

Resolutions and Proposed Budget

Government Services Union, PSAC

Fourth Triennial National Convention

Delta Chelsea Hotel, Toronto, Ontario

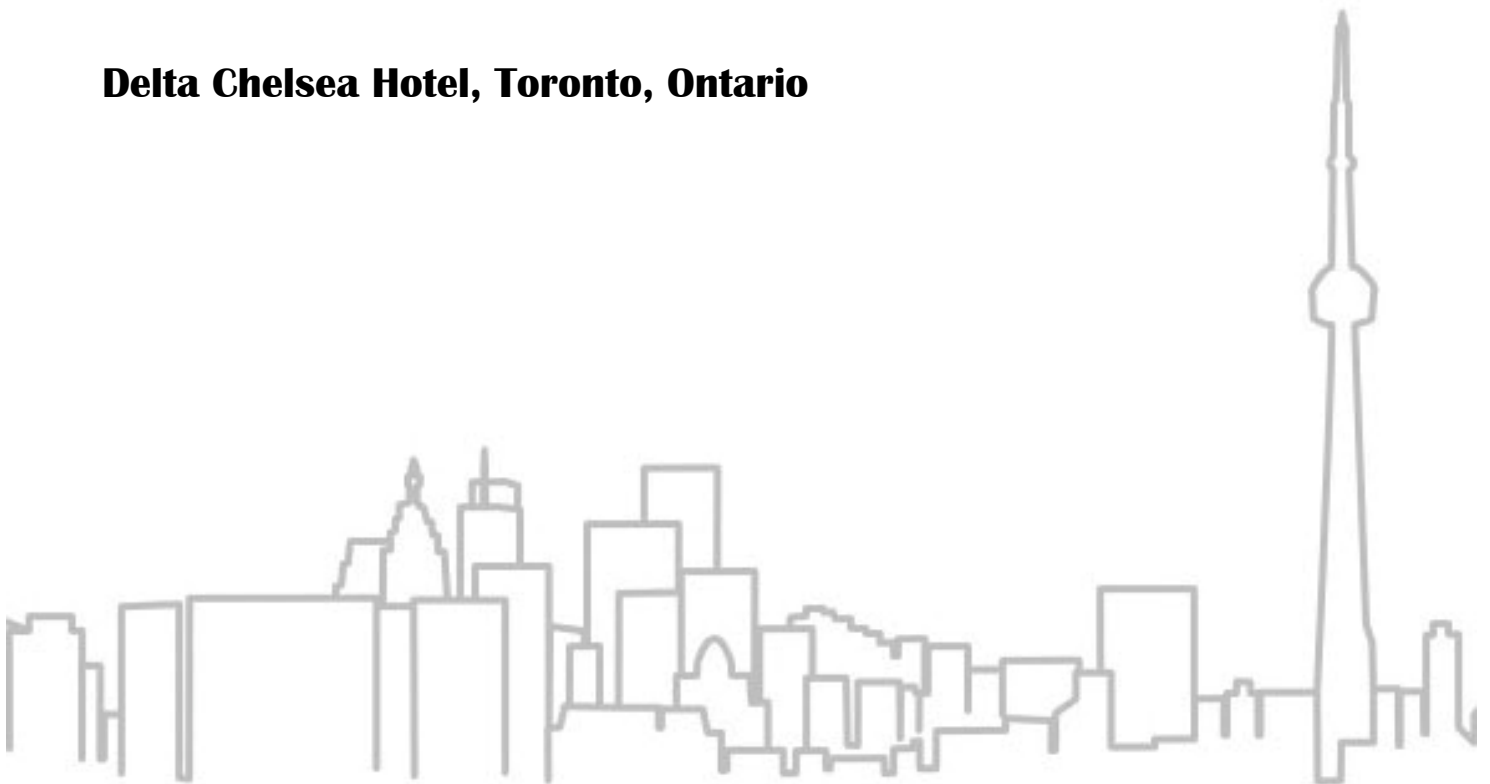


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By-laws Resolutions



By-laws Resolutions

Number: 11/01

Subject: By-law 6, Sections 4 and 5

Originator: NC/3/E

WHEREAS at one time there were both voting and non-voting members of the National Council;
and

WHEREAS this is no longer the case;

BE IT RESOLVED THAT the word “voting” be deleted from By-law 6, Sections 4 and 5. The revised Section 4 and 5 will now read as follows;

Section 4

A quorum of the National Council shall be the National President or designate and fifty percent (50%) of the ~~voting~~ members of the National Council.

Section 5

The National Council shall hold at least one meeting each year at such time as the National President may direct; and at any other time if requested in writing by at least one third of the ~~voting~~ members of the National Council.

Committee Recommendation: _____

Convention Action: _____



Number: 11/02

Subject: Delegates or an Observer members has the right to be elected

Originator: 00027/1/E

WHEREAS PSAC, GSU Delegates or Observer Members in good standing and who attend the Conventions, have the right to participate by putting forth their names in election opportunities in any National or Regional Officer positions.

WHEREAS all Members in good standing of our Union should have an opportunity to run for election to any office.

BE IT RESOLVED THAT GSU Change By-Law 8, Section 2 to: Any Government Services Union member in good standing and at the convention has the right to stand and be elected to any National Office, or any Regional Office they may otherwise qualify to hold.

Committee Recommendation: _____

Convention Action: _____

Number: 11/03

Subject: By-law 8, Sections 8 and 9

Originator: NC/4/E

WHEREAS the Accountability Accord is read prior to GSU elections and the Oath of Office is administered after the elections.

BE IT RESOLVED THAT By-law 8 be amended to reverse the order of Sections 8 and 9. The two sections of By-law 8 will now read as follows;

Section 8

Prior to the start of elections at any GSU meeting, the officer conducting the elections shall read aloud the GSU Elected Officer Accountability Accord found in GSU Regulation.

Section 9

The Oath of Office found in these By-laws shall be administered to all Officers immediately before taking office.

Committee Recommendation: _____

Convention Action: _____

Number: 11/04
Subject: By-law 9, Section 3
Originator: NC/5/E

WHEREAS the wording in GSU By-law 9, Section 3 is not clear,
BE IT RESOLVED THAT By-law 9, Section 3 be amended to read as follows;

Section 3

All nominees for National Council office must have been voting delegates at the last Triennial National Convention....

Committee Recommendation: _____

Convention Action: _____

Number: 11/05
Subject: By-law 12, Section 6
Originator: NC/6/E

WHEREAS GSU By-law 12, Section 6 does not clearly define the type of Local meeting at which a Local should elect its delegates to Convention,
BE IT RESOLVED THAT By-law 12, Section 6 be amended as follows;

Section 6

The President of each GSU Local will automatically represent their Local as a Delegate at Convention. At least four months prior to the opening date of the Convention, each Local shall elect at a General Membership Meeting such other accredited delegates as it is entitled to send to the Convention of the Union. Each Local shall be entitled to delegates, ~~as elected by the Local at a general meeting,~~ on the following basis:

- *if the Local has up to 100 members – one delegate – the Local President*
- *if the Local has 101 to 300 members – two delegates*
- *if the Local has 301 to 500 members – three delegates*
- *if the Local has more than 500 members – three delegates plus one additional delegate for every additional 100 members or major fraction thereof*

Committee Recommendation: _____

Convention Action: _____

Number: 11/06
Subject: Delegate Entitlement to Triennial Convention
Originator: 70013/3/E

WHEREAS it is essential for active members to be aware of the politics, regulations and by-laws of the governing body of the union and it is important to have these members involved in the processes in determining those same policies, regulations and by-laws; and

WHEREAS it is the practice of the Union is to get membership involvement and participation in decision making for the Union;

BE IT RESOLVED THAT By-law 6 be amended to allow:

- 1 – 100 members = 1 delegate
- 101 – 200 members = 2 delegates
- 201 – 300 members = 3 delegates
- 301 – 400 members = 4 delegates
- 401 – 500 members = 5 delegates
- 501 plus members = 6 delegates plus one additional delegate for every 100 members or major fraction thereof.

