

REPORT OF THE BY-LAWS RESOLUTIONS COMMITTEE TO THE 2021 CEIU NATIONAL CONVENTION

For the 2021 CEIU Convention, the National President, Eddy Bourque appointed the co-chairs of the CEIU By-Laws Committee (mandate from 2017 to 2021), Sister Fabienne Jean-François and Brother Travis Lahnalampi. The remaining members of the By-Laws Resolutions Committee were selected by their respective National Vice-Presidents.

Below you will find the full complement of members of the By-Laws Resolutions Committee for the 2021 CEIU National Convention.

Co-chairs

Fabienne Jean-François, NVP for Québec
Travis Lahnalampi, NVP for Ontario

Members

Bonnie Musial Ellsworth, NL/NS
Kelli Reid, NB/PEI
Nancy Boudreau, Québec
Tina Angelini, Ontario
Karine Drobko, MB/SK
Sabbir Umarji, Alberta/NWT/Nunavut
Patricia (Trish) Martin, BC/YT
Linda Delaney, NCR

Staff

Sue Séguin, Technical Advisor to the Committee and note-taker

The Committee met by videoconferencing from May 17th to 21st, 2021 and reviewed 68 resolutions in total.

Any decisions or recommendations made by the By-Laws Resolutions Committee is subject to ratification by the delegates to the 2021 CEIU National Convention.

CONCURRENCE

The Committee went **concurrence** on 35 resolutions:

A-2, A-3, A-4A, A-7, A-9, A-10, A-12A, A-14 (*1st BIR*), A-15A, A-21A, A-26, A-27, A-29A, A-32, A-33, A-36, A-37, A-38, A-39, A-40, A-41, A-43A, A-45, A-46, A-47, A-51, A-53, A-54A, A-56, A-58, A-59, A-60, A-62A, A-64A, and A-66

UPDATES AND DELETION

Only delegates to the CEIU Convention may amend the National By-Laws. For the 2021 CEIU Convention, the following administrative amendments are added to the Report of the By-Laws Resolutions Committee to indicate the amendments or deletions that will be made to ensure constituency with the PSAC Constitution.

- Certain sections of the CEIU National By-Laws must be updated to comply with changes to the PSAC Constitution.
- There is also a need to remove a section of the CEIU National By-Laws which presently contravenes the PSAC Constitution.

These updates and deletion can be found under ***Appendix 'A'***.

The By-Laws Resolutions Committee also believes that all CEIU By-Laws, Regulations and Policies, and its communiqués should be revised and updated to make them gender neutral, to the extent possible. CEIU should take the necessary steps to ensure that all documents produced in the coming years are gender neutral.

NON-CONCURRENCE

The Committee went **non-concurrence** on 17 resolutions and on the last BIR of resolution A-14:

A-1, A-8, A-11, A-14 (*2nd BIR*), A-17, A-18, A-20, A-23A, A-25, A-28, A-34, A-35, A-44, A-48, A-52, A-57, A-67, and A-68

These resolutions can be found under ***Appendix 'B'***.

RESOLUTIONS COMBINED INTO COMPOSITE RESOLUTIONS

Some resolutions were combined into composite resolutions that the Committee is recommending as concurrence. These can be found under ***Appendix 'C'***.

Two (2) resolutions were combined into one (1) composite resolution that the Committee recommended as non-concurrence. These 2 resolutions (A-23 and A-24) can be found under the non-concurrence resolutions found in ***Appendix 'B'***.

RULED OUT OF ORDER

Resolution A-6 was **ruled out of order** by the CEIU National President. This resolution can be found under ***Appendix 'D'***.

REFERRAL

The Committee **referred** two (2) resolutions (A-49 and A-50) to the General/PSAC Resolutions Committee. These resolutions can be found under ***Appendix 'E'***.

RESOLUTIONS PRIORITIES

The By-Laws Resolutions Committee established the following 15 resolutions as their top priorities:

- 1) A-4A
- 2) A-10
- 3) A-29A
- 4) A-40
- 5) A-45
- 6) A-53
- 7) A-54A
- 8) A-59
- 9) A-26
- 10) A-62A
- 11) A-56
- 12) A-9

- 13) A-15A
- 14) A-38
- 15) A-27

And the remaining resolutions in the following order of priorities:

- 16) A-47
- 17) A-58
- 18) A-66
- 19) A-12A
- 20) A-14 (1st BIR)
- 21) A-3
- 22) A-64A
- 23) A-46
- 24) A-51
- 25) A-32
- 26) A-33
- 27) A-2
- 28) A-60
- 29) A-39
- 30) A-36
- 31) A-21A
- 32) A-37
- 33) A-41
- 34) A-43A
- 35) A-7

A-4A

The Committee recommends **concurrence** in Composite Resolution A-4A (which covers resolutions A-4 and A-5) which reads as follows:

TITLE: Acronym Update
ORIGINATOR: 2019 HRRR Conference
LANGUAGE: E

WHEREAS there is an element of misogyny in placing the G (Gay) before L (Lesbian); and

WHEREAS historically and universally L (Lesbian) is placed before G (Gay) in the acronym; and

WHEREAS the terminology GLBT does not encompass the wide range of persons within our membership and the broader community; and

WHEREAS the Canadian Government has moved to adopt LGBTQ2+ as the official acronym used in all documents; and

WHEREAS a resolution was passed at the 2018 PSAC Triennial Convention to change GLBT to LGBTQ2+ in Section 15, Sub-Section (1) of the PSAC Constitution.

BE IT RESOLVED THAT CEIU align with PSAC, the Government of Canada and elsewhere by using LGBTQ2+ on all CEIU documents including news releases, training documents, By-Laws, Regulations and Policies.

Rationale: This change aligns with the PSAC and the Government of Canada and has an impact on the Human Rights/Race Relations (HR/RR) Committee.

A-10

The Committee recommends **concurrence** of Resolution A-10 which reads as follows:

TITLE: CEIU National Convention
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS in the past, the CEIU National Triennial Convention was held in different provinces in Canada; and

WHEREAS there are no longer many unionized hotels in the National Capital Region which can accommodate the size of our National Convention, due to the numbers of square feet needed in the plenary as well as due to the number of breakout rooms required; and

WHEREAS the present By-Law 11, sub-section 11.2.1 states that this Union's National Triennial Convention shall be held in the National Capital Region.

BE IT RESOLVED THAT the National Triennial Convention of this Union be held in unionized hotels across the country which can accommodate our plenary and breakout rooms requirements; and

BE IT RESOLVED THAT a cost analysis of the different locations across the country be done prior to any regions being selected; and

BE IT RESOLVED THAT the National Executive select the location of the National Triennial Convention only after having received and reviewed the cost analysis from the different regions/provinces.

Rationale: The costs to hold CEIU triennial conventions are high. A cost analysis of the different locations across the country would allow the National Executive to ensure that accessibility, availability of space, and suitability were all considered in ensuring that the right decision is made every three years in the selection of the convention location.

A-29A

The Committee recommends **concurrence** in Composite Resolution A-29A (which covers resolutions A-29, A-30, and A-31) which reads as follows:

TITLE: By-Law 14 – Authority and Responsibilities of National Officers
ORIGINATOR: BC/YT Regional Council
LANGUAGE: E

WHEREAS the power of unions is in the solidarity of their members; and

WHEREAS members of marginalized groups are often excluded, intentionally or unintentionally from this solidarity; and

WHEREAS historically union leaders have not always had the faith of their equity members; and

WHEREAS leaders require knowledge in order to be effective.

BE IT RESOLVED THAT all members of the National Executive have the following added to their responsibilities in the CEIU By-Laws:

Complete, within the first six months of each term, 15 hours of training on privilege and intersectionality; and, following which, provide a written report to the National Executive, National Women’s Committee, National Human Rights and Race Relations Committee, and National Young Workers Committee.

BE IT FURTHER RESOLVED THAT this training be taken in-person and provided by subject matter experts who are not CEIU staff.

Rationale: Training union leaders on human rights issues is essential to fulfilling their roles more effectively. This 15-hour training on privilege and intersectionality given to all members of the National Executive can only provide them with a better understanding of advantages that some people have because they may never have had to experience oppression. The need to provide a written report to the equity standing

committees of CEIU would show solidarity towards CEIU members from equity groups.

A-40

The Committee recommends **concurrence** of Resolution A-40 which reads as follows:

TITLE: By-Law 14.8 and By-Law 14.10
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS the National Executive enacted at their April 2019 meeting Regulation 25 called Regulation Governing the Mental Health Committee: and

WHEREAS Regulation 25 states that the composition of the Mental Health Committee is to be composed of at least three (3) members from the National Executive representing the three (3) departments (ESDC, IRB, IRCC); and

WHEREAS the present By-Law 14.8 and By-Law 14.10 lists the responsibilities of the National Vice-President, Immigration and Refugee Board and the National Vice-President, Immigration Refugees and Citizenship Canada.

BE IT RESOLVED THAT a new point be added to By-Law 14.8 to read as follows: (k) sits on the CEIU Mental Health Committee

BE IT RESOLVED THAT a new point be added to By-Law 14.10 to read as follows: (h) sits on the CEIU Mental Health Committee

Rationale: These additions to 14.8 and 14.10 will ensure that the Mental Health Committee always has a representative from each of the three (3) departments (ESDC/Service Canada, IRB, IRCC) for which CEIU represents the members.

A-45

The Committee recommends **concurrence** of Resolution A-45 which reads as follows:

TITLE: Non-Binary Member Inclusion
ORIGINATOR: 2019 HRRR Conference
LANGUAGE: E

WHEREAS the HR/RR committee consists of a male and female chair for each equity group; and

WHEREAS this requirement does not leave space for members who identify as non-binary; and

WHEREAS our union should ensure space for all members.

BE IT RESOLVED THAT an additional chair for non-binary members be added to the LGBTQ chairs for the National HR/RR committee; and

BE IT FURTHER RESOLVED THAT all relevant By-Laws and Regulations be amended to include this change.

Rationale: CEIU is an inclusive union. The inclusion of members who identify as non-binary would result in the addition of a seat on the National Human Rights/Race Relations (HR/RR) Committee. This would allow non-binary members to have their voices heard.

A-53

The Committee recommends **concurrence** of Resolution A-53 which reads as follows:

TITLE: Standing Mental Health Committee
ORIGINATOR: BC/YT Regional Council
LANGUAGE: E

WHEREAS there currently exists a standing committee of the National Executive on mental health; and

WHEREAS this committee limits its participation to members of the National Executive exclusively; and

WHEREAS by limiting the discussion of the committee mandate to mental health exclusively and being unable to touch on various aspects falling under the category of health and safety that could impact employee wellness; and

WHEREAS many CEIU activists, from all three departments, participate in Mental Health Committees and activism on behalf of CEIU members; and

WHEREAS mental health is a serious and involved topic that benefits all CEIU members; and

WHEREAS CEIU members as a whole would benefit from more participation on this type of committee.

BE IT RESOLVED THAT the current Standing Committee of the NE on Mental Health be dissolved; and

BE IT FURTHER RESOLVED THAT a National Standing Committee of CEIU be created, via a National Regulation, on health and safety; and

BE IT FURTHER RESOLVED THAT a standing, mandated topic for this Committee be mental health and wellness; and

BE IT FURTHER RESOVLED that this Standing Committee be comprised of the co-chair (when they are a member of CEIU) of each departmental National Policy Health and Safety Committee or a National Committee member; and

BE IT FURTHER RESOLVED THAT this Standing Committee include at least one activist from each CEIU region who participates in either a Workplace Health and Safety Committee and/or a Workplace Mental Health Committee: and

BE IT FURTHER RESOLVED THAT this Committee be required to communicate out to the membership at least twice a year about their activities, and that these updates include information about what priorities are being brought forward at each National Health and Safety table with the Employer.

Rationale: The implementation of policies is the responsibility of the National Executive, and having a National Committee made up of activists from each region who participates in either a local Workplace H&S Committee and/or a local Workplace Mental Health Committee would provide our Union with the best way to address health issues, workplace safety including workplace mental health and mental health concerns globally and also ensure that these subjects are always part of the agenda for the different departments that CEIU represents.

A-54A

The Committee recommends **concurrence** in Composite Resolution A-54A (which covers resolutions A-54 and A-55) which reads as follows:

TITLE: Establishment of IRCC National Conference
ORIGINATOR: National IRCC Advisory Committee
LANGUAGE: E

WHEREAS CEIU-IRCC members have had an IRCC National Conference for several mandates which was very effective: and

WHEREAS these conferences worked to better solidify the activists from IRCC in their knowledge and understanding of Union work; and

WHEREAS the links that were formed and information that was shared was invaluable to the activist and the work they do; and

WHEREAS most other National conferences do not have enough representation for the IRCC members.

