



**Winnipeg 2014**

# **RESOLUTIONS**

## **Agriculture Union**

**16<sup>th</sup> Triennial Convention**

**Winnipeg**

**August 13, 14 & 15, 2014**



**AGRICULTURE UNION  
RESOLUTIONS 2014**

**GROUPS**

**NATIONAL COUNCIL**

**BY-LAWS & REGULATIONS**

**FINANCES**

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**GENERAL**

**LATE RESOLUTIONS**

**SECTIONS**

**YELLOW**

**A - WHITE**

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**D - PINK**

**GREEN**



**PROPOSED CHANGES FROM THE NATIONAL COUNCIL**

**From November 2012**

**Regulation No. 12**

BE IT RESOLVED THAT Section 2 be removed and remaining sections be renumbered, and

BE IT FURTHER RESOLVED THAT after renumbering that a new section 9 be added to read as follows: *The national executive will review all applications for approval. Applicants should contact the national office to obtain the established criteria.*

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**Regulation No. 13**

BE IT RESOLVED THAT Section 1 be replaced with the following : *The 1984 Agriculture Union Convention established a fund to assist members in small or isolated locals to attend union-management consultation meetings.*

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**By-Law 3, Section 5**

BE IT RESOLVED THAT we increase the number of life members from 10 to 25.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**From November 2013**

**Regulation No. 1**

BE IT RESOLVED THAT Section 1(c) shall read as follows: *The Agriculture Union shall be responsible for the expenses of delegates accredited to its National Convention with the exception of the \$50 registration fee, which shall be the responsibility of the locals.*

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**By-Law 6, Section 1**

BE IT RESOLVED THAT we eliminate the 4 National Director positions.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**By-Law 6, Section 7**

BE IT RESOLVED THAT Section 1 be replaced with the following: *The National Council shall hold meetings of 4 days (two working days plus the weekend) once a year and two three-day meetings (one working plus the weekend) the year of the Convention or at any other time, if requested by the majority of members of the National Council.*

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**From April 2014**

**By-Law 6, Section 1**

BE IT RESOLVED THAT the Region labelled as '*Eastern Ontario – Ottawa – Gatineau*' be changed to '*National Capital Region (NCR)*' ; for clarity the region will include Gatineau.

**By-Law 6, Section 1**

BE IT RESOLVED THAT the National Capital Region will now include Brockville and Belleville; and

BE IT FURTHER RESOLVED THAT the remainder of the Ontario region will be called Western Ontario; for clarity this eliminates one RVP from Ontario.

Committee Recommendation \_\_\_\_\_

Convention Action \_\_\_\_\_

**By-Law 6, Section 1**

BE IT RESOLVED THAT we eliminate one RVP position from Saskatchewan.

Committee Recommendation \_\_\_\_\_

Convention Action \_\_\_\_\_

**Regulation 7**

BE IT RESOLVED THAT we add a new section (b) to Regulation 7 that will read as follows: *The President must relocate within three months of election, extensions to this time must be approved by the Agriculture Union National Executive;* for clarity we would re-letter existing sections.

Committee Recommendation \_\_\_\_\_

Convention Action \_\_\_\_\_

**Regulation 9**

BE IT RESOLVED THAT we add a new section (b) to Regulation 9 that will read as follows: *The 1<sup>st</sup> National Vice-President must relocate within three months of election, extensions to this time must be approved by the Agriculture Union National Executive;* for clarity we would re-letter existing sections.

Committee Recommendation \_\_\_\_\_

Convention Action \_\_\_\_\_





**EQUITY SEEKING MEMBER AS AN NEVP**

**RESOLUTION A-1**  
**HUMAN RIGHTS COMMITTEE (4)**

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS Equity Seeking Members (Women, Aboriginals, LGBT, MWD and RV) hold key positions committed to defending and promoting Human Rights and equal opportunities; and

WHEREAS equity members' dedication, activities and accomplishments are particularly important to Human Rights in general and for this whole component, in every region and across the country; therefore

BE IT RESOLVED THAT the Agriculture Union makes one of the National Executive Vice President positions to be for an equity seeking member.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**AMENDMENT TO THE PSAC CONSTITUTION**

