

REPORT OF THE RESOLUTIONS COMMITTEE



TO THE 2005 PSAC NATIONAL UNITY CONFERENCE

Halifax, N.S. – September 2005

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September 23rd – 25th, 2005

PSAC President Nycole Turmel appointed National Executive Vice-President, John Gordon, and Regional Executive Vice-President for the North, Jean-François Des Lauriers, as the co-chairs of the 2005 PSAC National Unity Conference. Brother Des Lauriers worked with the Resolutions Committee members during their deliberations, and the members of the Committee are as follows:

Chairperson:

Jean-François Des Lauriers, National Unity Conference Co-Chair

Members:

Sonia Bellevue, Quebec, NHWU

Steve Conty, NCR, NAT

Arnel Fauni, Prairies, UVAE

Terri Lee, B.C., AGR / EOC Representative

André Paul, Prairies, NAT / EOC Representative

Any decision or recommendation made by the Committee is subject to ratification by the delegates to the 2005 PSAC National Unity Conference. The Committee met by teleconference on June 29th and July 28th, 2005, and debated 9 resolutions. On July 28th, 2005, the Committee agreed to share the work at the Conference to present the resolutions and recommendations to the Conference delegates.

The Committee established its priorities as follows:

Resolution # 3

Resolution # 2

Resolution # 6

Resolution # 4

Resolution # 8

Resolution # 7

Resolution # 5

Resolution # 1

Resolution # 9

Respectfully submitted on behalf of the Committee,

Jean-François Des Lauriers
Conference Co-Chair

Resolution # 1

The Committee recommends concurrence.

BE IT RESOLVED THAT the PSAC develop a weekend course on Human Rights and Strategies in Organizing Regional Human Rights Committees; and

BE IT FURTHER RESOLVED THAT the PSAC make the course on Human Rights and Strategies in Organizing Regional Human Rights Committees available in all Regions.

Rationale

The PSAC has two kits which could be used to support the delivery of courses on human rights and strategies in organizing Regional Human Rights Committees. The PSAC Anti-Oppression Kit includes human rights issues and is currently in the process of being finalized and the PSAC Local Officer Kit also has relevant materials and learning activities (strategic planning, recruitment of members etc.) which could be well used to specifically develop strategies to support Regional Human Rights Committees. All PSAC education kits are available in all regions however the delivery of specific courses is determined regionally. Requests for such should be made to the Regional Council's education committee. It was also noted that PSAC regional representatives and education officers are able to provide assistance to Regional Human Rights Committees with strategic planning as needed.

Resolution # 2

The Committee recommends concurrence.

BE IT RESOLVED THAT the PSAC Constitution, Section 15, be amended as follows:

Regional Committees

Sub Section (1) – The word **Unity** in all references under this sub-section, be replaced with the words “Aboriginal People and Racially Visible persons”.

Rationale

“Unity” committees are currently defined as including “Aboriginal, Inuit and Metis Peoples and Racially Visible Persons”. Replacing the word “Unity” with “Aboriginal People and Racially Visible Persons” recognizes that these two equity groups are distinct with their own identities and should be able to organize themselves accordingly within the PSAC. The Committee acknowledged that these two groups are also comprised of a very diverse membership and expects debate as to whether for example, the word “Aboriginal” will be considered inclusive, but agreed with the intent of the resolution.

Resolution # 3

The Committee recommends concurrence.

BE IT RESOLVED THAT the PSAC fully fund a separate national conference for its Aboriginal members and a separate national conference for its Racially Visible members.

Rationale

Aboriginal and Racially Visible groups have their own unique identities and should finally have the opportunity to participate in their own fully funded national equity conferences.

Resolution # 4

The Committee recommends concurrence.

BE IT RESOLVED THAT PSAC national increase the funding for its regional Equity Committees.

Rationale

Regional equity committees provide an important opportunity for equity members to come together to work on common issues and to promote equity and justice in the workplace, in the union and in the community. Increased funding will help support the work of the committees as well as build the union.

Resolution # 5

The Committee recommends concurrence.

