

201. STRIKE PAY

WHEREAS the \$50.00 per day strike pay turned out be insufficient to meet the strikers' needs.

BE IT RESOLVED THAT the UTE bring a resolution to the 2009 PSAC Convention to amend the Constitution and Regulations to increase strike pay to \$75.00 per day, for general and/or rotating strikes.

JONQUIÈRE, LOCAL 10004

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

Should be discussed at the PSAC Convention.

Increase may be necessary as cost of living is increasing.

May raise the level of activism.

Carried unanimously.

202. TIMING OF 2010 BARGAINING

WHEREAS there is a will to start the bargaining process 6 months prior to the agreement expiry date; and

WHEREAS it is important that locals be apprised of demands before they are presented to the employer; and

WHEREAS the involvement of locals in the selection of demands is desirable albeit difficult to achieve; and

WHEREAS the Presidents' Conference is a forum where all locals are present and this would afford them the opportunity to speak on the selection of demands; and

WHEREAS this would make it possible to gather unconditional support from the locals and the members they represent with regards to the demands.

BE IT RESOLVED THAT the deadline for receipt of bargaining demands be January 26, 2010; and

BE IT FURTHER RESOLVED THAT the National Bargaining Committee hold its meeting for selecting demands near the end of February 2010 and before the March 2010 Presidents' Conference; and

BE IT FURTHER RESOLVED THAT the results of the committee's work be presented at the March 2010 Presidents' Conference so that they can be explained to local presidents.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

This date may interfere with the locals' Annual General Meeting held during this period.

The date is too short and limitative.

JONQUIÈRE, LOCAL 10004

203. BARGAINING DEMANDS

WHEREAS the membership are solicited by the locals to submit bargaining demands, and the members demand is important to them personally as they have made the effort and taken the time to submit same; and

WHEREAS the members follow-up with local executives and inquire about the status of their demands.

BE IT RESOLVED THAT UTE'S National Bargaining Committee shall report back to the applicable local on all demands submitted by that local that have not been taken forward to the negotiating table; and

BE IT FURTHER RESOLVED THAT the local shall be provided with a brief rationale as to why such a demand or demands were not included in the final negotiation package; and

BE IT FURTHER RESOLVED THAT the Bargaining Committee shall report back no later than the date on which the union bargaining demands are shared with the locals.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

This information is important for the locals.

Good practice.

ST. JOHN'S, LOCAL 90001

204. RATIFICATION VOTE INFORMATION

WHEREAS comments and concerns expressed by members on a ballot at a ratification vote are of primary importance to the Local elected representatives; and

WHEREAS this information will permit the Local representatives to better represent their members.

BE IT RESOLVED THAT Local representatives receive from the Alliance a summary of the comments made by their members, on the ballots cast at a ratification vote; and

BE IT FURTHER RESOLVED THAT a copy of the summary of the applicable report be forwarded to the Local, at the same time this report is forwarded to the Alliance National Office.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

This information is already compiled by the PSAC Regional Offices.

To have a consistent practice.

CALGARY, LOCAL 30024

205. ACCESS TO STRIKE FUNDS

WHEREAS the Public Service Modernization Act has changed the way Rands and members are treated in the case of voting related to Collective Bargaining and ratification of Collective Agreements; and

WHEREAS these individuals are now allowed to participate in the casting of ballots while not signing cards as union members; and

WHEREAS the union has established various funds to assist members for their participation in a strike activity.

BE IT RESOLVED THAT action be taken to make sure that Rands be excluded from receiving strike funds until such time they become members in good standing.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

May have a personal reason for being a RAND.

If they are on the picket line, they deserve to be paid.

It is the local's responsibility to have the RAND sign the membership card.

CALGARY, LOCAL 30024

206. TRANSLATION

WHEREAS during the last bargaining process, some documents were not produced in both official languages; and

WHEREAS translation is not the responsibility of the team members; and

WHEREAS translation must be done by professional translators.

