concern to the employer's use of appointment without competition; and

WHEREAS the concerns are around the transparency of the process which appears to be rife with favouritism and nepotism; and

WHEREAS there are no clear guidelines as to how these appointments without competition are to be administered:

BE IT RESOLVED THAT Canada Employment and Immigration Union (CEIU) get a legal opinion as to the legality and issues around the policy of appointment without competition; and

BE IT FURTHER RESOLVED THAT CEIU lobby the employer to cease this practice of appointing without competition; and

BE IT FURTHER RESOLVED THAT CEIU lobby the employer to, at the very least, establish and share solid and transparent guidelines to ensure a fair and transparent process; and

BE IT FURTHER RESOLVED THAT CEIU sends this resolution to the next Public Service Alliance of Canada's (PSAC) National Convention.

Rationale

Staffing should be objective, fair and transparent. The PSEA must be amended because it currently allows for an “advertised or non-advertised appointment”. The Committee confirmed with the originating body that the intent in the 1st be it resolved was to seek a legal opinion from PSAC legal counsel, and not have CEIU seek its own legal opinion with outside counsel.

RESOLUTION A-25

TITLE: BY-LAW 14 - TRAINING REQUIREMENTS FOR
NEWLY ELECTED NATIONAL PRESIDENT
AND NATIONAL EXECUTIVE VICE-
PRESIDENT
ORIGINATOR: NCR REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS there is currently no mandatory training requirement for the newly elected President or National Executive Vice-President:

BE IT RESOLVED THAT the President and the National Executive Vice-President undertake the following training within 3 weeks of starting their duties: CEIU Finance, Resolutions, By-Laws, Regulations and Policies as well as the PSAC Constitution.

Rationale

It is imperative that an incoming President and the National Executive Vice-President have a comprehensive understanding of the rules that govern the component and understand their application in order to provide strong leadership. It is critical for the President in particular who is ultimately responsible to ensure that the by-laws, financial guidelines, policies, regulations etc. are consistently applied and adhered to. The Committee did not believe that there was a cost to achieve this, that staff and former and current leadership could assist as required.

RESOLUTION C-13

The Committee recommends **concurrence** in Resolution C-13 which reads as follows:

TITLE: TRAINING AND TRANSITION
ORIGINATOR: ONTARIO RVAC
LANGUAGE OF ORIGIN: English

WHEREAS newly elected officers of the National Executive are in need of training before sitting as a National Officer of CEIU:

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.

Rationale

Newly elected officers should be provided with opportunities to expand their knowledge and develop their leadership skills. Training should be provided in a number of areas such as rules of order; CEIU by-laws, policies, regulations; conflict resolution; roles and responsibilities; the budget and financial guidelines etc.

These are important positions making important decisions on behalf of the membership – and the National Executive needs the appropriate support and tools to do so effectively and well. The Committee acknowledged that there are PSAC resources and material that could be used and adapted for this training.

The Committee agreed to refer this to the Finance Committee to ensure that resources were available to support the training. See financial assumptions in Appendix “B”.

COMPOSITE RESOLUTION C-6A

The Committee divided composite **Resolution C-6A** into two parts.

Part 1

The Committee recommends **concurrence** in Part 1 of Composite Resolution C-6A (which covers resolutions C-6 and C-23) which reads as follows:

TITLE: AUTOMATED EXTERNAL DEFIBRILLATORS (AEDs)

WHEREAS according to the Heart and Stroke Foundation approximately 45,000 Canadian's suffer from cardiac arrest annually; and

WHEREAS the increased stress in the federal government workplaces can lead to increased incidences of cardiac arrests; and

WHEREAS many other government workplaces within federal, provincial and municipal governments as well as private industries, corporations and organizations have implemented AEDs within the workplace:

BE IT RESOLVED THAT the Canada Employment and Immigration Union lobby Treasury Board to make it mandatory to provide AEDs within all workplaces, paid for and maintained by the employer and monitored by the Health and Safety Committees.

Rationale

There is no national policy or federal regulation requiring the purchase of AEDs for federal facilities. However, many federal departments and agencies have made a decision to provide them. AEDs save lives and pressure should

be put on Treasury Board so that they are accessible in all work places. The Committee noted that currently the employer must consider any request for an AED coming forward by a workplace health and safety committee, but is not obligated to provide them.

RESOLUTION C-22

The Committee recommends **concurrence** in Resolution C-22 which reads as follows:

TITLE: TO EXTEND CEIU'S HUMAN RIGHTS/RACE
RELATIONS CONFERENCE
ORIGINATOR: 2016 NATIONAL HUMAN RIGHTS/RACE
RELATIONS CONFERENCE
LANGUAGE OF ORIGIN: English

WHEREAS equity members face numerous challenges daily; and

WHEREAS equity members attending past CEIU HR/RR conferences have identified through evaluations to that one and a half days is not sufficient time to address issues and concerns; and

WHEREAS a win for equity members benefits ALL members:

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.

Rationale

The 2013 and 2016 HRRR Conference evaluations clearly reflect that delegates wanted more time to discuss these important issues at the conference which is held only once every three years. There are a lot of challenges and issues faced by equity members and should be afforded

adequate time to address these issues effectively. The Committee agreed to refer this to the Finance Committee. See assumptions in Appendix “B”.