BE IT RESOLVED THAT CEIU establish a once per term of office Conference for IRCC to share information and best practices after the CEIU Convention 2021; and

BE IT FURTHER RESOVLED THAT attendance at the IRCC Conference be allocated to all the members of the National IRCC Advisory Committee, their alternates and 16 delegates (2 delegates per region) selected by the National President, the NEVP and the NVP for IRCC.

BE IT FURTHER RESOLVED THAT each regional group of participants to this IRCC National Conference must produce a written (one page minimum) or verbal report to their Local no later than 3 months after the conference.

Rationale: The By-Laws Committee understands the importance of holding an IRCC Conference at least once per three-year cycle to allow for the sharing of information. For several mandates now, IRCC conferences have been held, but the cost of such conference is not part of the budget nor is the conference the subject of a Resolution of Record which would ensure that one must be held. The adoption of this

resolution would ensure that an IRCC Conference is held every three (3) years and that money must be available and enshrined in the CEIU budget to hold this conference.

A-59

The Committee recommends **concurrence** of Resolution A-59 which reads as follows:

TITLE: National Call Centres Advisory Committee – one delegate per CEIU region
ORIGINATOR: National Call Centres Advisory Committee
LANGUAGE: E

WHEREAS the current structure of the National Call Centre Committee has delegates responsible for call centres across multiple CEIU regions; and

WHEREAS issues related to call centres can differ greatly between regions and

WHEREAS there is only 1 IRCC call centre in Canada.

BE IT RESOLVED THAT the CEIU National Call Centre Committee be restructured with one delegate per CEIU region: and

BE IT FURTHER RESOLVED THAT the CEIU National Call Centre Committee include an additional delegate for the IRCC Call Centre.

Rationale: Restructuring to one delegate per CEIU region only brings it in size to other geographically representation of other CEIU national committees.

Adding a delegate from the IRCC Call Centre to the Committee also ensure that this specific call centre is represented on this committee.

A-26

The Committee recommends **concurrence** of Resolution A-26 which reads as follows:

TITLE: National Standing Committees in the By-Laws
ORIGINATOR: National Women's Committee
LANGUAGE: E

WHEREAS the National Committees are currently in the regulations and could be modified between conventions.

BE IT RESOLVED THAT a By-law be added to identify the National Standing Committees of CEIU:

Women's
YWC
HRRR

Each committee and mandate shall be found in the CEIU National Regulations.

Rationale: By having these three (3) CEIU National Standing Committees in the National By-Laws, would enshrine and preserve these committees since only a resolution adopted by 2/3rd of the delegates at a CEIU triennial convention could remove these Standing Committees from the By-Laws.

A-62A

The Committee recommends **concurrence** in Composite Resolution A-62A (which covers resolutions A-61, A-62, and A-63) which reads as follows:

TITLE: National Young Workers' Committee – Meetings
ORIGINATOR: National Young Workers Committee
LANGUAGE: E

WHEREAS the National Young Workers Committee only has funds for one in person meeting per year; and

WHEREAS the National Human Rights and Race Relations Committee and the National Women's Committee both have funds for two in person meetings per year; and

WHEREAS the National Young Workers Committee has no other line item in the budget.

BE IT RESOLVED THAT the CEIU Young Workers Committee have two (2) annual meetings; and

BE IT FURTHER RESOLVED THAT this comes into effect immediately following the CEIU ~~2020~~ 2021 Convention.

Rationale: To be more effective, the National Young Workers' Committee must meet at least twice a year. This will ensure that they are in line with some of the other standing committees that have two (2) meetings a year.

A-56

The Committee recommends **concurrence** of Resolution A-56 which reads as follows:

TITLE: Meetings of the National IRCC Advisory Committee
ORIGINATOR: National IRCC Advisory Committee
LANGUAGE: E

WHEREAS in the past, the IRCC Advisory Committee held 2 meetings per year: and

WHEREAS the Committee has now been allocated only one meeting per year; and

WHEREAS there is a need for the Committee to meet on a more frequent basis in order to adequately deal with IRCC members' concerns and issues.

BE IT RESOLVED THAT the IRCC Advisory Committee hold 2 meetings every year: and

BE IT FURTHER RESOLVED THAT in the year of the IRCC Conference, that one of the committee's meeting be attached to the conference.

Rationale: To be more effective, the National Standing IRCC Committee needs to meet at least twice a year. This will ensure that they are in line with some of the other standing committees that have two (2) meetings a year, and for which during number of past mandates, this Committee did meet twice a year.

A-9

The Committee recommends **concurrence** of Resolution A-9 which reads as follows:

TITLE: Training for Local Executives
ORIGINATOR: National Executive
LANGUAGE: English

WHEREAS the present CEIU By-Law 8.2 states that approval of a Local shall not be given until the National Executive is satisfied that the following conditions are met: and

WHEREAS one of these conditions, as per the present By-Law 8.2 (c) is *“that there are trained members who are prepared to accept the responsibilities of Local Executive office; the National Executive shall ensure that training is made available to groups of members that request a charter”*; and

WHEREAS the present By-Law 8.2 (c) is not clear as to what should be the minimum standard that is required in order to be considered “trained members who are prepared to accept the responsibilities of Local Executive.

BE IT RESOLVED THAT the following be added at the end of the present By-Law 8.2 (c), and which would provide the required training needed for the Local Executive:

CEIU will provide basic start up training to the Local Officers. The Local Officers are expected to take the PSAC Talking Union Basics (TUB) course and the Introduction for Local Officers’ Training at the first available opportunity.

Rationale: This addition in our By-Laws would clearly indicate which basic initial trainings are required for Local Executives to be considered a ‘trained local executive’.

A-15A

The Committee recommends **concurrence** in Composite Resolution A-15A (which covers resolutions A-15 and A-16) which reads as follows:

TITLE: By-Law 12, sub-section 12.3.3
ORIGINATOR: National Women's Committee
LANGUAGE: E

WHEREAS By-Law 12, sub-section 12.3.3 describes the election of the NVPs and Alternate NVPs for Women's Issues; and

WHEREAS presently the positions of NVPs for Women's Issues and their Alternates (two per position) is open to all members in good standing in each of the areas defined in By-Law 13, Sub-section 13.1 (e); and

WHEREAS presently it also states that there should be a call for nominations and a vote by secret ballot of all members of the area in order to elect the National Vice-President for Women's Issues.

BE IT RESOLVED THAT the By-Law 12, sub-section 12.3.3 be changed to read:

The positions of National Vice-Presidents for Women's Issues and their Alternates (two per position) shall be open to all members in good standing **who identify as a woman** in each of the areas defined in By-Law 13, sub-section 13.1 (e).

The call for nominations and the vote by secret ballot will be opened to all members in good standing who identify as women of the areas defined in By-Law 13, subsection 13.1 (e) in order to elect the National Vice-President for Women's Issues.

RATIONALE: The Committee went concurrence with this resolution because they also believe a change is needed of who can vote for the NVP for Women's Issues. The Committee agrees that this position should be open only to members in good standing who identify as a woman. The adoption

of this resolutions would make it possible to avoid any confusion in the future.

A-38

The Committee recommends **concurrence** of Resolution A-38 which reads as follows:

TITLE: CEIU By-Law 14, sub-section 14.6 c) & k)
ORIGINATOR: National Women's Committee
LANGUAGE: E

WHEREAS the present CEIU By-Law 14, sub-section 14.6 c) it refers to women's issues; and

WHEREAS the present CEIU By-Law 14, sub-section 14.6 k) also refers to women's issues; and

WHEREAS the National Women's Committee, at their August 2018 meeting, mandated the 2 NVPs for women's issues to bring to the National Executive, the request to approve the change to CEIU Regulation 23 to change the words 'women's issues' to 'women's priorities': and

WHEREAS the current Terms of Reference for the National Women's Committee has been changed from women's issues to women's priorities.

BE IT RESOLVED THAT CEIU By-Law 14, sub-section 14.6 c) & k) be changed from women's issues to women's priorities which would reflect changes made to the National Women's Committee's Terms of Reference and CEIU Regulation 23.

Rationale: To be in line with the National Women's Committee's Terms of Reference and with CEIU Regulation 23, the Committee went concurrence to this resolution to change By-Law 14, sub-section 14.6 c) and k) from 'women's issues to women's priorities.

This resolution was submitted by the National Women's Committee (NWC). The members of the committee recognizes that the NWC have often discussed the old wording at its meetings and that they hold these changes close to their hearts.

A-27

The Committee recommends **concurrence** of Resolution A-27 which reads as follows:

TITLE: CEIU's National Advisory Committees
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS there are presently five (5) National Advisory Committees for CEIU; and

WHEREAS these five (5) Committees are:

- 1) The National Human Rights/Race Relations Committee
- 2) The National Women's Committee
- 3) The National Call Centre Committee
- 4) The National IRB Committee
- 5) The National IRCC Committee

and

WHEREAS these Committees are made up of members that are either elected or selected to sit on one of more of these Committees; and

WHEREAS not all members are fully aware of the responsibilities and mandate of these Committees.

BE IT RESOLVED THAT the members of each Committee shall participate in a one-day training regarding the roles, responsibilities, and mandate of the Committee for which the member has been elected/selected; and

BE IT RESOLVED THAT this one-day training must be given at the 1st in-person meeting of each Committee.

Rationale: The committee recognizes that offering this one-day training at the 1st in-person meeting of each respective committees would provide the necessary education for their roles, responsibilities, and mandate in their capacity as representatives for the members.

A-47

The Committee recommends **concurrence** of Resolution A-47 which reads as follows:

TITLE: By-Law 16, sub-section 16.1 - Establishment of Union Offices
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS By-Law 16 provides for the establishment of Union offices.

BE IT RESOLVED THAT the By-Law 16.1.1 be changed to read: The National Office shall consist of the National Union Headquarters and at least four (4) Regional Union Offices.

BE IT RESOLVED THAT the By-Law 16.1.3 be changed to read: A Regional Union Office shall be located in each of the following areas: Atlantic, Quebec, Ontario, Western, which offices are to be situated in localities determined by the National Executive.

Rationale: The adoption of this resolution confirms the decisions taken by the National Executive. However, the committee wishes to add that this resolution does not related to the physical location of offices and does not touch on the level of staffing at CEIU. The goal here is not to change the structure of the organization. In fact, SEIC has begun discussions with its staff on remote work.

A-58

The Committee recommends **concurrence** of Resolution A-58 which reads as follows:

TITLE: IRCC Call Centre delegate on the National Call Centres Advisory Committee
ORIGINATOR: National Call Centres Advisory Committee
LANGUAGE: E

WHEREAS the work performed at the IRCC Call Centre is unique among CEIU members; and

WHEREAS no specific seat exists on the National Call Centre Committee for a delegate from the IRCC Call Centre.

BE IT RESOLVED THAT the CEIU National Call Centre Committee be restructured to include a delegate for the IRCC Call Centre.

RATIONALE: This resolution allows a 'reserved' seat, at least, for the IRCC Call Centre to have a voice on the National Call Centre Committee. Presently, the selections of one representative per CEIU region can potentially end with all representatives from Service Canada Call Centres and no one from the IRCC Call Centre. The IRCC Call Centre needs to also have a voice and they need to lead by example with the counterparts from the other Call Centres that are the representatives on the National Call Centre Committee. Sharing their issues and concerns with others at a national level bring much needed results for all members.

A-66

The Committee recommends **concurrence** of Resolution A-66 which reads as follows:

TITLE: Regional HR/RR Committees
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS CEIU does have an existing National Human Rights/Race Relations (HR/RR) Committee; and

WHEREAS CEIU does not have any mandated Regional HR/RR committees; and

WHEREAS CEIU should make HR/RR a priority at the Local, Regional and National levels of our Union; and

WHEREAS the CEIU Regional and National Committees should work in collaboration on behalf of our members.

BE IT RESOLVED THAT the CEIU National Regulations be amended to include a new section that reads as follows:

“XX. Regional Human Rights Committees

- a) should be established in each region.
- b) the Committee and/or Committees’ structure shall be determined at the regional level and should include representation from all equity seeking groups represented by the National HR/RR Committee.
- c) should establish and maintain contact with each local in their region on HR/RR related topics and initiatives.
- d) share human rights and equity information of concern to the regional membership with the National HR/RR Committee and their Regional NVP(s).

- e) develop and foster working relationships with the Regional NVP(s) and the NVP for HR/RR, including keeping them advised of activities of the Committee and integrating them, where relevant, into regional planning.
- f) submit annual written reports to the National HR/RR Committee and their Regional NVP(s) to keep them informed of their human rights and equity work.
- g) actively participate and promote CEIU campaigns involving human rights and equity issues.

RATIONALE: Human rights and equity issues are of great importance to this Union and the push to establish Regional Human Rights Committee in each of the regions can only allow the Union to properly defend these issues wherever our members work. Raising concerns from the regions and sharing those with the National Human Rights/Race Relations (HR/RR) Committee could help raise the issues on a grander scale and help promote HR/RR related topics and initiatives at the Local, Regional and National levels of this Union.