BE IT RESOLVED THAT all documents required during the face-to-face bargaining process at the PSAC/UTE and CRA bargaining table be produced in both official languages by both parties; and

BE IT FURTHER RESOLVED THAT the PSAC provide for a translation service available at all times to address this requirement.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

The documents are not always provided in both official languages.

It is a right to work in the language of your choice.

If there is no translation services, it's causing further delays.

Carried unanimously.

SHAWINIGAN-SOUTH, LOCAL 10005

207. SPEAKERS' NOTES

WHEREAS the information to be announced to members at ratification or strike vote meetings should be consistent and appropriate; and

WHEREAS the union officers (speakers) who communicate this information are not necessarily members of the bargaining team or people who attend the preparatory meetings for a strike vote.

BE IT RESOLVED THAT the PSAC prepare notes for all speakers to be used during ratification or strike vote sessions.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

It is not always a member of the negotiating team that speaks at these meetings.

Will ensure that the information is provided consistently.

Carried unanimously.

SHAWINIGAN-SOUTH, LOCAL 10005

208. BARGAINING PERIOD

COMMITTEE RECOMMENDATION

WHEREAS the bargaining period is an important period for members; and

Concurrence

WHEREAS this process is a major goal for all members; and

RATIONALE:

WHEREAS the bargaining period required for obtaining an agreement is often too long; and

It is an intent.

WHEREAS signing before the collective agreement expires is a considerable advantage for members (retroactivity and immediate applications of the negotiated benefits).

The “WHEREAS” are self-explanatory.

BE IT RESOLVED THAT the PSAC/UTE undertake discussions with the CRA to agree on starting the bargaining process six (6) months prior to the date that the collective agreement expires.

Carried unanimously.

SHAWINIGAN-SOUTH, LOCAL 10005

209. NATIONAL RATIFICATION VOTE RESULTS

WHEREAS the membership of the PSAC has the right to know the results of national ratification votes on collective agreements; and

WHEREAS the membership has expressed a desire to know this information.

BE IT RESOLVED THAT a single national percentage (the percentage of members who voted in favour of the proposed agreement) be released to the membership by the component president via electronic bulletin within five (5) days of the end of the voting period on such an agreement.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Could affect future round of negotiation.

It's the result that is important.

Carried unanimously.

EDMONTON, LOCAL 30025

210. BY-LAW 8, SECTION 4, RESPONSIBILITY OF 2ND NVP

WHEREAS Resolution 240 carried at the 2005 Convention provided for this responsibility; and

WHEREAS the 2nd NVP must be able to be aware of anything that concerns bargaining in order to better plan the various steps in the bargaining process.

BE IT RESOLVED THAT the following be added to UTE By-Law 8, Section 4:

attends and participates in discussions and meetings in preparation for bargaining between PSAC/UTE and the employer.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

Self-explanatory.

JONQUIÈRE, LOCAL 10004

211. REGULATION 10.2.1 - STANDING BARGAINING COMMITTEE

WHEREAS collective bargaining is at the heart of what is important to the membership; and

WHEREAS having knowledgeable individuals on the bargaining team is extremely important; and

WHEREAS having bargaining team members who work in the workplace can ensure that the issues are clearly explained not only to the union bargaining team but to the negotiator and the employer bargaining team.

BE IT RESOLVED THAT Regulation 10.2.1 be amended to read as follows:

(Changes **in bold and underlined**)

(1) This committee is made up of:

(a) the 2nd Vice-President who is Chair of the Committee;

(b) the Regional Vice-President appointed by the Executive Council who is the Co-chair of the committee;

(c) **Four** Local President representatives, **two** representing Tax Services Offices and **two** representing Tax Centers.

Total Committee **members 6.**

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

There are no sound arguments to have a larger number of members on this Committee.

Will not add value to the Committee.

More does not mean better.

UTE's way is working.

Carried unanimously.