COMPOSITE RESOLUTION C-17A

The Committee recommends **concurrence** of Composite Resolution C-17A (which covers resolutions C-16, C-17 and C-25) which reads as follows:

TITLE: PSAC CONSTITUTION SECTION 8 COMPONENTS

WHEREAS Unions are built on the principle of democracy; and

WHEREAS presently there is nothing in the PSAC Constitution preventing the National President of a component from unilaterally asking the National Board of Directors to put the component into Administrative Review or Trusteeship:

BE IT RESOLVED THAT Section 8 of the PSAC Constitution be amended to read: As the Chief Executive officer of a component, the National President of a component shall obtain a 2/3 vote of agreement by the component's National Executive before requesting the National Board of Directors put the component into Administrative Review or Trusteeship effective upon conclusion of the 2018 PSAC National Convention.

Rationale

Putting a PSAC component into Administration or Trusteeship is a very serious decision taken by the PSAC National Board of Directors. A Component President should be required to have the support of 2/3 of the component's National Executive before making a request to the National Board of Directors to take this type of action.

COMPOSITE RESOLUTION C-2A

The Committee recommends **concurrence** of Composite Resolution C-2A, (which includes resolutions C-2 and C-3) which reads as follows:

TITLE: MEDICAL MARIJUANA

WHEREAS the acceptance of marijuana as a useful and effective prescription to treat numerous medical conditions is widely recognized by the Canadian medical community and Health Canada; and

WHEREAS the use of medical marijuana as a prescribed treatment is rising within our membership; and

WHEREAS the cost of purchasing medical marijuana from a licensed provider is prohibitive as well as the prescribed equipment (usually a vaporizer) is also prohibitive and is not a readily accessible treatment for our members; and

WHEREAS the cost of medical marijuana is usually less than the prescribed drugs it replaces, thus lessening the ongoing costs to our health plan:

BE IT RESOLVED THAT CEIU lobby the Public Service Alliance of Canada (PSAC) to negotiate with the employer to include medical marijuana and equipment, such as vaporizers in the Public Service Health Care Plan; and

BE IT FURTHER RESOLVED THAT PSAC have the National Joint Council push the employer to have medical marijuana and equipment, such as vaporizers, covered under the Public Service Health Care Plan.

Rationale

Medical marijuana is increasingly being used to treat a number of health issues. Unfortunately, many benefit plans, including the PSHCP, do not provide coverage for medical marijuana primarily because it has not been assigned a DIN or recommended by Health Canada. PSAC should make every effort to ensure that the PSHCP provides coverage for medical marijuana despite this. Devices for medical marijuana should also be covered under the Plan.

RESOLUTION C-1

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

TITLE: **DUTY TO ACCOMMODATE**
ORIGINATOR: ONTARIO REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS members with disabilities are not being accommodated in a timely manner by their employer; and

WHEREAS accommodation is taking more time than what is reasonable:

BE IT RESOLVED THAT Canada Employment and Immigration Union (CEIU) pressure senior management to action accommodation more timely when they become aware of the need; and

BE IT FURTHER RESOLVED THAT CEIU ensure management adhere to the Treasury Board Secretariat's Duty to Accommodate Policy.

Rationale

Unfortunately, even simple accommodations seem to take an extraordinarily long time for the employer to address. If an accommodation is not being addressed in a timely way, the issue should be brought to the attention of senior management including at UMCs and RUMCs – and even higher if necessary to the Deputy Head who is responsible for overseeing the implementation of the Treasury Board Duty to Accommodate Policy.

RESOLUTION C-20

The Committee recommends **concurrence** in Resolution C-20 which reads as follows:

TITLE: **ZERO TOLERANCE ON HARASSMENT IN THE WORKPLACE**
ORIGINATOR: 2016 NATIONAL HUMAN RIGHTS/RACE RELATIONS CONFERENCE
LANGUAGE OF ORIGIN: English

WHEREAS CEIU has a policy on unjust profiling; and

WHEREAS there are many continuous incidents of bullying and aggressive behaviours in the workplace; and

WHEREAS Mental health issues are on the rise due to harassments in the workplace; and

WHEREAS the employer promotes zero tolerance on harassment in the workplace:

BE IT RESOLVED THAT a request be made to have, as a standing item on the agenda of each meetings of the National Union Management Consultation Committee (NUMCC) the following agenda item: Zero tolerance on harassment in the workplace; and

BE IT FURTHER RESOLVED THAT CEIU request that the Employer investigate, document and take appropriate action to resolve any case of harassment in the workplace; and

BE IT FURTHER RESOLVED THAT CEIU request that the Employer report back every reported case of harassment in the workplace to the Union.

Rationale

The employer claims to support zero tolerance on harassment in the workplace. Placing this on the agenda of NUMCCs as a standing item will help keep the employer accountable in actively addressing this important issue.