A-12A

The Committee recommends **concurrence** in Composite Resolution A-12A (which covers resolutions A-12 and A-13) which reads as follows:

TITLE: Delegate Status
ORIGINATOR: National Young Workers' Committee
LANGUAGE: E

WHEREAS all members of the National Human Rights and Race Relations Committee are delegates to the CEIU Convention; and

WHEREAS the National Women's Committee has two National Vice Presidents who are delegates to the CEIU Convention; and

WHEREAS the National Young Workers' Committee is required to present a report on their activities at convention but does not have a guaranteed delegate seat.

BE IT RESOLVED THAT the eight (8) members of the National Young Workers' Committee be afforded delegate status to CEIU National Convention; and

Rationale: It may be harder for young workers to get delegate seats to CEIU conventions. Having the full 8 members of the National Young Workers Committee as delegates would be, at least the same as one young worker per CEIU region, as a delegate to the CEIU Convention.

The committee recognizes that the Union needs to make space for our young workers. The adoption of this resolution only confirms the work already started by the Union following the creation of the National Young Workers' Committee to guarantee the space for young workers.

A-14

The Committee split the two (2) BIR and recommends **concurrence** only in the 1st BIR of Resolution A-14 which reads as follows: *(The Committee recommends the 2nd BIR as non-concurrence)*

TITLE: National Convention
ORIGINATOR: National Women's Committee
LANGUAGE: E

WHEREAS CEIU is made up of over 77% of women; and

WHEREAS women are an integral part of our union and our community; and

WHEREAS women's voices have historically and consistently been marginalized in the labour movement; and

WHEREAS our union has identified inclusivity and equity as priorities for ensuring our effectiveness in the future; and

WHEREAS seats are included at National Convention for other equity-seeking groups; and

WHEREAS The National Women's Committee does not have automatic delegates to the National Convention.

BE IT RESOLVED THAT the eight (8) members of the National Women's Committee as identified in Regulation 23 shall be automatic delegates to the CEIU National Convention; and

~~**BE IT RESOLVED THAT** the cost for this be found within the existing budget.~~

Rationale: The National Women's Committee is made up of the Chairperson of each of CEIU's Regional Women's Committee with the NVP for Women's Issues and they are, as a CEIU National Committee, the ones that monitors and evaluate the progress of CEIU as a union and as an employer on women's priorities. Having them attend as delegates to Convention to debate and fight for women's issues is only helping in making

CEIU a stronger union and allow them to have their voices heard.

A-3

The Committee recommends **concurrence** in Resolution A-3 which reads as follows:

TITLE: Inclusive Pronouns
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS presently the CEIU National By-Laws, Regulations and Policies provide for he/she or she/he pronouns; and

WHEREAS he/she does not leave room for other gender identities; and

WHEREAS a gender neutral or gender inclusive pronoun does not associate a gender with the individual.

BE IT RESOLVED THAT the CEIU National By-Laws, Regulations and Policies be changed to reflect gender inclusive pronouns: ‘they’, ‘their’ and ‘them’; and

BE IT FURTHER RESOLVED THAT because gender neutral language modification in French is very different from that of English and often impossible to construct a gender-neutral sentence as can be done in English, the French version of the CEIU By-Laws, Regulations and Policies be changed, where possible.

Rationale: In order to be more inclusive, these modifications are needed to reflect gender inclusive pronouns in CEIU’s National By-Laws, Regulations and Policies.

A-64A

The Committee recommends **concurrence** in Composite Resolution A-64A (which covers resolutions A-64 and A-65) which reads as follows:

TITLE: National Young Workers' Committee – Term Limits
ORIGINATOR: National Young Workers Committee
LANGUAGE: E

WHEREAS the National Young Workers Committee prioritizes the need for mentorship and succession planning within the union; and

WHEREAS: the definition of a young worker will result in a high turnover in committee members.

BE IT RESOLVED THAT there be a two consecutive term limit per position on the CEIU National Young Workers Committee.

Rationale: A term limit per position on the CEIU National Young Workers Committee would provide for success planning and renewal in the committee and allow more members to get involved in their union at a national level.

A-46

The Committee recommends **concurrence** in Resolution A-46 which reads as follows:

TITLE: Term Limitation on Committee Seats
ORIGINATOR: 2019 HRRR Conference
LANGUAGE: E

WHEREAS succession planning is an integral part of CEIU; and

WHEREAS engaging alternates leads to consistency and a stronger understanding of the National Human Rights/Race Relations Committee.

BE IT RESOLVED THAT CEIU implement term limits for the National Human Rights Race/Relations Committee members; and

BE IT FURTHER RESOLVED THAT the term limit for HR/RR be 3 terms: and

BE IT FURTHER RESOLVED THAT the HR/RR Committee members readily share information with their alternate(s) in order to engage and mentor them in their roles; and

BE IT FURTHER RESOLVED THAT if after 3 calls for nominations there are none, the previous incumbent may run again

Rationale: The more we engage the alternates so that they are informed of the issues, the more we will have members participating to be on national committees. Limiting the term of the HR/RR Committee members to 3 terms, which totals 9 years, provides for succession planning, and allows a larger number of members to get elected to these positions.

A-51

The Committee recommends **concurrence** in Resolution A-51 which reads as follows:

TITLE: Service Needs Delivery Committee as a Standing Committee
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS CEIU By-Law 13, sub-section 13.2.4 gives the authority and the responsibility to the National Executive to establish committees necessary for studying and recommending on matters for the effective functioning of the Union and for carrying out its objectives and mandates; and

WHEREAS, since 1997, an ad-hoc Service Needs Delivery Committee has been established by the National Executive, and this Committee has met once per cycle, usually the year of a CEIU Convention; and

WHEREAS the Service Needs Delivery Committee plays an important role in planning our union and must look at the needs during the three-year cycle and beyond in order to ensure an effective service delivery to the membership, while taking into account the financial considerations and restraints; and

WHEREAS this Committee must also review the resources needed for CEIU to function and represent the membership with quality service and efficient delivery.

BE IT RESOLVED THAT the Service Needs Delivery Committee be made a permanent National Standing Committee of the National Executive; and

BE IT FURTHER RESOLVED THAT the Committee meet for a minimum of three (3) times per cycle; and

BE IT FURTHER RESOLVED THAT the 1st meeting of the Service Needs Delivery Committee be within two (2) months after the CEIU National Triennial Convention.

BE IT FURTHER RESOLVED THAT the composition of the Service Needs Delivery, to ensure an equity lens, be made of the following members:

- 1 NVP for the Atlantic
- 1 NVP for Quebec
- 1 NVP for NCR
- 1 NVP for Ontario
- 1 NVP for the Western Regions
- 1 NVP for Women's Issues
- The NVP for Human Rights
- 1 NVP for IRCC or IRB
- The National President (ex-officio)
- The National Executive Vice-President (ex-officio)

Rationale: The Service Needs Delivery Committee plays an important role as they must look at the needs of the Union and provide a plan for an effective service delivery to our membership every three-year cycle and beyond. Making it a Standing Committee would confirm the minimum number of meetings that must be held per three-year cycle and would make these committee meetings more productive. That the committee reviews regularly the necessary resources needed for CEIU to function properly and provide the services to our membership.

A-32

The Committee recommends **concurrence** in Resolution A-32 which reads as follows:

TITLE: Training for National Executive
ORIGINATOR: National Executive
LANGUAGE: English

WHEREAS the present CEIU By-Law 14.1 (t) and 14.2 (o) stipulates both the National President and the National Executive Vice-President must undertake the following training within three (3) weeks of starting his/her duties: CEIU Finance, Resolutions, By-Laws, Regulations and Policies as well as the PSAC Constitution; and

WHEREAS a similar training should be provided to newly elected members of the National Executive; and

WHEREAS this similar training should be provided to the National Executive following each CEIU Triennial Convention.

BE IT RESOLVED THAT the National Executive must, at their first National Executive meeting following each CEIU Triennial Convention, be provided with a one-day training on the CEIU Finance, Resolutions, By-Laws, Regulations and Policies, as well as the PSAC Constitution; and

BE IT FURTHER RESOLVED THAT the National Executive budget allow funding for this one-day training.

Rationale: The committee recognizes the importance of providing this one-day training to all the National Vice-Presidents, and not just the National President and the National Executive Vice-President to ensure that all the members of the National Executive understand and become familiar with the CEIU By-Laws, Regulations and Policies.

A-33

The Committee recommends **concurrence** in Resolution A-33 which reads as follows:

TITLE: Training for Regional Councils
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS the present CEIU By-Law 14.1 (t) and 14.2 (o) stipulates both the National President and the National Executive Vice-President must undertake the following training within three (3) weeks of starting his/her duties: CEIU Finance, Resolutions, By-Laws, Regulations and Policies as well as the PSAC Constitution; and

WHEREAS a request has been made to ensure that the members of the National Executive receive the same training as stipulated under 14.1 (t) and 14.2 (o) at the first National Executive meeting following each CEIU Triennial Convention; and

WHEREAS this same training could and should be passed on to the members on regional councils.

BE IT RESOLVED THAT, following their own training, the National Vice-President(s) for the respective region, with a National Union Representative (NUR) from their region, provide the training to their Regional Councils; and

BE IT RESOLVED THAT the cost of the training to the regional councils be from the National training budget allocation.

Rationale: The committee feels that offering this training to all leaders in the Union only makes our Union stronger.

A-2

The Committee recommends **concurrence** in Resolution A-2 which reads as follows:

TITLE: NVP for Women
ORIGINATOR: National Women's Committee
LANGUAGE OF ORIGIN: E

WHEREAS the title of the NVP for Women's Issues in the CEIU By-Laws read as a NVP for Women's Issues; and

WHEREAS the present French title reads: VPN pour la condition féminine; and

WHEREAS a request to change the French title of the NVP for Women's Issues to better reflect the English title has been made.

BE IT RESOLVED THAT the title of the NVP for Women's Issues be changed to NVP for Women, which translates more fluently in both official languages.

Rationale: The committee supports this request that comes from the National Women's Committee and recognizes that this modification would ensure a coherence between the English and French title of this position.

A-60

The Committee recommends **concurrence** in Resolution A-60 which reads as follows:

TITLE: Convention Report from the National Call Centres
Advisory Committee

ORIGINATOR: National Call Centres Advisory Committee

LANGUAGE: E

WHEREAS the National Call Centre Committee currently provides a written report to the National Executive after each meeting; and

WHEREAS there is currently no requirement for the Committee to report to the CEIU National Convention.

BE IT RESOLVED THAT the National Call Centre Committee deliver a report of their activities for the cycle to the CEIU National Convention.

Rationale: This ensure that the National Call Centre Committee will provide a report on the work and the activities of their committee which was done on behalf of the membership in the three-year cycle.

A-39

The Committee recommends **concurrence** in Resolution A-39 which reads as follows:

TITLE: By-Law 14, Sub-section 14.7 – A/NVPs
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS By-Law 14, sub-section 14.7 details the authority and responsibilities of Alternate National Vice-Presidents; and

WHEREAS By-Law 14, sub-section 14.7 (d) presently reads: attend all regional meetings of Local Presidents, where and when possible; and

WHEREAS By-Law 14, sub-section 14.7 (n) presently reads: receive all correspondence the same as National Vice-Presidents; and

BE IT RESOLVED THAT both point (d) and (n) of By-Law 14, sub-section 14.7 be deleted.

Rationale: Presently, 14.7 (c) which states: participate in regional committees as designated by the National Vice-President including chairing certain committees. As this is kind of the same as the present 14.7 (d), the By-Laws Committee recommends concurrence of the deletion of 14.7 (d) as it reads in the 2nd WHEREAS above.

Regarding point 14.7 (n), as listed in the last WHEREAS above, some correspondence is strictly confidential and cannot be shared with the alternates and therefore the Committee is recommending concurrence of its deletion.

A-36

The Committee recommends **concurrence** in Resolution A-36 which reads as follows:

TITLE: By-Law 14, sub-section (h)
ORIGINATOR: BC/YT Regional Council
LANGUAGE: E

WHEREAS CEIU National Vice-Presidents are not full-time paid officials; and

WHEREAS the CEIU By-Laws contain many requirements and mandates that are unreasonable and unsustainable for individuals who are in voluntary elected positions.

BE IT RESOLVED THAT By-law 14.4(h) which reads as an NVP “*shall* inform in writing Locals in their constituency, every two months, as to activities related to their jurisdiction” be rewritten to include the following language “shall inform in writing Locals in their constituency every six months as to the activities related to their jurisdiction”.

Rationale: Now that the NVPs are not on full-time paid leave from their full-time employment, as some NVPs had been in the past, there is much less time for them to prepare a written document every two months to their Locals. Having said that, this Committee understands the importance of each NVP being accountable towards their members. However, the committee is of the opinion that informing, in writing, the locals in their constituency, once every six months, would be acceptable.