Committee Recommendation: _____

Convention Action: _____

Number: 11/07
Subject: By-law 12, Section 11
Originator: NC/8/E

WHEREAS GSU By-laws state that Conventions will deal with resolutions from Locals; and

WHEREAS it should be more clear that Local members must approve the resolutions it sends to Convention at a duly convened meeting of its members,

BE IT RESOLVED THAT By-law 12, Section 11 be amended as follows;

Section 11

Each Local shall be entitled to present resolutions as approved at a General Membership Meeting for consideration by the Triennial National Convention.....

Committee Recommendation: _____

Convention Action: _____

Number: 11/08
Subject: By-law 12, Section 11
Originator: NC/7/E

WHEREAS GSU should make use of modern technologies where possible, and
WHEREAS the words “in book form” in Section 11 of By-law 12 are more restrictive than
necessary,

BE IT RESOLVED THAT By-law 12, Section 11 be amended to read as follows;

Section 11

... The resolutions shall be indexed and distributed to all Locals ~~in book form~~ and to all accredited delegates at least two months prior to the Convention.

Committee Recommendation: _____

Convention Action: _____

Number: 11/09
Subject: By-law 12, Section 12
Originator: NC/9/E

WHEREAS the current By-law setting the deadline for late resolutions to GSU convention is not
clear,

BE IT RESOLVED THAT By-law 12, Section 12 be amended to read as follows;

Section 12

Late resolutions to the Convention shall be submitted to the National President no later than seven (7) days prior to the opening of the Convention. The late resolutions must be approved by the Convention for consideration and shall be the last order of business.

Committee Recommendation: _____

Convention Action: _____

Number: 11/10
Subject: By-law 12, Section 18
Originator: NC/10/E

WHEREAS the word “Component” is not been defined in our By-laws; and
WHEREAS the word “Union” has been defined in By-law 1, Section 1 and By-law 19,
BE IT RESOLVED THAT By-law 12, Section 18 be amended to read as follows;

Section 18

The National Council will grant financial assistance to a Local(s) of the Union ~~Component~~ for the purpose of hosting a National Convention...

Committee Recommendation: _____

Convention Action: _____

Number: 11/11
Subject: By-law 12, Section 18
Originator: NC/11/E

WHEREAS it is current practice to include Regional Vice-presidents in any consultation with Locals within their area of responsibility,
BE IT RESOLVED THAT GSU By-law 12, Section 18 be amended to read as follows;

Section 18

The National Council will grant financial assistance to a Local(s) ...after consultation with the Local and the Regional Vice-president concerned.

Committee Recommendation: _____

Convention Action: _____

Number: 11/12

Subject: By-law 19 – Definitions

Originator: NC/1/E

WHEREAS the term “Local meeting” appears in the GSU by-laws, regulations and policies and has may not be interpreted the same by everyone, and;

WHEREAS the 2008 Triennial Convention mandated National Council to develop a clear definition of the term “Local meeting,”

BE IT RESOLVED THAT the following new definitions be added to By-law 19.

General Membership Meeting:

- *A meeting of the Local members, called in accordance with the Local By-laws, including appropriate advance notice, where all members present have voice and vote.*
- *A regular General Membership Meeting is a meeting, as described above that is called for in the normal schedule of the Local.*
- *A special General Membership Meeting is a meeting, as described above, that is outside of the normal schedule of the Local, as called for by the Local Executive or the membership.*

Annual General Membership Meeting:

- *The General Membership Meeting of the Local, that is held once each year in accordance with the Local By-laws, where the Local Budget, Audited Financial Statements and the elections of officers, etc. are dealt with.*

Executive Committee Meeting:

- *A meeting of the Local Executive Officers called in accordance with Local By-laws to deal with the business of the Local between General Membership Meetings and that is open to members of the Local.*

BE IT FURTHER RESOLVED THAT every instance in the GSU By-laws, Regulations and Polices that refers to a Local meeting be changed to use the appropriate terminology found in these new definitions.

Committee Recommendation: _____

Convention Action: _____

Number: 11/13
Subject: Regulation 2, By-law 7, Section 2
Originator: NC/13/E

WHEREAS Section 9 of GSU By-law 10 dealing with Locals calls for reports from “Officers,” and
WHEREAS the Local Framework By-laws should match this requirement,
BE IT RESOLVED THAT Regulation 2, By-law 7, Section 2 be amended to read as follows;

Section 2 - the Vice-president shall:

- a) assist the President in his or her duties and replace the President when requested to do so, or in the case of absence, incapacity, resignation, or death*
- b) attend all meetings of the Executive Committee and of the Local*
- c) submit a written annual Activity Report to the Annual General Membership Meeting*
- d) perform other duties as may be assigned by the Executive Committee*

Committee Recommendation: _____

Convention Action: _____

Number: 11/14
Subject: Regulation 2, By-law 9, Section 2 (g)
Originator: NC/14/E

WHEREAS the current wording of Regulation 2, By-law 9, Section 2 (g) dealing with a Quorum for Local Meetings is very lax, and;
WHEREAS there have been instances where a General Membership Meeting has been challenged because there were very few members present,
BE IT RESOLVED THAT Regulation 2, By-law 9, Section 2 (g) be amended to read as follows;

- g) A quorum for any General Membership Meeting, including the Annual General Membership Meeting, shall be a majority of the Local Executive Committee and at least _____ members (The Local shall set a specific number or percentage or combination, as determined by the Local).*

Committee Recommendation: _____

Convention Action: _____

Number: 11/15

Subject: Regulation 2, By-law 11, Section 3

Originator: NC/15/E

WHEREAS Locals must provide audited annual financial statements to its members; and
WHEREAS there has been confusion about when the Local's auditors should perform the audit,
BE IT RESOLVED THAT Regulation 2, By-law 11, Section 3 be amended to read as follows;

Section 3

a) The Treasurer shall submit a financial statement to all regular meetings of the Local and shall submit an audited annual financial statement to the National President of GSU within thirty (30) days following the Local's Annual General Meeting.

b) The Auditors shall audit the Local's financial statements prior to the next Annual General Membership Meeting in order to present their report.

Committee Recommendation: _____

Convention Action: _____

Number: 11/16

Subject: Regulation 8, Part 3 (a)

Originator: NC/16/E

WHEREAS the English wording of GSU Regulation 8 causes some confusion about who may audit a Local's annual financial statements. and

WHEREAS the French wording of Regulation 8 is missing the reference to the Regional Vice-president,

BE IT RESOLVED THAT the English version of Regulation 8, Part 3 (a) be amended to read as follows;

a) Annual Financial Statements shall be prepared for each Annual General Membership Meeting and shall be audited by members of the Local appointed at the previous Annual General Membership Meeting, or by an appropriate firm of accountants, or by the Regional Vice-president or delegate.

BE IT FURTHER RESOLVED THAT the French version of Regulation 8, Part 3 (a) be amended to include the Regional Vice-president or delegate, as follows;

a) En prévision de chaque Assemblée générale annuelle (AGA), des états financiers annuels sont préparés, vérifiés par les membres de la section locale nommés lors de la précédente AGA, ou par un cabinet de comptables compétents, ou par le-la vice-président-e régional-e ou son-sa délégué-e.

Committee Recommendation: _____

Convention Action: _____

Structure Resolutions



Structure Resolutions

Number: 11/17

Subject: By-law 6, Section 2: National Council composition

Originator: NC/1s/E

BE IT RESOLVED THAT By-law 6, Section 2 be amended to read as follows;

Section 2

The National Council shall be composed of;

- a) The National President*
- b) Three (3) National Vice-presidents, one of whom will be assigned responsibility for Equity issues*
- c) Seven (7) Regional Vice-presidents representing the following regions;*
 - Pacific region – one Regional Vice-president*
 - Western region – one Regional Vice-president*
 - Ontario region – one Regional Vice-president*
 - National Capital region – two Regional Vice-presidents*
 - Québec region – one Regional Vice-president*
 - Atlantic region – one Regional Vice-president*

Committee Recommendation: _____

Convention Action: _____



Number: 11/18

Subject: Omnibus Resolution: GSU Structure Implementation

Originator: NC/2s/E

WHEREAS the GSU 2011 Convention has approved a new GSU structure,
BE IT RESOLVED THAT the following amendments to the GSU By-laws, Regulations and Policies be adopted.