WINNIPEG TAXATION CENTRE, LOCAL 50031

212. DUTIES AND RESPONSIBILITIES OF THE STANDING BARGAINING COMMITTEE

WHEREAS the Standing Bargaining Committee is required to promote, organize or provide for various activities or communicate information during bargaining processes; and

WHEREAS these duties and responsibilities are a current practice of the Committee.

BE IT RESOLVED THAT the duties and responsibilities of the Standing Bargaining Committee be added to Regulation 10.2.2 as follows:

UTE: Regulation 10.2.2 Duties and Responsibilities

New: encourages participation in the bargaining process by proposing various measures to the UTE Executive Council.

New: contributes to knowledge development pertaining to bargaining by publishing articles and bulletins.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Not clear.

Already done, there is no reason for this amendment.

PENTICTON, LOCAL 20026

213. CO-CHAIRS

WHEREAS committee co-chairs too have expertise on the subjects handled by the various committees; and

WHEREAS it is necessary to prepare the next generation for the committees and bargaining; and

WHEREAS it is necessary to provide for the possibility that committee chairs are not available to participate in the National Bargaining Committee, which would deprive the National Bargaining Committee of the expertise and analysis of these committee members.

BE IT RESOLVED THAT UTE Regulation 10.3.1 (b) be amended to add committee co-chairs.

10.3 NATIONAL BARGAINING COMMITTEE

10.3.1 Composition

- (1) This committee is made up of:
- (b) Chairs or co-chairs of each of the following Standing Committees:

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Will not add any value to the Committee.

Will not make a big difference.

The availability of the members is verified before deciding on the dates.

PENTICTON, LOCAL 20026

214. ALLOCATION OF SEATS ON THE BARGAINING TEAM

WHEREAS it is necessary to ensure the involvement of representatives of Local presidents. One (1) representative from the TCs and one (1) representative from the TSOs; and

WHEREAS these two (2) representatives have relevant technical information; and

WHEREAS their presence enhances the credibility of the bargaining team among Locals and members.

BE IT RESOLVED THAT the composition of the bargaining team be amended to allocate the first four (4) seats on the bargaining team to the four (4) members of the Standing Bargaining Committee.

10.4 NATIONAL BARGAINING TEAM

10.4.1 Composition

New: The first four (4) seats are allocated to the members of the Standing Bargaining Committee.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

The process is working; there is no reason to change it.

The members' selection should be based on the knowledge and the contribution that these members can bring to the team.

PENTICTON, LOCAL 20026

215. NATIONAL BARGAINING TEAM

WHEREAS the membership of the UTE is a diverse group from many different regions, with many different interests and needs; and

WHEREAS the current regulations regarding the selection of the PSAC/CRA Negotiating Team do not provide for regional representation.

BE IT RESOLVED THAT future PSAC/CRA bargaining teams be selected with the goal of obtaining at least one representative from each region within the UTE; and

BE IT FURTHER RESOLVED THAT *UTE Regulation 10 be amended* to provide for the inclusion of two additional Presidents' representatives (one from the TSO's, one from the TC's) to the Standing Bargaining Committee and the National Bargaining Committee.

EDMONTON, LOCAL 30025

COMMITTEE RECOMMENDATION

Divide the two "BE IT RESOLVES"

First "BE IT RESOLVED":

Non-Concurrence

RATIONALE:

There are no sound arguments to have a larger number of members on the negotiating team.

Will not add value to the negotiating team.

More does not mean better.

UTE's way is working.

It's a national Bargaining team, not regional.

Carried unanimously.

COMMITTEE RECOMMENDATION

The second "BE IT RESOLVED" has been dealt with the resolution 211 that was rejected.

216. NUMBER OF BARGAINING TEAM MEMBERS

COMMITTEE RECOMMENDATION

WHEREAS PSAC Regulation 15 allows the composition of the bargaining team to be up to a maximum of nine (9) members; and

Non-Concurrence

RATIONALE:

WHEREAS, according to the bargaining team members' reports, the total number of seven (7) is enough.

Not providing any flexibility.

BE IT RESOLVED THAT UTE Regulation 10.4.1(2) be amended to add the minimum number of seven (7) members.