The By-Laws provide that the NVPs must also provide a report on their activities to the Locals through the Presidents’ Conference. As well, they also prepare a written report for each of the National Executive meetings, two times a year, which is available on the CEIU website for members to read.

A-21A

The Committee recommends **concurrence** in Composite Resolution A-21A (which covers resolutions A-19, A-21, and A-22) which reads as follows:

TITLE: By-Law 12, sub-section 12.4
ORIGINATOR: BC/YT Presidents' Conference
LANGUAGE: E

WHEREAS By-law 12, Election of Officer, 12.4 Vacancies, contains the same language for 12.4.4 to 12.4.13.

BE IT RESOLVED THAT 12.4.4 be amended as follows:

12.4.4 National Vice-President (NVP) (for each of Regions, Women's, IRB, IRCC, HRRR)

In the event of a vacancy in the position of a National Vice-President that occurs, for whatever reason, the National President shall request the named alternate to fill the vacancy. In the event that this individual is no longer available, and prior to the twelve (12) month period preceding a regular National Convention, the National President shall seek nominations from the members of the locals of the region, area, department, or self-identified where the vacancy exists and shall conduct a vote by secret ballot of all members in the region to elect a National Vice-President.

12.4.5 Alternate to the National Vice-President (A/NVP) (for each of Regions, Women's, IRB, IRCC, HRRR)

In the event of a vacancy in the position of alternate to the National Vice-President, the National President shall seek nominations from the members of locals in the region where the vacancy exists and shall conduct a vote by secret ballot of all members in the region. Should the vacancy occur within the twelve (12) month period prior to a regular National Convention, the Local

Presidents in the region/area/department/self identified shall elect an Alternate to the National Vice-President.

RATIONAL: The language of all NVPs and Alternate NVPs is consistent. This resolution does not change any of the information presently in the By-Laws, but only regroups all the sub-sections for NVPs and A/NVPs in one paragraph, to simplify our National By-Laws

A-37

The Committee recommends **concurrence** in Resolution A-37 which reads as follows:

TITLE: By-Law 14, sub-section 14.4 (k)
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS By-Law 14, sub-section 14.7 (k) states that the Alternate National Vice-President shall act for and assist the NVP when requested by him/her; and

WHEREAS By-Law 14, sub-section 14.4 (k) states that the National Vice-Presidents (NVPs) shall give mandates to all their National Alternates as defined by By-Law 14, sub-section 14.7; and

WHEREAS giving mandates to all their Alternates may not always be possible, but asking for their Alternate's assistance, when needed, is.

BE IT RESOLVED THAT By-Law 14, sub-section 14.4 (k) be deleted.

Rationale: Sub-section 14.7 (k) states that the Alternate NVP shall act for and assist the NVP when requested by him/her. That sub-section already gives the NVPs the chance to engage their Alternates should they need help with their roles and responsibilities. And since 14.4 (k) is a similar repeat of 14.7 (k), the By-Laws Resolutions Committee is recommending concurrence for the deletion of 14.4 (k).

A-41

The Committee recommends **concurrence** in Resolution A-41 which reads as follows:

TITLE: By-Law 14, sub-section 14.8 and 14.10
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS By-Law 14.8 details the additional responsibilities of the National Vice-President for Immigration and Refugee Board (IRB); and

WHEREAS By-Law 14.10 details the additional responsibilities of the National Vice-President for Immigration, Refugees and Citizenship Canada (IRC); and

WHEREAS both these positions have the same responsibilities, but each for the members of their jurisdiction.

BE IT RESOVLED THAT By-Law 14.8 and 14.10 be grouped together; and

BE IT RESOLVED THAT By-Law 14.8 would now reads as follows:

14.8 **National Vice-President, Immigration and Refugee Board (IRB) & National Vice-President, Immigration, Refugees and Citizenship Canada (IRCC)**

In addition to those responsibilities outlined in By-Law 14, sub-section 14.4, paragraphs (a) to (g), (j) and (k), the National Vice-President for IRB and the National Vice-President for IRCC shall:

- a) promote policies and programs which encourage full participation by IRB/IRCC members at all levels of the Union.
- b) meet with the National President and/or the National Executive Vice-President to discuss matters of interest to IRB/IRCC members.
- c) prepare policies, demands, resolutions, etc., with their respective National Advisory Committee in order to place the concerns of IRCC/IRB members at the forefront of our Union's program.

- d) attend with the National President and/or NEVP, where possible, IRB/IRCC National Labour Management Consultation Committee meetings.
- e) prepare and make recommendations on all IRB/IRCC policies and directives as it pertains to their mandate.
- f) support those locals have IRB/IRCC members.
- g) provide guidance and expertise to IRB/IRCC members around all CEIU programs and procedures.
- h) in cooperation with the National President and/or the NEVP, manage the affairs of the Union which are related to their respective mandate.
- i) provide a written NVP report and a written report of their respective committee to the National Executive at each National Executive meeting of their NVP.
- j) chair the meetings of their respective National Advisory Committee and provide directions and report back to the National Executive on the activities of the Committee.

Rationale: This resolution only regroups and condense the sub-sections regarding the NVP for IRCC and the NVP for IRB into one sub-section of the By-Laws. The committee is also of the opinion that this resolution does not modify any of the duties of these positions, as they are already part of 14.8 and 14.10.

A-43A

The Committee recommends **concurrence** in Composite Resolution A-43A (which covers resolutions A-42 and A-43) which reads as follows:

TITLE: By-Law 14.12 (g) and 14.12 (h)
ORIGINATOR: National Executive
LANGUAGE: English

WHEREAS CEIU By-Law 14.12 (g) states that the National Vice-President for Human Rights sits on the National Human Rights / Race Relations (HR/RR) Committee and provides directions; and

WHEREAS CEIU B-Law 14.12 (h) states that the National Vice-President for Human Rights helps plan and prepare the meetings of the National Committee and the National Human Rights / Race Relations Conference; and

WHEREAS CEIU By-Law 14.12 (n), which has been added after the 2017 CEIU Convention, states that the National Vice-President for Human Rights chairs the National Human Rights / Race Relations (HR/RR) Committee.

BE IT RESOLVED THAT By-Law 14.12 (g) be deleted from the By-Laws since By-Law 14.12 (n) specifies that the National Vice-President for Human Rights chairs the National Human Rights / Race Relations (HR/RR) Committee.

BE IT FURTHER RESOLVED THAT By-Law 14.12 (h) must remain to ensure the important role of the National Vice-President for Human Rights in helping with the planning and the preparations of the Committee meetings and in the planning and preparations of the National HR/RR Conference.

Rationale: With the addition of sub-section 14.12 (n) which was added after it was adopted at the 2017 CEIU Convention, then 14.12 (g) is now redundant, as the NVP for HR no longer just sits on the HRRR Committee as 14.12 (g) reads but is the Chair of the HRRR Committee which makes the NVP for HR an automatic member of the Committee.

A-7

The Committee recommends **concurrence** in Resolution A-7 which reads as follows:

TITLE: Mission Statement
ORIGINATOR: BC/YT Presidents' Conference
LANGUAGE: E

WHEREAS a mission statement is a statement about the organization's goals, clearly stating our purpose, and can inspire and motivate.

BE IT RESOLVED THAT CEIU's mission statement be added as 1.3 in the CEIU Bylaws

Mission, Vision & Values

MISSION

Our mission, based on solidarity, is to protect the rights and promote the interests of all workers.

VISION

Standing strong together, we will empower our members, ensuring a strong and efficient presence in the workplace. We will contribute with our partners to the development and well-being of society as a whole.

VALUES

- *Respect*
- *Inclusiveness*
- *Valuing people*
- *Fairness and equity*

Rationale: As the official rules established by the delegates to CEIU National Triennial Conventions, the National By-Laws are what governs this Union, and the Mission Statement must be included in our National By-Laws.

UPDATES TO THE CEIU NATIONAL BY-LAWS

Since the By-Laws can only be changed by delegates to a CEIU Convention, the following administrative changes are added to this Report of the By-Laws Resolutions Committee to the 2021 CEIU Convention so that it is reflected that these changes **will be implemented** as they must be changed to reflect the correct sub-sections of the PSAC Constitution or deleted to be compliance with the PSAC Constitution.

UPDATED TO BE IMPLEMENTED

- a) ***By-Law 10, sub-section 10.2.2 – Revocation or suspension of membership.*** This present sub-section needs to be changed to reflect the correct **sub-section (6) of the PSAC Constitution** and not sub-section 5 as is presented listed in the CEIU By-Law.

- b) ***By-Law 10, sub-section 10.4 – Notification and Appeal Process***
–At the end of the sub-section, it presently states PSAC Regulation 19 (12), but it **must read Regulation 19 (11)**

- c) ***By-Law 11, sub-section 11.10 – Electoral Districts.*** In the 2nd line the **word ‘regions’ is missing** after (8), but only in the English version. This is an oversight, but one that must be addressed to make the necessary change.

- d) ***By-Law 11, sub-section 11.12 – Notification of Delegates.*** Immediately following the election of delegates and alternates to convention, the names ~~and addresses~~ of the accredited delegates and alternates shall be submitted to the National President. Within thirty (30) calendar days after receiving all the names ~~and addresses~~ of the delegates, the National President shall cause to be mailed ~~(special delivery)~~ **emailed or mailed** to each delegate and the National Executive a list of these names ~~and addresses~~. This sub-section needs to be changed with the removals stricken above to remove any wording of ‘addresses’ as per the PSAC’s Privacy and Confidential Policy and for which ‘addresses’ cannot be shared with delegates. And to add the words ‘emailed or mailed’.

DELETION TO BE MADE

By-Law 18, sub-section 18.7 **MUST be deleted** from our CEIU National By-Laws because it is in contravention of the PSAC Constitution.

a) By-Law 18, sub-section 18.7 – Ratifications Votes –

Only the PSAC is the bargaining agent and the one responsible for ratification votes for the members. Therefore, it must be reflected in this Report that By-Law 18, sub-section 18.7 is in contravention of the PSAC Constitution and will be removed from the CEIU National By-Laws in its entirety.

LIST OF RESOLUTIONS RECOMMENDED
BY THE BY-LAWS RESOLUTIONS COMMITTEE
TO THE 2021 CEIU NATIONAL CONVENTION
AS
NON-CONCURRENCE

The By-Laws Resolutions Committee recommended **non-concurrence** in the resolutions that follows:

A-1

TITLE: Modernization of the term “condition féminine”
in the French version of CEIU By-Laws,
Regulations and Policies
ORIGINATOR: 2017 CEIU National Women’s conference
LANGUAGE OF ORIGIN: F

WHEREAS the French word “féminine” is defined as being particular to women and having qualities traditionally recognized as characteristic of women; and

WHEREAS some countries have modernized the names of their women’s rights advocacy organizations, including France where there is now a High Council for Gender Equality, Belgium which now has an Institute for Gender Equality and Scandinavian countries who now also use “gender equality” or “gender research”; and

WHEREAS the United Nations Commission on the Status of Women, which fights for gender equality, does not use “condition féminine” in French but rather “condition de la femme”; and

WHEREAS during the eighties, many women’s rights advocacy organisations in Canada and the United States started using “condition des femmes” instead of “condition feminine” in order to better reflect current realities.

BE IT RESOLVED THAT CEIU use “condition des femmes” rather than “condition feminine”; and

BE IT FURTHER RESOLVED THAT that CEIU By-Laws, Regulations and Policies reflect this change.

Rationale: The committee recommends non-concurrence of this resolution because, since the 2017 CEIU National Women’s Conference where this resolution was adopted, the National Women’s Committee has put forward a change in the English title of the position of NVP and has therefore recommended to the committee to go non-concurrence with Resolution A-1. The committee went concurrence with resolution A-2 instead which consist of changing the English title of the NVP for Women’s Issues.

A-8

TITLE: Aims and Objectives
ORIGINATOR: BC/YT Presidents’ Conference
LANGUAGE: E

WHEREAS CEIU’s aims and objectives set out the day-to-day focus of CEIU; and

WHEREAS CEIU’s aims and objectives contain items that should be a short- or long-term campaigns.

BE IT RESOLVED THAT BY-LAW 3 AIMS AND OBJECTIVES which reads as follows:

3.1 To unite all the union members who work within any department or agency assigned to the Union, and anyone who wishes to join in a single union acting on their behalf:

3.1.1 by processing appeals and grievances;

3.1.2 by assuming responsibility - in accordance with Sub-section (5) of Section 9 of the Constitution of the Public Service Alliance of Canada - for collective agreements or arbitral awards as they apply.

3.1.3 by ensuring their representation on negotiating committees established by the Public Service Alliance of Canada for the bargaining units for which it is certified.

3.1.4 by seeking the improvements of working conditions, and.

3.1.5 by generally carrying on such other business as the membership may authorize in accordance with the By-Laws.

