

# **UNION OF TAXATION EMPLOYEES 2014 TRIENNIAL CONVENTION**



## **RESOLUTIONS - GENERAL**

## **GENERAL RESOLUTIONS COMMITTEE**

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**301. REGIONAL MENTAL HEALTH CONFERENCES**

**WHEREAS** depression most often affects people in their working years between ages 24 and 44, and affects 1 in 20 employees at any one time; and

**WHEREAS** if mental health issues are left undetected, they lead to decreased productivity and increased absenteeism; and

**WHEREAS** mental illness is one of Canada's most common illnesses while being the least understood; and

**WHEREAS** the number of equity seeking group members affected by mental illness is higher than the national average.

**BE IT RESOLVED THAT** the UTE offer one mental health conference per region per cycle; and

**BE IT FURTHER RESOLVED THAT** the UTE fund two (2) delegates per Local, as defined by Regulation, to attend these regional conferences; and

**BE IT FURTHER RESOLVED THAT** UTE also fund one delegate from each of the equity seeking groups, per region, as determined by that region, to attend these regional mental health conferences.

**COMMITTEE RECOMMENDATION**

**Non-concurrence**

**Adopted unanimously.**

**RATIONALE:**

**Too Costly.**

**Should be inter-regional instead of regional.**

**The employer should take a larger proactive role in mental health in the workplace.**

**CALGARY, LOCAL 30024**

**302. REGIONAL MENTAL HEALTH CONFERENCES**

**WHEREAS** mental health issues are still ever-present in the workplaces; and

**WHEREAS** mental health is part of the mandate of a number of standing committees including the EAP, Health and Safety, and Equal Opportunities.

**BE IT RESOLVED THAT** the UTE organize and fund regional education conferences on mental health and related issues; and

**BE IT FURTHER RESOLVED THAT** the UTE fund two (2) delegates per Local, as defined in the Regulation, to attend those regional conferences.

**COMMITTEE'S RECOMMENDATION**

**Concurrence**

**Recorded against: Vicki-Lynn Smith**

**RATIONALE:**

**As mental health issues for our members are ever increasing.**

**We need tools and information for our membership dealing with representing the members in issues such as return to work, performance management discipline and Sunlife.**

**ROUYN-NORANDA, LOCAL 10009**

**303. NATIONAL HEALTH AND SAFETY COURSE**

**COMMITTEE RECOMMENDATION**

**Non-concurrence**

**Adopted unanimously.**

**RATIONALE:**

**Training is already provided by the employer and PSAC, therefore is no need for the course.**

**There are other products readily available already.**

**WHEREAS** the information at past Occupational Health and Safety (OHS) Regional Conferences, although valuable, was basic and repetitive for OHS activists attending; and

**WHEREAS** it is important to provide the basic information for new OHS activists from the perspective of the Union; and

**WHEREAS** CRA's Work Place Health and Safety Committee training is not always provided on a timely or regular basis; and

**WHEREAS** having a National course would provide individuals, other than experienced OHS activists an opportunity to gain insight into Health and Safety; and

**WHEREAS** once a National course is developed, it can be used to develop OHS activists in the Regions; and

**WHEREAS** a National course would negate the necessity to have OHS Regional Conferences but would still provide necessary information to members interested in OHS.

**BE IT RESOLVED THAT** a National Health and Safety course be developed; and

**BE IT FURTHER RESOLVED THAT** the National Health and Safety course be delivered at least once within a 3-year cycle between Conventions as a National training course.

**SAINT JOHN, LOCAL 60005**

**304. INTER-REGIONAL POLITICAL ACTION CONFERENCES**

**COMMITTEE RECOMMENDATION**

**Non-concurrence**

**Adopted unanimously.**

**WHEREAS** political action is an important function of our union; and

**WHEREAS** we are facing further attacks from the government.

**BE IT RESOLVED THAT** the Union of Taxation Employees hold and fund inter-regional political action conferences before the next National Triennial Convention in 2017; and

**BE IT FURTHER RESOLVED THAT** the Union of Taxation Employees fund two (2) delegates per Local, as defined by regulation, to attend these inter-regional conferences.

**RATIONALE:**

**Political Action is important.**

**The conference would be too expensive.**

**The funds should be spent on actual Political Action.**

**The PSAC is responsible for providing training for Political Action.**

**CALGARY, LOCAL 30024**

**305. SPLITTING OF FUNDS UPON CREATION OF A NEW LOCAL**

**COMMITTEE RECOMMENDATION**

**Concurrence**

**Preamble**

Changes to geographic locations or organizational realities of the employer provide opportunities for the creation of new Locals. The membership of these new Locals is often comprised of a portion of the current membership of an existing Local.