The number of people is not a good indicator of effectiveness.

10.4 NATIONAL BARGAINING TEAM

10.4.1 Composition

(2) The selection of the National Bargaining Team members **(minimum seven (7))** in (c) is done by the President; the 2nd Vice-President and the Regional Vice-President appointed by the Executive Council who is the Co-chair of the Standing Bargaining Committee.

PENTICTON, LOCAL 20026

217. 10.4 PSAC/CRA NEGOTIATING TEAM
10.4.1 Composition

WHEREAS UTE is a union of 25,000 plus members; and

WHEREAS UTE's membership is wide and diverse; and

WHEREAS each local whether it be a call centre, a Taxation Centre or a Taxation Office have their own unique issues in regards to bargaining; and

WHEREAS we must ensure that their voice is heard at the Bargaining table.

BE IT RESOLVED THAT the National Bargaining Team be made up of no less than 7 members; and

BE IT FURTHER RESOLVED THAT the committee include one TSO representative and one TC representative selected from the National Bargaining Committee.

COMMITTEE RECOMMENDATION

Divide the two "BE IT RESOLVES"

First "BE IT RESOLVED" is covered under 216 that was rejected.

Second "BE IT RESOLVED" is covered under resolution 214 that was rejected.

WINNIPEG TAXATION CENTRE, LOCAL 50031

218. TOTAL MEMBERS ON THE BARGAINING TEAM

COMMITTEE RECOMMENDATION

WHEREAS PSAC Regulation 15 allows the composition of the bargaining team to be up to a maximum of nine (9) members; and

The resolution was withdrawn at the local's request and approved by the members of the Committee.

WHEREAS according to the bargaining team members' reports, the total number of seven (7) is enough.

BE IT RESOLVED THAT Regulation 10.4.1 (c) be amended to add the number three (3) to confirm the desired total of seven (7) members on the bargaining team.

10.4 NATIONAL BARGAINING TEAM

10.4.1 Composition

- (c) **a minimum of three (3)** other available seats will be selected from among the members of the National Bargaining Team

PENTICTON, LOCAL 20026

219. MEMBERS OF THE BARGAINING TEAM

WHEREAS the information to be announced to members at ratification and strike vote meetings must be consistent and appropriate; and.

WHEREAS the members of the bargaining team have detailed, relevant information on how the face-to-face bargaining process with the employer is to run; and

WHEREAS the members of the bargaining team should be allowed the opportunity to explain the bargaining team's positions.

BE IT RESOLVED THAT PSAC Regulation 15.2.7 be amended to emphasize the participation, use and roles and responsibilities of the bargaining team members during ratification and strike votes.

PSAC: REGULATION 15.2.7 NEGOTIATING TEAM

The Negotiating Team finalizes the bargaining demands and establishes priorities in reparation for presentation to the employer and together with the negotiator/staff person, negotiates with the employer.

The Negotiating Team may make recommendations to the AEC through the Strike Strategy Coordinating Committee with respect to strike support activities including whether and when votes are taken, whether particular employer offers are adequate to put before the members, etc.

Team members **shall** ~~(may)~~ be called upon to act as spokespersons for the team during ratification and strike votes.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

This change indicates a guarantee that the members of the negotiating team participate.

220. SIZE OF BARGAINING TEAM

WHEREAS the PSAC is an organization representing an extremely large and diverse number of members; and

WHEREAS the interests of such a membership are bound by nature to be equally large and diverse; and

WHEREAS the current maximum of nine (9) representatives in any given component bargaining team is not sufficient to represent all the various regions, economic and equity groups that make up the Alliance's membership.

BE IT RESOLVED THAT *PSAC Regulation 15, part 3.7 be amended* to increase the maximum number of negotiating team members from nine (9) to eleven (11).

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

The process is working. There is no reason to change it.

The number of people is not a good indicator of effectiveness.