3.2

3.2.1 To unite all members by fostering an understanding of the fundamental differences between the interests of the members and those of the employer; and through the collective strength and action of the membership, assure a union presence at the workplace.

3.2.2 To speak with a united voice for all members of the Union to obtain the best standards of compensation and other conditions of employment and to protect their rights and interests.

3.2.3 To advance the economic, social, and political interests of the members wherever possible by all appropriate means.

3.2.4 To strive for the right to bargain freely on all issues that affect the welfare and safety of its members without legislative restraints on the right to resort to collective action.

3.2.5 To improve old age security and provisions for retiring and retired members and their dependents.

3.2.6 To promote full employment.

3.2.7 To fully participate as a component of the Public Service Alliance of Canada and to establish close links with the entire trade union movement through affiliation with the national, provincial, and local labour organizations.

- 3.2.8 To encourage trade union principles of democracy among all workers.
- 3.2.9 To provide services and representation in accordance with the Constitution of the Public Service Alliance of Canada.
- 3.2.10 To provide services to members in the official language of their choice in keeping with the Constitution of the Public Service Alliance of Canada.
- 3.2.11 To secure a healthy and safe workplace for all members.
- 3.2.12 To secure a workplace that is free of discrimination as well as personal and sexual harassment.
- 3.2.13 To secure human rights and full equality protection for all members.
- 3.2.14 To secure the right of all members to "blow the whistle" on government policies or practices that run contrary to the public interest.
- 3.2.15 To secure full political rights for all members.
- 3.2.16 To secure the right to universally accessible and quality medicare.
- 3.2.17 To secure access to affordable housing.
- 3.2.18 To secure the right to universally accessible, affordable, and quality family and childcare.
- 3.2.19 To secure the right to a universally accessible quality education.
- 3.2.20 To strive to eliminate pollution and improve environmental conditions.

Be amended as follows

BY-LAW 3 AIMS AND OBJECTIVES

- 3.1 To unite all the union members who work within any department or agency assigned to the Union, and anyone who wishes to join in a single union acting on their behalf:
 - 3.1.1 by processing appeals and grievances.

3.1.2 by assuming responsibility - in accordance with Sub-section (5) of Section 9 of the Constitution of the Public Service Alliance of Canada - for collective agreements or arbitral awards as they apply.

3.1.3 by ensuring their representation on negotiating committees established by the Public Service Alliance of Canada for the bargaining units for which it is certified.

3.1.4 by seeking the improvements of working conditions, and.

3.1.5 by generally carrying on such other business as the membership may authorize in accordance with the By-Laws.

3.2

3.2.1 To unite all members by fostering an understanding of the fundamental differences between the interests of the members and those of the employer; and through the collective strength and action of the membership, assure a union presence at the workplace.

3.2.2 To speak with a united voice for all members of the Union to obtain the best standards of compensation and other conditions of employment and to protect their rights and interests.

3.2.3 To advance the economic, social, and political interests of the members wherever possible by all appropriate means.

3.2.4 To strive for the right to bargain freely on all issues that affect the welfare and safety of its members without legislative restraints on the right to resort to collective action.

3.2.5 To improve old age security and provisions for retiring and retired members and their dependents.

3.2.6 To promote full employment.

3.2.7 To fully participate as a component of the Public Service Alliance of Canada and to establish close links with the entire trade union movement through affiliation with the national, provincial, and local labour organizations.

- 3.2.8 To encourage trade union principles of democracy among all workers.
- 3.2.9 To provide services and representation in accordance with the Constitution of the Public Service Alliance of Canada.
- 3.2.10 To provide services to members in the official language of their choice in keeping with the Constitution of the Public Service Alliance of Canada.
- 3.2.11 To secure a healthy and safe workplace for all members.
- 3.2.12 To secure a workplace that is free of discrimination as well as personal and sexual harassment.
- 3.2.13 To secure human rights and full equality protection for all members.
- 3.2.14 To secure the right of all members to "blow the whistle" on government policies or practices that run contrary to the public interest.
- 3.2.15 To secure full political rights for all members.
- ~~3.2.16 To secure the right to universally accessible and quality medicare.~~
- ~~3.2.17 To secure access to affordable housing.~~
- ~~3.2.18 To secure the right to universally accessible, affordable, and quality family and childcare.~~
- ~~3.2.19 To secure the right to a universally accessible quality education.~~
- ~~3.2.20 To strive to eliminate pollution and improve environmental conditions.~~

Rationale: The committee is of the opinion that the five (5) aims and objectives which this resolution is asking to be deleted have as much importance as all the others listed in the Aims and Objectives for CEIU members and therefore believe that they should stay listed in our Aims and Objectives.

A-11

TITLE: CEIU National Convention
ORIGINATOR: BC/YT Presidents' Conference
LANGUAGE: E

WHEREAS Canada has 10 Provinces and 3 Territories: and

WHEREAS CEIU represents members from all corners of Canada; and

WHEREAS having the CEIU National Convention only in the NCR prevents CEIU members from hosting the Convention.

BE IT RESOLVED THAT By-law 11 National convention 11.2 Date and Site 11.2.1 Within the provisions of Section 9, Sub-sections 3 and 4 of the Constitution of the Public Service Alliance of Canada, this Union's National Convention shall be held in the National Capital Region.

Be amended as follows:

By-law 11 National convention 11.2 Date and Site 11.2.1 Within the provisions of Section 9, Sub-sections 3 and 4 of the Constitution of the Public Service Alliance of Canada, this Union's National Convention shall be held on the East Coast, West Coast and Central Canada on a rotating basis.

Rationale: The Committee recommends non-concurrence of this resolution because it would be difficult for the National Executive to implement since the resolution does not reference the 8 CEIU regions, as listed in the National By-Laws.

A-17

TITLE: By-Law 12
ORIGINATOR: Local 20947
LANGUAGE: E

WHEREAS there is a long history of conflict between regional and portfolio NVP's; and

WHEREAS there is a perception of inequality between regional and portfolio NVP's; and

WHEREAS there now exist national committees for women's, and HR/RR members.

BE IT RESOLVED THAT the CEIU national bylaws be amended, in advance of the next triennial convention, to reflect the following changes:

- That the Women's, HRRR, IRB and IRCC NVP positions be eliminated.
- That the remaining 10 regional national vice-presidents be put on full-time leave, funded where possible and necessary by the employer, and otherwise funded by CEIU.
- That the 10 remaining NVPs be assigned portfolios by the National President in consultation with the National Executive that reflect their strengths and capacities.

Rationale: The committee believes that all NVP positions are necessary, and the adoption of this resolution would be taking a step back for the Union.

A-18

TITLE: By-Law 12
ORIGINATOR: Local 20947
LANGUAGE: E

WHEREAS NVP's are currently elected through one member one vote in their respective areas of representation: and

WHEREAS there is a desire to ensure that NVP's are elected by involved activists within CEIU.

BE IT RESOLVED THAT the national bylaws of CEIU be amended to reflect the following changes as they pertain to the election of national vice-presidents:

1. That NVPs with regional responsibilities be elected by the accredited delegates at a Regional Presidents' Conference held a minimum of six months preceding the CEIU Triennial Convention; and
2. That NVPs with departmental responsibilities be elected at the IRB and IRCC national meetings that occur prior to the Triennial Convention; and
3. That the women's NVPs be elected at the National Women's Conference; and
4. That the HR/RR NVP be elected at the HR/RR Conference.

BE IT FURTHER RESOLVED that the CEIU National By-laws be amended, in advance of the next Triennial Convention, to reflect these changes.

Rationale: The committee is of the opinion that taking away the democratic process of one member, one vote, and the members' right to vote for their regional NVPs, portfolio NVPs, women and HRRR NVPs, would be contrary to the Union's democratic values.

A-20

TITLE: By-Law 12, sub-section 12.3 – Election of the members of the National Executive and their Alternates

ORIGINATOR: Local 10328

LANGUAGE: F

WHEREAS due to the current pandemic, the beginning of the term of office the NVPs of the CEIU elected in March 2020 has been postponed, because the National Triennial Convention has been postponed, and the results are made official at this Convention; and

WHEREAS this postponement means the votes cast by the members have not been considered as quickly as expected.

BE IT RESOLVED THAT the 3rd paragraph of CEIU By-Law 12, sub-section 12.3 henceforth be worded as follows: ‘The results of these elections will be made official by the National Convention upon confirmation, after which the new term of office will begin. In the event said Convention must be postponed, the confirmation then would be made during a special virtual meeting bringing together all the delegates who must attend the Convention, on the dates initially scheduled to hold the Convention. Newly elected National Vice-Presidents, who have not been elected as delegates, automatically become convention delegates in addition to current National Vice-Presidents.’

Rationale: The committee recommends non-concurrence of this resolution because it does not address the elections of the National President, the National Executive Vice-President, and the Alternate NEVP positions as they can only be elected at Convention as per our National By-Laws and not during a special meeting. However, should a Convention be postponed, this resolution is asking to have a ‘special virtual meeting’ on the dates initially scheduled for Convention, so that the results of the newly elected NVPs can be made official and allow the new elected members to take office. In such event, the NVPs that were not elected or who did not resubmit their names for the election, would need to come back, when the actual rescheduled Convention takes place, which could be in six months, or one year, and vote for or against the proposed resolutions; without knowing the issues of the last year for which they were not in the positions.

A-23A

This resolution recommended as non-concurrence forms part of A-23 and A-24

TITLE: National Vice-President for Young Workers
ORIGINATOR: National Young Workers' Committee
LANGUAGE: E

WHEREAS Millennials made up the largest segment of eligible voters in Canada effective 2019; and

WHEREAS there have only been two young workers who have sat on the National Executive in the entirety of CEIU history; and

WHEREAS CEIU's leadership should be reflective of its membership.

BE IT RESOLVED THAT CEIU establish a National Vice President for Young Workers to sit on the National Executive; and

BE IT FURTHER RESOLVED THAT this comes into effect immediately following the ~~2020~~ 2021 CEIU Convention; and

BE IT FURTHER RESOLVED THAT the money be found within the existing budget; and

BE IT FURTHER RESOLVED THAT the position be elected amongst members who self-identify as young workers.

Rationale: The committee recommends non-concurrence of this resolution because it does not give a mandate for that NVP position and who would have the right to elect the NVP. Without a clear mandate, this position may not have legitimacy. At each National Executive meeting, the National Executive Vice-President reports on the work of the National Young Workers Committee. Also, several regions have now created their own Young Workers Committee, and these provide more space for young workers to voice their concerns.

Karine Drobko would like to be recorded against the Committee's recommendation of non-concurrence

A-24

TITLE: National Vice-President for Young Workers
ORIGINATOR: MAN/SASK Regional Council
LANGUAGE: E

WHEREAS Millennials made up the largest segment of eligible voters in Canada effective 2019; and

WHEREAS there have only been two young workers who have sat on the National Executive in the entirety of CEIU history; and

WHEREAS CEIU's leadership should be reflective of its membership.

BE IT RESOLVED THAT CEIU establish a National Vice President for Young Workers to sit on the National Executive; and

BE IT FURTHER RESOLVED THAT this comes into effect immediately following the ~~2020~~ 2021 CEIU Convention; and

BE IT FURTHER RESOLVED THAT the money be found within the existing budget; and

BE IT FURTHER RESOLVED THAT the position be elected amongst members who self-identify as young workers.

Rationale: The committee recommends non-concurrence of this resolution because it does not provide a mandate for that NVP position as well as who would elect the NVP. Without a clear mandate, this position may not have legitimacy. At each National Executive meeting, the National Executive Vice-President reports on the work of the National Young Workers Committee. Also, several regions have now created their own Young Workers Committee, and these provide more space for young workers to voice their concerns.

Karine Drobko would like to be recorded against the Committee's recommendation of non-concurrence

A-25

TITLE: By-Law 13.1 (d) – Ontario Region National Vice-Presidents
ORIGINATOR: Ontario Regional Council
LANGUAGE: E

WHEREAS CEIU Ontario Membership has increased by approximately 2000 members since 2018, and

WHEREAS CEIU Ontario has more than 20% of all members in CEIU nationally, and

WHEREAS CEIU endeavours to increase its presence and engagement with its membership through the responsible leadership of union resources,

BE IT RESOLVED THAT CEIU Ontario Regional National Vice Presidents be increased from two (2) to three (3); and

BE IT FURTHER RESOLVED THAT this takes affect at the conclusion of National Convention; and

BE IT FURTHER RESOLVED THAT the position shall be filled by the existing 1st Alternate National Vice President for Ontario Region.

Rationale: The committee is of the opinion that the members of the Ontario Region should solicit the help of the two (2) Alternate NVPs, when required, instead of electing a third NVP.

Also, the last BIR is non-compliance with our National By-Laws and would need to be ruled out of order.

