

Report of the Bylaws Committee to the USJE National Convention 2026

The Bylaws Committee is comprised of the following members:

Lynette Robinson	Chair – NVP/RVP RCMP/ Justice/ PPSC Atlantic
Jeff Sandelli	Co-Chair - RVP - CSC Community - PBC (West)
Joe Brathwaite	CSC Community – PBC (East)
Tyler Monteith	RCMP -Justice-PPSC – Saskatchewan & Manitoba
Chris Mitchell	CSC – Manitoba
Nathalie Bernier	CSC - Quebec
Samuel Bourget	RCMP -Justice-PPSC - Alberta, N.W.T., Nunavut
Brigitte Willman	RCMP-Justice-PPSC – British Columbia & Yukon
Burcu Gurkan	NCR
Colleen Desmarais	CSC Community – PBC (West)
Tracy Coates	RCMP-PPSC-CSIS-Justice – Ontario & NCR
Cristina Machado	RCMP – NCR
Caroline Morais – Gregan	RCMP-Justice-PPSC – Atlantic
Shelleen Sterling	RCMP-Justice-PPSC-CSC Community-PBC – Quebec
Melanie Crescenzi	Technical Advisor USJE Director of Labour Relations
Catherine Bergeron	Technical Advisor USJE Labour Relations Officer

Observers:

Bill Bailey	RVP - CSC - Ontario
Kirk McIntosh	RVP - CSC - Manitoba
Laurie Ann Wesselby	RVP – CSC - Atlantic
Zoe Johnston	RVP- RCMP/ Justice/PPSC Pacific and Yukon

The Bylaws Committee met on April 21st and 22nd, 2026, at The Delta Hotel in Ottawa Ontario. A total of 16 resolutions were submitted to the Committee.

All resolutions were moved by Chair Lynette Robinson and Seconded by Co-Chair Jeff Sandelli, except for the following resolutions:

Resolution 13 – Moved by Lynette Robinson seconded by Cristina Machado

Resolution 15 – Moved by Lynette Robinson Seconded by Burcu Gurkan

The Committee prioritized resolutions in the following order:

Concurrence: 4, 6, 2, 11, 13, 14, 7, 5, 3

Non-Concurrence: 15, 16, 1, 10, 9, 8, 12

BYLAWS

A note from the Committee Chair, Lynette Robinson & Co-Chair, Jeff Sandelli:

Thank you to all the committee members for their input and participation during two full days of debate. Your contributions are appreciated.

Thank you as well to the technical advisors for their support during the committee meetings.

We would also like to ensure that all delegates understand that in order to adopt/change any USJE Bylaw, two-thirds (2/3) of the convention delegates must vote in favour for the resolution to pass as opposed to the simple majority formula utilized for General & Finance resolutions.

It is to be noted that the recommendations herein of the Bylaw committee report, were based on a process that required a simple Majority (50% +1).

BYLAWS

RESOLUTION #1

WHEREAS Regulation 7 (3)(e)(i) currently identifies, "The expenses of Local and Section delegates shall be the responsibility of the sponsoring Local or Section..."

WHEREAS As a Union we need to increase opportunities for representation from all locals and sections to ensure we have broad perspective.

WHEREAS As a Union we need to increase opportunities for representation from all locals and sections to ensure we have broad perspective.

BE IT RESOLVED THAT The regulation be amended to read as follows: "The expenses of Local and/or Section delegates shall be assumed by the National Office of USJE. National Executive Officers shall have their expenses paid by the National Office of USJE and shall be considered as delegates within their own respective bargaining units.

ORIGINATOR: National Executive

BYLAWS

COSTING:

ASSUMPTIONS:

- No weekend travel
- Delegate entitlement is 174
- 2-day event

Interpretation	\$6,327.00
Per Diems	\$91,847.25
AV	\$17,000.00
Salary	\$198,894.45
Room Rental	\$15,000.00
Hotel	\$163,859.04
Flights/PMV	\$130,783.25
KM	\$6,790.00
Taxis/Parking	\$19,400.00
Reception	\$14,820.00
Breaks	\$26,448.00
Giveaways	\$5,700.00
Shipping	\$2,000.00
	\$698,868.99

	2027	2028	2029
	\$232,956.33	\$232,956.33	\$232,956.33
Member	18,218	18,218	18,218
Per member per month	\$1.07	\$1.07	\$1.07

The Committee Recommends NON-CONCURRENCE for Resolution # 1
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RATIONALE:

This resolution is similar to resolution number 11. The difference is, in resolution 1, in the event that Regional Bargaining conferences were not required during the 3 year budgeted cycle, the collected funds would be moved to unrestricted reserves, and a new collection cycle would commence the following 3 year cycle. Resolution 11 creates a reserve to be used in the years which bargaining conferences are to take place, making it more favourable for financial purposes.

BYLAWS

RESOLUTION #2

WHEREAS Regulation 7 is currently silent on local and/or section entitlement of delegates to Regional Bargaining Conferences.

WHEREAS A mechanism for transparency, budgeting and planning is necessary.

BE IT RESOLVED THAT That Regulation 7 include a new section for "Selection of Participants" as follows:

- a) Each Local and Section shall be notified of its entitlement to send one participant when there are five or more but less than 150 members and one additional participant for each additional 250 members or fraction thereof.
- b) Upon notification of national office of the opening date of the scheduled Regional Bargaining conference, each Local and Section, shall elect the prescribed number of delegates from amongst its Members.
- c) The PSAC computer printout available at the time of notice shall be used to determine participant entitlement.
- d) The election of the delegate(s) must take place at an Annual General Meeting or a special meeting of the local membership.
- e) Regional Vice-Presidents of the region where the Regional Conference is being held also shall be participants.

ORIGINATOR: National Executive

BYLAWS

COSTING:

ASSUMPTIONS:

-This is the current process, just amending Bylaws to reflect.

The Committee recommends CONCURRENCE UNANIMOUSLY for Resolution # 2
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RATIONALE:

This will standardize the delegate entitlement for each Local and/or Section, which is in line with other USJE conferences/convention. It also establishes the process in which delegates are elected.

BYLAWS

RESOLUTION #3

WHEREAS There were questions forwarded to the National Office with respect to clarifying the formal process to elect delegates to the Regional Conference.

BE IT RESOLVED THAT Regulation 6, section 3, be amended to included one additional provision which will now be identified under notation "d";

a) Each Local and Section shall be notified of its entitlement to send one participant when there are five or more but less than 150 members and one additional participant for each additional 250 members or fraction thereof.

b) Upon notification of national office of the opening date of the scheduled Regional Conference, each Local and Section, shall elect the prescribed number of delegates from amongst its Members.

c) The PSAC computer printout available at the time of notice shall be used to determine participant entitlement.

d) The election of the delegate(s) must take place at an Annual General Meeting or a special meeting of the local membership.

e) Regional Vice-Presidents of the region where the Regional Conference is being held also shall be participants.

ORIGINATOR: National Executive

BYLAWS

COSTING:

ASSUMPTIONS:

-This is the current process, just amending Bylaws to reflect.

The Committee Recommends CONCURRENCE for Resolution # 3
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RATIONALE:

This resolution clarifies the means in which locals shall elect their delegates for regional conferences.

Recorded against - Samuel Bourget and Tracy Coates

BYLAWS

RESOLUTION #4

WHEREAS There has been a change in departments in which USJE represents

BE IT RESOLVED THAT Bylaw 6, Section 3, 9) be updated to reflect the current departments that USJE represents (Law Commission of Canada (LCC)).