**WHEREAS** the members of the new Local have been contributing their fair share of dues to the existing Local; and

**WHEREAS** the new Local requires funds to operate; in the interest of fairness and parity the new Local should receive a proportionate share of the existing Local's funds on deposit.

**BE IT RESOLVED THAT** the Union of Taxation Employees amend Regulation 2 to include a provision that when a new Local is created, the funds on deposit of the existing Local be divided on a pro-rata share based on the number of members going to the new Local from the existing Local, and the pro-rata share of funds be paid to the new Local.

**RATIONALE:**

**Provided Locals direction in regards to the division of assets of the Local and will provide direction.**

**Will allow new Locals the funds to operate the entity.**

**OTTAWA EAST, LOCAL 70001**



**306. LOCALS COMBINE OFFICES**

**WHEREAS** amalgamated offices are now managed by the same managers; and

**WHEREAS** the local executive have positions on committees such as OSH, EE and UMI.

**BE IT RESOLVED THAT** that the Locals under the same management can have one meeting per year that will be up to two days to discuss policies and issues within the TSO; and

**BE IT FURTHER RESOLVED THAT** it has to be approved by the RVP; and

**BE IT FURTHER RESOLVED THAT** the Union of Taxation Employees By-Laws be amended to reflect this additional cost.

**COMMITTEE RECOMMENDATION**

**Non-concurrence**

**Adopted unanimously.**

**RATIONALE:**

**Too vague.**

**Other methods to meet, such as President Conferences.**

**Should use the employer's resources, time and dime.**

**Too exclusionary in the regions.**

**HALIFAX, LOCAL 80003**

### **307. CONFLICT RESOLUTION**

**WHEREAS** it is in the best interest of any organization to encourage and support harmonious working relationships; and

**WHEREAS** the infighting of union executive members is unprofessional, reflects poorly on the organization at all levels, and could potentially inhibit members from seeking assistance from union executive they perceive as unsuccessful in resolving their own conflicts/problems; and

**WHEREAS** resolving complaints is extremely costly and has an emotional impact on the executive and the membership as a whole.

**BE IT RESOLVED THAT** UTE develop a 3-pronged conflict resolution strategy that would involve:

1. Publishing the principles, values and conduct that UTE expects its union executive members will uphold;
2. Developing and delivering training on resolving conflict between executive members and/or the members they represent; and
3. Engaging the services of a professional mediator who would assist with the resolution of conflict and the healing of the Local, where these conflicts have escalated to filing complaints against union executive and/or the members they represent; and

### **COMMITTEE RECOMMENDATION**

**Non-concurrence**

**Adopted unanimously.**

#### **RATIONALE:**

**Oath of Office already covers code of conduct of activists.**

**Employer already provides conflict resolution services.**

**The National Officers of UTE have the ability and tools to mediate.**

**The resolution is too vague, too broad.**

**307. CONFLICT RESOLUTION (CONT'D)**

**BE IT FURTHER RESOLVED THAT** the UTE National President determine when a Local should be provided with such conflict resolution training or the services of a professional mediator.

**SAINT JOHN, LOCAL 60005**

**308. CODE OF CONDUCT, VALUES & ETHICS FOR UTE**

**WHEREAS** organizations of integrity and professionalism enshrine their beliefs for all to know, understand and comply with; and

**WHEREAS** ethics provide us with the tools to determine whether or not we should do a certain action and allow focus on the principles upon which we base our behavior. Rules, policies, commandments, and codes of ethics/conduct form the parameters of our actions; and

**WHEREAS** while scholarly writings contain a variety of views on the essential criteria constituting a profession, there is widespread agreement, that a central criterion is the existence of a code of ethics (or code of conduct) and more generally, of measures to enhance the ethical standards of an occupational group and the ethical performance of its members; and

**WHEREAS** UTE has in the past sought to address the issue of 'in-fighting' amongst its members, addressing such concerns with workshops and reports (eg: Internal Union Conflict / In-Fighting March 2009).

**BE IT RESOLVED THAT** UTE undertake the creation of a code of conduct, values and ethics for the Union of Taxation Employees.