EDMONTON, LOCAL 30025

221. ROLES AND RESPONSIBILITIES OF THE BARGAINING TEAM MEMBERS

WHEREAS the information to be announced to members at ratification and strike vote meetings must be consistent and appropriate; and

WHEREAS the members of the bargaining team have detailed, relevant information on how the face-to-face bargaining process with the employer is to run; and

WHEREAS the members of the bargaining team should be allowed the opportunity to explain the bargaining team's positions.

PSAC: REGULATION 15.3.8 ROLES AND RESPONSIBILITIES

Negotiating team members serve as a member of a PSAC negotiating team representing all of the members of the bargaining unit/coalition and not any particular constituency within the union. Failure to do so would constitute dismissal by the AEC from the negotiating team with cause.

Negotiating team members are also charged with the following specific responsibilities:

- finalize and prioritize proposals;
- negotiate with the employer with the assistance of a negotiator assigned by the PSAC;
- support the rest of their team;
- recommend strike votes or tentative agreements;
- serve as required and authorized, on various mobilization or strike related committees established in support of negotiation

COMMITTEE RECOMMENDATION

The resolution was withdrawn at the local's request and approved by the members of the Committee.

222. REGULATION 15 – PSAC ADVANCE VOTING

COMMITTEE RECOMMENDATION

WHEREAS a number of our members would like be able to vote while on official business for the employer; and

Non-Concurrence

WHEREAS in many cases there are no locals in proximity to the location where members are on official government business (remote locations).

RATIONALE:

May increase the use of proxy votes.

BE IT RESOLVED that PSAC Regulation 15 be amended as follows in order to allow for advanced voting.

Does not fix the problem.

PSAC: Regulation 15.3.11 Voting Procedures

- only members on official government business (working for the employer outside their home area) may vote in advance. However, they must prove that they are working on official government business.

JONQUIÈRE, LOCAL 10004

223. ADVANCE VOTING

WHEREAS a number of our members would like to be able to vote while on official business for the employer outside their home area; and

WHEREAS in many cases there are no locals in proximity to the location where members are on official government business (remote locations); and

WHEREAS PSAC does not prohibit such a practice.

BE IT RESOLVED to amend the “Policy of U.T.E. on the holding of a strike or a ratification vote” in order to permit advance voting for members on official government business outside their home area; and

BE IT FURTHER RESOLVED that being a member working on official government business be the only situation permitted for advanced voting; and

BE IT FURTHER RESOLVED that members shall prove that they are on official government business to be allowed to vote in advance.

JONQUIÈRE, LOCAL 10004

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Good for all is good for the one.

224. POLICY ON RATIFICATION VOTE PROCEDURE

WHEREAS members in good standing may be in travel status for work on the day allotted for the vote; and

WHEREAS members in travel status do not always have control over the dates they are in travel status.

BE IT RESOLVED THAT the UTE sets aside an alternative option for members to exercise their right to vote who will be unavailable the day of the vote.

NORTHERN BC & YUKON, LOCAL 20002

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

One vote at one time.

This resolution does not correct the problem.

Open door to unreasonable options.

Too vague.

225. PSAC REGULATION 15.3.14(a) AND 15.3.15(a)

In French only:

BE IT RESOLVED THAT the French version of PSAC Regulations 15.3.14 and 15.3.15 be amended to change the words *ressortissant à* to *régies par*, as indicated hereunder:

PSAC: Regulation 15.3.14 Strike

A) Les unités de négociation **régies par** (ressortissant à) la LRTFP ou à la LRTP :

15.3.15 Scrutins de ratification

A) Les unités de négociation **régies par** (ressortissant à) la LRTFP ou à la LRTP :

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

More appropriate in the circumstances.

Housekeeping.

Carried unanimously.

JONQUIÈRE, LOCAL 10004

226. PSAC REGULATION 15 SECTION 3.15 (A) AND (B)
RATIFICATION VOTES

WHEREAS collective bargaining information is available quicker through technological advancements; and

WHEREAS members are frustrated at being required to sit through a meeting where they are aware of the issues.