**RESOLUTION A-2**  
**HUMAN RIGHTS COMMITTEE (7)**

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the PSAC Harassment Statement was last adopted in January 29, 2010 lists 'gender identity or expression' and is read out at every current PSAC meeting or event; and

WHEREAS the current published PSAC Constitution of November 2012 only lists 'gender identity' under Section 5 - Membership Rights; and

WHEREAS the LGBTQ (Lesbian, Gay, Bisexual, Transgender and Questioning) members who identify under 'gender expression' are currently excluded by the current constitution; therefore

BE IT RESOLVED THAT the PSAC Constitution Section 5, Membership Rights, subsection (b) be amended to read as follows:  
to be free from any act or omission on the part of the union, or other members, that would discriminate against the member on the basis of age, sex, colour, national or ethnic origin, race, religion, marital status, family status, criminal record, physical or mental disability, sexual

orientation, gender identity or expression, language, political belief, social and economic class or employer, and

BE IT FURTHER RESOLVED THAT all references of 'gender identity' be replaced with 'gender identity or expression' elsewhere in the PSAC Constitution, website or any reference materials.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**NATIONAL DIRECTOR POSITIONS FOR SEPARATE EMPLOYERS**

**RESOLUTION A-3**

**LOCAL 10377 – ST-JEAN FRANCAIS (1)**

LANGUAGE OF ORIGIN: FRENCH

WHEREAS members working for National Defence Department are faced with specific problems, and

WHEREAS members working for National Defence Department need one individual inside the Department who knows well the environment, and

WHEREAS members working for National Defence Department are located in several provinces and problems are similar from one province to another, and

WHEREAS there are many problems and RVP do not have enough time to deal with all files; therefore,

BE IT RESOLVED THAT the Agriculture Union keep the National Directors' positions for separate employers in order that members are well represented.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**ELIMINATION OF 3 NATIONAL DIRECTOR POSITIONS**

**RESOLUTION A-4**

**BC REGIONAL SEMINAR (4)**

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the Agriculture Union had a substantial loss in membership due to DRAP (Deficit Reduction Action Plan) and consequential losses of revenue, therefore

BE IT RESOLVED THAT the Agriculture Union eliminate the position of the National Director Canadian Grain Commission, and

BE IT FURTHER RESOLVED THAT the Agriculture Union eliminate the position of National Director Department of National Defense and

BE IT FURTHER RESOLVED THAT the Agriculture Union eliminate the position of National Director for Canada School of Public Service and the Public Service Commission, and

BE IT FURTHER RESOLVED THAT members affected by the losses of the National Directors continue to be represented by the Regional Vice-Presidents of their Regions, and

BE IT FURTHER RESOLVED THAT the National Executive of the Agriculture Union absorbs the work of the Directors at the National level.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**SEVERANCE PAY FOR PRESIDENT AND 1<sup>ST</sup> NATIONAL VICE-PRESIDENT**

RESOLUTION A-5  
BC REGIONAL SEMINAR (5)

LANGUAGE OF ORIGIN: ENGLISH

THE PROBLEM OR ISSUE:

- Most PSAC members have lost severance pay upon voluntary departure.

THE ACTIONS REQUESTED:

**WE WANT:** Severance as outlined in Agriculture Union Regulation 6(13) and Regulation 8(13) for the National President and National 1st Vice President respectively, to be eliminated contingent on the ratification and signing of the CFIA Collective Agreement. The payout options will reflect the same terms as the Program Administration (PA) agreement.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**REGULATION TO SPECIFY SALARIES OF THE NATIONAL PRESIDENT AND  
1<sup>ST</sup> NATIONAL VICE-PRESIDENT**

RESOLUTION A-6  
BC REGIONAL SEMINAR (7)

LANGUAGE OF ORIGIN: ENGLISH

THE PROBLEM OR ISSUE:

- It is not clearly stated for the membership how much each Agriculture Union full time paid elected Officer makes in salary, and how much it changes every year.

THE ACTIONS REQUESTED:

**WE WANT:** Create a regulation which replaces Agriculture Union Regulation 6(3) and Regulation 8(3) and mirrors the language in PSAC regulation 17(5) that dictates how much each elected Officer is paid and how much it changes every year.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**SUPPLEMENTARY PENSION PLAN**

**RESOLUTION B-1**  
**BC REGIONAL SEMINAR (6)**

LANGUAGE OF ORIGIN: ENGLISH

THE PROBLEM OR ISSUE:

- The Agriculture Union Supplementary Pension Plan for Agriculture Union full time elected officers was approved at a previous convention. The expectation was that other PSAC Components and the PSAC would also adopt the Supplementary Pension Plan, but this did not happen.
- Agriculture Union membership has declined dramatically creating a greater financial burden to maintain this plan.