1. Add following new paragraphs to Section 1 of By-law 7, Duties of the National President;
 - o) Maintain open communications in accordance with the GSU Communication Plan.*
 - p) Take advantage of opportunities to mentor new officers.*
2. Add the following new paragraphs to Section 2 of By-law 7, Duties of National Vice-presidents;
 - f) Maintain open communications in accordance with the GSU Communication Plan.*
 - g) Take advantage of opportunities to mentor new officers.*
 - h) In addition, the National Vice-president – Equity will be responsible for GSU Equity issues.*
3. Delete Section 3 of By-law 7 – Duties of National Equity Officer
4. Amend Section 4 h) of By-law 7, Duties of Regional Vice-presidents, to read as follows.
 - h) Once each year convene a regional meeting of Local Presidents in their region; and report on behalf the meeting, with recommendations, to the subsequent GSU Local Presidents' Council.*
5. Add the following new paragraphs be added to Section 4 of By-law 7, Duties of Regional Vice-presidents;
 - j) Maintain open communications in accordance with the GSU Communication Plan*
 - k) Take advantage of opportunities to mentor new officers.*
6. Amend Sections 1 a) and b) of By-law 8 – Election of National Officers to read as follows;
 - a) The National President and the three National Vice-presidents shall be nominated and elected by the delegates in attendance at each regular Triennial National Convention of this Union.*
 - b) The Alternate National Vice-president - Equity shall be nominated and elected by the delegates in attendance at each regular Triennial National Convention of this Union*
7. Amend Section 4 a) of By-law 8 – Election of National Officers to read as follows
 - a) The election of the National President, the National Vice-president – Equity, the two National Vice-presidents, and the Alternate National Vice-president - Equity shall proceed in that order.*

8. Amend Section 4 b) i) and ii) of By-law 8 – Election of National Officers to read as follows:

i) In the National Capital Region both Regional Vice-presidents should not be members of the same Local unless there are not sufficient candidates from multiple Locals to fill the positions. Regional Vice-presidents in the NCR shall represent the Locals as assigned by the National President after consultation with the Locals.

ii) Regional Vice-presidents in other regions must be members in good standing in the regions they will represent. All Delegates in the regional caucus may nominate and elect the Regional Vice-president.

9. Amend Sections 1 and 2 of By-law 9 – Vacancies in National Officer positions, to read as follows;

Section 1

In the event of a vacancy in the office of National President, the position shall be filled by the three National Vice-presidents in accordance with GSU Regulation.

Section 2

In the event of a vacancy in the office of a National Vice-president, the National Council shall elect one of the Regional Vice-presidents to fill the position of National Vice-president. In the event of a vacancy in the office of National Vice-president – Equity, the national president shall appoint the Alternate National Vice-president – Equity to fill the position.

10. Amend By-law 11 – Local Presidents’ Council to read as follows:

Section 1

In the year prior to the GSU Triennial National Convention, the National President will convene a meeting of the Local Presidents’ Council. The agenda will include subjects of interest to Local Officers as well as educational sessions. The Local Presidents’ Council may make recommendations to the National Council. The National Council Meeting for that year will be held immediately after the Council meeting.

11. Add a new section to By-law 11 – Local Presidents’ Council as follows:

Section 2

The Local Presidents’ Council will receive reports from each of the regional meetings of Local Presidents and choose action items for discussion from amongst the issues raised in these regional reports. A portion of the Local Presidents’ Council agenda will be reserved for discussion of these items.

12. Delete GSU Regulation 1 – Regions for Regional Vice-presidents.

13. Add the following new duties be added to By-law 7 – Duties of Officers, Section 1 e) of Regulation 2 – Framework Local By-laws:

f) Participate on Regional Consultation Committees if requested by the Regional Vice-president and if approved by the GSU National President

g) Participate on GSU Standing Committees if requested by the GSU National President.

14. Amend Part 1 of Regulation 11 – Selection of Delegates to PSAC Conventions to read as follows;

Part 1

The following GSU members shall be delegates to the PSAC Convention:

- a) The Component President is automatically a PSAC delegate as a member of the PSAC National Board of Directors and this is in addition to the number of delegates each Component is entitled to send.*
- b) The three (3) National Vice-presidents shall be automatic GSU delegates to the PSAC Convention.*
- c) The seven (7) Regional Vice-presidents shall be automatic GSU delegates to the PSAC Triennial Convention.*

15. Amend the first paragraph of Regulation 12 – Selection of Delegates to Conferences and Seminars to read as follows;

Delegates to Conferences and Seminars will be determined by the GSU National President and the National Vice-president with responsibility for the relevant portfolio.

Committee Recommendation: _____

Convention Action: _____

Number: 11/19

Subject: Structure of National Council of NVP's

Originator: 70013/4/E

WHEREAS one reason to have national vice presidents is to replace the president in the presidents absence; and

WHEREAS candidates should be allowed to compete for the specific NVP position they desire; and

WHEREAS protocol determines the administration of any organization;

BE IT RESOLVED TO replace By-law 6, Section 2(b) with

1st Nat VP

2nd Nat VP

3rd Nat VP responsible for Equity

Committee Recommendation: _____

Convention Action: _____

Number: 11/20

Subject: National Council Election of Alternate NVP's

Originator: 70013/5/E

WHEREAS the positions of the National Vice Presidents are of great importance in our component; and

WHEREAS the triennial convention delegates democratically elect positions to the National Council;

BE IT RESOLVED THAT By-law 9, Section 2 be replaced with:

In the event of a vacancy in the office of a National Vice President the alternate NVP shall take the place of the vacant NVP position;

BE IT RESOLVED THAT Bylaw 8 section 1 be amended to add to the election process that 3 alternate National Vice Presidents shall be nominated and elected by the delegates in attendance at each regular Triennial National Convention in ranking order 1st, 2nd, 3rd to replace the 1st, 2nd, 3rd NVP position when vacant.

Committee Recommendation: _____

Convention Action: _____

Number: 11/21

Subject: Structure of National Council on NVP's

Originator: 70013/6/E

WHEREAS the National Equity Officer was created 9 years ago; and

WHEREAS the National Equity Officer dealt with issues concerning Equity; and

WHEREAS Equity is promoted and defended in the Union movement;

BE IT RESOLVED to amend By-law 6, Section 2(b) with 1 of the 3 National Vice Presidents positions be a National VP responsible for Equity. This national VP can also assume other duties as determined by the National President.

Committee Recommendation: _____

Convention Action: _____

Number: 11/22
Subject: National Council Election for NVP's
Originator: 70013/7/E

WHEREAS all of the National Vice Presidents are voted for on one ballot
BE IT RESOLVED THAT a separate vote and ballot be held for each of the NVP positions; and
BE IT RESOLVED THAT the election of the National Vice Presidents shall proceed in this order:
1st NVP
2nd NVP
3rd NVP; and
BE IT FURTHER RESOLVED THAT except for this new voting procedure nothing changes in regards to the duties, responsibilities and function on the GSU National Council.

Committee Recommendation: _____

Convention Action: _____

Number: 11/23
Subject: Greater role in GSU Governance for Local Presidents
Originator: NC/3s/E

WHEREAS the 2008 GSU Convention approved Resolution 08\01 which called for greater involvement of Local Presidents in the governance of this Union
BE IT RESOLVED THAT this convention recognizes that Local Presidents may be appointed to GSU Standing Committees by the National President and that Local Presidents may participate at Regional Labour Management Committees at the call of the appropriate Regional Vice-president.
BE IT FURTHER RESOLVED THAT each annual meeting of Regional Vice-presidents and Local Presidents will report to the next GSU Local Presidents' Council. These reports may raise issues of concern to the Locals which may be discussed at the Local Presidents' Council.

Committee Recommendation: _____

Convention Action: _____

Number: 11/24

Subject: House-keeping issues related to Structure Changes

Originator: NC/4s/E

WHEREAS numerous amendments to the GSU By-laws have been made while changing GSU Structure, and

WHEREAS some unchanged paragraphs need to re-numbered, re-ordered or other minor errors may have inadvertently been created.