A-28

TITLE: Restoring the CEIU Ontario Regional Union Office in Toronto
ORIGINATOR: Ontario Presidents' Meeting
LANGUAGE: E

WHEREAS the Toronto RUO lease will not be renewed and moved to co-locate with the National Headquarters at the National Office; and

WHEREAS the Ontario regional members will no longer have a Regional Union Office in the Toronto area; and

WHEREAS the Toronto RUO is being moved approximately 450 kilometres to co-locate with the National Headquarters in Ottawa; and

WHEREAS Ontario is the largest CEIU region with the largest membership per capita; and

WHEREAS CEIU National By-law 14.1 separately defines the Ontario and the National Capital Region from each other, as this distinction is clearly identified in the National By-laws.

BE IT RESOLVED THAT the decision to move the Toronto RUO and co-locate with the NHQ RUO at the National office in November 2020 be rescinded; and

BE IT FURTHER RESOLVED THAT Toronto RUO remain open within the Greater Toronto Area beyond November 2020; and

BE IT FURTHER RESOLVED THAT the CEIU National Executive collaboratively plan and strategically analyze alongside the CEIU Ontario Regional Council (ORC) to find alternative and cost-effective locations within the Greater Toronto Area; and

BE IT FURTHER RESOLVED THAT a RUO be located in the Ontario region, specifically within the Greater Toronto Area that reaches and serves the most densely populated CEIU Ontario membership area, ensuring timely and physical access to regional support.

Rationale: The Committee is of the opinion that the cost of the lease and the low use of the premises by the members of the Ontario

Region of the former RUO that was in Toronto does not justify the reopening of a second RUO in the Ontario Region in addition to the National Office where is located now the RUO for the Ontario Region. The members of the Ontario Region and the locals continue, as was previously done, to communicate with the RUO by email or by phone to get the required help.

A-34

TITLE: By-Law 14, sub-section 14.4 - Authority and Responsibilities of NVPs - General
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS the present By-Law 14, sub-section 14.4 (h) states that NVPs shall inform in writing Locals in their constituency, every two months as to the activities related to their jurisdiction; and

WHEREAS the present By-Law 14, sub-section 14.4 (f) states that the NVPs shall submit semi-annual written reports on their activities and recommendations to the National Executive at each National Executive meeting; and

WHEREAS the present By-Law 14, sub-section 14.4 (i) states that the NVPs shall submit written reports on their activities at each annual meeting of Local Presidents in their jurisdiction; and

WHEREAS the semi-annual written reports of each NVP submitted at the National Executive meetings are posted on the CEIU website for members to view at all times.

BE IT RESOLVED THAT By-Law 14, sub-section 14.4 (h) be deleted

Rationale: The committee recommends non-concurrence of this resolution given the various reports that NVPs are currently writing and that are accessible to members. The Committee believes that asking the NVPs to produce a written report every two months requires a lot of duplication of work.

A-35

TITLE: BY-LAW 14, sub-section 14.4 – Authority and Responsibilities of NVPs – General
ORIGINATOR: National Executive
LANGUAGE: English

WHEREAS By-Law 14 provides for the authority and responsibilities of national officers; and

WHEREAS By-Law 14, sub-section 14.4 specifically lists the general responsibilities of National Vice-Presidents; and

WHEREAS By-Law 14, sub-section 14.4 (h) reads: inform in writing Locals in their constituency, every two months, as to activities related to their jurisdiction; and

WHEREAS By-Law 14, sub-section 14.4 (i) reads: submit written reports on their activities at each annual meeting of Local Presidents in their jurisdiction; and

WHEREAS drafting a written document of their activities every two months for the Locals in their constituency is time consuming for the NVPs; and

WHEREAS now that the NVPs do not have full-time paid leave from their full-time employment, they have less time to prepare a written document every two month; and

WHEREAS reporting on their activities at each annual meeting of Local Presidents in their jurisdiction would provide for a more personal and intimate discussion with their members, instead of members having to read about them.

BE IT RESOLVED THAT the present By-Law 14, sub-section 14.4 (h) be deleted; and

BE IT FURTHER RESOLVED THAT the present By-Law 14, sub-section 14.4 (i) be changed to read: reports on their activities at each annual meeting of Local Presidents in their jurisdiction.

Rationale: The committee recommends non-concurrence of this resolution given the various reports that NVPs are currently

writing and that are accessible to members. The Committee believes that asking the NVPs to produce a written report every two months requires a lot of duplication of work.

A-44

TITLE: By-Law 15 - Clean Up
ORIGINATOR: BC/YT Presidents' Conference
LANGUAGE: E

WHEREAS By-Laws are intended to govern and regulate CEIU in its day-to-day activities; and

WHEREAS Regulations set up guidelines and rules to be followed; and

WHEREAS all other committees are listed as Regulations.

BE IT RESOLVED THAT

By-Law 15 - NATIONAL HUMAN RIGHTS / RACE RELATIONS COMMITTEE

15.1 Establishment

A Committee known as the Human Rights/Race Relations Committee is established within the Canada Employment and Immigration Union, the purpose of which is to explore, develop and review Human Rights/Race Relations initiatives, to review policies of the Union and Department, to represent and respond to concerns relating to human rights issues, to monitor and evaluate the progress of the Canada Employment and Immigration Union as a union and as an employer on issues of human rights/race relations.

15.2 Composition

15.2.1 The Committee is composed of:

- (a) the National Vice-President for Human Rights and his or her Alternate

(b) eight (8) members at large, two (2) from each of the following Human Rights groups:

- (i) First Nations/Métis/Inuit
- (ii) Members with Disabilities
- (iii) Gays, Lesbians, Bisexuals and Transgendered Persons
- (iv) Racially Visible

15.2.2 Gender parity will be maintained in each of the four (4) groups.

15.2.3 (i) Two or more non-voting alternates will be elected reflecting the same composition as in By-Law 15, Sub-section 15.2.1(b). The appropriate alternate will replace the voting member in his or her absence or withdrawal from the Committee.

(ii) An election will be held to replenish the alternate position if circumstances occur that leave only one (1) alternate for any committee seat. 15.3 Meetings of the National Human Rights/Race Relations Committee shall be held twice a year and shall occur prior to the Union's National Executive meetings.

Be removed and added as a Regulation – Regulations governing the National Human Rights/Race Relations Committee.

Rationale: The Committee recommended concurrence in a similar resolution they felt was better suited.

A-48

TITLE: By-Law 16.1.2 – Maintaining a Regional Union Office in Ontario
ORIGINATOR: Ontario Presidents’ Meeting
LANGUAGE: E

WHEREAS CEIU National By-Law 16.1.2 states, “The National Union Headquarters shall be located in the National Capital Region”; and

WHEREAS National By-Law 16.1.3 states “A Regional Union Office shall be Located in Each of the following areas: Atlantic, Quebec, Ontario, Prairies and Pacific, which offices are to be situated in localities determined by the National Executive,”; and

WHEREAS National By-Law 4.1 explicitly defines Ontario Region and National Capital Region as separate from each other, and this distinction is made elsewhere in the by laws; and

WHEREAS PSAC National By-Law 15 Subsection (1) makes similar distinction.

BE IT RESOLVED THAT CEIU National shall maintain a Regional Union Office in Ontario Region, Outside the National Capital Region.

Rationale: The Committee is of the opinion that the cost of the lease and the low use of the premises by the members of the Ontario Region of the former RUO that was in Toronto does not justify the reopening of a second RUO in the Ontario Region in addition to the National Office where is located now the RUO for the Ontario Region. The members of the Ontario Region and the locals continue, as was previously done, to communicate with the RUO by email or by phone to get the required help.

A-52

TITLE: National Front End/Outreach Standing Committee
ORIGINATOR: Ontario Presidents Meeting
LANGUAGE: E

WHEREAS the CEIU members who work on outreach and the front-end experience unique challenges unlike other CEIU members; and

WHEREAS the 2018 and 2019 Ontario Front End/Outreach ad hoc committee has been very successful at engaging members and raising issues with the ESDC senior management; and

WHEREAS the 2018 and 2019 Ontario Front End/Outreach ad hoc committee has been instrumental in raising awareness within CEIU National leadership about issues affecting front end/outreach workers; and

WHEREAS the 2018 and 2019 Ontario Front End/Outreach ad hoc committee has been instrumental in improving the health and safety of members through our advocacy; and

WHEREAS the 2019 Ontario Front End/Outreach ad hoc committee has made great strides there are many challenges still to overcome; and

WHEREAS the challenges are faced across Canada and Front End/Outreach members should be supported in every area.

BE IT RESOLVED THAT a Canada Employment and Immigration Union (CEIU) Front End/Outreach Committee be created as a National Standing Committee effective the 2020 2021 National Convention: and

BE IT FURTHER RESOLVED THAT the Front End/Outreach Committee consist of six (6) members; and

BE IT FURTHER RESOLVED THAT that the 6 members consist of Citizen Service Officers and at least one Team Leader and one Citizen Service Specialist when possible; and

BE IT FURTHER RESOLVED THAT the Committee funds be found from within the existing budget.

Rationale: The committee is of the opinion that this resolution is not inclusive as it does not consider ensuring equitable representation of the eight (8) regions of CEIU on this committee. The committee is also of the opinion that the many advances made on behalf of Citizen Services Officers in recent years demonstrate that the Union is very aware regionally and nationally of the issues facing these members.

A-57

TITLE: National Call Centres Advisory Committee
ORIGINATOR: BC/YT Regional Council
LANGUAGE: E

WHEREAS there is currently a National Standing Committee for Call Centers; and

WHEREAS it is sometimes a struggle to find topics for a committee that only deals with one business line to warrant two in person meetings a year: and

WHEREAS there are calls from amongst the membership to create a variety of National Standing Committees for various business lines within Service Canada; and

WHEREAS there is a need for CEIU to work within its means, while prioritizing the needs of our members, and maintaining manageable operations at a national level; and

WHEREAS there are Standing National Committees for members at the IRB and IRCC that meet annually; and

WHEREAS at different moments in time, it is acknowledged that different business lines require special attention at the national level.

BE IT RESOLVED THAT the National Standing Committee for Call Centers, which currently meets twice a year in person, be dissolved; and

BE IT FURTHER RESOLVED THAT monies used for this Committee be set aside and used for a Standing Committee for Service Canada; and

BE IT FURTHER RESOLVED THAT at least two committee meetings shall occur annually, in person: and

BE IT FURTHER RESOLVED THAT these meetings be called to advocate on behalf of employees working in specific Service Canada business lines; and

BE IT FURTHER RESOLVED THAT committee participation for each meeting be determined by the National Executive, with at least one member per region represented: and

BE IT FURTHER RESOLVED THAT grassroots membership for each meeting be chosen from amongst Service Canada employees working in the specific business line a meeting is called for.

Rationale: The committee is of the opinion that there are no real reasons to dissolve the present National Standing Committee for Call Centres, who, since its creation has allowed the Union to make important gains for members working in call centres.

A-67

TITLE: Childcare Policy
ORIGINATOR: National Women's Committee
LANGUAGE: E

WHEREAS the objective of this policy is to remove one of the barriers which may prevent members from participating in union activities; and

WHEREAS PSAC (the Public Service Alliance of Canada) has already established a modern and inclusive family care policy:

BE IT RESOLVED THAT CEIU follow the provisions of the PSAC family care policy; and

BE IT FURTHER RESOLVED THAT the new Family Care Policy be implemented retroactively, one day prior to the beginning of the 2021 CEIU National Triennial Convention.

Rationale: The National Executive, at a Spring 2021 meeting, adopted a new and improved Family Care Policy for CEIU members, which provides for the same, or better, provisions of the PSAC Family Care Policy. The Policy was written with the support of the NVPs for Women.

A-68

TITLE: Childcare Policy
ORIGINATOR: BC/YT Regional Council
LANGUAGE: E

WHEREAS many of our members are in single parent households and/or have spouses who work away from home; and

WHEREAS many members do not have family members that they can rely on for childcare; and

WHEREAS the transportation costs to bring a child to the event to allow for the participation of all members is cost prohibitive.

BE IT RESOLVED THAT the CEIU Childcare Policy be amended to include the following language:

Upon request, additional coverage, on a case-by-case basis, taking into consideration the individual needs of the member,

Rationale: A revised CEIU Family Care Policy, adopted at a Spring 2021 NE meeting already includes the language that this resolution is referring to.

COMPOSITE RESOLUTIONS

A-4

This resolution forms part of Composite Resolution A-4A.

TITLE: Acronym Update
ORIGINATOR: 2019 HRRR Conference
LANGUAGE: E

WHEREAS there is an element of misogyny in placing the G (Gay) before L (Lesbian); and

WHEREAS historically and universally L (Lesbian) is placed before G (Gay) in the acronym; and

WHEREAS the terminology GLBT does not encompass the wide range of persons within our membership and the broader community; and

WHEREAS the Canadian Government has moved to adopt LGBTQ2+ as the official acronym used in all documents; and

WHEREAS a resolution was passed at the 2018 PSAC Triennial Convention to change GLBT to LGBTQ2+ in Section 15, Sub-Section (1) of the PSAC Constitution.