**COMMITTEE RECOMMENDATION**

**Non-concurrence**

**Adopted unanimously.**

**RATIONALE:**

**Tools and By-Laws, (PSAC, UTE, Locals) that already address this.**

**CRA culture that does not need to be UTE's.**

**PETERBOROUGH, LOCAL 00008**

**309. ALTERNATE REGIONAL V.P. TO TRI-ANNUAL CONVENTION**

**WHEREAS** an Alternate Regional Vice-President could at times not be a Local President; and

**WHEREAS** the travel, hotel, loss of salary and per-diem are not paid for by the Union of Taxation Employees to the Tri-Annual Convention for the Alternate Regional Vice-President; and

**WHEREAS** the elected Alternate could have regional input and knowledge in the resolutions debated.

**BE IT RESOLVED THAT** the Union of Taxation Employees pay for travel, hotel, loss of salary and per-diem for any Regional Vice-President who is not already a paid delegate to Convention, to attend the Tri-Annual Convention.

**THUNDER BAY, LOCAL 00020**

**COMMITTEE RECOMMENDATION**

**Non-concurrence**

**Adopted unanimously.**

**RATIONALE:**

**Too vague in the intent for UTE Triennial, PSAC National or Regional Triennial Conventions in the role of an observer.**

**Costing of the resolution is not realistic.**

**310. DELEGATES TO PSAC REGIONAL TRIENNIAL CONVENTION AND PSAC NATIONAL TRIENNIAL CONVENTION**

**WHEREAS** it is important to have representation at the PSAC National Triennial Convention; and

**WHEREAS** it is important to encourage our Local to participate in the various committees that are part of the PSAC structure; and

**WHEREAS** UTE members have the ability to maximize their number of delegates when UTE members receive delegates status via their involvement on various committees and/or are selected as equity representative, or any other delegate status; and

**WHEREAS** funding is only available to delegates who are selected as UTE delegates and this creates a sense of unfairness between “UTE delegates” and UTE members who occupy delegates seats via their PSAC committees or Regional seats based on Equity, or other delegate status.

**BE IT RESOLVED THAT** all UTE members attending the PSAC Regional Triennial Convention and PSAC National Triennial Convention as delegates be eligible to request funding from UTE and there will be no distinction as to how they received their delegate status providing they are UTE members in good standing.

**COMMITTEE RECOMMENDATION**

**Non-concurrence**

**Adopted unanimously.**

**RATIONALE:**

**Public Service Alliance of Canada should be fully funding Regional Conventions.**

**The resolution is too vague.**

**UTE delegates have to follow UTE rules.**

**Other UTE delegate’s representatives must follow their equity or Area Council Rules.**

**SUMMERSIDE, LOCAL 90006**

**311. HOSPITALITY SUITE HOURS**

**COMMITTEE RECOMMENDATION**

**WHEREAS** the purpose of attending UTE National conventions and conferences and educational events is for networking and education; and

**WHEREAS** closing the Hospitality suite at a reasonable time will allow attendees to be properly rested and to actively participate.

**BE IT RESOLVED THAT** the Hospitality suite at all UTE National conferences, conventions and educational events close at 12 midnight.

**Non-concurrence**

**RATIONALE:**

**We are all adults.**

**We can leave the suite when we like.**

**The resolution limits the closing time to only at midnight.**

**TORONTO EAST, LOCAL 00001**

**312. HOSPITALITY SUITE VARIETY OF BEVERAGES**

**COMMITTEE RECOMMENDATION**

**WHEREAS** we have a diverse membership of activists;  
and

**WHEREAS** the primary purpose of the Hospitality suite is  
for attendees to network and socialize.

**BE IT RESOLVED THAT** UTE National offer a variety of  
beverages in its Hospitality suite including coffee and teas.

**Concurrence**

**RATIONALE:**

**Encourages more inclusive participation and  
networking.**

**TORONTO EAST, LOCAL 00001**



**313. HOSPITALITY SUITE**

**WHEREAS** delegates are in receipt of \$95 per day Monday to Friday and \$120 for Saturday and Sunday in per diem, which is adequate to cover the cost of daily meals and beverages; and

**WHEREAS** UTE is looking at ways to save money for future operating needs; and

**WHEREAS** UTE has had a reduction in membership dues as a result of lay-offs initiated by the Conservative government which may continue.

**BE IT RESOLVED THAT** Executive Council ask for a donation of all participants to the hospitality suite to help cover the expense of alcoholic beverages for all conventions and conferences.