BE IT RESOLVED THAT the Convention approves any other editorial changes or corrections which may be required, subject to ratification of the National Council.

Committee Recommendation: _____

Convention Action: _____

Number: 11/25

Subject: Jurisdiction of Ontario Regional Vice-presidents

Originator: NC/2/E

WHEREAS it is current practice that both Ontario Regional Vice-presidents share the workload of the entire region, and;

WHEREAS there is only one large Local in the region and several very small Locals;

BE IT RESOLVED THAT By-law 6, Section 2 (d) be amended to combine the two RVP jurisdictions for Ontario into one shared jurisdiction. The revised bullet will now read;

- *Ontario, excluding the National Capital Region - two (2) RVPs*

BE IT FURTHER RESOLVED THAT Regulation 1 be amended to combine the two RVP jurisdictions for Ontario into one shared jurisdiction. The revised bullet will now read;

- *Ontario, excluding the National Capital Region*

Committee Recommendation: _____

Convention Action: _____

Number: 11/26
Subject: Regulation 1
Originator: NC/12/E

WHEREAS there is an inconsistency in By-law 6, Section 2 and Regulation 1 regarding RVP jurisdictions.

BE IT RESOLVED THAT Regulation 1 be changed to match the wording found in By-law 6, Section 2(d). The wording will now read as follows:

Pacific Region combines the following RVP jurisdictions:

- *Lower BC mainland, including Vancouver*
- *Remainder of BC and Yukon Territories*

Western Region combines the following RVP jurisdictions:

- *Alberta, Nunavut and the North West Territories*
- *Saskatchewan and Manitoba*

Ontario Region combines the following RVP jurisdictions:

- *Northern Ontario, including Toronto*
- *Remainder of Ontario, excluding NCR -*

The National Capital Region is a region in itself.

Quebec Region combines the following RVP jurisdictions:

- *Quebec West, including Montreal*
- *Quebec East, including Quebec City*

Atlantic Region combines the following RVP jurisdictions:

- *Nova Scotia*
- *New Brunswick and PEI*
- *Newfoundland and Labrador*

Committee Recommendation: _____

Convention Action: _____

Finance Resolutions



Finance Resolutions

Number: 11/27

Subject: Accommodation Fund

Originator: 80019/1/E

WHEREAS GSU strives to be an inclusive union and

WHEREAS GSU represents all members; including members who have disabilities, and

WHEREAS there is an economic element to accommodating some disabilities for example members who are deaf require real-time ASL translation.

BE IT RESOLVED THAT GSU create a fund that Locals may apply for economic assistance for the purposes of accommodating members with disabilities, and

BE IT FURTHER RESOLVED THAT this fund be used for Local decision-making, union representation and union education.

Committee Recommendation: _____

Convention Action: _____



Number: 11/28
Subject: Registration Fees for this Convention
Originator: 70013/1/E

WHEREAS Bylaw 2, section 1 promotes the unity for all members for which this Union has jurisdiction and in section 3 this component does this in obtaining through a democratic means for all members in the promotion and protection of the rights and privileges of all member in this Component ; and

WHEREAS Bylaw 12, section 1 states that GSU Triennial Convention is the governing body of this union and section 3 states that the convention shall deal with all resolutions and matters properly brought before it from Local meetings; and

WHEREAS the registration fee of \$150.00 could be a financial burden on Locals; and
BE IT RESOLVED THAT the convention registration fees per delegate be waived for all future convention.

Committee Recommendation: _____

Convention Action: _____

Number: 11/29
Subject: Affiliation Dues to District Labour Councils
Originator: 70013/2/E

WHEREAS the PSAC and the Components encourage its Locals to participate in the organizations and operation of District Labour Councils; and

WHEREAS it is important to create alliances with other union organizations; and

WHEREAS By-law 10, Section 6 encourages Locals to participate in the formation of all PSAC regional organizations, in the appropriate District Labour Councils and provincial Federation of Labour; and

WHEREAS District Labour Councils have affiliation dues which could be costly to Locals;
BE IT RESOLVED THAT this component provide a subsidy of half (1/2) the cost of the affiliation dues to Locals who wish to affiliate to District Labour Councils.

Committee Recommendation: _____

Convention Action: _____

Proposed Budget - 2012 to 2014



Proposed Budget - 2012 to 2014

| | YEAR 2012 | YEAR 2013 | YEAR 2014 | TOTAL 3 YEAR BUDGET |
|-----------------------------------------------------------|-------------------------|-------------------------|-------------------------|---------------------------|
| 1 National Council Meetings | 119,000 | 119,000 | 119,000 | 357,000 |
| 2 National Representational Expenses | 119,800 | 119,800 | 119,800 | 359,400 |
| 3 Regional Representational Expenses | 108,000 | 108,000 | 108,000 | 324,000 |
| 4 Collective Bargaining | 10,000 | 10,000 | 10,000 | 30,000 |
| 5 Convention 2014 | 163,833 | 163,833 | 163,833 | 491,500 |
| 6 CLC, PSAC, Fed Conventions | 10,800 | 10,800 | 10,800 | 32,400 |
| 7 Education, Conferences, Seminars | 10,667 | 10,667 | 10,667 | 32,000 |
| 8 Local Presidents' Council | 98,200 | 98,200 | 98,200 | 294,600 |
| 9 Local AGM Subsidies | 1,700 | 1,700 | 1,700 | 5,100 |
| 10 Area Council Donations | 3,200 | 3,200 | 3,200 | 9,600 |
| 11 Bursaries | 3,000 | 3,000 | 3,000 | 9,000 |
| 12 President's Salary | 113,967 | 113,967 | 113,967 | 341,900 |
| 13 President's Benefits | 44,800 | 44,800 | 44,800 | 134,400 |
| 14 Employee Salaries | 695,500 | 695,500 | 695,500 | 2,086,500 |
| 15 Employee Benefits | 280,500 | 280,500 | 280,500 | 841,500 |
| 16 Severance Pay | 11,500 | 11,500 | 11,500 | 34,500 |
| 17 Rent | 94,233 | 94,233 | 94,233 | 282,700 |
| 18 Professional Fees | 7,500 | 7,500 | 7,500 | 22,500 |
| 19 Insurance | 4,300 | 4,300 | 4,300 | 12,900 |
| 20 Office Equip. Leases & Furniture | 16,700 | 16,700 | 16,700 | 50,100 |
| 21 Postage & Express | 5,000 | 5,000 | 5,000 | 15,000 |
| 22 Publications | 7,500 | 7,500 | 7,500 | 22,500 |
| 23 Supplies, Printing & Stationary | 12,000 | 12,000 | 12,000 | 36,000 |
| 24 Telephone & Fax | 6,900 | 6,900 | 6,900 | 20,700 |
| 25 Translation | 15,000 | 15,000 | 15,000 | 45,000 |
| 26 UnionWare | 26,400 | 26,400 | 26,400 | 79,200 |
| 27 Miscellaneous Expenses | 4,000 | 4,000 | 4,000 | 12,000 |
| Total | <u>1,994,000</u> | <u>1,994,000</u> | <u>1,994,000</u> | <u>5,982,000</u> |
| Proposed Interest Earned | <u>13,000</u> | <u>13,000</u> | <u>13,000</u> | <u>39,000</u> |
| TOTAL FUNDING REQUIRED | <u>1,981,000</u> | <u>1,981,000</u> | <u>1,981,000</u> | <u>5,943,000</u> |
| PROPOSED DUES REVENUE (Based on 6,407 members) | 1,981,000 | 1,981,100 | 1,981,100 | 5,943,000 |
| Percentage Dues | 0.5605% | 0.5605% | 0.5605% | 0.5605% |

Proposed Budget - Explanatory notes



Proposed Budget - Explanatory notes

1) National Council Meetings

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|-------------------------------------|----------------|----------------|----------------|----------------|
| National Council Meetings | 87,000 | 87,000 | 87,000 | 261,000 |
| Local Presidents (observers) | 3,000 | 3,000 | 3,000 | 9,000 |
| NC Post convention retreat | 29,000 | 29,000 | 29,000 | 87,000 |
| Total | 119,000 | 119,000 | 119,000 | 357,000 |

Annual National Council meetings have a total allocation of \$90,000 per year, and contain provisions allowing for the meeting to be held in any region of the country. Funding includes attendance, at GSU cost of Local Presidents from the region in which the meeting is held.