THE ACTIONS REQUESTED:

**WE WANT:** The Agriculture Union Supplemental Pension Plan not to be available to future members elected into the positions of Agriculture Union National President and Agriculture Union National 1<sup>st</sup> Vice-President.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_



**FAIRER BARGAINING TEAM REPRESENTATION**

**(Dealt by the By-Laws Committee)**

RESOLUTION C-1

LOCAL 70155 – OTTAWA-HULL (1)

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS bargaining teams do not include representation from all regions, components and equity groups, and

WHEREAS having representation from regions, components and equity groups leads to bargaining in which all members can see themselves represented, and

WHEREAS having a fair and equitable selection process leads to teams in which every union member can also see themselves represented, therefore

BE IT RESOLVED that the PSAC National Board of Directors (NBoD) research and prepare a report that studies how to create bargaining teams for each group with the goal to create a selection process that is equitable, if not equal, with representation of all components, all regions and all equity groups aggregated across all teams, and

BE IT FURTHER RESOLVED that this report be completed by December 2015 and presented to the NBoD by June 2016, i.e., at least 12 months in advance of the next round of collective bargaining.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_





**CHILD CARE IN CANADA**

**RESOLUTION D-1**  
**BC REGIONAL SEMINAR (1)**

LANGUAGE OF ORIGIN: ENGLISH

THE PROBLEM OR ISSUE:

- The UN report card on child care - The Child Care Transition, issued in 2008 - ranked Canada last out of 24 economically advanced countries in the area of early childhood education and care.
- The UN Convention to Eliminate All Forms of Discrimination against Women (1979) requires Canada to ensure access to affordable child care. Canada chose to ratify the UN's Convention on the Rights of the Child in 1989, thereby holding itself accountable before the international community for its progress in "setting standards in health care; education; and legal, civil, and social services." Under the terms of this legally binding document, governments commit themselves to "protecting and ensuring children's rights" and to acting in "the best interests of the child" on the basis of human rights.

THE ACTIONS REQUESTED:

**WE WANT:** The PSAC continues to work with affiliates, allies and child care advocates to propose, develop a campaign to aggressively lobby the various levels of governments for a nationally funded child care program to be implemented by unionized workers that is accessible, affordable, accountable and standardized across the country .

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**NATIONAL ABORIGINAL DAY AS STATUTORY HOLIDAY**

**RESOLUTION D-2**  
**BC REGIONAL SEMINAR (2)**

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the Aboriginal community in Canada has provided all Canadians with a rich and meaningful cultural heritage; and

WHEREAS the Aboriginal peoples are not fully recognized for their contribution to Canadian heritage; and

WHEREAS June 21st is National Aboriginal Day: therefore

BE IT RESOLVED THAT the Public Service Alliance of Canada campaigns and lobbies the federal government to ensure that June 21st, National Aboriginal Day be declared a national statutory holiday.

Committee Recommendation \_\_\_\_\_

Convention Action \_\_\_\_\_

**MEMBERS WITH DISABILITIES RIGHT TO PARTICIPATE AT THE AGRICULTURE UNION CONVENTION**

**RESOLUTION D-3**  
**BC REGIONAL SEMINAR (3)**

LANGUAGE OF ORIGIN: ENGLISH

THE PROBLEM OR ISSUE:

- Our Sisters and Brothers with Disabilities want to participate equally at all Agriculture Union Conventions. Sometimes various barriers at hotels, meeting rooms, hospitality rooms and other locations can deprive these members from fully participating in each and every aspect of the Convention.
- Although Federal regulations and duty to accommodate guidelines are already in place covering many locations, it is not humanly possible to foresee all barriers.

THE ACTIONS REQUESTED:

**WE WANT:**

- The Agriculture Union consult Members with Disabilities through the Agriculture Union Human Rights Committee in planning and decision making well in advance of booking any facilities for Convention; and
- The Agriculture Union strives to remove barriers and accommodate Members with Disabilities so that they can have maximum participation at every event during the Agriculture Union Convention.