It would read as follows:

9) Ontario & NCR (RCMP-Justice-PPSC-CSIS-**LCC**) and;

BE IT FURTHER RESOLVED THAT Bylaw 6, Section 4, b) be amended to include the Law Commission of Canada

It would read as follows:

b) The assignment of jurisdiction will be as follows:

Regional Vice-President Ontario & NCR (RCMP-Justice-PPSC-CSIS -**LCC**):
Canadian Security Intelligence Service, Department of Justice & Public Prosecution Service of Canada for National Capital Region; Department of Justice, Public Prosecution Service of Canada, and Royal Canadian Mounted Police for Ontario and the **Law Commission of Canada**.
And;

Section 4 – Assignment of Jurisdiction

Would read as follows:

a) The Regional Vice-Presidents – National Capital Region shall represent all members listed in Section 3, sub section 11).

ORIGINATOR: National Executive

BYLAWS

COSTING:

ASSUMPTIONS:

-Bylaw amendment – No cost

The Committee Recommends CONCURRENCE UNANIMOUSLY for resolution # 4
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RATIONALE:

Housekeeping. Updating our Bylaws to include the Law Commission of Canada (LCC), which has been assigned to USJE.

BYLAWS

RESOLUTION #5

WHEREAS Honourary members are not entitled to all rights and privileges according to PSAC.

BE IT RESOLVED THAT Bylaw 3 - Section 3 b) read as follows:

USJE honourary members rights, privileges and entitlements are to be adhered to in line with the PSAC Constitution.

ORIGINATOR: National Executive

Recorded against: Laurie Ann Wesselby

COSTING:

ASSUMPTIONS:

-Bylaw amendment – No cost

The Committee Recommends CONCURRENCE for Resolution # 5
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RATIONALE:

Housekeeping to keep inline with the PSAC constitution regarding the rights and privileges of Honourary membership.

BYLAWS

RESOLUTION #6

WHEREAS USJE Now represents members at the Law Commission of Canada.

WHEREAS USJE no longer has members at the Commissioner of Election.

BE IT RESOLVED THAT Bylaw 2, section 1, b) remove the following.

6) Commissioner of Canada Elections

BE IT FURTHER RESOLVED THAT Bylaw 2, section 1, b) add the following:

17) Law Commission of Canada.

ORIGINATOR: National Executive

COSTING:

ASSUMPTIONS:

-Bylaw amendment – No cost

The Committee recommends CONCURRENCE UNANIMOUSLY for Resolution # 6
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RATIONALE:

Housekeeping as USJE no longer has members at the Commissioner of Canada Elections and now represents members at the Law Commission of Canada.

BYLAWS

RESOLUTION #7

WHEREAS The collective bargaining process is a core function of unions to help protect and advance the interests of its members;

WHEREAS USJE needs to work strategically at each PSAC National Bargaining Conference to advocate our members' prioritized demands and to get USJE members elected to the four bargaining teams.

WHEREAS USJE's strategy would benefit from having additional support/representation at each PSAC National Bargaining Conference to advocate USJE issues and lobbying to get members elected to the Bargaining Teams.

BE IT RESOLVED THAT USJE establish and maintain a separate National Strategic Bargaining Fund to be used solely for the support of USJE advocacy efforts at PSAC National Bargaining Conferences.

BE IT FURTHER RESOLVED THAT A special levy be initiated to establish and maintain the National Strategic Bargaining fund.

BE IT FURTHER RESOLVED THAT The special levy remain in place until the National Strategic Bargaining Fund reaches \$75 000, at which time, contributions will cease

BE IT FURTHER RESOLVED THAT No loans can be taken from the National Strategic Bargaining Fund.

ORIGINATOR: National Executive

BYLAWS

COSTING:

ASSUMPTIONS:

	2027	2028	2029
	\$25,000.00	\$25,000.00	\$25,000.00
Member	18,218	18,218	18,218
Per member per month	\$0.11	\$0.11	\$0.11

The Committee recommends CONCURRENCE for Resolution # 7
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RATIONALE:

USJE needs to work strategically at each PSAC National Bargaining Conference to advocate for our members' prioritized demands and to get USJE members elected to the four bargaining teams. USJE's strategy would benefit from having additional support/representation at each PSAC National Bargaining Conference to advocate USJE issues and lobbying to get members elected to the Bargaining Teams.

Recorded Against: Caroline Morais Gregan

BYLAWS

RESOLUTION #8

WHEREAS fiscal responsibility of the union is imperative to the long-term success and sustainability of the organization and major financial commitments of the union should be addressed at the National Triennial Convention when feasible; and

WHEREAS the National Executive must be empowered to make important financial decisions when needed between conventions and they approve a Strategic Plan following Convention.

BE IT RESOLVED THAT the following be added to the USJE Bylaws: Bylaw 6 Section 15 - Financial Decisions: Any expense not accounted for in the Convention Budget or the Strategic Plan will require a two-thirds (2/3) majority vote by the National Executive.

ORIGINATOR: 30250 Calgary CSC Community Parole

COSTING:

ASSUMPTIONS:

-Bylaw amendment – No cost

The Committee recommends NON-CONCURRENCE for Resolution # 8
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RATIONALE:

The Current process (50% + 1) is inline with PSAC NBoD for financial votes

BYLAWS

RESOLUTION #9

WHEREAS members expect transparent, accountable, and prudent stewardship of union funds;

WHEREAS expenditures approved outside the convention process warrant enhanced oversight to maintain member confidence; and

WHEREAS independent financial review strengthens governance and promotes another layer of responsible decision-making.

BE IT RESOLVED THAT any single expenditure authorized by the National Executive following Convention and exceeding \$25,000 be referred for review prior to final approval; and

BE IT FURTHER RESOLVED THAT such review be conducted by an elected Financial Oversight Committee composed of five (5) members representing different employers within the USJE umbrella structure and the Committee provide a written recommendation to the National Executive to ensure transparency, accountability, and responsible financial governance.

ORIGINATOR: 00056 Western District CSC Community Parole

BYLAWS

COSTING:

ASSUMPTIONS:

- Committee to meet virtually
- 6 requests over \$25,000 annually

	2027	2028	2029
Interpretation	\$18,531.00	\$18,531.00	\$18,531.00
AV	\$24,000.00	\$24,000.00	\$24,000.00
Salary	\$10,789.93	\$10,789.93	\$10,789.93
Translation	\$4,500.00	\$4,500.00	\$4,500.00
Total	\$57,820.93	\$57,820.93	\$57,820.93
Member	18,218	18,218	18,218
Per member per month	\$0.26	\$0.26	\$0.26

The Committee recommends NON-CONCURRENCE for Resolution # 9
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RATIONALE:

The committee felt that the National Executive is elected to conduct business between conventions and must be able to respond to financial requirements in a timely manner.

BYLAWS

RESOLUTION #10

WHEREAS participation in USJE-sanctioned meetings, conferences, rallies, and union business is essential to effective representation and organizational cohesion;

WHEREAS smaller locals and geographically distant worksites face disproportionate financial burdens due to limited membership-based resources; and

WHEREAS these barriers restrict equitable participation by local executives and representatives.

BE IT RESOLVED THAT USJE establish a cost-sharing platform to assist locals with fewer than 100 members in attending sanctioned union events and activities in their respective Province; and

BE IT FURTHER RESOLVED THAT approved expenditures be shared on a 30/70 basis, with 30% funded by USJE and 70% by the local with the National Executive developing eligibility criteria to ensure fair, transparent, and accountable implementation.