**COMMITTEE RECOMMENDATION**

**Non-concurrence**

**Adopted unanimously.**

**RATIONALE:**

**Does not meet UTE's current liquor licence.**

**Will increase the cost of beverages.**

**Increase overall costs.**

**Would force non-drinkers to pay for alcoholic beverages.**

**TORONTO EAST, LOCAL 00001**

**314. RECOGNITION OF LOCAL REPRESENTATIVES**

**COMMITTEE RECOMMENDATION**

**WHEREAS** the PSAC (Public Service Alliance of Canada) structure recognizes the right of members to elect their local representatives; and

**WHEREAS** in some locals these local representatives have the authority under their by-laws to appoint local stewards to be confirmed by the membership; and

**WHEREAS** only elected and appointed representatives should have the right to deal with local management; and

**WHEREAS** only elected and appointed representatives should have the right to represent their members on issues affecting them; and

**WHEREAS** the union needs to send a clear message that they are the legitimate representatives for members.

**BE IT RESOLVED THAT** the Union of Taxation Employees (UTE) develop a clear policy that recognizes only elected and appointed local representatives as the legitimate representatives in each local office; and as such are the only individuals who can represent members; and

**BE IT FURTHER RESOLVED THAT** this policy be distributed to all Locals and to the employer.

**Non-concurrence**

**RATIONALE:**

**We are trying to get membership involvement.**

**We should not involve the employer with UTE business.**

**The issues should be addressed within the Local.**

**The members can ask for representation of their choice for non-collective agreement issues.**

**No ability to enforce the policy.**

**SUDBURY, LOCAL 00042**

**315. PRESENCE AT THE NATIONAL OFFICE**

**COMMITTEE RECOMMENDATION**

**Non-concurrence**

**WHEREAS**, on occasion, there is no national officer at the National Office or one of them has not been designated as a contact; and

**WHEREAS** when the two (2) full-time elected officers are physically absent from the National Office, a staff member becomes responsible for the political aspect.

**BE IT RESOLVED THAT** a political presence or political officer be designated from among the three (3) national officers when the full-time officers must be away from the National Office; and

**BE IT FURTHER RESOLVED THAT** the Locals be advised and informed of the individual who will be present at the National Office or the responsible person to contact.

**RATIONALE:**

**Not required as it is already addressed under By-Law 10 of the UTE By-Laws and Regulations.**

**JONQUIÈRE, LOCAL 10004**

**316. EAP REFERRAL AGENTS**

**WHEREAS** there is referral agent training that focuses on confidentiality and the referral aspect of their job; and

**WHEREAS** the referral agent training stresses that they are not to counsel the members; and

**WHEREAS** a number of union organizations have a network of social representatives.

**BE IS RESOLVED THAT** the UTE no longer object to our union members and representatives becoming referral agents if they so desire.

**JONQUIÈRE, LOCAL 10004**

**COMMITTEE RECOMMENDATION**

**Non-concurrence**

**Recorded against : Melanee Jessup**

**RATIONALE:**

**Referral Agents cannot be representatives.**

**UTE union representatives represent.**

**Referral Agents cannot offer opinions and advice.**

**UTE representatives provide them daily.**

**Referral Agents and UTE representatives' roles are not in harmony with each other.**

**317. NATIONAL INQUIRY FOR MISSING AND MURDERED ABORIGINAL WOMEN**

**WHEREAS** United Nations Human Rights investigators say Canada needs a National Inquiry into missing Aboriginal women; and

**WHEREAS** the new database lists 824 missing and murdered indigenous women in Canada; and

**WHEREAS** the Conservative government has again denied the launch of a National Inquiry into the missing and murdered Aboriginal women.

**BE IT RESOLVED THAT** the PSAC launch an awareness campaign in support of a National Inquiry aimed at both members and the general public; and

**BE IT FURTHER RESOLVED THAT** the PSAC members stand in solidarity in the Women's Memorial March (February 14) in honour of the missing and murdered Aboriginal women and children; and

**BE IT FURTHER RESOLVED THAT** PSAC members stand in solidarity in the Sisters in Spirit Vigils (October 4) to honour the lives of the missing and murdered Aboriginal women and children.