BE IT RESOLVED THAT Aboriginal Awareness Workshops be designed and developed to provide union members with the necessary tools and techniques to reduce culturally and legally based misunderstandings and conflict; and

BE IT FURTHER RESOLVED THAT the objective of such Workshops for the union membership will be an increased awareness and a real understanding of the beliefs, history, customs, diversity, aspirations, values and issues that face Aboriginal people; and

BE IT FURTHER RESOLVED THAT the PSAC National Aboriginal, Inuit and Metis Network, in conjunction with the Public Service Alliance of Canada's Education Program and with the assistance of other Aboriginal organizations and our Elders, develop and deliver Aboriginal Awareness Workshops at the earliest convenience for the benefit of all members.

Rationale

The Committee acknowledged that NAIM has also identified education as one of its priorities for the PSAC – education of its own constituency on issues of activism, leadership and union work for example as well as the education of the broader PSAC membership on the traditions, history and issues facing Aboriginal people. The PSAC Anti-Oppression Kit should include a chapter on Aboriginal Rights to ensure that the broader membership as well as those with more extensive experience are provided with the tools and resources to gain a solid understanding of Aboriginal issues – in the workplace, in the community and in the Union.

Resolution # 6

The Committee recommends concurrence.

BE IT RESOLVED THAT in accordance with Aboriginal customs, each major conference and event held by the Public Service Alliance of Canada should wherever possible begin and end with a ceremony with an Aboriginal Elder who will serve as the host elder at the opening and closing ceremonies.

Rationale

The current practice of the PSAC is to have whenever possible, an Aboriginal Elder open PSAC national conferences and the PSAC Triennial Convention. Every effort should also be made to ensure that the conference and/or Convention is closed by the Elder as well.

Resolution # 7

The Committee divided the resolution into two parts:

The Committee recommends concurrence in the 1st Part:

BE IT RESOLVED THAT the PSAC establish National Networks for each equity group; and

BE IT FURTHER RESOLVED THAT the National Equity Networks establish a selection process whereby the objective is to select a National Vice-President that will represent all PSAC Equity seeking members and will sit with full voice and vote on the Alliance Executive Committee (AEC); and

BE IT FURTHER RESOLVED THAT prospective candidates for the National Vice-President position come from the PSAC's Equity seeking members and that the voting for eligible candidates be by PSAC members in good standing who have self identified as being from an Equity group; and

BE IT FURTHER RESOLVED THAT the PSAC Constitution and Regulations be amended to reflect this change in its structure.

Rationale

Creating a National Equity Network for each equity group would provide unique opportunities for equity group members to come together to strategize around their issues. Creating a National Vice-President position on the AEC would ensure that equity issues were a priority for the PSAC.

The Committee recommends non-concurrence in the 2nd Part:

BE IT RESOLVED THAT once elected, the successful candidate shall be recognized by the Alliance Executive Committee (AEC) in time for the autumn 2006 National Board of Directors meeting.

Rationale

The Committee agreed that the National Vice-President position representing equity members should be implemented and filled as soon as possible however it felt that the deadline of the autumn 2006 NBoD meeting was not realistic.

Resolution # 8

The Committee recommends concurrence.

BE IT RESOLVED THAT the Women, Aboriginal, Racially Visible, Persons with Disabilities, Pride (Gay/lesbian/bisexual and transgendered members) Committees each be entitled to send, with full delegate status, one delegate per Regional Women, Aboriginal, Racially Visible, Persons with Disabilities, Pride (Gay/lesbian/bisexual and transgendered members) Committees to the PSAC Triennial Convention.

Rationale

Providing regional equity committees with delegate status to the PSAC Triennial Convention would significantly improve the representation of equity members at Convention and help ensure that an equity perspective is included in the debate and in shaping the future of the PSAC.

Resolution # 9

The Committee recommends concurrence.

BE IT RESOLVED that there be more sensitivity training regarding visible minorities for union representatives; and

BE IT FURTHER RESOLVED that a new course be created to attain these objectives; and

BE IT FURTHER RESOLVED that PSAC allocate more funds towards sensitivity training.

Rationale

All union representatives be they members, Component service officers, PSAC G&A officers, or elected officers for example, should be well versed in the issues facing racially visible workers. While the PSAC is committed to including a human rights analysis in all of its education material, this specific type of training would be a useful addition to the PSAC Representation Kit and provide information on human rights complaints, how to identify and handle grievances of a racist nature, mediation, etc. to help ensure that PSAC members are as best represented as possible.