ORIGINATOR: 00056 Western District CSC Community Parole

BYLAWS

COSTING:

ASSUMPTIONS:

- 77 locals with less than 100 members
- Each local could apply once per year

	2027	2028	2029
Total	\$92,400.00	\$92,400.00	\$92,400.00
Member	18,218	18,218	18,218
Per member per month	\$0.42	\$0.42	\$0.42

The Committee recommends NON-CONCURRENCE UNANIMOUSLY for Resolution # 10

RATIONALE:

The committee felt that USJE has already committed funds to ensure that all locals, despite their geographical location and size, are able to attend USJE sanctioned events in their respective regions. Any non fully funded USJE sanctioned event has a cost sharing mechanism in place.

BYLAWS

RESOLUTION #11

WHEREAS Regulation 7 (3) (e) (i) currently identifies, "The expenses of Local and Section delegates shall be the responsibility of the sponsoring Local or Section...";

WHEREAS as a union we need to increase opportunities for representation from all locals and sections to ensure we have broad perspective; and

WHEREAS the 3-year cycle of budgeting and bargaining process do not always line up which could result in collection of funds that if not utilized would be sent back to reserves.

BE IT RESOLVED THAT Regulation 7 Section 3(e)(i) be amended to read as follows: "The expenses of Local and/or Section delegates shall be assumed by the National Office of the USJE. National Officers shall have their expenses paid by the National Office of USJE and shall be considered as delegates within their own respective bargaining units; and

BE IT FURTHER RESOLVED THAT a Regional Bargaining Conference Reserve be created in order to hold these funds until needed. The Fund will be replenished as necessary in each 3-year budget cycle.

ORIGINATOR: 30250 Calgary CSC Community Parole

BYLAWS

COSTING:

ASSUMPTIONS:

- No weekend travel
- Delegate entitlement is 174
- 2-day event

Interpretation	\$6,327.00
Per Diems	\$91,847.25
AV	\$17,000.00
Salary	\$198,894.45
Room Rental	\$15,000.00
Hotel	\$163,859.04
Flights/PMV	\$130,783.25
KM	\$6,790.00
Taxis/Parking	\$19,400.00
Reception	\$14,820.00
Breaks	\$26,448.00
Giveaways	\$5,700.00
Shipping	\$2,000.00
	\$698,868.99

	2027	2028	2029
	\$232,956.33	\$232,956.33	\$232,956.33
Member	18,218	18,218	18,218
Per member per month	\$1.07	\$1.07	\$1.07

The Committee recommends CONCURRENCE for Resolution # 11

RATIONALE:

The committee thought it was important for all locals to be able to send local representatives to the USJE Regional Bargaining Conferences. It was felt that bargaining is at the core of our Union and it is important for all locals to have members take part in the bargaining process. This would remove financial barriers to participation. During the 2024 USJE regional bargaining conferences, 111 delegates attended out of 174 potential delegates positions.

BYLAWS

RESOLUTION #12

WHEREAS the current economic climate and ongoing comprehensive federal expenditure review have created significant uncertainty for members, including workforce adjustment and job security concerns;

WHEREAS USJE has a duty to steward members' dues responsibly and prioritize initiatives that provide broad, direct benefit to the membership; and

WHEREAS reallocating funds from a previously approved equity conferences can strengthen the USJE balance sheet.

BE IT RESOLVED THAT USJE suspend the Equity Conference for the upcoming triennial cycle; and

BE IT FURTHER RESOLVED THAT funds allocated to the Equity Conference be redirected to either reserve funds or campaigns/awareness directed at protecting public safety jobs under the USJE umbrella.

ORIGINATOR: 00056 Western District CSC Community Parole

BYLAWS

COSTING:

ASSUMPTIONS:

- No Equity Conference in triennial cycle
- These funds would be reallocated back to unrestricted funds as per the be it further resolved for spending on campaigns/awareness. Therefore, no dues decrease.

2027	2028	2029
	-\$422,181.41	

The Committee recommends NON-CONCURRENCE UNANIMOUSLY for Resolution # 12

RATIONALE:

The committee was unanimous in not supporting this resolution, as it was felt that the value the Equity conference brought to USJE, is strongly needed. The conference follows the guiding principals of USJE, including upholding union principals, being responsive to change, treating everyone with dignity and respect and engaging in honest and effective communication. The committee unanimously agreed the conference provides value to advance the interest of our members and the union movement.

BYLAWS

RESOLUTION #13

WHEREAS the development of our current and future leaders is critical to the long-term success of USJE; and

WHEREAS engagement and learning at decision making forums is paramount to development and mentoring of our future national executive.

BE IT RESOLVED THAT once per three year cycle, each 1st Alternate RVP be invited to attend and observe a National Executive Meeting.

BE IT FURTHER RESOLVED THAT the costs related to this resolution be covered by USJE National.

ORIGINATOR: 30250 Calgary CSC Community Parole

BYLAWS

COSTING:

ASSUMPTIONS:

- 17 Alternates at April NEM (Just in attendance for the 2 NEM days Thursday and Friday)
- All would be in attendance to the SAME meeting

Per Diems	\$1,037.00
Salary	\$12,228.59
Interpretation	\$1,017.00
AV	\$3,955.00
	\$18,237.59

	2027	2028	2029
	\$6,079.20	\$6,079.20	\$6,079.20
Member	18,218	18,218	18,218
Per member per month	\$0.03	\$0.03	\$0.03

The Committee recommends CONCURRENCE for Resolution # 13

RATIONALE:

The Committee discussed this resolution at great length, understanding the importance of 1st alternates to observe NEM. The Committee considered the definitions of “attend and observe” and discussed whether interpreting this to be done in person or virtually could satisfy the intent of the resolution. It was decided that the intent of “attend and observe” could be achieved by virtual attendance. As such, the resolution was considered with the assumptions included above.

Recorded against: Jeff Sandelli and Brigitte Willman

BYLAWS

RESOLUTION #14

WHEREAS the rate of Pay for USJE Regional Vice Presidents was established at the 2023 USJE triennial convention;

WHEREAS the RVP Equalization Salary will be increased by any market adjustments or general economic increases under the Programs Administration collective agreement; and

WHEREAS the proposed change to the By-law will reinforce the current practice as a transparent point of reference.

BE IT RESOLVED THAT Bylaw 6 Section 13 of the USJE Bylaws be amended as appropriate to reflect this change to read: "Any RVP while performing pre-authorized USJE business be paid their substantive rate of pay, including allowances from their respective collective agreement referenced as "substantive whole". Should their substantive whole be less than the RVP Equalization Salary determined at the 2023 USJE Convention they will receive a monthly top up to this amount. The RVP Equalization Salary will be increased by any market adjustments or general economic increases under the Programs Administration collective agreement. For greater certainty, RVPs will be compensated during periods of leave. Any adjustments in RVP Salary outside this section must be presented to the members of Convention as per Bylaw 13 Section 1."

ORIGINATOR: 30250 Calgary CSC Community Parole

BYLAWS

COSTING:

ASSUMPTIONS:

-Current process being followed

The Committee recommends CONCURRENCE for Resolution # 14

RATIONALE:

This is the current process being use. The Committee felt it was important to include the RVPs annual salary (both current and projected) in this rationale.

Below is the current and budgeted RVP salary:

2025 - \$106,613

2026 – predictive in last Convention – contract expired – so no equalization of salary increase until the new CA is signed - \$109,278.33

2027 – predictive – 2.5% - \$112,010.28

2028 – predictive – 2.5% - \$114,810.54

2029 – predictive – 2.5% - \$117,680.80

The proposed resolution seeks to enshrine the current process into the USJE Bylaws.