Costing for this item is based on actual expenses for the 2009 National Council Meeting held in Ottawa, Ont. and the 2010 National Council Meeting held in Victoria, B.C.

In order for the newly elected National Council to prepare for the next three years a National Council Post Convention Retreat is held in the NCR, shortly after convention. We have costed this the same as a National Council Meeting and spread it over three years.

A Fourth Council meeting, held in conjunction with the Triennial Convention, is largely funded through the Convention line.



2) National Representational Expenses

National Representational expenses are estimated at \$119,800 per year. Major components of this item include:

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|------------------------------------------------|----------------|----------------|----------------|----------------|
| Internal Committees | 40,000 | 40,000 | 40,000 | 120,000 |
| Regulation 4.9 | 4,800 | 4,800 | 4,800 | 14,400 |
| National Officers & office expenses | 75,000 | 75,000 | 75,000 | 225,000 |
| Total | 119,800 | 119,800 | 119,800 | 359,400 |

Internal Committees funding is for a number of internal Component Committees, which will assist the National Council and membership in setting policy direction. Examples of the committees include; By-laws, Communications, Equity, Local Development and Finance Committee. We have increased this budget item by \$10,000 per year to reflect increase costs to the total of \$120,000.

Regulation 4.9 funding covers miscellaneous expenses for National Officers.

National Officers and Office Expenses include travel by the National President, the National Vice-President(s), Equity Officer and National Office Staff related to national issues, and for Local visits. The annual budgeted amount of \$75,000 is based upon past experience.

3) Regional Representational Expenses

Regional Representational expenses cover the costs of membership representation in the Regions including NCR. Items covered are grievance representation, Local meetings, RVP expenses, RVP & Local Presidents meetings, Local Development and the like.

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|-----------------------------------|----------------|----------------|----------------|----------------|
| Regulation 4.9 | 18,000 | 18,000 | 18,000 | 54,000 |
| Regional Officers Expenses | 65,000 | 65,000 | 65,000 | 195,000 |
| Local Development | 25,000 | 25,000 | 25,000 | 75,000 |
| Total | 108,000 | 108,000 | 108,000 | 324,000 |

Regulation 4.9 funding covers miscellaneous expenses for Regional Vice-Presidents.

Regional Officers' Expenses include travel by RVP's for Union Management Consultation, Local presidents meetings, grievances and the like.

Local Development: this funding is set aside to assist GSU with the Local development training sessions. We have used the costing for one session held in the region and one held in the NCR, on an annual basis.

4) Collective Bargaining

This line includes funding for GSU Collective Bargaining activities:

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|---------------------------------------------------|---------------|---------------|---------------|---------------|
| Collective Bargaining Committee (Policy 6) | 3,333 | 3,333 | 3,334 | 10,000 |
| Part 1 (TB) Bargaining | 3,333 | 3,334 | 3,333 | 10,000 |
| Separate employer bargaining | 3,334 | 3,333 | 3,333 | 10,000 |
| Total | 10,000 | 10,000 | 10,000 | 30,000 |

GSU Collective Bargaining Committee covers the cost of an internal standing collective bargaining committee, as required in Policy 6.

Part 1 (TB) Bargaining Team allows for GSU costs related to Part 1 bargaining.

Separate Employer Representation is based upon experience relating to the Mint Negotiations.

6) CLC, PSAC and Federations of Labour Conventions

We have budgeted for four National Council members to attend the CLC Convention, and for three alternates to attend the PSAC Convention.

The following costing was used to budget for the attendance at each of the conventions:

| | # of days | cost | Total |
|--------------------------|-----------|-------|-------|
| Accommodation | 5 | 200 | 1,000 |
| Transportation | | 1,000 | 1,000 |
| Loss of Salary | 5 | 235 | 1,175 |
| Meals and incidentals | 5 | 80 | 400 |
| Registration | | 300 | 300 |
| Costing for one delegate | | | 3,875 |

Cost for four National Council members to attend CLC Convention: $3,875 \times 4 = 15,500$

Cost for three alternates to attend PSAC Convention: $3,875 \times 3 = 11,625$

Because costing for Federations of Labour Conventions is difficult to estimate, an amount of \$5,275 has been budgeted, to be drawn on as necessary for attendance of National Council members.

Total funding is: CLC \$15,500, PSAC \$11,625 and Federations \$5,275

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|---------------|---------------|---------------|---------------|
| Total | 10,800 | 10,800 | 10,800 | 32,400 |

7) Education, Conferences, Seminars – Members

We have allocated a total of \$32,000 for this line item over the next three years.

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|---------------|---------------|---------------|---------------|
| Total | 10,667 | 10,667 | 10,667 | 32,000 |

Policy 10 states that the Component will provide a subsidy of up to \$250 per Local, up to one thousand dollars per budget period, to assist Locals sending Delegates to Union Conferences such as PSAC National and Regional Women's Conferences and PSAC Regional Health and Safety Conferences.

8) Local Presidents' Council

The costing consists of 20 National Council members and 32 Local Presidents
(Cost for Council Travel is in the National Council Meetings budget)

| | Amount | # | Days | total | |
|------------------------------------|---------------|----------------|----------------|----------------|-------------------|
| Salary | 235 | 52 | 3 | 36,660 | |
| Accommodation | 200 | 52 | 3 | 31,200 | |
| Per Diem/Meals | 80 | 52 | 3 | 12,480 | |
| Transportation | 1,000 | 32 | | 32,000 | |
| Conference Facilities/Reception | | | | 9,000 | |
| Translation Equipment/Interpreters | | | 16,000 | | |
| Conference Kits, etc | | | | 5,000 | |
| Rental/Office equipment | | | | 4,000 | |
| Misc: (childcare, etc) | | | | 1,000 | |
| Total for one meeting | | | | 147,340 | |
| | | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
| Total cost of 2 meetings | | 98,200 | 98,200 | 98,200 | 294,600 |

Although Bylaw 11 states that GSU hold (1) Local Presidents meeting, we budget for (2)

9) Local AGM Subsidies

GSU Policy 16: This Subsidy provides an allowance of \$100 per year to GSU Locals with fewer than 100 members to help offset the costs of holding the Annual General Meeting. There are currently 17 Locals that may fit this category.

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|----------------|----------------|----------------|-------------------|
| Total | 1,700 | 1,700 | 1,700 | 5,100 |

10) Area Council Donation

This item covers the GSU Component donation of \$100 per year, per Local to the Area Council to which each Local belongs, as per the Resolution of record 02/49 adopted at the 2002 GSU Convention. Calculations are based on 32 Locals.

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|----------------|----------------|----------------|-------------------|
| Total | 3,200 | 3,200 | 3,200 | 9,600 |

11) Bursaries

We have included a provision for bursaries of \$3,000 per year to be awarded to GSU members' children, as per policy 9.

The two annual bursaries are:

- Two A. F. Woods Bursaries for \$1,000 each
- One Jim Williams Bursary for \$1,000

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|----------------|----------------|----------------|-------------------|
| Total | 3,000 | 3,000 | 3,000 | 9,000 |

12) President's Salary

The President's salary (**which was set at the 2005 convention**) takes the current actual salary and projects it into the future with 2% annual increases. This budget line takes overtime into account. This amount is averaged over the 3yr period.

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|-----------------|----------------|----------------|-----------------|----------------|
| Salary | 111,967 | 111,967 | 111,967, | 335,900 |
| Overtime | 2,000 | 2,000 | 2,000 | 6,000 |
| Total | 113,967 | 113,967 | 113,967 | 341,900 |

Note: For budgeting purposes only, we have used 2% increases for salaries.

13) President's Benefits

This line covers the President's Benefits, at 40% of salary.