RESOLUTION C-21

The Committee recommends **concurrence** in Resolution C-21 which reads as follows:

TITLE: **FOOD ALLERGIES**
ORIGINATOR: 2016 NATIONAL HUMAN RIGHTS/RACE
RELATIONS CONFERENCE
LANGUAGE OF ORIGIN: English

WHEREAS food allergies are becoming more common; and

WHEREAS more members are identifying such allergies; and

WHEREAS some of these allergies can be life threatening and/or cause reactions:

BE IT RESOLVED THAT when a food allergy is identified by one or more members attending a CEIU union function, that all participants be made aware of the food allergies identified prior to the union functions; and

BE IT FURTHER RESOLVED THAT at the start of every CEIU union functions, the participants be reminded of any identified food allergies; and

BE IT FURTHER RESOLVED THAT any of the food allergies identified to cause an allergy not be permitted at the union functions; and

BE IT FURTHER RESOLVED THAT CEIU enforce the removal of the identified foods which causes the allergy.

Rationale

CEIU is committed to ensuring that all CEIU events are barrier free so that all members can fully participate in their union. CEIU must continue to make every effort to eliminate foods that will have an adverse impact on a member.

The following member of the Committee wishes to be recorded against the Committee's recommendation: Christine Dmyterko

RESOLUTION C-8

The Committee recommends **concurrence** in Resolution C-8 which reads as follows:

TITLE: **FIRST AID RESPONDER AT EVENTS**
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS CEIU is responsible for ensuring the safety of all delegates during its functions; and

WHEREAS CEIU presently has a policy to identify anti-harassment coordinators and that physical safety is part of providing a safe meeting space:

BE IT RESOLVED THAT CEIU for all conventions or conferences, will make every necessary effort to engage the services of, prior to the commencement of the event, at least one certified first aid responder, and identify that person to the floor.

Rationale

The Committee clarified with the originator of the resolution that ‘certified first aid responder’ meant ‘certified first aid attendant’. Identifying a certified first aid attendant for CEIU conferences and conventions would contribute greatly to the safety of members.

RESOLUTION C-5

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

TITLE: **ELECTED OFFICER’S ACCOUNTABILITY**
ORIGINATOR: ONTARIO REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS it is important to be open and transparent with members; and

WHEREAS elected officers should be held accountable to the membership they serve; and

WHEREAS the Public Service Alliance of Canada (PSAC) National Board of Directors (NBoD) distributes its minutes:

BE IT RESOLVED THAT the Alliance Executive Committee (AEC) of the PSAC distributes its minutes in the same way that PSAC NBoD does.

Rationale

The approved minutes of PSAC National Board of Directors Minutes are made available electronically to each local. Providing AEC minutes in the same way will increase transparency while providing greater understanding of the issues being dealt with and decisions taken by the leadership.

COMPOSITE RESOLUTION C-7A

The Committee recommends **concurrence** in composite Resolution C-7A (which covers resolutions C-7 and C-24) which reads as follows:

TITLE: SCENT-FREE POLICY

WHEREAS scented products including perfumes, cologne, aftershave, deodorant, hairspray and cleaning products are known to adversely affect people's health varying from mild irritation to severe incapacitations including death; and

WHEREAS it is recognized that chemicals in our environment, including chemicals from scented products, can negatively impact indoor air quality; and

WHEREAS members spend the majority of their waking hours in the workplace; and

WHEREAS it is the employer's responsibility to ensure a safe and healthy working environment for all employees; and

WHEREAS many employers are implementing policies to protect those workers that are adversely affected by the chemicals contained in scented products:

BE IT RESOLVED THAT the CEIU lobby all departments, who employ our members to implement a Scent -Free Policy in consultation with the Union for all of our workplaces.

Rationale

Many members are severely impacted by scented products and CEIU has long advocated for the right of members with multiple chemical sensitivities (MCS) to be accommodated in the workplace. Implementing a scent-free policy in the workplace, particularly one that was enforceable, would help improve the working conditions and lives of all members.

RESOLUTION C-9

The Committee recommends **concurrence** in Resolution C-9 which reads as follows:

TITLE: **ORIENTATION PACKAGE**
ORIGINATOR: **BC/YT REGIONAL COUNCIL**
LANGUAGE OF ORIGIN: **ENGLISH**

WHEREAS the members of the HRRR Conference identified gaps in communication, resources and benefits of self-identification awareness:

BE IT RESOLVED THAT CEIU National in conjunction with the HRRR National Committee develop a welcoming page for the Orientation Package for all union members.

Rationale

Several years ago, an orientation package was developed that included a number of documents and resources to assist new local presidents and members. This package should be updated by the Orientation Committee and include a welcome page developed in consultation with the HRRR Committee.

COMPOSITE RESOLUTION C-10A

The Committee recommends **concurrence** of Composite Resolution C-10A (which includes resolution C-10 and C-11) which reads as follows:

TITLE: STAFF COMPOSITION

WHEREAS the staff composition in the Regional and National offices is not reflective of its membership; and

WHEREAS CEIU is not meeting its mandate as a progressive union in hiring equity members: within its staff; and

WHEREAS as a union we need to be reflective and representative of our membership:

BE IT RESOLVED THAT this resolution replace Resolution of Record (05/D-40); and

BE IT FURTHER RESOLVED THAT the National Executive in consultation with COPE develops an Employment Equity Plan which includes a mentorship program; and

BE IT FURTHER RESOLVED THAT CEIU shall establish a substantial Equity Eligibility list for staffing all positions within CEIU to reflect the representation of its membership; and

BE IT FURTHER RESOLVED THAT this takes effect at the end of the 2017 CEIU Triennial Convention.