BYLAWS

RESOLUTION #15

WHEREAS USJE is one of several components that participate in PSAC Collective Bargaining with the Treasury Board Secretariat and it is necessary for USJE to coordinate support for candidates to ensure representation is present on the PSAC Bargaining teams;

WHEREAS recently USJE employed a democratic and fair process to elect candidates and determine a coordinated support for Bargaining Team elections for each bargaining table and

WHEREAS members elected to represent USJE at the PSAC National Bargaining Conference should participate in the prioritization exercise.

BE IT RESOLVED THAT USJE Regulation 7 be amended to include that the USJE elected delegates to the PSAC National Bargaining Conference shall elect, for their table, up to two priority candidates for USJE election support at the PSAC National Bargaining Conference; and

BE IT FURTHER RESOLVED THAT the elected priority candidates be members of the USJE National Bargaining Committee.

ORIGINATOR: 30250 Calgary CSC Community Parole

BYLAWS

COSTING:

ASSUMPTIONS:

- Supported candidates to be chosen at virtual meeting
- Committee to meet virtually with elected candidates (salary for day meetings)
- 4 tables, 2 candidates per table

	2027	2028	2029
Interpretation	\$3,276.00	\$3,276.00	\$3,276.00
AV	\$12,000.00	\$12,000.00	\$12,000.00
Salary	\$8,631.95	\$8,631.95	\$8,631.95
	\$23,907.95	\$23,907.95	\$23,907.95
	2027	2028	2029
	\$23,907.95	\$23,907.95	\$23,907.95
Member	18,218	18,218	18,218
Per member per month	\$0.11	\$0.11	\$0.11

The Committee recommends NON-CONCURRENCE for Resolution # 15

RATIONALE:

The committee felt that including this into the bylaws may be too restrictive in the manner in which USJE establishes future strategic approaches to bargaining.

Recorded against: Jeff Sandelli and Colleen Desmarais

BYLAWS

RESOLUTION #16

WHEREAS young workers are the future of our union.

BE IT RESOLVED THAT USJE will create three delegate seats at the USJE Triennial Convention for young worker delegates. One to represent the east, one to represent the west, and one to represent Quebec. Each local may submit the name of no more than 1 young worker for consideration no later than 6 months prior to the date of convention. Virtual meetings of the potential young worker delegates will be held, one for the east, one for the west, and one for Quebec, for the purpose of electing their respective delegate; and

BE IT FURTHER RESOLVED THAT the young worker delegates must meet the eligibility requirements to attend the USJE Triennial Convention outlined in section 7 of by-law 10.

ORIGINATOR: 70005 Ottawa RCMP

BYLAWS

COSTING:

ASSUMPTIONS:

- 3 additional delegates to Convention
- 1 virtual evening meeting to elect for all 3 delegates from each region

Interpretation	\$3,276.00
AV	\$4,000.00
Per Diems	\$3,087.00
Salary	\$6,993.75
Hotel	\$36,720.00
Travel	\$3,900.00
Ground transportation	\$810.00
	\$58,786.75

	2027	2028	2029
	\$19,595.58	\$19,595.58	\$19,595.58
Member	18,218	18,218	18,218
Per member per month	\$0.09	\$0.09	\$0.09

The Committee recommends NON-CONCURRENCE for Resolution # 16

RATIONALE:

The committee understands the importance of young worker representation however the wording East / West was not clear as to where the line would be and the north was also not included. Currently USJE's process for delegates to convention is clear and democratic at the local level. This resolution would circumvent that process.

Report of the General Resolutions Committee to the USJE National Convention 2026

Carol Osborne	Chair – RVP – CSC Community – PBC (East)
Annie Blanchette	Co-Chair – RVP – RCMP-Justice-PPSC-CSC Community-PBC – Quebec
Kathy Samuel	RCMP-PPSC-CSIS-Justice – Ontario & NCR
Rebecca Chambers	CSC – Ontario
Angie Sheard	RCMP -Justice-PPSC – Saskatchewan & Manitoba
Brenda Schreiner	CSC – Saskatchewan
Melissa Nolin	CSC – Quebec
Jessica Meldrum	RCMP -Justice-PPSC - Alberta, N.W.T., Nunavut
Josie Ripley	RCMP-Justice-PPSC – British Columbia & Yukon
Sonia Lavertu-Bernier	RCMP-Justice-PPSC – Atlantic
Alyson Prince	RCMP – NCR
Numa Chidiac	RCMP-Justice-PPSC-CSC Community-PBC – Quebec
Hatem Hammad	CSC – Alberta
Alan Otrosina	CSC – British Columbia
Danielle Fawcett	Technical Advisor USJE Head of Information Management
Sharon Aspirot	Technical Advisor USJE Labour Relations Officer
<u>Observers:</u>	
Valda Behrens	RVP – RCMP-Justice-PPSC - Alberta, N.W.T., Nunavut
Kirsty Havard	RVP – CSC – British Columbia
JP Surette	RVP – NCR
Christian Lemaine	USJE Labour Relations Officer

The General Resolutions Committee met in Ottawa, ON on April 21 & 22, 2026. The Committee was presented with 22 Resolutions for debate and recommendation of either Concurrence or Non-concurrence.

All Resolutions were moved by Carol Osborne and seconded by Annie Blanchette with the exception of the ones noted below. The Resolutions are listed in order of the Committee's priority:

Unanimous Concurrence

1. Resolution 29
2. Resolution 21
3. Resolution 20
4. Resolutions 19 & 35 were combined to make Composite 19A

5. Resolution 30
6. Resolution 18
7. Resolution 28
8. Resolution 17

Concurrence

9. Resolution 32
10. Resolution 24
11. Resolution 36
12. Resolution 27
13. Composite Resolution 23a moved by Carol Osborne and Alyson Prince

Non-Concurrence

14. Resolution 31
15. Resolution 22 – moved by Rebecca Chambers and seconded by Kathy Samuel
16. Resolution 38
17. Composite Resolution 26b – moved by Brenda Schreiner and seconded by Jessica Meldrum
18. Composite Resolution 26a – moved by Carol Osborne and seconded by Alyson Prince
19. Resolution 34
20. Resolution 33
21. Resolution 37

Unanimous Non-Concurrence

22. Resolution 25

GENERAL

RESOLUTION #17

WHEREAS the federal government oversees the Access to Information Act (ATIA) and associated regulations...

WHEREAS Our members are consistently left waiting beyond established timeframes for response subsequent to submitting Access to Information requests...

WHEREAS The current recourse results in the departments being given extensions of many months to provide the information, which infringes upon both the rights and needs of our members...

BE IT RESOLVED THAT That PSAC, research and then develop a strategy and campaign that will lobby the Federal government to enact changes to the Act and/or Regulations that will result in our members receiving responses in a timely manner.

ORIGINATOR: National Executive

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

The Committee recommends CONCURRENCE UNANIMOUSLY for Resolution #17
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RATIONALE:

The Committee felt this would prevent ATIP requests from becoming prolonged, ensure timely processing, and help to improve workplace morale.

GENERAL

RESOLUTION #18

WHEREAS The PSAC is responsible for the representation of grievances that are represented at the Federal Public Sector Labour Relations & Employment Board (FPSLREB)...

WHEREAS It has been identified by PSAC that there is a lack of adjudicators to hear grievances which has caused a backlog of cases that spans many years...