**CALGARY, LOCAL 30024**

**COMMITTEE RECOMMENDATION**

**Concurrence**

**Adopted unanimously.**

**RATIONALE:**

**The fact that there are 824 murdered or missing Aboriginal women in Canada is shameful and we need to take action.**

**318. PUBLICATION OF DECISIONS, PSAC**

**WHEREAS** it is important to be open and transparent with the members; and

**WHEREAS** some past decisions made by the Alliance Executive Committee, Public Service Alliance of Canada (PSAC) were not made public; and

**WHEREAS** elected officers should be held accountable to the membership.

**BE IT RESOLVED THAT** all votes/decisions taken by the Alliance Executive Committee (PSAC), be made public.

**COMMITTEE RECOMMENDATION**

**Concurrence**

**Recorded against: Sylvie Lahaie**

**RATIONALE:**

**The PSAC AEC has made decisions without accountability to the membership.**

**Making votes and decisions public would hold the AEC accountable.**

**SAINT JOHN, LOCAL 60005**

**319. REIMBURSEMENT OF LEAVE**

**COMMITTEE RECOMMENDATION**

**WHEREAS** the PSAC has an administrative policy that only allows a reimbursement of loss of salary when an activist on authorized Union business takes Leave without Pay (LWOP); and

**WHEREAS** some activists in their best 5 years for Pension do not want to take LWOP and chose to use another form of leave (Vacation, Compressed, Compensatory time, etc.) are not compensated for their loss of time; and

**WHEREAS** some activists have difficulty getting LWOP approved for Union business and are forced to use another form of leave (Vacation, Compressed, Compensatory time, etc.) to be an activist and are not compensated for their loss of time; and

**WHEREAS** it is important to recognize that whether someone is taking Vacation, Compressed, Compensatory Time or another form of leave, they are losing the opportunity to take that leave in the future and therefore should be compensated.

**BE IT RESOLVED THAT** the PSAC change their Policy to include reimburse for “Loss of Salary” when an activist takes any form of leave for authorized Union business.

**Concurrence**

**RATIONALE:**

**As it takes PSAC a long time to process expense claims, it creates a hardship for members on Alliance business.**

**Leave it up to the members to manage their leave credits.**

**The PSAC does not cover loss of salary for compensatory, vacation and compressed time.**

**SAINT JOHN, LOCAL 60005**

**320. TRANSFER OF SERVICE DELIVERY FUNCTIONS**

**BE IT RESOLVED THAT** the Alliance transfer all service delivery functions to components upon request, save and except collective bargaining; organizing; the functions of the Legislative Office; and necessary administrative functions (e.g. Membership Services); and

**BE IT FURTHER RESOLVED THAT** the PSAC dues structure be amended to return the monies associated with the cost of performing the aforementioned services to those components who intend to perform those functions and have made the applicable request.

**COMMITTEE RECOMMENDATION**

**Concurrence**

**Adopted unanimously.**

**RATIONALE:**

**The Public Service Alliance of Canada should reimburse the funds for training and services to components when they provide such services to their memberships.**

**SAINT JOHN, LOCAL 60005**



**321. AGE**

**WHEREAS** Young Worker Committees have formed and dissolved in the past due to a lack of succession planning; and

**WHEREAS** the average age of entry into the public service is increasing; and

**WHEREAS** upon entry, most members are focused on securing a permanent position and, as a result, it usually takes years before they become involved in their union; and

**WHEREAS** Young Worker Committees encourage young members to become involved in their union and typically lead them to being involved with other committees simultaneously; and

**WHEREAS** Young Worker Committees almost serve as a recharge, allowing young members to have a space to call their own.

**BE IT RESOLVED THAT** this resolution be sent forward to the UTE National Convention in order to amend the definition of 'Young Worker' to include members who are 35 years of age and under.

**COMMITTEE RECOMMENDATION**

**Non-concurrence**

**Adopted unanimously.**

**RATIONALE:**

**UTE By-Laws and Regulations do not have a definition of a "Young Worker".**

**OTTAWA T.C., LOCAL 70030**

**322. TESTING FOR INTERNAL STAFFING ACTIONS**

**WHEREAS** the employer takes internal staffing actions;  
and

**WHEREAS** Article 51 is presently silent on leave with pay  
for the purposes of internal staffing actions; and

**WHEREAS** the internal staffing actions of the employer  
often require testing.

**BE IT RESOLVED** that the Union of Taxation Employees  
work with the employer to reach an agreement to allow for  
the testing required for the internal staffing mechanism(s)  
to occur on the employer's time, until such time as the  
collective agreement addresses this matter.