Rationale

Achieving full employment equity and implementing measures to ensure the full participation and advancement of groups which have been historically under represented is a priority for CEIU as a union and should be for CEIU as an employer.

RESOLUTION C-12

The Committee recommends **concurrence** in Resolution C-12 which reads as follows:

TITLE: **TALENT MANAGEMENT STAFFING
PROCESS**
ORIGINATOR: ONTARIO RVAC
LANGUAGE OF ORIGIN: English

WHEREAS Talent Management is not an objective staffing practice appears to show favouritism in the process of selection:

BE IT RESOLVED THAT CEIU challenges the employer's Talent Management process.

Rationale

ESDC implemented Talent Management as part of their staffing policy without any consultation with the union. This arbitrary and unfair practice lacks objectivity and transparency and must be stopped.

RESOLUTION C-14

The Committee recommends **concurrence** in Resolution C-14 which reads as follows:

TITLE: **NATURAL WATER RESOURCES**
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS the PSAC Social Justice Fund is the single largest initiative launched by the PSAC; and

WHEREAS one of the mandates of the PSAC Social Justice Fund is to support Canadian anti-poverty and development initiatives and workers' education in Canada; and

WHEREAS depletion and pollution of our natural water resources in Canada is critically at risk of permanent contamination:

BE IT RESOLVED THAT CEIU request PSAC to establish promotional awareness for protecting our natural water resources in Canada.

Rationale

Water is a public resource and must be protected. A policy on water was adopted at the 2015 PSAC National Convention that has since been referred to the PSAC NBoD Standing Committee on the Environment. The PSAC should develop materials to ensure that members are aware and become in engaged to protect our natural water resources.

RESOLUTION C-15

The Committee divided **Resolution C-15** into two parts.

Part 1

The Committee recommends **concurrence** in Part 1 of Resolution C-15 which reads as follows:

TITLE: ADAM CAPAY
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS Adam Capay, an Aboriginal inmate held in solidarity confinement for over four years at Thunder Bay Provincial Jail; and

WHEREAS the Globe and Mail broke the news story about Mr. Capay's situation; and

WHEREAS the Globe and Mail further revealed that former Ontario Correctional Services Minister Yasir Naqvi and current Minister David Ozazietti and the Ministry of Correctional Services clearly knew of Mr. Capay's situation and chose to ignore it:

BE IT RESOLVED THAT CEIU request the PSAC, by any and all means necessary, demand Ontario Premier Kathleen Wynne to ask for Mr. Naqvi and Mr. Ozazietti immediate resignations as Ministers and remove them from Cabinet.

Rationale

Adam Capay was subjected to four years of solitary confinement which included 24 hours a day of light in his cell. It is alleged that both Mr. Navqui and Mr. Ozazietti, the current and former Ministers for Corrections in Ontario, were aware of this prolonged use of solitary confinement.

Government officials should be held accountable for not intervening or stopping this gross miscarriage of justice.

RESOLUTION C-15

The Committee divided **Resolution C-15** into two parts.

Part 2

The Committee recommends **concurrence** in Part 2 of Resolution C-15 which reads as follows:

TITLE: ADAM CAPAY
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS Adam Capay, an Aboriginal inmate held in solidarity confinement for over four years at Thunder Bay Provincial Jail; and

WHEREAS the Globe and Mail broke the news story about Mr. Capay's situation; and

WHEREAS the Globe and Mail further revealed that former Ontario Correctional Services Minister Yasir Naqvi and current Minister David Ozazietti and the Ministry of Correctional Services clearly knew of Mr. Capay's situation and chose to ignore it:

BE IT RESOLVED THAT CEIU request the PSAC, by any and all means necessary, petition federal Public Service Minister Ralph Goodale and Justice Minister Jody Wilson-Raybould, to immediately begin reforming Canada's prison system with an emphasis on stopping solitary confinement as a means to discipline prisoners.

Rationale

The use of solitary confinement is increasingly being rejected as a means to punish inmates in many countries. This torturous and unacceptable treatment of inmates must be prohibited in all Canadian prisons – federal and provincial. It is unacceptable that Adam Capay was subjected to consecutive years of solitary confinement and the committee agreed that PSAC needed to the federal government to begin a much over due reform.

RESOLUTION C-18

The Committee recommends **concurrence** in Resolution C-18 which reads as follows:

TITLE: COSTS TO ATTEND PSAC REGIONAL CONVENTIONS
ORIGINATOR: CEIU SASKATCHEWAN PRESIDENT'S REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS PSAC holds Regional Conventions which conduct PSAC business and elections of members to various positions; and

WHEREAS Locals and other delegates are currently required to provide for their own expenses and loss of salary above what the delegate assistance covers; and

WHEREAS small Locals with limited funds are at a disadvantage and often do not attend the Convention due to lack of funds, and

WHEREAS PSAC gets the largest percentage of dues collected:

BE IT RESOLVED THAT PSAC provide a minimum 2/3 of the funding for all expenses and loss of salary for all delegates who are entitled to attend Regional Conventions and those expenses be covered under current finances without a dues increase and this be in effect for the 2020 PSAC Regional Conventions.