The following represent current employer costs:

| | |
|------------------------------------------|--------|
| Pension | 15.60% |
| EI | 2.49% |
| CPP | 4.95% |
| EHT | 1.95% |
| WSIB | .73% |
| Other Benefits (Health care, dental, DI) | 14.28% |

Yearly Percentage Costs 40%

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|---------------|---------------|---------------|----------------|
| Total | 44,800 | 44,800 | 44,800 | 134,400 |

14) Salaries

The Salary line takes our current actual salary for all GSU staff (a total of eight positions) and projects it into the future with 2% annual increases. This budget line takes overtime into account. This amount is averaged over the 3yr period.

| | yr 2012 | yr 2013 | yr2014 | 3 yr total |
|----------------------|----------------|----------------|----------------|------------------|
| Yearly Salary | 691,200 | 691,200 | 691,200 | 2,073,600 |
| Overtime | 4,300 | 4,300 | 4,300 | 12,900 |
| Total | 695,500 | 695,500 | 695,500 | 2,086,500 |

Note: For budgeting purposes only, we have used 2% increases for salaries.

15) Employee Benefits

This line covers statutory and contractual benefits, which are based upon the salary base. The following represent current employer costs:

| | | | | |
|---------------------------------------------|--------|-----|--|--|
| Pension | 15.60% | | | |
| EI | 2.49% | | | |
| CPP | 4.95% | | | |
| EHT | 1.95% | | | |
| WSIB | .73% | | | |
| Other Benefits (Health care, dental, DI) | 14.28% | | | |
| Yearly Percentage Costs | | 40% | | |

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------------------|----------------|----------------|----------------|----------------|
| Employee Benefits | 276,500 | 276,500 | 276,500 | 829,500 |
| Staff Training | 4,000 | 4,000 | 4,000 | 12,000 |
| Total | 280,500 | 280,500 | 280,500 | 841,500 |

16) Severance Pay

As a fully funded provisional account, Severance pay is a statutory and contractual requirement.

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|---------------|---------------|---------------|---------------|
| Total | 11,500 | 11,500 | 11,500 | 34,500 |

17) Rent

We will be entering into a new lease agreement with the PSAC, for the next year, for our office space. I have used this cost for the next three years.

Our square footage is approximately 3,156 *sq feet*. In January 2012 the rent will be \$28.00 a square foot (an increase of a \$1.00 per square ft.) for a total of \$88,368. We also have a locker room which we pay \$2,172 per year and six parking spots for the staff at an approximate cost of \$5,865 per year.

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|----------------|----------------|----------------|-------------------|
| Total | 94,233 | 94,233 | 94,233 | 282,700 |

18) Professional Fees

We have budgeted \$6,500 per year in auditors' fees, and \$1,000 per year for legal and other professional fees. Although this was higher in previous years, we believe that the expenditures will return to these amounts.

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|----------------|----------------|----------------|-------------------|
| Total | 7,500 | 7,500 | 7,500 | 22,500 |

19) Insurance

We estimate that office content insurance will be \$3,200 per year and Group accident insurance will be \$1,100 per year.

Group accident insures NC members and staff while on union business, and member attendance at Convention and GSU Conferences.

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|----------------|----------------|----------------|-------------------|
| Total | 4,300 | 4,300 | 4,300 | 12,900 |

20) Office Equipment / Furniture, Leases and Maintenance

1) Purchases / Replacement

We believe a minimum of \$15,000 should be set aside for the purchase, replacement, or repair of furniture and computers over the next three years.

| | |
|-------------------------------------------------|--------|
| Total purchase/replacement for next three years | 15,000 |
|-------------------------------------------------|--------|

2) Leasing Contracts (3 Years)

| | |
|---------------------------------------|--------|
| Photocopier | 15,500 |
| Mail \ Scale | 5,000 |
| Total equipment lease for three years | 20,500 |

3) Maintenance (3 Years)

| | |
|-----------------------------------|--------|
| Electronic Scale & Mail | 3,150 |
| Computers | 3,000 |
| Telephone | 2,400 |
| Photocopier | 6,000 |
| Total Maintenance for three years | 14,550 |

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|----------------|----------------|----------------|-------------------|
| Total | 16,700 | 16,700 | 16,700 | 50,100 |

21) Postage and Express

We have budgeted \$5,000 per year based on past experience.

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|----------------|----------------|----------------|-------------------|
| Total | 5,000 | 5,000 | 5,000 | 15,000 |

22) Publications

We have estimated publications and subscriptions at \$7,500 per year to cover amendments to manuals, Health and Safety publications, GSU Website, Arbitration Services, Software, and the like.

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|----------------|----------------|----------------|-------------------|
| Total | 7,500 | 7,500 | 7,500 | 22,500 |

23) Supplies, Printing & Stationary

We are estimating an annual cost of \$12,000 per year for Supplies, Printing, and Stationary. Included in this item is printing of letterhead, business cards, computer software upgrades, etc.

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|----------------|----------------|----------------|-------------------|
| Total | 12,000 | 12,000 | 12,000 | 36,000 |

24) Telephone & Fax

We have lowered this budget line item by \$400 per year due to the savings in long distance calls and our usage of emails.

| | |
|--------------------------------|-------|
| Line charges | 1,300 |
| Long distance / Teleconference | 4,000 |
| Cell phone | 600 |
| Fax line | 1,800 |
| | |
| Cost per Year | 6,900 |

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|----------------|----------------|----------------|-------------------|
| Total | 6,900 | 6,900 | 6,900 | 20,700 |

25) Translation

This line item is for the translation of documents for GSU, based on our experience for the last three years.

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|----------------|----------------|----------------|-------------------|
| Total | 15,000 | 15,000 | 15,000 | 45,000 |

26) UnionWare

This line item is for UnionWare, the Grievance Handling System approved at last convention for the next three years.

| | yr 2012 | yr 2013 | yr 2014 | 3 yr total |
|--------------|----------------|----------------|----------------|-------------------|
| Total | 26,400 | 26,400 | 26,400 | 79,200 |

27) Miscellaneous Expenses

While we tried to budget for the costs that we know of, there are always items that we cannot fully foresee. We have budgeted for a total of \$12,000 in the next budget period for expenses that we cannot anticipate at this time.

| | yr 2012 | yr 2013 | yr2014 | 3 yr total |
|--------------|----------------|----------------|---------------|-------------------|
| Total | 4,000 | 4,000 | 4,000 | 12,000 |

General Resolutions



General Resolutions

Number: 11/30

Subject: Union Recognition

Originator: 10060/1/F

WHEREAS PWGSC recognizes the importance of the involvement and work of union representatives within the organization; and

WHEREAS the presidents of locals and union representatives are sometimes victims of the abuse of authority of lower levels of management, putting a damper on our union work;

BE IT RESOLVED THAT the next national president will take steps to renew the agreement of 14 November 2007 with the Deputy Minister of Public Works and Government Services Canada on union recognition; and

BE IT FURTHER RESOLVED THAT the SGU will ensure that the information and a copy of the agreement are sent to lower management levels, where we have encountered the most difficulties in obtaining release.

Committee Recommendation: _____

Convention Action: _____



Number: 11/31

Subject:

SOURCE: 10011/1/F

WHEREAS the presidents of GSU locals have shared concerns;

WHEREAS the GSU should have strong representation and increase its political power and influence;

WHEREAS the presidents of GSU locals often raise the same questions and problems;

WHEREAS to be respected by the employer we must be informed and trained;

WHEREAS it is important to improve solidarity at the base;

WHEREAS we need to share on the application of the charter on union recognition;

BE IT RESOLVED THAT the annual national conferences of the presidents shall be revised to facilitate the participation, involvement and organization of representatives.

Committee Recommendation: _____

Convention Action: _____

Number: 11/32

Subject: Resolution for the promotion of the Recognition of Psychological Health by the GSU

Originator: 10161/1/F

WHEREAS improving the recognition of the impacts of psychological health is a priority,

WHEREAS it would be good for the GSU to take steps so that the growing impact of psychological health on the health of workers is recognized,

WHEREAS recognition by the employer of these impacts is a first step in the right direction,

WHEREAS the health and safety of employees is clearly the responsibility of the employer,

BE IT RESOLVED THAT the GSU shall lobby the employer so that the importance of preventive action in psychological health is recognized.