Committee Recommendation \_\_\_\_\_

Convention Action \_\_\_\_\_

**POLICY 25 – FAMILY CARE ALLOWANCE – RESTRICTIONS 1**

RESOLUTION D-4  
LOCAL 30048 – LETHBRIDGE (1)

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS Family Care Allowance "restrictions" limit the care of family members who require family care to outside agencies. "The FCA shall not normally be paid for services provided by a spouse or relative residing with the claimant" - PSAC policy 25. While the PSAC does allow payment for family care allowance with receipt, it does not allow reimbursement of care costs associated with family care provided by a relative in the same home. As this stands, this is a systemic barrier for a number of our members (would be activists) involvement in union activities; therefore

BE IT RESOLVED THAT the Public Service Alliance of Canada remove this barrier by amending the definition of a family care provider to be any person who provides this care with a receipt.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**CFIA ON-LINE TRAINING**

RESOLUTION D-5  
QUEBEC REGIONAL SEMINAR (1)

LANGUAGE OF ORIGIN: FRENCH

WHEREAS the Employer increases the number of on-line training courses; and

WHEREAS inspectors are not permitted to leave their regular work to attend such courses; therefore

BE IT RESOLVED THAT the Agriculture Union lobby the CFIA so that the Employer plan for required staff in order to free inspectors from their regular work and to permit them to attend on-line training courses.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**STOP SENDING PAY EXTRACTS**

**RESOLUTION D-6**  
**QUEBEC REGIONAL SEMINAR (2)**

LANGUAGE OF ORIGIN: FRENCH

WHEREAS the Employer has ceased sending pay extracts; and

WHEREAS one must be on work premises to access such data; therefore

BE IT RESOLVED THAT the Agriculture Union and PSAC lobby the Ministries and Employers to develop a system by which they will send these administrative records (pay extracts, T-4s, etc.) directly to employees or make them accessible outside the workplace.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**CHILD CARE IN CANADA**

**RESOLUTION D-7**  
**SASKATCHEWAN REGIONAL SEMINAR (1)**

LANGUAGE OF ORIGIN: ENGLISH

THE PROBLEM OR ISSUE:

- The UN report card on child care - The Child Care Transition, issued in 2008 - ranked Canada last out of 24 economically advanced countries in the area of early childhood education and care.
- The UN Convention to Eliminate All Forms of Discrimination against Women (1979) requires Canada to ensure access to affordable child care. Canada chose to ratify the UN’s Convention on the Rights of the Child in 1989, thereby holding itself accountable before the international community for its progress in “setting standards in health care; education; and legal, civil, and social services.” Under the terms of this legally binding document, governments commit themselves to “protecting and ensuring children’s rights” and to acting in “the best interests of the child” on the basis of human rights.

THE ACTIONS REQUESTED:

**WE WANT:**

- The Agriculture Union adopts this resolution and submits it at the next PSAC Convention; and
- The Agriculture Union lobbies PSAC to continue to work with affiliates, allies and child care to propose, develop campaign to aggressively lobby the various levels of governments for a nationally funded child care program be implemented by unionized workers that is accessible, affordable, accountable and standardized across the country.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**PROTECTION OF AGRICULTURAL LAND AND WORKER SAFETY**

RESOLUTION D-8  
SASKATCHEWAN REGIONAL SEMINAR (2)

LANGUAGE OF ORIGIN: ENGLISH

THE PROBLEM OR ISSUE:

Fortune Minerals intends to build a mineral processing plant near Langham, Saskatchewan. This plant poses a serious threat to the environment through the injection and dumping of toxic chemicals such as arsenic and cyanide. The fallout from the use and dispersal of these chemicals jeopardizes the agricultural and safe food supplies in the area.