Rationale

Each PSAC region has its own delegate entitlement formula and each region funds its delegates differently. Ensuring that a minimum of 2/3 of the funding is covered would reduce the financial burden on locals.

RESOLUTION C-19

The Committee recommends **concurrence** in Resolution C-19 which reads as follows:

TITLE: **COSTS TO ATTEND PSAC REGIONAL CONVENTIONS**
ORIGINATOR: CEIU MANITOBA REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS PSAC holds Regional Conventions which conduct PSAC business and elections of members to positions; and

WHEREAS Locals and other delegates are currently required to provide for their own expenses and loss of salary above what the delegate assistance covers; and

WHEREAS small Locals with limited funds are at a disadvantage and often do not attend the Convention due to lack of funds; and

WHEREAS as PSAC gets the largest percentage of dues collected:

BE IT RESOLVED THAT the PSAC Prairies fully fund all expenses and loss of salary for all delegates who are entitled to attend the Prairie Regional Convention and those expenses be covered under current finances without a dues increase and this be in effect for the 2020 PSAC Prairie Regional Conventions.

Rationale

Fully funding delegates to attend the PSAC Prairies Regional Convention would help ensure full participation and eliminate the financial burden on locals. The Committee recognized that the resolution only deals with the Prairies Regional Convention. Supporting the resolution did not mean that only the Prairies should receive full funding but that the issue of full funding should be addressed at the PSAC Convention.

Non-Concurrence Resolutions

COMPOSITE RESOLUTION C-6A

The Committee divided composite **Resolution C-6A** into two parts.

Part 2

The Committee recommends **non-concurrence** in Part 2 of the composite Resolution C-6A (which covers resolutions C-6 and C-23) which reads as follows:

TITLE: AUTOMATED EXTERNAL DEFIBRILLATORS (AEDs)

WHEREAS according to the Heart and Stroke Foundation approximately 45,000 Canadian's suffer from cardiac arrest annually; and

WHEREAS the increased stress in the federal government workplaces can lead to increased incidences of cardiac arrests; and

WHEREAS many other government workplaces within federal, provincial and municipal governments as well as private industries, corporations and organizations have implemented AEDs within the workplace:

BE IT RESOLVED THAT until the employer provides AEDs in all workplaces, those offices where the Union is willing to provide the AEDs, the Maintenance and training, they be allowed to do so.

Rationale

The Committee recognized the importance of having AEDs in all workplaces, but felt that the resolution as worded would be difficult to implement.

The following member of the Committee wishes to be recorded against the Committee's recommendation: Genie McDougall

RESOLUTION A-52

The Committee recommends **non-concurrence** in Resolution A-52 which reads as follows:

TITLE: SECTION 5 – HRRR TERMS OF REFERENCE:
REPORTING RELATIONSHIP
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS there is currently no reporting relationship between the regional and national HRRR committees:

BE IT RESOLVED THAT the HRRR Terms of Reference, Section -5, be amended to include the following language.

“Work in collaboration with regional HRRR committees”

Rationale

All of the resolutions addressing the HRRR Committee’s terms of reference and committee functioning were referred to the General Resolutions Committee by the CEIU By-laws Committee. The Committee strongly felt that the issues raised in the resolutions should be addressed by delegates at the HRRR Conference rather than CEIU Convention delegates.

RESOLUTION A-53

The Committee recommends **non-concurrence** in Resolution A-53 which reads as follows:

TITLE: SECTION 5 – NATIONAL HR/RR TERMS OF
REFERENCE
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS there is currently no exchange of information and communication between Regional and National HR/RR Committees:

BE IT RESOLVED THAT the Terms of Reference in Section 5 of the National HR/RR Committee be amended to include the following change:

“Work in collaboration with Regional HR/RR Committees”;

BE IT FURTHER RESOLVED THAT a representative of each Regional equity group meet with the National HR/RR Committee once per year via telephone conference effective after the 2017 CEIU Convention.

Rationale

All of the resolutions addressing the HRRR Committee’s terms of reference and committee functioning were referred to the General Resolutions Committee by the CEIU By-laws Committee. The Committee strongly felt that the issues raised in the resolutions should be addressed by delegates at the HRRR Conference rather than CEIU Convention delegates.

RESOLUTION A-54

The Committee recommends **non-concurrence** in Resolution A-54 which reads as follows:

TITLE: SECTION 5 – HR/RR TERMS OF REFERENCE
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS there is currently no explicit reporting relationship between any regional HRRR and/or Equity committees and the national HRRR NVP in the HRRR Terms of Reference; and

BE IT RESOLVED THAT the HR/RR Terms of Reference Section 5 be amended to include the following language: “Work in consultation with regional HRRR and/or Equity committees”.