Committee Recommendation: _____

Convention Action: _____

Number: 11/33
Subject: Resolution for Area Councils
Originator: 10161/3/F

WHEREAS GSU By-law 16 recognizes the importance of participating in PSAC area councils;

WHEREAS in the current political context, PSAC area councils will be important forums for mobilization and solidarity;

WHEREAS area councils have limited financial means;

WHEREAS GSU grants to area councils are scarcely used;

BE IT RESOLVED THAT the GSU shall each year send a letter or e-mail to the locals encouraging them to forward the annual grant to the PSAC area councils.

Committee Recommendation: _____

Convention Action: _____

Number: 11/34
Subject: Distribution of Joint Learning Program
Originator: 10161/4/F

WHEREAS the Joint Learning Program (JLP) is an effective means of educating and mobilizing members;

WHEREAS the objectives of the JLP are to improve labour relations and provide a better understanding of the role of the union and the employer in the workplace;

WHEREAS several workshops touch on essential elements of the problems encountered by our members;

BE IT RESOLVED THAT the GSU shall lobby PWGSC for JLP training to be widely distributed to GSU members and their supervisors.

BE IT RESOLVED THAT the GSU shall encourage locals to ask for wide distribution of training to their members.

Committee Recommendation: _____

Convention Action: _____

Number: 11/35
Subject: New JLP workshop to promote
Originator: 10161/5/F

WHEREAS the Joint Learning Program (JLP) is an effective means of educating and mobilizing members;

WHEREAS the JLP has created a new workshop on duty to accommodate;

WHEREAS duty to accommodate touches in part on questions of accommodation for disabled employees;

WHEREAS this learning can help members in occupational safety and health in their duties;

WHEREAS members of OSH committees need training to upgrade their knowledge and skills in their work;

BE IT RESOLVED THAT the GSU shall lobby PWGSC so that all members of the GSU and managers involved in OSH can take the training on duty to accommodate in the Joint Learning Program.

Committee Recommendation: _____

Convention Action: _____

Number: 11/36
Subject: Participation of Management in JLP
Originator: 10161/6/F

WHEREAS the Joint Learning Program is based on the active participation of the union section and management in facilitation;

WHEREAS the number of management participants is less than the number of union participants;

WHEREAS some training is sometimes difficult to obtain for lack of a facilitator on the management side;

BE IT RESOLVED THAT the GSU shall lobby PWGSC to encourage managers and supervisors to participate as facilitators in the Joint Learning Program.

Committee Recommendation: _____

Convention Action: _____

Number: 11/37
Subject Cost of Appeal PST complaints
Originator: 70013/8/E

WHEREAS due to downsizing, affected departments has lost considerable membership, thus income base; and

WHEREAS the PSAC has placed the cost of appeals PST Complaints with the Components; and
WHEREAS most Components cover the cost of appeals PST Complaints;

BE IT RESOLVED THAT the full cost of appeals PST Complaints for members be provided by this component, GSU.

Committee Recommendation: _____

Convention Action: _____

Number: 11/38
Subject Utilization of Retired Activists
Originator: 70013/9/E

WHEREAS many of our long time activists are retiring from the public service; and

WHEREAS these retired activists take with them years of experience, practice and a vast amount of knowledge they have contributed towards the union movement,

WHEREAS with a conservative majority government in parliament the employer will burden our membership with undue stress and poor working conditions; and

WHEREAS the local stewards and their executive will have more than ever issues and concerns addressed by their membership,

BE IT RESOLVED THAT the component allow locals to call upon their retired activists, especially the retired life members to provide assistance and guidance in representing their membership in complaints and grievances with their employers.

Committee Recommendation: _____

Convention Action: _____

Number: 11/39
Subject: Orientation Presentation for New Employees
Originator: 70013/11/E

WHEREAS the PWGSC orientation sessions for new employees includes a presentation by the union executive to educate the membership about their union, its function and their role; and
WHEREAS each time this information is presented, the content varies depending on the speaker and his/her knowledge and/or experience.

BE IT RESOLVED THAT GSU component develop an orientation information presentation for consistent communication to the new membership parties that may be delivered in a timely, efficient and knowledgeable manner, thus allowing the new members time at these brief PWGSC orientation sessions to ask any questions and a better understanding of their union.

Committee Recommendation: _____

Convention Action: _____

Number: 11/40
Subject: Resolution for the CLC campaign 'retirement security for everyone' and the FTQ campaign «une retraite à l'abri des soucis»
Originator: 10161/2/F

WHEREAS improving the Canada Pension Plan and Quebec Pension Plan is the best way of ensuring an adequate income on retirement for all workers; and
WHEREAS PSAC-Québec, in association with the FTQ, has created an education program to stimulate the activism of members in protecting pension plans; and
WHEREAS the CLC and FTQ campaign promotes a social project that reaches all social classes, and particularly the most underprivileged; and
WHEREAS the objective of the campaign is to guarantee and increase retirement income for all citizens;

BE IT RESOLVED THAT the GSU encourages members to pressure MPs and MPPs for the improvement of the Canada Pension Plan and Québec Pension Plan.

Committee Recommendation: _____

Convention Action: _____

Number: 11/41
Subject: Shadow public service
Originator: 80019/2/E

WHEREAS the Canadian Centre For Policy Alternatives (CCPA) released a report titled ‘The Shadow Public Service’, and

WHEREAS PPP Canada was established February 2009, and

WHEREAS the Harper Government is currently planning to cut the public service by 80, 000 positions, and

WHEREAS unions learned June 17, 2011 that PWGSC will be eliminating 687 positions over the next 3 years.

BE IT RESOLVED THAT GSU recognize that the negative consequences of outsourcing, privatization, public-private partnerships, contracting-out and related practices are unacceptable.

BE IT FURTHER RESOLVED THAT GSU develop a strategy/action plan to reduce the above-mentioned practises, and

BE IT FURTHER RESOLVED THAT GSU present a resolution to the PSAC National Convention with similar content.

Committee Recommendation: _____

Convention Action: _____

Number: 11/42
Subject: Family Care Registration Forms
Originator: 70013/10/E

WHEREAS PSAC provides family care for members attending PSAC functions; and

WHEREAS members may have children with disabilities:

BE IT RESOLVED THAT all registration forms for family care take into account the requirements of family members with disabilities; and

BE IT FURTHER RESOLVED THAT the information gathered on the registration forms be used to design inclusive activities using non-toxic materials.

Committee Recommendation: _____

Convention Action: _____

Number: 11/43

Subject: PSAC Family Education Program

Originator: 70013/12/E

WHEREAS activists play a vital role in the delivery of Alliance activities; and

WHEREAS the families of Alliance activists sacrifice a great deal for the ‘cause’; and

WHEREAS many families do not understand the role of the Alliance and/or the part their family member plays in it:

BE IT RESOLVED THAT the PSAC develop an “in residence” course for the families of activists to better understand the role of the Alliance and/or the part their family member plays in it; and

BE IT FURTHER RESOLVED THAT such an “in residence” course be available in all regions of the country at least once between the PSAC Triennial convention; and

BE IT FURTHER RESOLVED THAT this course be developed and piloted within two years of this convention from within the existing PSAC budget.

Committee Recommendation: _____

Convention Action: _____

Number: 11/44

Subject: Funding For Regional Activities - NCR

Originator: 70013/13/E

WHEREAS the National Capital Region Council represents the largest number of PSAC members in Canada; and

WHEREAS translation services and larger rooms for meetings are a requirement in this region; and

WHEREAS the funding allocation for this council is smaller than other regional councils resulting in less money for individual committees to do their work; and

WHEREAS the PSAC allocates funding to the PSAC Regional Councils; and

WHEREAS the NCR Regional Council makes up 28 % of the membership within the PSAC, and is situated in a high density bilingual population, and is only allocated 10 % (the least amount of the total line object under Regional Council Allocation) contained in the PSAC financial allocation:

BE IT RESOLVED THAT the AEC amend its' formula for Regional Allocations to better reflect the size of the membership, and the diversity and the need to service a bilingual population in each region; and...