**ST. JOHN'S , LOCAL 90001**

**COMMITTEE RECOMMENDATION**

**Concurrence**

**Adopted unanimously.**

**RATIONALE:**

**No member should be unpaid for internal staffing  
mechanism of the employer.**

**323. POLITICAL ENDORSEMENT**

**WHEREAS** the UTE last asked Locals and members several years ago to provide feedback on the desire to endorse a federal party in a federal election; and

**WHEREAS** the Conservative Party has made their intent to destroy labour and outsource public service; and

**WHEREAS** we are in a very different political climate.

**BE IT RESOLVED THAT** the UTE again solicit the opinions of Locals and their members on endorsing a political party for the next federal election; and

**BE IT FURTHER RESOLVED THAT** the solicitation and decision to endorse or not endorse a political party be completed by the June 2015 Executive Council.

**COMMITTEE RECOMMENDATION**

**Non-concurrence**

**Adopted unanimously.**

**RATIONALE:**

**The members have already spoken clearly that they are not in favour of political endorsements by UTE.**

**Political endorsements by UTE could damage the relationship with the membership.**

**VICTORIA, LOCAL 20028**

**324. UTE MEMBERSHIP QUESTIONNAIRE**

**WHEREAS** the Union of Taxation Employees has always tried to be proactive and responsive to the membership; and

**WHEREAS** a questionnaire to the membership is an opportunity for membership feedback on various subject matters; and

**WHEREAS** the last UTE questionnaires were completed and reported on in June 2003 and May 2009 respectively.

**BE IT RESOLVED THAT** the Communications Committee be charged with developing a questionnaire. This questionnaire would be sent to every UTE member seeking their comments on, for example: the union as a whole, communications, knowledge of the local, regional, national structure and leadership, electoral procedures, the relationship with the PSAC and Management, the Staffing regime, etc., and any other topics the committee would deem appropriate; and

**BE IT FURTHER RESOLVED THAT** each questionnaire be accompanied by an addressed postage paid envelope and that the National Office be responsible to receive and have the results compiled, analyzed and presented to the membership no later than September 2015.

**COMMITTEE RECOMMENDATION**

**Non-concurrence**

**Adopted unanimously.**

**RATIONALE:**

**The members are not interested in completing another questionnaire.**

**The cost of administration of the questionnaire is not a good use of union dollars.**

**Another questionnaire would alienate the membership.**

**PETERBOROUGH, LOCAL 00008**

ORIGINAL	AMENDED	DECISION
441. REGULATION 24	<b>BE IT RESOLVED THAT THE FOLLOWING CHANGES BE MADE TO REGULATION 24.</b>	<b>COMMITTEE RECOMMENDATION</b>  <b>Non-concurrence</b>
<b>24.5 LIFE MEMBERSHIP</b>	<b>24.5 LIFE MEMBERSHIP</b>	<b>RATIONALE:</b>
1. The award shall be a suitably inscribed plaque.	<b>UTE life members invited to our UTE conventions</b>	<b>We should be supporting our lifetime members' participation.</b>
2. Members shall have all the rights as described in By-Law 3, Section 3.	<b>WHEREAS</b> the UTE has chosen to recognize members who have shown leadership and exemplary dedication over the years, by granting them life membership; and	<b>Lifetime members should be respected as Regulation 24 provides.</b>
3. Members shall be entitled to a UTE ring or an engraved UTE watch.	<b>WHEREAS</b> we want to recognize their experience, knowledge and history; and	<b>Supports continuance of knowledge and experience.</b>
4. Members shall be invited to our Convention, and for those that wish to attend, all of their expenses shall be paid in accordance with these By-Laws and Regulations as if they were a delegate.	<b>WHEREAS</b> we need to manage the money from our members while considering our union's changing priorities.	
5. Members will be recognized in some manner in Convention.	<b>BE IT RESOLVED THAT</b> By-Law 24.5 be amended as follows:	

#### 441. REGULATION 24 (CONT'D)

6. Nominees must have:

**BE IT FURTHER RESOLVED THAT** the UTE invite life members at the convention of their induction to another convention of their choice and that all expenses be covered under the UTE bylaws as if he/she were a delegate; and

- a. demonstrated their commitment to achieving the aims and objectives of UTE;
- b. accumulated service at the Local and National level of UTE for a minimum of fifteen (15) years; and
- c. exhibited exemplary service at the Local and national level of UTE.

**BE IT FURTHER RESOLVED THAT** former UTE national presidents who are life members be invited to all subsequent conventions and that their expenses be covered; and

i. Definition of Exemplary Service:

**BE IT FURTHER RESOLVED THAT** the other life members be invited to subsequent conventions at their own expense; and

- 1. outstanding;
- 2. serving as an example;
- 3. admirable, commendable, ideal model, praiseworthy or exceptionable.