Rationale

All of the resolutions addressing the HRRR Committee’s terms of reference and committee functioning were referred to the General Resolutions Committee by the CEIU By-laws Committee. The Committee strongly felt that the issues raised in the resolutions should be addressed by delegates at the HRRR Conference rather than CEIU Convention delegates.

RESOLUTION A-55

The Committee recommends **non-concurrence** in Resolution A-55 which reads as follows:

TITLE: SECTION 5 – HR/RR TERMS OF REFERENCE
– PROVIDE RECOMMENDATION
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS CEIU is a servicing union, and amongst its primary mandates is to improve the working conditions of all members; and

WHEREAS the employer, from time to time, will update their equity policies regarding staffing; and

WHEREAS these equity policies affect all members of CEIU:

BE IT RESOLVED THAT Section 5 of the HRRR terms of reference be updated to include the following language:

Review and provide recommendation through the NVP HRRR to the National Executive regarding employer staffing policies as they relate to equity.

Rationale

All of the resolutions addressing the HRRR Committee's terms of reference and committee functioning were referred to the General Resolutions Committee by the CEIU By-laws Committee. The Committee strongly felt that the issues raised in the resolutions should be addressed by delegates at the HRRR Conference rather than CEIU Convention delegates.

RESOLUTION A-56

The Committee recommends **non-concurrence** in Resolution A-56 which reads as follows:

TITLE: SECTION 7 - HR/RR TERMS OF REFERENCE
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS CEIU seeks to be an inclusive, accessible union to our members and activists:

BE IT RESOLVED THAT section 7 of the HRRR terms of reference be amended as follows:

- (ii) Delegates to the HR/RR conference comprised of the either (8) members of the HR/RR committee and forty (40) accredited delegates representing equally the four (4) HR/RR groups with gender parity maintained, and consideration given for regional and official language representation.

Rationale

All of the resolutions addressing the HRRR Committee's terms of reference and committee functioning were referred to the General Resolutions Committee by the CEIU By-laws Committee. The Committee strongly felt that the issues raised in the resolutions should be addressed by delegates at the HRRR Conference rather than CEIU Convention delegates.

RESOLUTION A-57

The Committee recommends **non-concurrence** in Resolution A-57 which reads as follows:

TITLE: SECTION 7 - HR/RR TERMS OF REFERENCE
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS CEIU seeks to be a transparent and equitable union:

BE IT RESOLVED THAT section 7 of the HRRR terms of reference be amended to include the following language:

Delegate selection shall not be conducted by looking at or being influenced by the names of the applicants.

Rationale

All of the resolutions addressing the HRRR Committee's terms of reference and committee functioning were referred to the General Resolutions Committee by the CEIU By-laws Committee. The Committee strongly felt that the issues raised in the resolutions should be addressed by delegates at the HRRR Conference rather than CEIU Convention delegates.

RESOLUTION A-58

The Committee recommends **non-concurrence** in Resolution A-58 which reads as follows:

TITLE: HR/RR TERMS OF REFERENCE: WRITTEN REPORT
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS some delegates and observers to the CEIU HRRR conference return home and report back to their locals and/or regions; and

WHEREAS accountability is often achieved through reporting back to a constituency:

BE IT RESOLVED THAT the chair of the HRRR committee, in consultation with the members of the committee, provide a written report about the activities and initiatives of the national HRRR committee at the triennial HRRR conference; and

BE IT FURTHER RESOLVED THAT the HRRR committee terms of reference be amended to reflect this change.

Rationale

All of the resolutions addressing the HRRR Committee's terms of reference and committee functioning were referred to the General Resolutions Committee by the CEIU By-laws Committee. The Committee strongly felt that

the issues raised in the resolutions should be addressed by delegates at the HRRR Conference rather than CEIU Convention delegates.

RESOLUTION A-67

The Committee recommends **non-concurrence** in Resolution A-67 which reads as follows:

TITLE: **COMPONENT UNDER TRUSTEESHIP**
ORIGINATOR: NCR REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS there is no provision when a Component President request that a Component be placed in Trusteeship that the component National Executive impacted be allowed to present their respective position:

BE IT RESOLVED THAT the National Board of Directors will not put any component under trusteeship without the affected component national Executive be allowed a voice at the NBOD to present its own report as approved and submitted by that component governing body.

Rationale

The Committee had a very long discussion on this resolution. The Committee strongly agreed with the intent of the resolution, specifically that a Component Executive should have the opportunity to address the PSAC National Board of Directors before a decision is taken by them to place a component into trusteeship. However, the resolution as currently worded dictated that the National Board of Directors to do so and assumed that it would be deemed out of order. The Committee acknowledged that that there was another resolution that was better worded and addressed the issue.

The following members of the Committee wish to be recorded against the Committee's recommendation: Josée Dinardi, Christine Dmyterko, Edith Knopp, and Norm Murray.