BE IT RESOLVED THAT CEIU align with PSAC, the Government of Canada and elsewhere by using LGBTQ2+ on all CEIU documents including news releases, training documents, By-Laws, Regulations and Policies.

A-5

This resolution forms part of Composite Resolution A-4A.

TITLE: Acronym Update
ORIGINATOR: National Women's Committee
LANGUAGE: E

WHEREAS there is an element of misogyny in placing the G (Gay) before L (Lesbian); and

WHEREAS historically and universally L (Lesbian) is placed before G (Gay) in the acronym; and

WHEREAS the terminology GLBT does not encompass the wide range of persons within our membership and the broader community; and

WHEREAS the Canadian Government has moved to adopt LGBTQ2+ as the official acronym used in all documents; and

WHEREAS a resolution was passed at the 2018 PSAC Triennial Convention to change GLBT to LGBTQ2+ in Section 15, Sub-Section (1) of the PSAC Constitution.

BE IT RESOLVED THAT CEIU align with PSAC, the Government of Canada and elsewhere by using LGBTQ2+ on all CEIU documents including news releases, training documents, By-Laws, Regulations and Policies.

A-12

This resolution forms part of Composite Resolution A-12A.

TITLE: Delegate Status
ORIGINATOR: National Young Workers' Committee
LANGUAGE: E

BE IT RESOLVED THAT the eight (8) members of the National Young Workers' Committee be afforded delegate status to CEIU National Convention.

A-13

This resolution forms part of Composite Resolution A-12A.

TITLE: Delegate Status
ORIGINATOR: National Young Workers' Committee
LANGUAGE: E

WHEREAS all members of the National Human Rights and Race Relations Committee are delegates to the CEIU Convention; and

WHEREAS the National Women's Committee has two National Vice Presidents who are delegates to the CEIU Convention; and

WHEREAS the National Young Workers' Committee is required to present a report on their activities at convention but does not have a guaranteed delegate seat.

BE IT RESOLVED THAT the eight (8) members of the National Young Workers' Committee be afforded delegate status to CEIU National Convention; and

BE IT FURTHER RESOLVED THAT the money be found within the existing budget.

A-15

This resolution forms part of Composite Resolution A-15A.

TITLE: By-Law 12, sub-section 12.3.3
ORIGINATOR: National Women's Committee
LANGUAGE: E

WHEREAS By-Law 12, sub-section 12.3.3 describes the election of the NVPs and Alternate NVPs for Women's Issues; and

WHEREAS presently the positions of NVPs for Women's Issues and their Alternates (two per position) is open to all members in good standing in each of the areas defined in By-Law 13, Sub-section 13.1 (e); and

WHEREAS presently it also states that there should be a call for nominations and a vote by secret ballot of all members of the area in order to elect the National Vice-President for Women’s Issues.

BE IT RESOLVED THAT the By-Law 12, sub-section 12.3.3 be changed to read:

The positions of National Vice-Presidents for Women’s Issues and their Alternates (two per position) shall be open to all members in good standing **who identify as a woman** in each of the areas defined in By-Law 13, sub-section 13.1 (e).

The call for nominations and the vote by secret ballot will be opened to all members in good standing who identify as women of the areas defined in By-Law 13, subsection 13.1 (e) in order to elect the National Vice-President for Women’s Issues.

A-16

This resolution forms part of Composite Resolution A-15A.

TITLE: By-Law 12, sub-section 12.3.3
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS By-Law 12, sub-section 12.3.3 describes the election of the NVPs and Alternate NVPs for Women’s Issues; and

WHEREAS presently the positions of NVPs for Women’s Issues and their Alternates (two per position) is open to all members in good standing in each of the areas defined in By-Law 13, Sub-section 13.1 (e); and

WHEREAS presently it also states that there should be a call for nominations and a vote by secret ballot of all members of the area in order to elect the National Vice-President for Women’s Issues.

BE IT RESOLVED THAT the By-Law 12, sub-section 12.3.3 be changed to read:

The positions of National Vice-Presidents for Women’s Issues and their Alternates (two per position) shall be open to all members in good standing who identify as a woman in each of the areas defined in By-Law 13, sub-section 13.1 (e).

The call for nominations and the vote by secret ballot will be opened to all members in good standing who identify as a woman of the areas defined in By-Law 13, sub-section 13.1 (e) in order to elect the National Vice-President for Women’s Issues.

A-19

This resolution forms part of Composite Resolution A-21A.

TITLE: By-Law 12 – Election of Officers / NVP
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS the present By-Law 12, sub-section 12.4.4 refers to the event of a vacancy, for whatever reason, in the position of a National Vice-President for the Regions; and

WHEREAS the present By-Law 12, sub-section 12.4.6 refers to the event of a vacancy, for whatever reason, in the position of a National Vice-President for Women’s Issues; and

WHEREAS the present By-Law 12, sub-section 12.4.8 refers to the event of a vacancy, for whatever reason, in the position of the National Vice-President for Immigration and Refugee Board (IRB); and

WHEREAS the present By-Law 12, sub-section 12.4.10 refers to the event of a vacancy, for whatever reason, in the position of the National Vice-President for Immigration, Refugees and Citizenship Canada (IRCC); and

WHEREAS the present By-Law 12, sub-section 12.4.12 refers to the event of a vacancy, for whatever reason, in the position of the National Vice-President for Human Rights (HR); and

WHEREAS all the sub-sections are similar and could be condensed in one sub-section only.

BE IT RESOLVED THAT By-Law 12, sub-section 12.4.4; 12.4.6; 12.4.8; 12.4.10 and 12.4.12 be grouped into one sub-section; and

BE IT RESOLVED THAT By-Law 12, sub-section 12.4.4 reflect all the different NVP vacancies; and

BE IT RESOLVED THAT By-Law 12, sub-section 12.4.4 now read as follows:

12.4.4 National Vice-Presidents for Regions; Women's Issues; Immigration and Refugee Board (IRB); Immigration, Refugees and Citizenship Canada (IRCC); and Human Rights

In the event a vacancy occurs, for whatever reason, in the position of a National Vice-President, the National President shall request the named Alternate to fill the vacancy.

In the event this individual is no longer available, and prior to the twelve (12) month period preceding a regular Triennial Convention, the National President shall seek nominations from the following members:

- For Regional NVPs, all members in good standing of the Locals within the respective region.
- For the NVPs for Women's Issues, all members in good standing within their jurisdiction.
- For the NVP for IRB, all members in good standing of the IRB Locals.
- For the NVP for IRCC, all members in good standing of the IRCC Locals.
- For the NVP for HR, all members in good standing who have self-identified with CEIU

A vote shall be conducted by secret ballot of all members in good standing, in the respective jurisdiction of the vacancy, in order to elect a National Vice-President.

A-21

This resolution forms part of Composite Resolution A-21A.

TITLE: By-Law 12, sub-section 12.4
ORIGINATOR: BC/YT Presidents' Conference
LANGUAGE: E

WHEREAS By-law 12, Election of Officer, 12.4 Vacancies, contains the same language for 12.4.4 to 12.4.16.

BE IT RESOLVED THAT 12.4.4 to 12.4.16 which currently reads:

National Vice-President (Regions)

In the event of a vacancy in the position of a National Vice-President that occurs, for whatever reason, the National President shall request the named alternate to fill the vacancy. In the event that this individual is no longer available, and prior to the twelve (12) month period preceding a regular National Convention, the National President shall seek nominations from the members of the locals of the region where the vacancy exists and shall conduct a vote by secret ballot of all members in the region to elect a National Vice-President.

12.4.5 Alternate to the National Vice-President (Regions)

In the event of a vacancy in the position of alternate to the National Vice-President, the National President shall seek nominations from the members of locals in the region where the vacancy exists and shall conduct a vote by secret ballot of all members in the region. Should the vacancy occur within the twelve (12) month period prior to a regular National Convention, the Local Presidents in the region shall elect an Alternate to the National Vice-President.

12.4.6 National Vice-President (Women's Issues)

In the event of a vacancy in the position of a National Vice-President that occurs, for whatever reason, the National President shall request the named alternate to fill the vacancy. In the event that no alternate is available, and prior to the twelve (12) month period preceding a regular National Convention, the National President shall seek nominations from the members of the locals of the area where the vacancy exists and shall conduct a vote by secret ballot of all members in the area to elect a National Vice-President.

12.4.7 Alternate to the National Vice-President (Women's Issues)

In the event of a vacancy in the position of alternate to the National Vice-President, the National President shall seek nominations from the members of locals in the area where the vacancy exists and shall conduct a vote by secret ballot of all members in the area. Should the vacancy occur within the twelve (12) month period prior to a regular National Convention, the Local Presidents in the area shall elect an Alternate to the National Vice-President.

12.4.8 National Vice-President (Immigration Refugee Board)

In the event of a vacancy in the position of the Immigration Refugee Board National Vice-President, the National President shall request the named alternate to fill the vacancy. In the event that this individual is no longer available, and prior to the commencement of the year of a regular National Convention, the National President shall seek nominations from the members of the IRB Locals and shall conduct a vote by secret ballot of all members in the IRB to elect an IRB National Vice-President.

12.4.9 Alternate National Vice-President (Immigration Refugee Board)

In the event of a vacancy in the position of Immigration Refugee Board Alternate National Vice-President, the National President shall seek nominations from the members of the IRB Locals and

shall conduct a vote by secret ballot of all members in the IRB. Should the vacancy occur after the commencement of the year of a regular National Convention, the Local Presidents in the IRB shall elect an alternate to the IRB National Vice-President.

12.4.10 National Vice-President (Immigration, Refugees and Citizenship Canada)

In the event of a vacancy in the position of the Citizenship and Immigration National Vice-President, the National President shall request the named alternate to fill the vacancy. In the event that this individual is no longer available, and prior to the commencement of the year of a regular National Convention, the National President shall seek nominations from the members of the IRCC Locals and shall conduct a vote by secret ballot of all members in the IRCC to elect an IRCC National Vice-President.

12.4.11 Alternate National Vice-President (Immigration, Refugees and Citizenship Canada)

In the event of a vacancy in the position of Immigration, Refugees and Citizenship Canada Alternate National Vice-President, the National President shall seek nominations from the members of the IRCC Locals and shall conduct a vote by secret ballot of all members in the IRCC. Should the vacancy occur after the commencement of the year of a regular National Convention, the Local Presidents in IRCC shall elect an alternate to the IRCC National Vice-President.

12.4.12 National Vice-President (Human Rights)

In the event of a vacancy in the position of the Human Rights National Vice-President, the National President shall request the named alternate to fill the vacancy. In the event that this individual is no longer available, and prior to the commencement of the year of a regular National Convention, the National President shall seek nominations from the members who have self-identified and shall conduct a vote by secret ballot of all members who have self-identified to elect a Human Rights National Vice-President.

12.4.13 Alternate National Vice-President (Human Rights)

In the event of a vacancy in the position of Human Rights Alternate National Vice-President, the National President shall seek nominations from the members who have self-identified and shall conduct a vote by secret ballot of all members who have self-identified. Should the vacancy occur after the commencement of the year of a regular National Convention, the members of the Human Rights / Race Relations Committee shall elect an alternate to the Human Rights National Vice-President.

BE IT RESOLVED THAT 12.4.4 be amended as follows:

12.4.4 NVP (for each of Regions, Women's, IRB, IRCC, HRRR)

In the event of a vacancy in the position of a National Vice-President that occurs, for whatever reason, the National President shall request the named alternate to fill the vacancy. In the event that this individual is no longer available, and prior to the twelve (12) month period preceding a regular National Convention, the National President shall seek nominations from the members of the locals of the region, area, department, or self-identified where the vacancy exists and shall conduct a vote by secret ballot of all members in the region to elect a National Vice-President.

12.4.5 A/NVP (for each of Regions, Women's, IRB, IRCC, HRRR)

In the event of a vacancy in the position of alternate to the National Vice-President, the National President shall seek nominations from the members of locals in the region where the vacancy exists and shall conduct a vote by secret ballot of all members in the region. Should the vacancy occur within the twelve (12) month period prior to a regular National Convention, the Local Presidents in the region/area/department/self identified shall elect an Alternate to the National Vice-President.

