



2005 PSAC NATIONAL UNITY CONFERENCE

RESOLUTIONS

August 2005

Resolution # 1

TITLE: EDUCATION STRATEGY ON HUMAN RIGHTS
ORIGINATOR: USGE LOCAL 30028
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the Public Service Alliance of Canada unequivocally supports the principles of human rights as proclaimed in the Universal Declaration of Human Rights, the Canadian Charter of Rights and Freedoms and the Canadian Human Rights Act; and

WHEREAS the PSAC pledges to work toward the achievement of equality for all its members and to eliminate discrimination and increase the participation of disadvantaged groups in the workforce; and

WHEREAS the PSAC has made it a goal to promote human rights' issues through educational and sensitization measures aimed at PSAC members and public awareness programs; and

WHEREAS PSAC members would benefit from a Human Rights educational course; and

WHEREAS PSAC members want to develop the skills and tools required to create and maintain Regional Human Rights Committees:

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.

COMMITTEE
RECOMMENDATION _____ DECISION _____

Resolution # 2

TITLE: PSAC CONSTITUTION SECTION 15
ORIGINATOR: TORONTO UNITY COMMITTEE
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the Aboriginal community is comprised of a diverse membership; and

WHEREAS the Racially Visible community is comprised of a diverse membership; and

WHEREAS Aboriginal members and Racially Visible members have their own unique identities and rights to self determination; and

WHEREAS PSAC recognizes that there are distinct equity groups within its membership;

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 subsection, be replaced with the words “Aboriginal People and Racially Visible persons”.

COMMITTEE
RECOMMENDATION_____ DECISION_____

Resolution # 3

**TITLE: SEPARATE CONFERENCES FOR PSAC
ABORIGINAL & RACIALLY VISIBLE
MEMBERS**

ORIGINATOR: TORONTO UNITY COMMITTEE

LANGUAGE OF ORIGIN: ENGLISH

WHEREAS PSAC recognizes the existence of five (5) Equity groups; Women, Members with Disabilities, GLBT, Aboriginal and Racially Visible members; and

WHEREAS currently PSAC fully funds national conferences including the Women’s Conference, the ACCESS Conference for members with disabilities, the PRIDE Conference for GLBT members, and the UNITY Conference for Aboriginal and Racially Visible members; and

WHEREAS this practice ignores that Aboriginal and Racially Visible groups have their own unique identities, cultural backgrounds and requirements:

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.

COMMITTEE
RECOMMENDATION _____ DECISION _____

Resolution # 4

TITLE: FUNDING FOR PSAC REGIONAL COMMITTEES
ORIGINATOR: TORONTO UNITY COMMITTEE
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the funding for PSAC regional equity committees does not provide enough resources for the committee members to fully encourage members to participate in union activities; and

WHEREAS equity members have drastically increased in the Greater Toronto Area; and

WHEREAS PSAC encourages and fully supports equity member involvement in the Union:

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

COMMITTEE
RECOMMENDATION_____ DECISION_____

Resolution # 5

TITLE: ABORIGINAL AWARENESS WORKSHOPS
ORIGINATOR: UNITY NCR (AAC / RVAC NCR)
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS the PSAC National Aboriginal, Inuit and Metis Network is representative of and advocates for national, regional, and specific Aboriginal concerns; and

WHEREAS the health, safety, welfare, education, economic and employment opportunity, and preservation of cultural and natural resources are primary goals and objectives of the National Aboriginal, Inuit and Metis Network; and

WHEREAS the creation and deliverance of Aboriginal Awareness Workshops for members of the Public Service Alliance of Canada and other labour unions in Canada will help in the sensitization of members to Aboriginal issues:

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.

COMMITTEE
RECOMMENDATION_____ DECISION_____

Resolution # 6

**TITLE: ABORIGINAL ELDERS – ROLE AT
OPENING AND CLOSING OF PSAC
CONFERENCES AND EVENTS**
ORIGINATOR: UNITY NCR (AAC / RVAC NCR)
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS, in accordance with First Nations, Inuit and Metis traditions, it is a wise and appropriate course of action for young people to seek the advice and assistance of Elders, who pass down to younger generations the oral history and customs of Native people; and

WHEREAS Elders, particularly grandfathers and grandmothers, are significant, since they have experienced life to the fullest and possess a wisdom that must be acknowledged and respected:

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.

COMMITTEE
RECOMMENDATION_____ DECISION_____

Resolution # 7

TITLE: NATIONAL VICE-PRESIDENT FOR HUMAN RIGHTS
ORIGINATOR: UNITY NCR (AAC / RVAC NCR)
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS Aboriginal members now have a National Network for them established in the PSAC; and

WHEREAS the other equity seeking members of the PSAC wish to establish their own national networks; and

BE IT RESOLVED THAT the PSAC establish National Networks for each equity group and that once all Networks are established and functioning; 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 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; and

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

COMMITTEE
RECOMMENDATION _____ DECISION _____

Resolution # 8

**TITLE: PSAC CONVENTION – REGIONAL EQUITY
COMMITTEE DELEGATES**
ORIGINATOR: UNITY NCR (AAC / RVAC NCR)
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS PSAC Equity Committees, such as Women, Aboriginal, Racially Visible, Persons with Disabilities, and Pride (Gay/lesbian/bisexual and transgendered members) are duly constituted bodies pursuant to the PSAC Constitution (see section 15); and

WHEREAS Equity Committees are entitled to send delegates to the PSAC Regional Conventions (e.g., Atlantic, NCR Regions), but do not have delegate status at the PSAC Triennial Convention; and

WHEREAS Women, Aboriginal, Racially Visible, Persons with Disabilities, and Pride (Gay/lesbian/bisexual and transgendered members) Committees should have every opportunity to put their issues forward at the PSAC Triennial Convention:

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.

COMMITTEE
RECOMMENDATION _____ DECISION _____

Resolution # 9

**TITLE: SENSITIVITY TRAINING ON ISSUES
AFFECTING RACIALLY VISIBLE MEMBERS**
ORIGINATOR: UNITY NCR (AAC / RVAC NCR)
LANGUAGE OF ORIGIN: ENGLISH

WHEREAS members are entitled to union representation; and

WHEREAS union education is available to members and representatives:

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.

COMMITTEE
RECOMMENDATION_____ DECISION_____