APPENDIX “A”

RESOLUTIONS WHICH ARE NOW COMBINED INTO COMPOSITES OR COVERED BY OTHER RESOLUTIONS

Composite Resolution C-2A (covers C-2 and C-3)

RESOLUTION C-2 **MEDICAL MARIJUANA**
ORIGINATOR: BC/YT REGIONAL COUNCIL
LANGUAGE OF ORIGIN: English

WHEREAS the acceptance of marijuana as a useful and effective prescription to treat numerous medical conditions is widely recognized by the Canadian medical community and Health Canada; and

WHEREAS the use of medical marijuana as a prescribed treatment is rising within our membership; and

WHEREAS the cost of purchasing medical marijuana from a licensed provider is prohibitive as well as the prescribed equipment (usually a vaporizer) is also prohibitive and is not a readily accessible treatment for our members; and

WHEREAS the cost of medical marijuana is usually less than the prescribed drugs it replaces, thus lessening the ongoing costs to our Health Plan:

BE IT RESOLVED THAT CEIU lobby the Public Service Alliance of Canada (PSAC) to negotiate with the employer to include medical marijuana and equipment, such as vaporizers in the Public Service Health Care Plan; and

BE IT FURTHER RESOLVED THAT PSAC have the National Joint Council push the employer to have medical marijuana and equipment, such as vaporizers, covered under the Public Service Health Care Plan.

RESOLUTION C-3

MEDICAL MARIJUANA

ORIGINATOR:

ONTARIO REGIONAL COUNCIL

LANGUAGE OF ORIGIN: English

WHEREAS the acceptance of marijuana as a useful and effective prescription to treat numerous medical conditions is widely recognized by the Canadian medical community and Health Canada; and

WHEREAS the use of medical marijuana as a prescribed treatment is rising within our membership; and

WHEREAS the cost of purchasing medical marijuana from a licensed provider is prohibitive as well as the prescribed equipment (usually a vaporizer) is also prohibitive and is not a readily accessible treatment for our members; and

WHEREAS the cost of medical marijuana is usually less than the prescribed drugs it replaces, thus lessening the ongoing costs to our health plan:

BE IT RESOLVED THAT Canada Employment and Immigration Union (CEIU) lobby the Public Service Alliance of Canada (PSAC) to negotiate with the employer to include medical marijuana and equipment, such as vaporizers in the Public Service Health Care Plan; and

BE IT FURTHER RESOLVED THAT PSAC have the National Joint Council (NJC) push the employer to have medical marijuana and equipment, such as vaporizers, covered under the Public Service Health Care Plan.

Composite Resolution C-6A (covers C-6 and C-23)

RESOLUTION C-6: **AUTOMATED EXTERNAL DEFIBRILLATORS (AEDs)**
ORIGINATOR: CEIU'S ONTARIO REGIONAL HEALTH, SAFETY AND SECURITY COMMITTEE
LANGUAGE OF ORIGIN: English

WHEREAS according to the Heart and Stroke Foundation approximately 45,000 Canadian's suffer from cardiac arrest annually; and

WHEREAS the increased stress in the federal government workplaces can lead to increased incidences of cardiac arrests; and

WHEREAS many other government workplaces within federal, provincial and municipal governments as well as private industries, corporations and organizations have implemented AEDs within the workplace:

BE IT RESOLVED THAT the Canada Employment and Immigration Union lobby Treasury Board to make it mandatory to provide AEDs within all workplaces, paid for and maintained by the employer and monitored by the Health and Safety Committees; and

BE IT FURTHER RESOLVED THAT until the employer provides AEDs in all workplaces, those offices where the Union is willing to provide the AEDs, the Maintenance and training, they be allowed to do so.

RESOLUTION C-23 **AUTOMATED EXTERNAL DEFIBRILLATORS (AEDS)**
ORIGINATOR: LOCAL 00570
LANGUAGE OF ORIGIN: English

WHEREAS according to the Heart and Stroke Foundation approximately 45,000 Canadian's suffer from cardiac arrest annually; and

WHEREAS the increased stress in the federal government workplaces can lead to increased incidences of cardiac arrests; and

WHEREAS many other government workplaces within federal, provincial and municipal governments as well as private industries, corporations and organizations have implemented AEDs within the workplace:

BE IT RESOLVED THAT the Canada Employment and Immigration Union lobby Treasury Board to make it mandatory to provide AEDs within all workplaces, paid for and maintained by the employer and monitored by the Health and Safety Committees; and

BE IT FURTHER RESOLVED THAT until the employer provides AEDs in all workplaces, those offices where the Union is willing to provide the AEDs, the Maintenance and training, they be allowed to do so.

Composite Resolution C-7A (covers C-7 and C-24)

RESOLUTION C-7: **SCENT-FREE POLICY**
ORIGINATOR: CEIU'S ONTARIO REGIONAL HEALTH,
SAFETY AND SECURITY COMMITTEE
LANGUAGE OF ORIGIN: English

WHEREAS scented products including perfumes, cologne, aftershave, deodorant, hairspray and cleaning products are known to adversely affect people's health varying from mild irritation to severe incapacitations including death; and

WHEREAS it is recognized that chemicals in our environment, including chemicals from scented products, can negatively impact indoor air quality; and

WHEREAS members spend the majority of their waking hours in the workplace; and

WHEREAS it is the employer's responsibility to ensure a safe and healthy working environment for all employees; and

WHEREAS many employers are implementing policies to protect those workers that are adversely affected by the chemicals contained in scented products:

BE IT RESOLVED THAT the CEIU lobby all departments, who employ our members to implement a Scent -Free Policy in consultation with the Union for all of our workplaces.