BE IT RESOLVED THAT By-Law 15 Section 3.15 (A) and (B) first paragraphs in each be amended to read “Wherever possible, **when the bargaining team is recommending rejection of the memorandum of settlement**, ratification votes shall be held at meetings conducted for the purpose of explaining the terms of the memorandum of settlement, except where the isolated nature of the worksite or shift schedules require that special arrangements be made.”

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Already covered.

It's working.

OTTAWA TAX SERVICES, LOCAL 70010

227. POLICY ON RATIFICATION VOTE PROCEDURE

WHEREAS the PSAC Constitution, Regulation 15 Section 3.15 clearly states: Locals/Branches are responsible for ensuring members receive adequate information upon which to make a decision to vote; holding ratification meetings to which members have reasonable access and making alternate arrangements, with the exception of “desk drops”, to allow members to vote.

BE IT RESOLVED THAT the UTE ensure that ratification meetings and/or information sessions shall take place during the period a tentative contract is in place up to but not during the day of the ratification vote.

NORTHERN BC & YUKON, LOCAL 20002

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Remove all flexibility.

May be very costly for locals.

Will create problems with the negotiating team availabilities.

This will be contrary to the intent of the resolution.

Carried unanimously.

228. POLICY ON RATIFICATION VOTE PROCEDURE

WHEREAS the PSAC Constitution, Regulation 15 Section 3.15 clearly states: Locals/Branches are responsible for ensuring members receive adequate information upon which to make a decision to vote; holding ratification meetings to which members have reasonable access and making alternate arrangements, with the exception of “desk drops”, to allow members to vote.

BE IT RESOLVED THAT the UTE ensure that ratification meetings and/or information sessions shall take place during a two week period prior to but not during the day of the ratification vote.

SURREY, LOCAL 20029

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Remove all flexibility.

May be very costly for locals.

Will create problems with the negotiating team's availabilities.

This will be contrary to the intent of the resolution.

Carried unanimously.

229. RATIFICATION VOTE PROCESS

WHEREAS the majority of information available from the PSAC is available in electronic format; and

WHEREAS the mandatory information sessions before a vote to ratify a collective agreement often take far too long, in the eyes of many members; and

WHEREAS the membership of the PSAC have expressed a desire for a ratification vote process that meets their needs.

BE IT RESOLVED THAT *PSAC Regulation 15 be amended* to allow, at votes ratifying collective agreements, members in good standing of the PSAC be allowed to sign a document verifying that they are fully informed on the issues and are prepared to cast their vote; and

BE IT FURTHER RESOLVED THAT the signing of such a document be considered an alternative to attending the mandatory information sessions.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

The information sessions are necessary.

Will reduce considerably the members' participations to the information sessions.

This is against the Public Service Labour Relations Board (PSLRB).

EDMONTON, LOCAL 30025

230. PSAC REGULATION 15-RATIFICATION VOTES

COMMITTEE RECOMMENDATION

WHEREAS PSAC Regulation 15, part 3.15 states that Locals/Branches are responsible for holding ratification meetings for the purpose of explaining the memorandum of settlement; and

Non-Concurrence

RATIONALE:

WHEREAS many Locals/Branches have established an effective collective bargaining communication structure with their members; and

The information sessions are necessary.

WHEREAS many Locals/Branches feel that by the time a ratification vote is taken, the need for an information meeting is not necessary; and

Will reduce considerably the members' participations to the information sessions.

WHEREAS the Local/Branch can still request to have a bargaining team member present at the ratification vote to answer questions from the members.

This is against the Public Service Labour Relations Board (PSLRB).

BE IT RESOLVED THAT PSAC Regulation 15, Section 3.15 be amended to include a provision whereby if the responsible party, in consultation with the Local/Branch President, is satisfied that the members have been adequately informed, then information sessions are not required; and

Already covered.

It's working.

BE IT FURTHER RESOLVED THAT in the case of a recommendation of a "NO" vote to the memorandum of settlement, a ratification information meeting is mandatory.