**BE IT FURTHER RESOLVED THAT** all UTE life members be recognized in some way during the convention.

#### 441. REGULATION 24 (CONT'D)

- ii. Examples of Exemplary Service:
  - 1. Founder and organizer of the 1st UTE National UTE Women's Conference;
  - 2. Founder and organizer of the 1st UTE National EO Conference;
  - 3. Organizer of a foundation for Unions to help street kids and homeless people;
  - 4. Organizer of a foundation of for Unions to help members who have been terminated from D.I. and are no longer able to work.

**SHAWINIGAN-SOUTH - LOCAL 10005**

ORIGINAL	AMENDED	DECISION
442. REGULATION 24	<b>BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 24 BE MADE.</b>	<b>COMMITTEE RECOMMENDATION</b>
<b>REGULATION 24</b>	<b>REGULATION 24</b>	<b>Non-concurrence</b>
<b>HONOURS AND AWARDS</b>	<b>HONOURS AND AWARDS</b>	<b>RATIONALE:</b>
<b>24.5 LIFE MEMBERSHIP</b>	<b>24.5 LIFE MEMBERSHIP</b>	<b>We should be supporting our lifetime members' participation.</b>
1. The award shall be a suitably inscribed plaque.	<b>WHEREAS</b> members who have achieved life membership status should be recognized for their contribution to the organization; and	<b>Lifetime members should be respected as Regulation 24 provides.</b>
2. Members shall have all the rights as described in By-Law 3, Section 3.	<b>WHEREAS</b> Life members are recognized as outlined in regulation 24.5, with a suitably inscribed plaque, a UTE ring or watch; and	<b>Supports continuance of knowledge and experience.</b>
3. Members shall be entitled to a UTE ring or an engraved UTE watch.	<b>WHEREAS</b> the expenses of the Union are a concern.	
4. Members shall be invited to our Convention, and for those that wish to attend, all of their expenses shall be paid in accordance with these By-Laws and Regulations as if they were a delegate.	<b>BE IT RESOLVED THAT</b> regulation 24.5 be amended to allow life members to attend one convention after they have received the honour of life membership fully paid as if they were a delegate; and	



#### 442. REGULATION 24 (CONT'D)

5. Members will be recognized in some manner in Convention. **BE IT FURTHER RESOLVED THAT** when a life member attends UTE Convention as a fully funded delegate this not be counted as their one Convention.
6. Nominees must have:
- a. demonstrated their commitment to achieving the aims and objectives of UTE;
  - b. accumulated service at the Local and National level of UTE for a minimum of fifteen (15) years; and
  - c. exhibited exemplary service at the Local and national level of UTE.
    - i. Definition of Exemplary Service:
      - 1. outstanding;
      - 2. serving as an example;
      - 3. admirable, commendable, ideal model, praiseworthy or exceptional.

#### **442. REGULATION 24 (CONT'D)**

- ii. Examples of Exemplary Service:
  1. Founder and organizer of the 1<sup>st</sup> UTE National UTE Women's Conference;
  2. Founder and organizer of the 1<sup>st</sup> UTE National EO Conference;
  3. Organizer of a foundation for Unions to help street kids and homeless people;
  4. Organizer of a foundation of for Unions to help members who have been terminated from D.I. and are no longer able to work.

**ST. JOHN'S T.C. – LOCAL 90000**

ORIGINAL	AMENDED	DECISION
443. REGULATION 24	<b>BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 24 BE MADE.</b>	<b>COMMITTEE RECOMMENDATION</b>
<b>REGULATION 24</b>	<b>REGULATION 24</b>	<b>Non-concurrence</b>
<b>HONOURS AND AWARDS</b>	<b>HONOURS AND AWARDS</b>	<b>RATIONALE:</b>
<b>24.5 LIFE MEMBERSHIP</b>	<b>24.5 LIFE MEMBERSHIP</b>	<b>We should be supporting our lifetime members' participation.</b>
1. The award shall be a suitably inscribed plaque.	<b>Committee Composition</b>	<b>Lifetime members should be respected as Regulation 24 provides.</b>
2. Members shall have all the rights as described in By-Law 3, Section 3.	<b>WHEREAS</b> UTE has an increasing number of Life members; and	<b>Supports continuance of knowledge and experience.</b>
3. Members shall be entitled to a UTE ring or an engraved UTE watch.	<b>WHEREAS</b> Convention space is limited and costs continue to increase; and	
4. Members shall be invited to our Convention, and for those that wish to attend, all of their expenses shall be paid in accordance with these By-Laws and Regulations as if they were a delegate.	<b>WHEREAS</b> UTE strives for fiscal responsibility.	
5. Members will be recognized in some manner in Convention.	<b>BE IT RESOLVED THAT</b> Regulation 24.5(4) be amended to read:	