RESOLUTION C-24: **SCENT-FREE POLICY**
ORIGINATOR: LOCAL 00570
LANGUAGE OF ORIGIN: English

WHEREAS scented products including perfumes, cologne, aftershave, deodorant, hairspray and cleaning products are known to adversely affect people's health varying from mild irritation to severe incapacitations including death; and

WHEREAS it is recognized that chemicals in our environment, including chemicals from scented products, can negatively impact indoor air quality; and

WHEREAS members spend the majority of their waking hours in the workplace; and

WHEREAS it is the employer's responsibility to ensure a safe and healthy working environment for all employees; and

WHEREAS many employers are implementing policies to protect those workers that are adversely affected by the chemicals contained in scented products:

BE IT RESOLVED THAT the CEIU lobby all departments, who employ our members to implement a Scent -Free Policy in consultation with the Union for all of our workplaces.

Composite Resolution C-10A (covers C-10 and C-11)

RESOLUTION C-10 **STAFF COMPOSITION**
ORIGINATOR: **ONTARIO RVAC**
LANGUAGE OF ORIGIN: **English**

WHEREAS the staff composition in the Regional and National executive is not reflective of its membership;

WHEREAS CEIU is not meeting its mandate as a progressive union in hiring equity members: within its staff;

BE IT RESOLVED THAT the National Executive in consultation with COPE develops an Employment Equity Plan which includes a mentorship program;

BE IT FURTHER RESOLVED THAT CEIU shall establish a substantial Equity Eligibility list for staffing all positions within CEIU to reflect the representation of its membership;

BE IT FURTHER RESOLVED THAT this takes effect at the end of the 2017 CEIU Triennial Convention.

RESOLUTION C-11 **EQUITY ELIGIBILITY**
ORIGINATOR: **BC/YT REGIONAL COUNCIL**
LANGUAGE OF ORIGIN: **English**

WHEREAS as a union we need to be reflective and representative of our membership; and

WHEREAS CEIU is not meeting its mandate in hiring equity members:

BE IT RESOLVED THAT this resolution replace Resolution of Record (05/D-40); and

BE IT FURTHER RESOLVED THAT we mandate the National Executive to endeavor to put in place an equity policy with COPE's Collective Agreement in the upcoming round of bargaining; and

BE IT FURTHER RESOLVED THAT CEIU endeavor to establish an equity eligibility list for staffing all positions within CEIU to meet the representation of its membership.

Composite Resolution C-17A (covers C-16, C-17 and C-25)

RESOLUTION C-16

**PSAC CONSTITUTION SECTION 8
COMPONENTS**

ORIGINATOR:

CEIU SASKATCHEWAN PRESIDENT'S
REGIONAL COUNCIL

LANGUAGE OF ORIGIN: English

WHEREAS Unions are built on the principle of democracy; and

WHEREAS presently there is nothing in the PSAC Constitution preventing the National President of a component from unilaterally asking the National Board of Directors to put the component into Administrative Review or Trusteeship:

BE IT RESOLVED THAT Section 8 of the PSAC Constitution be amended to read; As the Chief Executive officer of a component, the National President of a component shall obtain a 2/3 vote of agreement by the component's National Executive before requesting the National Board of Directors put the component into Administrative Review or Trusteeship.

RESOLUTION C-17

**PSAC CONSTITUTION SECTION 8
COMPONENTS**

ORIGINATOR:

CEIU MANITOBA REGIONAL COUNCIL

LANGUAGE OF ORIGIN: English

WHEREAS Unions are built on the principle of democracy; and

WHEREAS presently there is nothing in the PSAC Constitution preventing the National President of a component from unilaterally asking the National Board of Directors to put the component into Administrative Review or Trusteeship:

BE IT RESOLVED THAT Section 8 of the PSAC Constitution be amended to read: As the Chief Executive officer of a component, the National President of a component shall obtain a 2/3 vote of agreement by the component's National Executive before requesting the National Board of Directors put the component into Administrative Review or Trusteeship effective upon conclusion of the 2018 PSAC National Convention.

RESOLUTION C-25

**PSAC CONSTITUTION SECTION 8
COMPONENTS**

ORIGINATOR:

BC/YT REGIONAL COUNCIL

LANGUAGE OF ORIGIN: English

WHEREAS unions are built on the principle of democracy; and

WHEREAS presently there is nothing in the PSAC Constitution preventing the National President of a component from unilaterally asking the National Board of Directors to put the component into Administrative Review or Trusteeship:

BE IT RESOLVED THAT through the CEIU National Convention, the PSAC National Convention be directed to amend Section 8 of the PSAC Constitution to read; As the Chief Executive officer of a component, the National President of a component shall have obtained a 2/3 vote in agreement by the component's National Executive before requesting the National Board of Directors to put the component into Administrative Review or Trusteeship.

APPENDIX “B”

FINANCIAL ASSUMPTIONS

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.