Same rules should apply to everybody.

Carried unanimously.

SAINT JOHN, LOCAL 60005

231. PSAC REGULATION 15

COMMITTEE RECOMMENDATION

WHEREAS there are many small locals with small budgets; and

Non-Concurrence

WHEREAS PSAC is the bargaining agent; and

RATIONALE:

WHEREAS the cost of Ratification votes should be the same for all locals.

Resolution 235 better addressed the Locals' expectations.

BE IT RESOLVED THAT UTE present a resolution to PSAC National Triennial Convention to amend Regulation 15, 3.15 as follows:

3.15 Ratification Votes

General Provisions:

A ratification vote shall be held for the acceptance or rejection of a Memorandum of Settlement in the bargaining unit(s) concerned. In the case of a coalition, the vote shall be carried out as a single, all-encompassing vote.

The AEC Officer responsible for collective bargaining, on authority delegated by the AEC, shall sign a collective agreement for a bargaining unit or a coalition bargaining group when a majority of the votes cast are in the affirmative, excluding spoiled ballots.

Locals/branches are responsible for ensuring members receive adequate information upon which to make a decision to vote; holding ratification meetings to which members have reasonable

231. PSAC REGULATION 15 (CONT'D)

access and making alternate arrangements, with the exception of “desk drops”, to allow members to vote. ~~(Locals/branches are)~~ **PSAC is** responsible for the rental of meeting facilities for ratification votes. ~~(, with the following exceptions:~~

- ~~• when a ratification vote follows a successful strike vote;~~
- ~~• where more than one Local/Branch holds a joint ratification meeting.)~~

Process:

A) PSSRA/PESRA Bargaining Units:

Wherever possible, ratification votes shall be held at meetings conducted for the purpose of explaining the terms of the memorandum of settlement, except where the isolated nature of the worksite or shift schedules require that special arrangements be made;

Only PSAC members in the bargaining unit shall be entitled to vote; proof of membership may be required;

Ratification vote ballots must clearly identify whether a rejection of the tentative collective agreement shall be taken as a strike vote.

231. PSAC REGULATION 15 (CONT'D)

B) All Other Bargaining Units (non-PSSRA):

Wherever possible, ratification votes shall be held at meetings conducted for the purpose of explaining the terms of the memorandum of settlement, except where the isolated location of the worksite or shift schedules require that special arrangements be made.

Where it is intended that a vote to reject the tentative agreement shall constitute a strike vote, legislation requires that all employees in the bargaining unit be given an opportunity to vote, whether or not they are members in good standing of the union. In this circumstance, the ratification vote must be treated as a strike vote and all the processes applicable to a strike vote followed.

Where it is intended that a vote to reject a tentative agreement shall not constitute a strike vote, only PSAC members in good standing will be eligible to vote.

SURREY, LOCAL 20029

232. CONTRACT RATIFICATION VOTES

WHEREAS the Public Service Alliance of Canada (PSAC) does not pay for a ratification vote unless there has been a successful strike vote; and

WHEREAS the PSAC does not pay for single local contract ratification meeting/votes; and

WHEREAS many components, including UTE, have separate contract negotiations from Treasury Board and many of their locals are geographically too far apart to feasibly hold joint meetings; and

WHEREAS the PSAC sets the rules governing the format and timetable of the contract ratification meeting/vote.

BE IT RESOLVED THAT the PSAC pay for all costs associated with having a contract ratification meeting/vote regardless of the number of locals participating and regardless of a successful strike vote.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

It is the bargaining agent's (PSAC) responsibility to pay for all costs.

Carried unanimously.

HAMILTON, LOCAL 00014

233. COST OF ROOMS FOR A RATIFICATION VOTE

WHEREAS THE PSAC is the bargaining agent and must be responsible for the cost of renting rooms for the various votes (ratification vote and strike vote); and

WHEREAS the current Regulation 15 often results in discontent.

BE IT RESOLVED THAT PSAC Regulation 15.3.15 be amended so that the PSAC is responsible for the room rental costs for all ratification meetings.

