

August 22~24 août  
Toronto 2017

## RESOLUTION/RÉSOLUTION

**SUBJECT/OBJET:**      **Leave to care for dependents with a chronic illness  
or medical condition**

**WHEREAS** there is no leave provision currently in the Collective Agreements which addresses chronic illness or medical condition;

**WHEREAS** the care for a dependent with chronic illness or medical condition may require long term treatment and will not be resolved in the same way as an acute illness;

**WHEREAS** medical appointments and treatments may be required on a more frequent basis on a longer period of time;

**BE IT RESOLVED** that the TBS and PSAC national joint bargaining committee will include a specific leave, in the next collective agreement negotiations, enabling employees with dependent(s) with chronic illnesses or medical condition who have to attend regular medical appointments to use the Special Chronic illness leave.

**BE IT FURTHER RESOLVED** that the chronic illness or medical condition leave is for up to 3-hour periods for employees to attend appointments with their dependent(s), as required and justified.

LOCAL/SECTION LOCALE:    **70712**

DATE:    **28April/17**

SIGNATURES \_\_\_\_\_



(President/Président(e))



(Secretary/Secrétaire)

## RESOLUTION/RÉSOLUTION

**SUBJECT/OBJET:**      **Union Representatives**

**WHEREAS** Local Union representatives use a lot of their personal time for working for the UHEW and PSAC;

**WHEREAS** for Local Union representatives it is a second full time job to meet the demand of members and management;

**WHEREAS** the pressure and stress is overwhelming and takes a toll on mental health, leaving at times little time for personal life;


**BE IT RESOLVED** that the Component propose at UMCC and LMCC to designate 2 Executive members of each Local to be allotted a reasonable amount of time to work on Union activities during working hours;

**BE IT FURTHER RESOLVED** that the Component reach out to Senior Management of employees in Local Executives on Union representation and participation.

LOCAL/SECTION LOCALE:    **70712**

DATE: **28April/17**

SIGNATURES \_\_\_\_\_

  
(President/Président(e))

  
(Secretary/Secrétaire)

## RESOLUTION/RÉSOLUTION

**SUBJECT/OBJET: UHEW Merger Costs**

**WHEREAS** the National Health Union (NHU) and Union of Environment Workers (UEW) have voted to merge into one Component, Union of National Health and Environment Workers (UHEW);

**WHEREAS** there are costs associated to implement the change to the Union of Health and Environment Workers which presents an extra expense to many Locals;

**BE IT RESOLVED** that the Component be responsible for the transition expenses to the UHEW, such as name and logo;

**BE IT FURTHER RESOLVED** that the UHEW Component reimburse Locals actual administrative costs (with receipts) to a maximum of \$500.00 for transitioning to the new Component name – UHEW;

**BE IT FURTHER RESOLVED** approximate costing associated would be:  
maximum of \$500 X ~74 Locals = \$37, 000 maximum expense

LOCAL/SECTION LOCALE: **70712**

DATE: **28April/17**

SIGNATURES \_\_\_\_\_



(President/Président(e))



(Secretary/Secrétaire)

## RESOLUTION/RÉSOLUTION

**SUBJECT/OBJET:** UHEW Electronic Voting

**WHEREAS** Members in good standing shall have the right to vote;

**WHEREAS** the Union of Health and Environment Workers have members across the country in remote areas;

**WHEREAS** the Union of Health and Environment Workers Members cannot all take time out to vote in person;

**BE IT RESOLVED** that the Component put a plan in place for Electronic Voting for the Members;

**BE IT FURTHER RESOLVED** that Electronic voting be used for all issues that need Member input whenever possible.

LOCAL/SECTION LOCALE: **70712**

DATE: **28April/17**

SIGNATURES \_\_\_\_\_

(President/Président(e))

(Secretary/Secrétaire)

## RESOLUTION/RÉSOLUTION

**SUBJECT/OBJET:** UHEW Electronic Expense Claims

**WHEREAS** UHEW representatives incur expenses from various conferences, training etc;

**WHEREAS** the Union of Health and Environment Workers are currently using paper claims;

**BE IT RESOLVED** that the Component put a plan in place for a new Website with Electronic expense claims and direct deposit;

**BE IT FURTHER RESOLVED** that Electronic Expense Claims will provide easy access and will be implemented in a timely manner.

LOCAL/SECTION LOCALE: **70712**

DATE: **28April/17**

SIGNATURES \_\_\_\_\_



(President/Président(e))



(Secretary/Secrétaire)

## RESOLUTION/RÉSOLUTION

**SUBJECT/OBJET:** UHEW

**WHEREAS** UHEW conducts Regional Conferences;

**WHEREAS** the Union of Health and Environment Workers at these Regional Conferences develop action items, ideas and exchange of useful information;

**WHEREAS** there is no record of action items or discussions from these Conferences;

**WHEREAS** there is no follow through of actions items;

**BE IT RESOLVED** that the Component designate a non National Executive as a Secretary to attend and record these Conferences;

**BE IT FURTHER RESOLVED** that Component release of minutes and action items be generated in a timely manner for all attendees;

**BE IT FURTHER RESOLVED** that Component has deadlines and accountability for follow through of action items created at these Conferences.