WHEREAS the USJE Our members expect and deserve to have their grievances presented and responded to in a reasonable timeframe...

BE IT RESOLVED THAT PSAC, research and then develop a strategy and campaign that will lobby the Federal government to enact changes that will serve to enhance FPSLREB structure, resources and all other elements that improve service for our members.

ORIGINATOR: National Executive

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

The Committee recommends CONCURRENCE UNANIMOUSLY for Resolution #18
--

RATIONALE:

The Committee noted that members often become discouraged due to a significant backlog and lengthy wait times for grievances. Jurisprudence is not well organized or user-friendly, making the process more difficult to navigate. Arbitrable grievances can take at least three years to resolve. The Committee felt that structural changes and additional resources are needed to reduce the backlog and ensure decisions are issued in a more timely manner.

GENERAL

RESOLUTION #19a

WHEREAS Our Federal members are currently subjected to staffing processes by way of the Public Service Employment Act (PSEA) and Public Service Employment Act Regulations (PSEAR).

WHEREAS Changes to the PSEA are made through a formal legislative process, while changes to the PSEAR commence through the Public Service Commission (PSC).

WHEREAS Our members are continually impacted by the PSEA & PSEAR which support precarious employment, supplies the employer with staffing options that lack transparency (ex; unadvertised appointments) and other provisions that leave our members vulnerable to impacts that cannot be challenged through formal mechanisms such as staffing complaints.

BE IT RESOLVED THAT PSAC develop a strategy and campaign that will lobby the Federal government and PSC to enact changes that will provide greater accountability, transparency and stability as it relates to staffing and employment.

ORIGINATOR: National Executive

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

Resolutions 19 & 35 were combined to make Composite 19A

The Committee recommends **CONCURRENCE UNANIMOUSLY** for Resolution #19a

RATIONALE:

The Committee was concerned that gaps in the current framework allow the employer to make discretionary hiring decisions without clear guidelines, with rollover terms that lack defined limits. The Committee stressed the importance of strengthening accountability, citing bias and a growing reliance on non-advertised appointments based on location. At present, members' only avenue of recourse is to file a staffing complaint.

GENERAL

RESOLUTION #20

WHEREAS members are frequently denied Long-Term Disability (LTD) claims by Sun Life and left without income, creating serious financial hardship; and

WHEREAS some members return to work before they are medically ready, or unsuccessfully seek medical retirement, with only limited supports such as 26 weeks of EI-Sickness available; and

WHEREAS appeals to the Disability Insurance Program Board of Management (DIPBOM) face delays of 12–18 months due to record volumes and insufficient government resourcing; and

WHEREAS growing recognition of mental health conditions as legitimate disabilities means high appeal volumes will continue

BE IT RESOLVED THAT that the Public Service Alliance of Canada (PSAC) lobby the Treasury Board to properly fund and staff the DIPBOM so that appeals are reviewed and decided within a maximum of three (3) months.

ORIGINATOR: National Executive

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

The Committee recommends CONCURRENCE UNANIMOUSLY for Resolution #20
--

RATIONALE:

Members who are denied Long-Term Disability (LTD) benefits through Sun Life Financial are often left without income at a time of significant medical and financial vulnerability. Although appeal mechanisms exist—including internal appeals, review by the Disability Insurance Plan Board of Management, and legal action—many members are either unaware of these options or face prolonged delays that undermine access to timely justice.

The current appeals system is not functioning as intended. Delays of 12 to 18 months at the Disability Insurance Plan Board of Management—driven by increased caseloads and insufficient government resourcing—leave members in prolonged uncertainty without income or resolution. With growing recognition of mental health conditions as legitimate disabilities, demand on the system is expected to remain high.

When members are denied LTD benefits:

- They are unpaid during this time and often experience severe financial hardship.
- Some attempt to return to work prematurely, risking further harm, simply to regain income.
- Others apply for medical retirement to access their pension, but such applications are often denied.
- There are very limited public supports available. The most common is 26 weeks of EI-Sickness benefits, which provides only temporary relief.
- Many members are ineligible for provincial disability programs because their claim is disputed and they remain technically employed.

While some suggest this backlog may ease post-COVID, the increased recognition of mental health injuries as legitimate disabilities—combined with systemic challenges in insurability—

GENERAL

strongly indicates that higher numbers of appeals will persist in the future. Without sufficient government action, delays will continue, leaving members without income and without justice.

This resolution calls on PSAC to lobby for urgent resourcing of the DIPBOM so that all appeals can be heard and resolved within a maximum timeframe of three months. This is an ambitious but necessary goal to ensure members are not left in limbo for more than a year without income, benefits, or clarity about their future.

The Committee made a friendly amendment to the be it resolved from “federal government” to “Treasury Board”.

GENERAL

RESOLUTION #21

WHEREAS members across Canada often face challenges when applying for workers' compensation board (WCB) claims

WHEREAS members often wait until their claim is denied before requesting union assistance, which can increase stress and financial hardship;

WHEREAS providing union support at the review stage of WCB claims would ensure members receive timely guidance, reduce claim errors, and improve outcomes;

WHEREAS Health and Safety Officers, Regional Representatives, and other frontline staff require additional training and resources to effectively assist members at the review stage

BE IT RESOLVED THAT the Public Service Alliance of Canada (PSAC) amend its process to ensure that each region provides support at the review stage of each provincial and territorial compensation review board. And;

BE IT FURTHER RESOLVED THAT PSAC review and update all resources related to provincial and territorial compensation processes to ensure awareness of support available prior to filing with workers compensation boards.

ORIGINATOR: National Executive

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

The Committee recommends CONCURRENCE UNANIMOUSLY for Resolution #21
--

RATIONALE:

The government has sub-contracted WCB so we need to have clarity and to address it at an early stage. Currently we see a lot of challenges with WCB, inconsistent interpretation, claims are denied with technical issues, members don't know union can support and help them. It would put less pressure on locals and the component. At the bottom of the letter that members receive, there's a short sentence mentioning they could consult the union.

Providing early, structured support both prior to and at the WCB review stage would improve outcomes by ensuring accurate documentation and reducing unnecessary denials. To achieve this, union staff and members require up-to-date training on provincial systems, and member resources must be modernized to promote awareness and early reporting.

This approach strengthens PSAC's ability to protect injured workers, reduce harm, and ensure fair access to compensation and support.

Across Canada, PSAC members experience significant challenges when navigating Workers' Compensation Board (WCB) systems. These challenges often begin at the initial stages of an injury claim, where complex forms, strict deadlines, and inconsistent interpretation of legislation can lead to avoidable errors. As a result, many claims are denied due to technical issues rather than merit, leaving injured workers without income, medical support, or workplace accommodations.

Currently, a substantial number of members do not seek union assistance until after a denial has been issued. At that point, they are already experiencing financial strain, emotional stress, and uncertainty regarding their employment status. Early intervention at the review stage—before appeals become formal and more adversarial—can significantly improve claim outcomes and reduce the burden on both members and union staff.

Providing structured, region-based support during the WCB review stage will allow PSAC to proactively guide members through challenging processes, ensure documentation is accurate,

GENERAL

and reduce the likelihood of claim rejection. This approach is consistent with the union's commitment to protecting workers' rights, supporting health and safety, and advocating for fair treatment of injured members.

To be effective, this shift requires that Health and Safety Officers, Regional Representatives, and other frontline staff have access to updated training and clear, current information on provincial WCB systems. Many WCB processes differ across jurisdictions, and ensuring staff have the right tools will strengthen the union's ability to provide consistent and competent support.