BE IT FURTHER RESOLVED THAT the percentage allocation be increased to reflect the size of the membership and different services required by the National Capital Region regional council.

Committee Recommendation: _____

Convention Action: _____

Number: 11/45
Subject: Regional Access Conferences
Originator: 70013/14/E

WHEREAS the PSAC recognizes members with disabilities as an equity group; and
WHEREAS members with disabilities are included in the Canadian Charter of Rights and Freedoms, The Human Rights Act of Canada, Treasury Board policies, Departmental policies and collective agreements; and

WHEREAS members in other recognized equity groups hold regional conference within their regions on a scheduled basis:

BE IT RESOLVED THAT the PSAC hold “Regional Access Conferences” in the regions for members with disabilities;

BE IT FURTHER RESOLVED THAT the PSAC hold these regional conferences triennially prior to the PSAC National Access Conference;

BE IT FURTHER RESOLVED THAT these regional conferences be fully funded, by the PSAC.

Committee Recommendation: _____

Convention Action: _____

Number: 11/46
Subject: Regional Equity Conferences
Originator: 70013/15/E

WHEREAS PSAC National Equity conferences provide the opportunity together from all regions and components allowing the building of human rights strategies across the PSAC; and

WHEREAS the PSAC is a diversified structure that has evolved to a regionalized as well as component structure:

BE IT RESOLVED THAT the PSAC set into place regional equity conferences for all equity groups; and

BE IT FURTHER RESOLVED THAT these regional equity conferences be modeled after the regional women’s conferences.

Committee Recommendation: _____

Convention Action: _____

Number: 11/47

Subject: Dependant Registration Forms

Originator: 70013/16/E

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

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

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

BE IT FURTHER RESOLVED THAT the registration forms should gather the information necessary to make sure that access to the activities will be available for those dependents with disabilities including those with environmental illness.

Committee Recommendation: _____

Convention Action: _____

Number: 11/48

Subject: Duty to Accommodate

Originator: 70013/17/E

WHEREAS “Duty to Accommodate” is the law under the Human Rights Act; and

WHEREAS many members the double jeopardy of living with their disability as well as discrimination, financial hardships and lack of opportunities in their workplace; and

WHEREAS many members are unaware of their rights or how to ensure these rights:

BE IT RESOLVED THAT the PSAC place priority in development and delivery of education courses on Duty to Accommodate for its members; and

BE IT FURTHER RESOLVED THAT the PSAC lobby appropriate levels of employer governments and separate employers to bring more awareness as well as highlight their legal responsibility under the Human Rights Act; and

BE IT FURTHER RESOLVED THAT the PSAC call for employer governments and separate employers to provide education on the legal obligations of Duty to Accommodate for all management and employees; and

BE IT FURTHER RESOLVED THAT the PSAC take steps to attain/pursue to ensure adequate processes are in place to deal with workplace accommodation issues.

Committee Recommendation: _____

Convention Action: _____

Number: 11/49

Subject: Disability Insurance for subsequent Injuries and/or Disabilities

Originator: 70013/18/E

WHEREAS members with disabilities may acquire disabilities as a consequence of the original one(s); and

WHEREAS the Insurance Company often refuses to extend coverage to these subsequent disabilities automatically; and

WHEREAS Insurance Companies that currently provide coverage to PSAC members often demand that a completely new and separate insurance claim process be filed for each newly acquired disability; and

WHEREAS members with multiple disabilities may be particularly vulnerable, debilitated and under economic duress:

BE IT RESOLVED THAT the PSAC lobby the Employer to achieve an insurance plan where members with multiple disabilities as well as members who develop subsequent and additional disabilities not be made to wait for benefits to start for each and every disability that befalls them.

Committee Recommendation: _____

Convention Action: _____

Number: 11/50

Subject: Disability Insurance

Originator: 70013/19/E

WHEREAS members who are diagnosed ill, and members with disabilities are often under emotional and financial duress; and

WHEREAS most members apply for Disability Insurance (DI) must undergo a waiting period of usually thirteen (13) weeks; and

WHEREAS most members who apply for Employment Insurance (EI) must undergo a waiting period of two (2) weeks:

BE IT RESOLVED THAT the PSAC lobby the Employer to change the DI policy to waive the waiting period.

Committee Recommendation: _____

Convention Action: _____

Number: 11/51

Subject: Employment Insurance

Originator: 70013/20/E

WHEREAS workers who are injured, who are diagnosed ill, and workers with disabilities are often under financial and emotional duress; and

WHEREAS workers who apply for Employment Insurance (EI) must undergo a waiting period of two (2) weeks; and

WHEREAS workers who apply for Disability Insurance (DI) must undergo another waiting period as determined by their insurance carrier:

BE IT RESOLVED THAT the PSAC together with the Canadian Labour Congress (CLC) launch a campaign to lobby parliament to amend the Employment Insurance Act in waiving the waiting period of two (2) weeks for workers who apply for EI under illness.

Committee Recommendation: _____

Convention Action: _____

Number: 11/52

Subject: Compensation Insurance for Federal Workers

Originator: 70013/21/E

WHEREAS workers work in various provinces and territories; and

WHEREAS workers who are injured on the job are governed by the compensation insurance board of the province or territory in which they are employed; and

WHEREAS federal workers are employed in all provinces and territories and must fall under the jurisdiction of the province or territory in which they are employed; and

WHEREAS it is very confusing for the worker and his/her union to comprehend the linguistics of law governing each province and territory:

BE IT RESOLVED THAT the PSAC lobby the Employer to create a Compensation Insurance Board package that will solely govern all federal workers working in any province or territory. Thus the federal worker will not be governed by the provincial or territorial Compensation Insurance Board; and

BE IT FURTHER RESOLVED THAT the PSAC together with the Canadian Labour Congress (CLC) launch a campaign to lobby Parliament to create a Federal Compensation Insurance Board.

Committee Recommendation: _____

Convention Action: _____

Number: 11/53
Subject: Canadian Labour Code Part II
Originator: 70013/22/E

WHEREAS Canadian workers have the “right to refuse” work that poses a potential danger to their safety and health under Part II of the Canadian Labour Code; and

WHEREAS workers employed in Educational institutions are covered under the legislation in Part II of the Canadian Labour Code; and

WHEREAS students studying in these educational institutions are not covered under the legislation in Part II of the Canadian Labour Code, or under any legislation:

BE IT RESOLVED THAT the PSAC together with the Canadian Labour Congress (CLC) launch a campaign to lobby the Provincial and Territorial governments to include students at all levels in all educational institutions rights similar to those same rights covered under part II of the CLC. Students shall be given the right to refuse learning in any environment that poses a potential danger to their health and safety and they shall be given the right to acquire their education in a safe environment.

Committee Recommendation: _____

Convention Action: _____

Number: 11/54
Subject: Men’s Action Support Committees (MASC)
Originator: 70013/23/E

WHEREAS PSAC only has a single support network for men’s issues, which is in the National Capital Regions (NCR) and

WHEREAS the needs and concerns of men within the PSAC should be addressed; and

WHEREAS the PSAC recognizes that men’s issues have substance and are of importance, such a single parenthood, spousal abuse, gender-specific health issues, amongst many other;

BE IT RESOLVED THAT the PSAC support the establishment of Men’s Action Support Committees in all PSAC regions;

BE IT FURTHER RESOLVED that funding be made available to these committees.

Committee Recommendation: _____

Convention Action: _____

Number: 11/55

Subject: Establishment of Disability Affairs Department

Originator: 70013/24/E

WHEREAS Workers who are injured, who are diagnosed ill, and workers with disabilities are often under financial and emotional duress; and

WHEREAS these workers often fall between the cracks of bureaucracy and are sometimes left out of what they should be entitled to receive in benefits;

BE IT RESOLVED THAT the PSAC lobby the employer to create a Disability Affairs Department; and;

BE IT FURTHER RESOLVED this new Department be modeled like that of the Veterans Affairs Department to assist employees in need of their services.

Committee Recommendation: _____

Convention Action: _____