LOCAL/SECTION LOCALE: **70712**

DATE: **28April/17**

SIGNATURES \_\_\_\_\_



(President/Président(e))



(Secretary/Secrétaire)

August 22~24 août  
Toronto 2017

## RESOLUTION/RÉSOLUTION

**SUBJECT/OBJET:** Term Employment Policy/ Public Service Employment Act

**WHEREAS** the Term Employment Policy is not protected under Collective Agreements;

**WHEREAS** the objective of the Term Employment Policy is to balance the fair treatment of term employees with the need for operational flexibility;

**WHEREAS** since 2011, there has been an internal "freeze" for several term employees;

**WHEREAS** during that period until now and largely due to the Work Force Adjustment context, several employees have been denied indeterminate appointment, when eligible under section 7.1 of the Term Employment Policy;


**BE IT RESOLVED** that the PSAC will bring up the issue of the term employment freeze - Section 7.1 of the Term Employment Policy at its next National Board of Directors meeting to have Components and DCLs discuss with the employer through departmental LMCCs and obtain, in writing, that the internal "freeze" on the Policy be immediately lifted; and

**BE IT FURTHER RESOLVED** that the Policy's immediate and appropriate application be communicated to all members and all employees and managers of Environment and Climate Change Canada, Natural Resources Canada and the Canadian Environmental Assessment Agency, through the PSAC's website and/or other means of communications of the employer, as required and appropriate.

LOCAL/SECTION LOCALE: **70712**

DATE: **28April/17**

SIGNATURES \_\_\_\_\_

  
(President/Président(e))

  
(Secretary/Secrétaire)

## RESOLUTION/RÉSOLUTION

**SUBJECT/OBJET:** UHEW Service Officers

**WHEREAS** the timely representation of members is of key importance;

**WHEREAS** the Union of Health and Environment Workers currently only have 3 Service Officers which does not adequately meet the needs of the membership;

**BE IT RESOLVED** that the Component will present a budget plan that includes the cost to hire two (2) additional Service Officers for a total of five (5) Service officers in order to meet the needs of membership;

**BE IT FURTHER RESOLVED** that whenever possible, the Service Officers reflect the diversity of the membership.

LOCAL/SECTION LOCALE: **70712**

DATE: **28April/17**

SIGNATURES



(President/Président(e))



(Secretary/Secrétaire)



## RESOLUTION/RÉSOLUTION

**SUBJECT/OBJET: PSAC BARGAINING**

**WHEREAS** Local Union representatives use a lot of their personal time for working for the PSAC;

**WHEREAS** for Local Union representatives it is a second full time job to meet the demand of members and management;

**WHEREAS** the pressure and stress is overwhelming and takes a toll on mental health, leaving at times little time for personal life;

**BE IT RESOLVED** that the PSAC propose to the TBS to designate 2 Executive members of each Local to be allotted a reasonable amount of time to work on Union activities during working hours.

LOCAL/SECTION LOCALE: **70712**

DATE: **28April/17**

SIGNATURES \_\_\_\_\_

  
(President/Président(e))

  
(Secretary/Secrétaire)

## RESOLUTION/RÉSOLUTION

**SUBJECT/OBJET:** UHEW Human Rights Committee

**WHEREAS** the representation of diverse members is of key importance;

**WHEREAS** the Union of Health and Environment Workers structure no longer has a Human Rights Committee;

**WHEREAS** some other Components maintain a Human Rights Committee that is productive, work with Human Rights violations and is involved with their members;

**BE IT RESOLVED** that the Component establish a UHEW Human Rights Committee;

**BE IT FURTHER RESOLVED** that the Component build a mandate and structure for the UHEW Human Rights Committee to work with Locals and the Component;

**BE IT FURTHER RESOLVED** that the Component adopt the mandate of the Canadian Charter of Rights and Freedoms, to provide guidance to the Human Rights Committee.

**BE IT FURTHER RESOLVED** that the Component will take accountability of the UHEW Human Rights Committee.

LOCAL/SECTION LOCALE: **70712**

DATE: **28April/17**

SIGNATURES \_\_\_\_\_



(President/Président(e))



(Secretary/Secrétaire)

August 22~24 août  
Toronto 2017

### RESOLUTION/RÉSOLUTION

**SUBJECT/OBJET:**      **Human Rights Committee**

**WHEREAS** Human Rights are a fundamental component of worker's rights in Canada and should be provided a level of support by the "Union of Health and Environment Workers";

**WHEREAS** the former "Union of Environment Workers", maintained a fully funded Human Rights structure prior to merging with the former, "National Health Union";

**WHEREAS** the merger of these two Unions and the subsequent inauguration of the, "Union of Health and Environment Workers" thereby dissolved the former Human Rights structure and representatives;

**WHEREAS** advocacy for Human Rights and the establishment of Human Rights committees and structures is consistent with the "Public Service Alliance of Canada's" constitution and by-laws.

**WHEREAS** the "Union of Health and Environment Workers" are full members of the "Public Service Alliance of Canada".

**BE IT RESOLVED** that the "Union of Health and Environment Workers" establish and maintain a National Human Rights structure including a National Officer and Regional Representatives with funding at the level previously maintained by the former Union of Environment Workers;

**BE IT FURTHER RESOLVED** that the National Human Right Officer and Regional Representatives be elected by the membership of the "Union of Health and Environment Workers" at the 2017 Convention in Toronto;

**LOCAL/SECTION LOCALE:**      **70712 on behalf of Former UEW-HR Committee**

**DATE: 28April/17**

SIGNATURES \_\_\_\_\_

(President/Président(e))

(Secretary/Secrétaire)

## RESOLUTION/RÉSOLUTION

**SUBJECT/OBJET: PSAC Electronic Voting**

**WHEREAS** Members in good standing shall have the right to vote;

**WHEREAS** the PSAC have Members across the country in remote areas;

**WHEREAS** the PSAC Members may not be allowed to take time to vote in person during working hours;

**BE IT RESOLVED** that PSAC as a whole put a plan in place for Electronic Voting for all Members.

LOCAL/SECTION LOCALE: **70712**

DATE: **28April / 2017**

SIGNATURES \_\_\_\_\_

(President/Président(e))

(Secretary/Secrétaire)