Finally, PSAC's online and print resources related to WCB processes must be modernized and expanded. Improving member awareness before they submit a claim will promote early reporting, reduce errors, and enhance confidence in the union's support structure.

By adopting this resolution, PSAC will take meaningful steps toward improving outcomes for injured members, reducing harm, and strengthening our union's role in advocating for workplace health, safety, and justice.

GENERAL

RESOLUTION #22

WHEREAS the reality of justice and public safety employees is different from that of other departments within the Public Service of Canada, and the current collective agreements do not take into account the lived reality of members working in the fields of justice and security;

WHEREAS for many years, several union representatives have heard from USJE members who are calling for the creation of a negotiation table specific to justice and public safety, so that their demands may be heard and that a collective agreement may finally reflect their reality and their needs; and

WHEREAS during previous rounds of bargaining, the number of demands that resulted in final gains for USJE members was limited

BE IT RESOLVED THAT USJE take the necessary steps to initiate a process leading to the creation of a new negotiation table that will include members working in the fields of justice and public safety; and

BE IT FURTHER RESOLVED THAT this initiative be funded through the USJE reserve fund.

**ORIGINATOR: 10003 Donnacona Pen,
10004 Montreal RCMP,
10020 Ste Anne De Plaines Pen,
10024 Federal Training Centre Laval Pen,
10031 Montée St-François Pen,
10035 Cowansville Pen,
10077 CSC District East/West Community Parole,
10088 CSC District Metro Montréal Community Parole
10121 Justice / PPSC Montreal,
10167 La Macaza Pen,
10172 Regional Reception Centre Pen,
10173 Drummondville Pen,
10180 Joliette Pen,
20011 Vancouver RCMP**

GENERAL

COSTING:

ASSUMPTIONS:

- Difficult to cost given the lack of detail in the be it resolved
- Consultation with labour lawyers to assess the viability of the plan
- Connecting with at least 3 other Component Presidents with members who work in the "fields of justice and public safety" and seeking the Components support.
- If support is garnered with other Components, then bring to a membership vote for all components.
- Lobbying the PSAC for support.
- Campaign to advocate the change. Focus on convincing Treasury Board to agree to the change.
- No current capacity for staff to assist Collective Bargaining Strategy Committee to build plan - need additional FTE
- Arbitration should treasury board not agree to change - cost being sought from PSAC

This would be an ongoing priority for USJE and has no identified end date. Costing is only for the next 3-year cycle, additional costs will be incurred if new table not established.

Legal Fees	\$250,000.00
Lobbying Support	\$180,000.00
Interpretation	\$58,968.00
Per Diems	\$32,292.00
AV	\$72,000.00
Salary	\$91,446.78
Room Rental	\$30,600.00
Hotel	\$77,760.00
Flights	\$70,200.00
Ground Transport	\$12,690.00
Documents to assist the Campaign	\$50,000.00
2 Political Caucus Events- per year	\$300,000.00
Union Calling	\$6,000.00
Campaign Group	\$210,000.00
New Table CA Development	\$170,751.51
2 FTE	\$1,150,440.45
Translation	\$30,000.00
	\$2,793,148.74

GENERAL

The Committee recommends NON-CONCURRENCE for Resolution #22
--

RATIONALE:

The Committee engaged in a detailed debate, recognizing that three additional Components (UNDE, CIU, and UCTE) could be impacted. It was noted that the process may exceed three years. Although the objective is to retain USJE in its current form and create a separate table, concerns were raised regarding potential drawbacks, including effects on other groups and the risk of limiting each group's representation. The Committee further questioned the associated costs.

Recorded Against: Carol Osborne, Annie Blanchette, Numa Chidiac, Melissa Nolin and Josie Ripley.

GENERAL

RESOLUTION #23a

WHEREAS female-identifying members constitute the majority of USJE's membership;

WHEREAS USJE does not currently hold a Women's Conference; and

WHEREAS PSAC holds a Women's Conference once per triennial cycle and USJE members' participation is limited at that conference.

BE IT RESOLVED THAT a USJE Women's Conference be held as a one-day event appended to the beginning of the USJE National Equity Conference, ensuring equity, leadership, empowerment, and engagement goals are achieved during the upcoming triennial cycle; and

BE IT FURTHER RESOLVED THAT the cost of this one-day event should not exceed \$50,000 and be limited to female-identifying members who shall be delegates chosen to attend the USJE National Equity Conference for the upcoming triennial cycle.

ORIGINATOR: 70165 Office of the Information Commissioner of Canada

GENERAL

COSTING:

ASSUMPTIONS:

- 1 day would be held on the Monday having participants come on Sunday
- Based on last Equity Conference number of Women (35) plus staff
- Content not specified – Even without Content could not get to under \$50,000

Interpretation	\$3,276.00
AV	\$4,000.00
Per Diems	\$6,468.00
Salary	\$18,688.69
Room Rental	\$1,800.00
Hotel	\$15,810.96
Breaks	\$2,552.00
Ground Transportation	\$1,540.00
Content	\$5,000.00
	\$59,135.65

	2027	2028	2029
	\$19,711.88	\$19,711.88	\$19,711.88
Member	18,218	18,218	18,218
Per member per month	\$0.09	\$0.09	\$0.09

The Committee recommends CONCURRENCE for Resolution #23a

Rationale:

The Committee sought confirmation of the number of delegates at the most recent Equity Conference, which was confirmed at 47 attendees. It further confirmed that “woman” is recognized as an equity category. In response to a question regarding budgeting, it was clarified that the associated costs must be presented as a separate line item rather than incorporated into the Equity Conference budget. The Committee subsequently adopted a motion to divide the be it resolved. The first be it resolved was recommended for concurrence, while the second be it resolved was recommended for non-concurrence due to the cost cap. The Committee recommends non-concurrence, as the actual costs are higher than those outlined in the resolution.

Recorded Against: Josie Ripley and Annie Blanchette

GENERAL

RESOLUTION #24

WHEREAS work/personal life balance is of prime importance to members and union representatives;

WHEREAS union electees already invest much of their personal time in the union; and

WHEREAS personal time has the same value for all, whether they work in the public sector or elsewhere.

BE IT RESOLVED THAT trainings, conventions, conferences and other events should not be held on weekends; and

BE IT FURTHER RESOLVED THAT a participant shall receive an hourly rate of \$25/hour for participating in an official PSAC training, participation, convention, conference or other event held on the weekend.

ORIGINATOR: 10032 Regional Service Centre, Staff College, and Regional Pharmacy

GENERAL

COSTING:

ASSUMPTIONS:

The committee believes the intent of this resolution is for PSAC to provide this compensation to their events therefore no costs associated and should be referred to PSAC.

The Committee recommends CONCURRENCE for Resolution #24
--

RATIONALE:

The Committee noted challenges in securing weekend childcare and emphasized that weekends are generally regarded as personal and family time. It also raised concerns about the inconsistency between advising members not to work unpaid overtime and the scheduling of numerous PSAC events on weekends.

Recorded Against: Alain Otrosina

GENERAL

RESOLUTION #25

WHEREAS local executives must communicate efficiently and professionally with members;

WHEREAS the use of personal emails may lead to issues with confidentiality, continuity and archiving communications; and

WHEREAS centralizing membership lists would make it easier to disseminate union information quickly and fairly.

BE IT RESOLVED THAT the union shall provide an email address to members of the local executive in the conduct of their duties; and

BE IT FURTHER RESOLVED THAT an updated list of the members of the local shall be made part of these accounts to make collective communications easier.