THE ACTIONS REQUESTED:

**WE WANT:** The PSAC will lobby all levels of government in order to increase protection of agricultural land from chemical and toxic waste disposal.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**COMMUNICATION BETWEEN RVPs/DIRECTORS AND LOCAL PRESIDENTS**

**RESOLUTION D-9**  
**ONTARIO REGIONAL SEMINAR (1)**

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS there is a need for Agriculture Union Regional Union representatives to communicate and collaborate on union issues; therefore

BE IT RESOLVED THAT Agriculture Union RVPs/Directors will jointly coordinate and host a quarterly conference call meetings with all Agriculture Union Local Presidents in the region, or their alternate, between January and December; and

BE IT FURTHER RESOLVED THAT Minutes (record of decisions) be produced from the conference call capturing the key issues of discussion, strategies and or any action items from the conference call meeting with distribution to the Local Presidents and a copy to the National Agriculture Union office for information.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**COMMUNICATION BETWEEN RVPs/DIRECTORS AND LOCAL PRESIDENTS**  
**- FOR NATIONAL COUNCIL MEETINGS**

**RESOLUTION D-10**  
**ONTARIO REGIONAL SEMINAR (2)**

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS Agriculture Union RVPs represent their locals at the National Council; and

WHEREAS there is a need to touch base with Locals through Presidents or their alternate to obtain or to share union information:

- In advance of National Council meetings to see agenda items and details;
- For updates on local issues that may be of interest to the National Council;
- To debrief in a timely manner following National Council Meetings; therefore

BE IT RESOLVED THAT Agriculture Union RVPs will communicate with the Local Presidents or their alternate, in a timely manner to facilitate the following:

- In advance of National Council meetings to seek agenda items and details;
- For updates on local issues that may be of interest to the National Council;
- To debrief in a timely manner following National Council Meetings.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**NETWORKING WITHIN REGION**

**RESOLUTION D-11**  
**ONTARIO REGIONAL SEMINAR (3)**

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS each regions has many Agriculture Union Locals and representatives; and

WHEREAS networking with Agriculture Union Local representatives within a Region make us stronger; therefore

BE IT RESOLVED THAT RVPs, within their Region, provide a listing of contact information (phone, email, etc.) of Local Executive within the Region to Local Presidents, to facilitate ease in networking; and

BE IT FURTHER RESOLVED THAT the listing be distributed following the annual regional seminar in a timely manner and be redistributed via Local Presidents as changes are identified to RVPs and updates are required.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**COMMUNITY SUPPORT AT REGIONAL SEMINARS**

**RESOLUTION D-12**  
**ONTARIO REGIONAL SEMINAR (4)**

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the union plays a role of leadership, social justice, support and community causes; therefore

BE IT RESOLVED THAT support for a charity or cause be adopted and communicated in advance for the Regional Seminars, providing an opportunity for delegates to support.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**AFFILIATION WITH PROVINCIAL LABOUR FEDERATIONS AND LOCAL LABOUR COUNCILS**

RESOLUTION D-13  
ONTARIO REGIONAL SEMINAR (5)

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the PSAC is affiliated with the Canadian Labour Congress (CLC) whose constitution in article 5, section 4(a) states that:

*All affiliates must require their union locals to join federations and Labour councils where such exist; and*

WHEREAS the strength of the labour movement is built on solidarity which demands respect for the constitutions of the labour organizations with which the PSAC is affiliated, and

WHEREAS the Canadian Labour Congress promotes the interests of working women and men at the municipal, provincial, national, and international levels, and

WHEREAS the CLC is committed to supporting the PSAC in its campaigns against the Harper government's anti-labour legislation, therefore

BE IT RESOLVED THAT the PSAC work with Components, Area Councils, and Regional Councils to encourage union locals to join their respective federations and labour councils including resolving any impediments that may be preventing them from doing so.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_



**CHILD CARE IN CANADA**

**RESOLUTION D-14**  
**HUMAN RIGHTS COMMITTEE (1)**

LANGUAGE OF ORIGIN: ENGLISH

THE PROBLEM OR ISSUE:

- The UN report card on child care - The Child Care Transition, issued in 2008 - ranked Canada last out of 24 economically advanced countries in the area of early childhood education and care.
- The UN Convention to Eliminate All Forms of Discrimination against Women (1979) requires Canada to ensure access to affordable child care Canada chose to ratify the UN's Convention on the Rights of the Child in 1989, thereby holding itself accountable before the international community for its progress in "setting standards in health care; education; and legal, civil, and social services." Under the terms of this legally binding document, governments commit themselves to "protecting and ensuring children's rights" and to acting in "the best interests of the child" on the basis of human rights.