PSAC: Regulation 15.3.15 Ratification Votes

General provisions:

A ratification vote shall be held for the acceptance or rejection of a Memorandum of Settlement in the bargaining unit(s) concerned. In the case of a coalition, the vote shall be carried out as a single, all-encompassing vote.

The AEC Officer responsible for collective bargaining, on authority delegated by the AEC, shall sign a collective agreement for a bargaining unit or a coalition bargaining group when a majority of the votes cast are in the affirmative, excluding spoiled ballots.

Locals/branches are responsible for ensuring members receive adequate information upon which to make a decision to vote; holding ratification meetings to which members have reasonable access and making alternate arrangements, with the exception of “desk drops”, to allow members to vote. Locals/branches are responsible for the **reservation (rental)** of meeting facilities for ratification votes, with the following **(exceptions.)** **The PSAC is responsible for the costs relating to room rental.**

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Covered under resolution 235.

Carried unanimously.

233. COST OF ROOMS FOR A RATIFICATION VOTE
(CONT'D)

Regulation 15

- when a ratification vote follows a successful strike vote;
- where more than one Local/Branch holds a joint ratification meeting.)

SHAWINIGAN-SOUTH, LOCAL 10005

234. PSAC REGULATION 15-RATIFICATION VOTES

WHEREAS the PSAC is responsible for all matters regarding collective bargaining; and

WHEREAS is not geographically or logistically possible for many Locals/Branches to hold joint ratification meetings with other Locals/Branches; and

WHEREAS this creates a discriminatory fiscal practice in the PSAC among Locals/Branches.

BE IT RESOLVED THAT PSAC Regulation 15, part 3.15 be amended to state that the PSAC be responsible for rental and payment of meeting facilities for all ratification votes.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Covered under resolution 235.

SAINT JOHN, LOCAL 60005

235. PSAC RESOLUTION

COMMITTEE RECOMMENDATION

PSAC REGULATION 15, SECTION 3.15 RATIFICATION VOTES

Concurrence

WHEREAS PSAC regulation 15 requires that the cost for 'meeting facilities for ratification votes' be the responsibility of Locals/Branches; and

RATIONALE:

It is the bargaining agent's (PSAC) responsibility to pay for this cost.

WHEREAS as our bargaining unit, the PSAC should be responsible for such costs.

Carried unanimously.

BE IT RESOLVED THAT PSAC Regulation 15 be amended to require the PSAC to be responsible for the cost factor associated with 'the rental of meeting facilities for ratifications votes.'; and

BE IT FURTHER RESOLVED THAT Regulation 15, section 3.15 be amended to read: *"Locals/branches are responsible for ensuring members receive adequate information ... to allow members to vote. The PSAC will be responsible for the cost factor associated with the rental of meeting facilities for ratification votes."*

PETERBOROUGH, LOCAL 00008

236. CHARTER CLASS REGULATION 15 PSAC

WHEREAS the charter class no longer exists.

BE IT RESOLVED THAT the portion of PSAC Regulation 15.4.3 pertaining to the charter class be removed.

PSAC: Regulation 15.4.3 Transportation Charter Class to Save Money (Voluntary)

Reservations must be made well in advance with a Saturday night stay over in order to obtain the most economical fare. The travel agent will be booking at the most economical discounted airfare possible.

In circumstances when an event is not scheduled to meet the criteria of a Saturday night stay over at destination, the travel agent will give the opportunity to voluntarily take advantage of the discounted fares. However, the PSAC will only pay actual loss of salary, extra hotel costs (no more than two (2)) and meal expenses providing that the reduced fare plus expenses and loss of salary is less than the cost of the regular economy fare. Claims will be reviewed accordingly.

If charter fares are booked, travel back to destination should occur on day planned. However, if negotiations are adjourned early, contact the Negotiations Section to arrange when it is appropriate to return home. (The cost will be the determining factor.)

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

This class no longer exists.

PENTICTON, LOCAL 20026