ORIGINATOR: 10032 Regional Service Centre, Staff College, and Regional Pharmacy

GENERAL

COSTING:

ASSUMPTIONS:

-118 Locals

-4 per local as per Bylaws – President, Vice-President, Secretary-Treasurer, Chief Shop Steward

-Staff Administration

	2027	2028	2029
Administration	\$3,188.10	\$3,283.74	\$3,382.26
Address Cost	\$108,805.44	\$108,805.44	\$108,805.44
Total	\$111,993.54	\$112,089.18	\$112,187.70
Member	18,218	18,218	18,218
Per member per month	\$0.51	\$0.51	\$0.51

The Committee recommends NON-CONCURRENCE UNANIMOUSLY for Resolution #25
--

Rationale:

Due to the significant cost, the Committee voted unanimously against the resolution. Most Locals already have email and cloud services available at no cost. While the Committee acknowledged that a centralized system could help ensure continuity of information during executive transitions, it determined that the expense would be too high for the membership.

The following was the breakdown provided to the Committee:

Microsoft 365 Business Standard (no Teams)

CAD \$12.60

user/month, paid yearly

(Annual subscription–auto renews)¹

Plus applicable tax

Everything in Exchange Online (Plan 1), plus:

Identity and access management for up to 300 users, Desktop, web, and mobile versions of Word, Excel, PowerPoint, Outlook, and other apps, Custom business email, Everything in Exchange Online (Plan 1), plus:

1 TB of cloud storage per user - Everything in Exchange Online (Plan 1), plus:

10+ additional apps (including Microsoft Loop, Clipchamp, Bookings, Planner, and Forms) - Custom domains available

GENERAL

Desktop, web, and mobile apps and secure cloud services:

Word, Excel, PowerPoint, OneNote, Microsoft Loop, Microsoft Clipchamp, Outlook,
Exchange, OneDrive, SharePoint, Microsoft Editor

GENERAL

RESOLUTION #26

WHEREAS locals receive a share of membership dues deducted at the source, each new member should be introduced to a member of the local executive as soon as possible and the local executive should be informed of this by email; and

WHEREAS locals have trouble finding new people to fill vacant positions on their executives. Gaps are observed in the procedure for providing union training to new delegates occupying key positions on local executives. There are difficulties with participation in events.

BE IT RESOLVED THAT PSAC shall establish a collaborative procedure with CSC to facilitate the integration and orientation of new employees into their union environment, giving them a membership form and a copy of the recent collective agreement; and

BE IT FURTHER RESOLVED THAT PSAC shall increase its regional and national efforts to further the creation of a national mentorship program and leadership training, with adequate funding based on the local's financial health, to foster a flourishing, lasting union movement among members.

ORIGINATOR: 10031 Montée St-François Pen

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

Resolution 26 was Divided and are now 2 Composite Resolutions; 26a and 26b

2 nd BE IT RESOLVED 26b

The Committee recommends NON-CONCURRENCE for Resolution #26b

RATIONALE:

The Committee felt this would be a significant undertaking and indicated a need for further development, noting that current leadership programs are not sufficient. The importance of expanding mentorship opportunities at the Local and RVP levels was emphasized.

Recorded against: Carol Osborne, Numa Chidiac & Annie Blanchette

1 st BE IT RESOLVED 26a

The Committee recommends NON-CONCURRENCE for Resolution #26a

RATIONALE:

The Committee noted that training should already be taking place at the Local level. A motion to divide was put forward and adopted. It was also recommended that the resolution be amended to replace “CSC” with “employer.”

GENERAL

RESOLUTION #27

WHEREAS inflation affects our lives as workers;

WHEREAS all allowances must be readjusted periodically, at least taking into consideration inflation; and

WHEREAS strike allowances that are too low may discourage members from voting for a strike.

BE IT RESOLVED THAT strike allowances shall be raised by 10% ; and

BE IT FURTHER RESOLVED THAT the increase shall apply to all working regions of Canada.

ORIGINATOR: 10020 Ste Anne De Plaines Pen

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

The Committee recommends CONCURRENCE for Resolution #27
--

RATIONALE:

The Committee felt that a 10% increase is insufficient given current inflation and that greater increases to strike pay should be considered. While combining the three similar resolutions was discussed, the Committee decided to keep them separate and allow the convention floor to vote on each individually.

Recorded Against: Melissa Nolin

GENERAL

RESOLUTION #28

WHEREAS PSAC Regulation 15A directs Treasury Board Bargaining, including the election and composition of bargaining teams;

WHEREAS the Alliance Executive Committee determines the size of the bargaining teams; and

BE IT RESOLVED THAT the PSAC National Board of Directors review the established process for electing members to the Treasury Board Bargaining Teams with consideration to ensuring a fair democratic process and improving fair component representation; and

BE IT FURTHER RESOLVED THAT recommendations resulting from this review be presented to the Alliance Executive Committee for consideration prior to the next Treasury Board Bargaining Conference.

ORIGINATOR: 30250 Calgary CSC Community Parole

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

The Committee recommends CONCURRENCE UNANIMOUSLY for Resolution #28
--

RATIONALE:

For housekeeping purposes, a duplicate whereas clause that was removed. The Committee expressed concerns that the process is experienced as stressful, confusing, and unfair. It was further noted that the current approach is perceived as lacking democratic integrity, with allegations that outcomes may be effectively predetermined before elections are completed. The Committee highlighted members' calls for a more transparent process.

GENERAL

RESOLUTION #29

WHEREAS strong support for members in the event of a strike is imperative to active and effective mobilization and engaging the union's leverage to secure favourable agreements;

WHEREAS the cost of living, inflation and wages continue to increase; and

WHEREAS PSAC National Triennial Convention is currently the only avenue to increase PSAC strike pay rates.

BE IT RESOLVED THAT PSAC Raise all strike pay rates in PSAC Regulation 6, including the rates for part time employees and employees working in the territories by 30%; and

BE IT FURTHER RESOLVED THAT the corresponding maximum weekly amounts also be adjusted accordingly.

ORIGINATOR: 30250 Calgary CSC Community Parole

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

The Committee recommends CONCURRENCE UNANIMOUSLY for Resolution #29
--

RATIONALE:

The Committee noted that an increase in strike pay is necessary and that a 30% increase is considered conventional and reasonable. It was noted that that the cost of living, inflation, and wages continue to rise, while strike pay has not kept pace with inflation.

GENERAL

RESOLUTION #30

WHEREAS the Phoenix Pay System continues to be a significant concern for PSAC members in the core Public Service. Members have continued to experience pay issues with limited improvement since 2016; and

WHEREAS the public and political awareness of the issues with the Phoenix Pay System appears to have waned.

BE IT RESOLVED THAT that PSAC create an updated campaign for the government to resolve all ongoing issues related to the Phoenix Pay System; this campaign should including lobbying government officials and public awareness campaigns.

ORIGINATOR: 30125 Edmonton CSC Community Parole

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

The Committee recommends CONCURRENCE UNANIMOUSLY for Resolution #30
--

RATIONALE:

The Committee expressed that, until the Phoenix Pay System issues are resolved, further pressure should be applied to the Government. It was noted that members continue to face ongoing pay problems. The Committee also highlighted the importance of increasing public awareness, as Members of Parliament need to be fully informed. This issue needs to be brought to the forefront.