#### 443. REGULATION 24 (CONT'D)

6. Nominees must have:
- a. demonstrated their commitment to achieving the aims and objectives of UTE;
  - b. accumulated service at the Local and National level of UTE for a minimum of fifteen (15) years; and
  - c. exhibited exemplary service at the Local and national level of UTE.
    - i. Definition of Exemplary Service:
      1. outstanding;
      2. serving as an example;
      3. admirable, commendable, ideal model, praiseworthy or exceptionable.
- Members who have held the office of National President shall be invited to our Conventions starting in 2017, and for those that choose to attend, all of their expenses shall be paid in accordance with these By-Laws and Regulations as if they were a delegate. All other life members shall be invited to attend the one Convention immediately following the presentation of their award, and for those that choose to attend, all of their expenses shall be paid in accordance with these By-Laws and Regulations as if they were a delegate.

#### **443. REGULATION 24 (CONT'D)**

##### **ii. Examples of Exemplary**

**Service:**

1. Founder and organizer of the 1<sup>st</sup> UTE National UTE Women's Conference;
2. Founder and organizer of the 1<sup>st</sup> UTE National EO Conference;
3. Organizer of a foundation for Unions to help street kids and homeless people;
4. Organizer of a foundation of for Unions to help members who have been terminated from D.I. and are no longer able to work.

**SASKATOON – LOCAL 40023**

ORIGINAL	AMENDED	DECISION
445. PSAC CONSTITUTION	<b>BE IT RESOLVED THAT THE FOLLOWING CHANGE TO THE PSAC CONSTITUTION BE MADE.</b>	<b>COMMITTEE RECOMMENDATION</b>
SECTION 16, SUB-SECTION (4)	<b>PSAC REGIONAL TRIENNIAL CONVENTIONS</b>	Concurrence
	<b>WHEREAS</b> PSAC Regional Conferences are not fully funded; and	Recorded against: Louise Vallière, Vicki-Lynn Smith, Sylvie Lahaie
	<b>WHEREAS</b> there have been no less than 4 resolutions to PSAC National Triennial Convention in regards to fully funding conventions which have not passed; and	<b>RATIONALE</b>
	<b>WHEREAS</b> the cost of fully funding these regional conferences would result in a huge dues increase to the membership.	<b>The PSAC does not fully fund the PSAC Regional Conventions.</b>
	<b>BE IT RESOLVED THAT</b> Section 16, Sub-section (4) Regional Triennial Conventions be removed from the PSAC Constitution; and	<b>The business at the PSAC Regional Conventions can be done at the PSAC National Convention.</b>
	<b>BE IT FURTHER RESOLVED THAT</b> the elections of the REVP and the Alternate REVP will take place at the PSAC national Triennial Conventions.	<b>There is a need to debate the resolution on the UTE and the PSAC Convention floor.</b>
	<b>BARRIE – LOCAL 00052</b>	

**ORIGINAL**

**AMENDED**

**DECISION**

446. PSAC REGULATION 17

**BE IT RESOLVED THAT THE FOLLOWING CHANGE TO THE PSAC REGULATION 17 BE MADE.**

**COMMITTEE RECOMMENDATION**

**Non-concurrence**

PSAC REGULATION 17, SECTION 16

**SEVERANCE PAY FOR PSAC NATIONAL OFFICERS**

**Adopted unanimously.**

**RATIONALE**

**WHEREAS** all members may lose their severance pay provisions in the next round of negotiations; and

**Not in the spirit of unionism.**

**WHEREAS** most of the members of PSAC have already lost their severance pay provisions; and

**WHEREAS** our AEC Executive be treated the same as the members that they represent.

**BE IT RESOLVED THAT** Regulation 17 Section 16 Severance Pay be removed from the PSAC Constitution and Regulations; and

**BE IT FURTHER RESOLVED THAT** the elected officers have the same provisions of severance as the members that they represent.

**TORONTO CENTRE – LOCAL 00013**