THE ACTIONS REQUESTED:

**WE WANT:** The PSAC continues to work with affiliates, allies and child care advocates to propose, develop a campaign to aggressively lobby the various levels of governments for a nationally funded child care program to be implemented by unionized workers that is accessible, affordable, accountable and standardized across the country.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**NATIONAL ABORIGINAL DAY AS STATUTORY HOLIDAY**

**RESOLUTION D-15**  
**HUMAN RIGHTS COMMITTEE (2)**

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the Aboriginal community in Canada has provided all Canadians with a rich and meaningful cultural heritage; and

WHEREAS the Aboriginal peoples are not fully recognized for their contribution to Canadian heritage; and

WHEREAS June 21<sup>st</sup> is National Aboriginal Day: therefore

BE IT RESOLVED THAT the Public Service Alliance of Canada campaigns and lobbies the federal government to ensure that June 21<sup>st</sup>, National Aboriginal Day be declared a national statutory holiday.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**MEMBERS WITH DISABILITIES RIGHT TO PARTICIPATE**

RESOLUTION D-16  
HUMAN RIGHTS COMMITTEE (3)

LANGUAGE OF ORIGIN: ENGLISH

THE PROBLEM OR ISSUE:

Our sisters and brothers with Disabilities (MWD) want to participate equally at all Agriculture Union Conventions but sometimes various barriers at hotels, meeting rooms, hospitality rooms, etc... can deprive these members from fully participating in each and every aspect of such event.

THE ACTIONS REQUESTED:

**WE WANT:**

- The Agriculture Union consults and involves MWD in all levels of planning and decision making well in advance of booking any facilities; And
- The Agriculture Union removes or accommodates every barrier to MWD so that they can have maximum participation at every event during convention.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**EQUITY IN THE PUBLIC SERVICE EMPLOYEE SURVEY**

RESOLUTION D-17  
HUMAN RIGHTS COMMITTEE (5)

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS in the Federal Public Service, the main evaluation tool is based on the Public Service Employee Survey (PSES). Unfortunately, this survey does not ask respondents to identify if they are a member of any equity seeking group. It is believed that PSES data on equity seeking members would help the union make links with any ongoing discrimination against equity group members such as harassment in the workplace; and

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

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

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_

**PROTECTIVE REASSIGNMENT OF FEDERAL EMPLOYEES**

RESOLUTION D-18  
HUMAN RIGHTS COMMITTEE (6)

LANGUAGE OF ORIGIN: ENGLISH

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

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

WHEREAS this leave is considered unpaid leave; therefore

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

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

BE IT FURTHER RESOLVED THAT PSAC continue to petition campaign to make progress on the issue of protective reassignment for pregnant or nursing women; and PSAC negotiate with our employers a policy similar to the protective reassignment provisions in Quebec, which would provide for reassignment or leave with pay; and

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

Committee	Convention
Recommendation _____	Action _____

**FAMILY CARE ALLOWANCE – RESTRICTIONS**

RESOLUTION D-19  
HUMAN RIGHTS COMMITTEE (8)

WHEREAS Family Care Allowance "restrictions" limit the care of family members who require family care to outside agencies. "The FCA shall not normally be paid for services provided by a spouse or relative residing with the claimant" - PSAC policy 25; and

WHEREAS the PSAC does allow payment for family care allowance (FCA) with receipt, it does not allow reimbursement of care costs associated with family care provided by a relative in the same home; and

WHEREAS as this stands, this is a systemic barrier for a number of our members (would be activists) involvement in union activities; therefore:

BE IT RESOLVED THAT the Public Service Alliance of Canada removes this barrier by amending the definition of a family care provider to be: Any person who provides this care with a receipt.

Committee	Convention
Recommendation _____	Action _____

**TIMELY POSTING OF MINUTES**

RESOLUTION D-20  
LOCAL 20044 – VANCOUVER (1)

THE PROBLEM OR ISSUE:

WHEREAS NUMC, National council, National executive minutes are not posted to the Agriculture Union’s web site in a timely manner; therefore

THE ACTIONS REQUESTED:

BE IT RESOLVED THAT upon completion and signing of official minutes of meetings to be posted to the national web site no later than 30 days of the signing date of official minutes.

Committee  
Recommendation \_\_\_\_\_

Convention  
Action \_\_\_\_\_