GENERAL

RESOLUTION #31

WHEREAS: the timely updating and translation of the PSAC Constitution following convention is critical for the ongoing operations of all aspects of PSAC, its components, locals and committees.

BE IT RESOLVED THAT that Section 26 Sub-Section (4) of the Constitution be added to state: "Following any amendment, deletion from, or addition to this Constitution, the Constitution be appropriately amended in writing and made available to all members within four months of approval."

ORIGINATOR: 30125 Edmonton CSC Community Parole

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

The Committee recommends NON-CONCURRENCE for Resolution #31
--

RATIONALE:

The Committee was concerned with the prescriptive timeline as it could pose a barrier.

GENERAL

RESOLUTION #32

WHEREAS the USJE has adopted the use of gender inclusive language in its bylaws.

BE IT RESOLVED THAT BE IT RESOLVED THAT USJE adopt a gender inclusive term of address for use in place of brother/sister; and

BE IT FURTHER RESOLVED THAT the National Executive research and select said term of address (examples include colleague, member, and peer).

ORIGINATOR: 90007 St. John's RCMP CFP

GENERAL

COSTING:

ASSUMPTIONS:

-National Executive Project – No cost

The Committee recommends CONCURRENCE for Resolution #32
--

RATIONALE:

The Committee felt that the terms “Brother” and “Sister” are outdated and that the current language is not inclusive. It emphasized the importance of ensuring all members feel respected. It was noted that this change was already recommended in the USJE National By-law review. Committee members also felt that this change would have a significant impact.

GENERAL

RESOLUTION #33

WHEREAS Convention is the supreme governing body of the union and all members deserve to be represented to the greatest extent possible;

WHEREAS there are a wide variety of reasons that a local may not register a delegate on time; and

WHEREAS unanimous acceptance of late delegates to convention is a significant barrier that leads to immense impact of an individual as opposed to the collective agreement of the convention floor.

BE IT RESOLVED THAT PSAC Regulation 8 be amended to reflect that late delegates will be accepted and seated as delegates based on a simple majority vote.

ORIGINATOR: 30125 Edmonton CSC Community Parole

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

The Committee recommends NON-CONCURRENCE for Resolution #33
--

RATIONALE:

The Committee notes that the acceptance of late delegates currently requires unanimous vote. Some members felt that extenuating circumstances should be taken into account, especially where there is support from the Local. Following a thorough discussion, the Committee concluded that permitting late delegates could compromise the integrity of the process.

GENERAL

RESOLUTION #34

WHEREAS it is recognized that care for family members is a barrier to participation in the union which must be removed;

WHEREAS there are a wide variety of family and employment situations which require accommodation or consideration; and

WHEREAS it is becoming more difficult to find licensed care, especially outside of normal working hours. It is also becoming more difficult to provide care at PSAC events.

WHEREAS a significant number of USJE Locals are small with limited funds to fully support a member attending Federation of Labour conventions.

BE IT RESOLVED THAT PSAC amend the Family Care Policy to provide compensation for another person who is required to take leave or lose salary to provide care for any dependents in order to allow a member to participate in union activities; and

BE IT FURTHER RESOLVED THAT PSAC will determine a maximum claim amount based on reasonable care expenses and salary expectations, set guidelines for approval, and may determine an audit process to verify claims under this clause.

ORIGINATOR: 30125 Edmonton CSC Community Parole

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

The Committee recommends NON-CONCURRENCE for Resolution #34
--

RATIONALE:

The Committee felt that they had to make assumptions regarding the amounts due to a lack of clarity in the information provided. The Committee further noted that the resolution exceeds the prescribed word limit for referral to the PSAC National Convention.

Recorded Against: Rebecca Chambers

GENERAL

GENERAL

RESOLUTION #35

WHEREAS many members in the federal public service feel the current staffing process is biased on many levels and abused by managers; and

WHEREAS many members are not given the opportunity to apply for positions and there are limited grounds to appeal a staffing process because the process is governed by legislation.

BE IT RESOLVED THAT PSAC demand the federal government consult PSAC on the current process and prioritize legislative changes that ensure a fair, transparent process with a fulsome recourse method.

ORIGINATOR: 30125 Edmonton CSC Community Parole

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

Resolution 35 was combined with Resolution 19 to make Composite 19A
--

GENERAL

RESOLUTION #36

WHEREAS members attending any union event should not incur any out-of-pocket expenses;

WHEREAS members owning domestic pet(s), that require care while the member attends a union event, are currently incurring and responsible for all costs associated with such care; and

WHEREAS this cost may be a financial burden to some members and therefore, be a barrier to members from becoming involved with the union and attending union event.

BE IT RESOLVED THAT a new section be added to the current travel policy for Domestic Pet Care Allowance, and

BE IT FURTHER RESOLVED THAT members who will incur additional fees for care of a domestic pet, dog(s) or cat(s), to attend an authorized PSAC activity be reimbursed to a maximum of \$40.00 per day for the first pet and \$20.00 per day for each additional pet, up to a maximum of 3 pets.

ORIGINATOR: 30125 CSC Community Parole

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

The Committee recommends CONCURRENCE for Resolution #36
--

RATIONALE:

The Committee noted that the Province of British Columbia now recognizes pets as family members, and that the Union of Taxation Employees already has a by-law addressing financial support for pets during union events. It was further observed that both parenthood and pet ownership involve personal choice, and that pet care can be expensive. In addition, hotels that accept pets typically involve additional costs borne by delegates. The Committee felt that such provisions would enhance inclusivity.

GENERAL

RESOLUTION #37

WHEREAS strike pay has not increased in over 20 years;

WHEREAS the cost of living and inflation has risen in the last 20 years; and

WHEREAS a change in strike pay from \$75 to \$130 would be an 86.6% increase.

BE IT RESOLVED THAT PSAC raise the all strike pay rates in PSAC Regulation 6, including the rates for part time employees and employees working in the territories by 86.6%; and

BE IT FURTHER RESOLVED THAT the corresponding maximum weekly amounts also be adjusted accordingly.

ORIGINATOR: 30125 Edmonton CSC Community Parole

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

The Committee recommends NON-CONCURRENCE for Resolution #37
--

RATIONALE:

The Committee noted that this resolution contains inaccurate information, as strike pay was increased at the last PSAC National Triennial Convention to \$100. The Committee further noted that another resolution submitted more accurately reflects the current information.

GENERAL

RESOLUTION #38

WHEREAS the implementation of the Phoenix pay system continues to significantly affect PSAC members and the federal government has not made resolving pay issues a priority and there has been no damages paid since 2020; and

WHEREAS a public inquiry would give members impacted a voice to share experiences directly to the federal government to highlight the urgency of correcting all pay issues and implementing a new pay system.

BE IT RESOLVED THAT PSAC launch a lobby campaign to demand the federal government conduct a national public inquiry into the implementation and management of the Phoenix Pay System and commit to a timeline for resolution; and

BE IT FURTHER RESOLVED THAT PSAC prioritize demanding damages for 2020/2021 and annually until Phoenix issues are resolved; and BE IT FURTHER RESOLVED that if a public inquiry is not initiated by government in 2024, that PSAC conduct our own public Phoenix national panels.

ORIGINATOR: 30125 Edmonton CSC Community Parole

GENERAL

COSTING:

ASSUMPTIONS:

-Referral to PSAC – No cost

The Committee recommends NON-CONCURRENCE for Resolution #38
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RATIONALE:

The Committee was unsure what an inquiry could achieve, given that Phoenix is expected to be replaced in the coming years. It was noted that pay systems should still be assessed while Phoenix remains.