~~In the event of a vacancy in the position of a National Vice-President that occurs, for whatever reason, the National President shall request the named alternate to fill the vacancy. In the event that this individual is no longer available, and prior~~

~~to the twelve (12) month period preceding a regular National Convention, the National President shall seek nominations from the members of the locals of the region where the vacancy exists and shall conduct a vote by secret ballot of all members in the region to elect a National Vice-President.~~

~~12.4.5 Alternate to the National Vice-President (Regions)~~

~~In the event of a vacancy in the position of alternate to the National Vice-President, the National President shall seek nominations from the members of locals in the region where the vacancy exists and shall conduct a vote by secret ballot of all members in the region. Should the 2017 CEIU By-Laws 29~~

~~vacancy occur within the twelve (12) month period prior to a regular National Convention, the Local Presidents in the region shall elect an Alternate to the National Vice-President.~~

~~12.4.6 National Vice-President (Women's Issues) In the event of a vacancy in the position of a National Vice-President that occurs, for whatever reason, the National President shall request the named alternate to fill the vacancy. In the event that no alternate is available, and prior to the twelve (12) month period preceding a regular National Convention, the National President shall seek nominations from the members of the locals of the area where the vacancy exists and shall conduct a vote by secret ballot of all members in the area to elect a National Vice-President.~~

~~12.4.7 Alternate to the National Vice-President (Women's Issues)~~

~~In the event of a vacancy in the position of alternate to the National Vice-President, the National President shall seek nominations from the members of locals in the area where the vacancy exists and shall conduct a vote by secret ballot of all members in the area. Should the vacancy occur within the twelve (12) month period prior to a regular National Convention, the Local Presidents in the area shall elect an Alternate to the National Vice-President.~~

~~12.4.8 National Vice-President (Immigration Refugee Board) In the event of a vacancy in the position of the Immigration Refugee Board National Vice-President, the National President shall request the named alternate to fill the vacancy. In the event that this individual is no longer available, and prior to the commencement of the year of a regular National Convention, the National President shall seek nominations from the members of the IRB Locals and shall conduct a vote by secret ballot of all members in the IRB to elect an IRB National Vice-President.~~

~~12.4.9 Alternate National Vice-President (Immigration Refugee Board) In the event of a vacancy in the position of Immigration Refugee Board Alternate National Vice-President, the National President shall seek nominations from the members of the IRB Locals and shall conduct a vote by secret ballot of all members in the IRB. Should the vacancy occur after the commencement of the year of a regular National Convention, the Local Presidents in the IRB shall elect an alternate to the IRB National Vice-President.~~

~~12.4.10 National Vice-President (Immigration, Refugees and Citizenship Canada) In the event of a vacancy in the position of the Citizenship and Immigration National Vice-President, the National President shall request the named alternate to fill the vacancy. In the event that this individual is no longer available, and prior to the commencement of the year of a regular National Convention, the National President shall seek nominations from the members of the IRCC Locals and shall conduct a vote by secret ballot of all members in the IRCC to elect an IRCC National Vice-President.~~

~~12.4.11 Alternate National Vice-President (Immigration, Refugees and Citizenship Canada) In the event of a vacancy in the position of Immigration, Refugees and Citizenship Canada Alternate National Vice-President, the National President shall seek nominations from the members of the IRCC Locals and shall conduct a vote by secret ballot of all members in the IRCC. Should the vacancy occur after the commencement of the year of a regular National Convention, the Local Presidents in IRCC shall elect an alternate to the IRCC National Vice-President.~~

~~12.4.12 National Vice-President (Human Rights) In the event of a vacancy in the position of the Human Rights National Vice-President, the National President shall request the named alternate to fill the vacancy. In the event that this individual is no longer available, and prior to the commencement of the year of a regular National Convention, the National President shall seek nominations from the members who have self-identified and shall conduct a vote by secret ballot of all members who have self-identified to elect a Human Rights National Vice-President.~~

~~12.4.13 Alternate National Vice-President (Human Rights)~~

~~In the event of a vacancy in the position of Human Rights Alternate National Vice-President, the National President shall seek nominations from the members who have self-identified and shall conduct a vote by secret ballot of all members who have self-identified. Should the vacancy occur after the commencement of the year of a regular National Convention, the members of the Human Rights / Race Relations Committee shall elect an alternate to the Human Rights National Vice-President.~~

A-22

This resolution forms part of Composite Resolution A-21A.

TITLE: By-Law 12 – Elections of Officers / Alternate NVP
ORIGINATOR: National Executive
LANGUAGE: E

WHEREAS the present By-Law 12, sub-section 12.4.5 refers to the event of a vacancy, for whatever reason, in the position of Alternate to the National Vice-President for the Regions; and

WHEREAS the present By-Law 12, sub-section 12.4.7 refers to the event of a vacancy, for whatever reason, in the position of Alternate to the National Vice-President for Women’s Issues; and

WHEREAS the present By-Law 12, sub-section 12.4.9 refers to the event of a vacancy, for whatever reason, in the position of Alternate to the National Vice-President for Immigration and Refugee Board (IRB); and

WHEREAS the present By-Law 12, sub-section 12.4.11 refers to the event of a vacancy, for whatever reason, in the position of Alternate to the National Vice-President for Immigration, Refugees and Citizenship Canada (IRCC); and

WHEREAS the present By-Law 12, sub-section 12.4.13 refers to the event of a vacancy, for whatever reason, in the position of Alternate to the National Vice-President for Human Rights (HR); and

WHEREAS all the sub-sections are similar and could be condensed in one sub-section only.

BE IT RESOLVED THAT By-Law 12, sub-section 12.4.5; 12.4.7; 12.4.9; 12.4.11 and 12.4.13 be grouped into one sub-section; and

BE IT RESOLVED THAT By-Law 12, sub-section 12.4.5 reflect all the different A/NVP vacancies; and

BE IT RESOLVED THAT By-Law 12, sub-section 12.4.5 now read as follows:

12.4.5 Alternate to the National Vice-President for Regions; Women’s Issues; Immigration and Refugee Board (IRB); Immigration, Refugees and Citizenship Canada (IRCC); and Human Rights

In the event a vacancy occurs, for whatever reason, in a position of Alternate to the National Vice-President, the National President shall seek nominations to fill the vacancy.

A vote shall be conducted by secret ballot of all members in good standing, in the respective jurisdiction of the vacancy, in order to elect an Alternate National Vice-President.

- For Regional A/NVPs, all members in good standing of the Locals within the respective region.

- For the A/NVPs for Women’s Issues, all members in good standing within their jurisdiction.
- For the A/NVP for IRB, all members in good standing of the IRB Locals.
- For the A/NVP for IRCC, all members in good standing of the IRCC Locals.
- For the A/NVP for HR, all members in good standing who have self-identified with CEIU

Should a vacancy occur within the twelve (12) month period preceding a regular Triennial Convention, the Local Presidents in the respective jurisdiction shall elect the Alternate to the National Vice-President of that respective jurisdiction.

A-29

This resolution forms part of Composite Resolution A-29A.

TITLE: By-Law 14 – Authority and Responsibilities of National Officers
 ORIGINATOR: BC/YT Regional Council
 LANGUAGE: E

WHEREAS the power of unions is in the solidarity of their members; and

WHEREAS members of marginalized groups are often excluded, intentionally or unintentionally from this solidarity; and

WHEREAS historically union leaders have not always had the faith of their equity members; and

WHEREAS leaders require knowledge in order to be effective.

BE IT RESOLVED THAT all members of the National Executive have the following added to their responsibilities in the CEIU By-Laws:

Complete, within the first six months of each term, 15 hours of training on privilege and intersectionality; and, following which, provide a written report to the National Executive, National Women's Committee, National Human Rights and Race Relations Committee, and National Young Workers Committee.

BE IT FURTHER RESOLVED THAT this training be taken in-person and provided by subject matter experts who are not CEIU staff.

A-30

This resolution forms part of Composite Resolution A-29A.

TITLE: By-Law 14.1 and 14.2 – Privilege and Intersectionality Training
ORIGINATOR: National Women's Committee
LANGUAGE: E

WHEREAS the power of unions is in the solidarity of their members; and

WHEREAS members of marginalized groups are often excluded, intentionally or unintentionally from this solidarity; and

WHEREAS historically union leaders have not always had the faith of their equity members; and

WHEREAS leaders require knowledge in order to be effective.

BE IT RESOLVED THAT the National President and National Executive Vice President have the following added to their responsibilities as described in by-law 14.1 and 14.2:

Complete, within the first three months of each term, 15 hours of training on privilege and intersectionality; and, following which, provide a written report to the National Executive, National Women's Committee, National Human Rights and Race Relations Committee, and National Young Workers Committee.

BE IT FURTHER RESOLVED THAT this training be taken in-person and provided by subject matter experts who are not CEIU staff.

A-31

This resolution forms part of Composite Resolution A-29A.

TITLE: Training for National Vice-Presidents
ORIGINATOR: National Women’s Committee
LANGUAGE: E

WHEREAS the power of unions is in the solidarity of their members; and

WHEREAS members of marginalized groups are often excluded, intentionally or unintentionally from this solidarity; and

WHEREAS historically union leaders have not always had the faith of their equity members; and

WHEREAS leaders require knowledge in order to be effective.

BE IT RESOLVED THAT all National Vice Presidents have the following added to their responsibilities as described in by-laws 14.4, 14.5, 14.6, 14.8, 14.10, 14.12:

Complete, within the first six months of each term, 15 hours of training on privilege and intersectionality; and, following which, provide a written report to the National Executive, National Women’s Committee, National Human Rights and Race Relations Committee, and National Young Workers Committee.

BE IT FURTHER RESOLVED THAT this training be taken in-person and provided by subject matter experts who are not CEIU staff.

A-42

This resolution forms part of Composite Resolution A-43A.

TITLE: By-Law 14.12 (g) - NVP HR/RR Responsibilities
ORIGINATOR: 2019 HRRR Conference
LANGUAGE: E

WHEREAS during the 2017 CEIU Triennial Convention, By-Law 14.12 was amended to include the HR/RR serving as Chair of the National HR/RR Committee; and

WHEREAS this change renders By-Law 14.12(g) irrelevant.

BE IT RESOLVED THAT CEIU By-Law 14.12(g) be removed in its entirety.

A-43

This resolution forms part of Composite Resolution A-43A.

TITLE: By-Law 14.12 (g) and 14.12 (h)
ORIGINATOR: National Executive
LANGUAGE: English

WHEREAS CEIU By-Law 14.12 (g) states that the National Vice-President for Human Rights sits on the National Human Rights / Race Relations (HR/RR) Committee and provides directions; and

WHEREAS CEIU B-Law 14.12 (h) states that the National Vice-President for Human Rights helps plan and prepare the meetings of the National Committee and the National Human Rights / Race Relations Conference; and

WHEREAS CEIU By-Law 14.12 (n), which has been added after the 2017 CEIU Convention, states that the National Vice-President for Human Rights chairs the National Human Rights / Race Relations (HR/RR) Committee.

BE IT RESOLVED THAT By-Law 14.12 (g) be deleted from the By-Laws since By-Law 14.12 (n) specifies that the National Vice-President for Human

Rights chairs the National Human Rights / Race Relations (HR/RR) Committee.

BE IT FURTHER RESOLVED THAT By-Law 14.12 (h) must remain to ensure the important role of the National Vice-President for Human Rights in helping with the planning and the preparations of the Committee meetings and in the planning and preparations of the National HR/RR Conference.

A-54

This resolution forms part of Composite Resolution A-54A.

TITLE: Establishment of IRCC National Conference
ORIGINATOR: National IRCC Advisory Committee
LANGUAGE: E

WHEREAS CEIU-IRCC members have had an IRCC National Conference for several mandates which was very effective; and

WHEREAS these conferences worked to better solidify the activists from IRCC in their knowledge and understanding of Union work; and

WHEREAS the links that were formed and information that was shared was invaluable to the activist and the work they do; and

WHEREAS most other National conferences do not have enough representation for the IRCC members.

BE IT RESOLVED THAT CEIU establish a once per term of office Conference for IRCC to share information and best practices after the CEIU Convention 2021; and

BE IT FURTHER RESOLVED THAT the National IRCC Advisory Committee members have delegate status to this Conference; and

BE IT FURTHER RESOLVED THAT additional member be selected by the Regional NVPs to attend this Conference with 10 members for the West, 10

members for Ontario, 10 members for NCR, 10 members for Québec, and 10 members for Atlantic: and

BE IT FURTHER RESOLVED THAT each regional group of participants to this IRCC National Conference must produce a written (one page minimum) or verbal report to their Local no later than 3 months after the conference.

A-55

This resolution forms part of Composite Resolution A-54A.

TITLE: National IRCC Conference
ORIGINATOR: National IRCC Advisory Committee
LANGUAGE: E

WHEREAS IRCC offices and programs are national; and

WHEREAS information sharing is paramount for the effective operation of the Union:

BE IT RESOLVED THAT the IRCC hold a national IRCC Conference once per every three-year cycle; and

BE IT FURTHER RESOLVED THAT the Conference be fully funded for all delegates; and

BE IT FURTHER RESOVLED THAT attendance at the IRCC Conference be allocated to all the members of the National IRCC Advisory Committee, their alternates and 16 delegates (2 delegates per region) selected by the National President, the NEVP and the NVP for IRCC.

A-61

This resolution forms part of Composite Resolution A-62A.

TITLE: National Young Workers' Committee – Meetings
ORIGINATOR: National Young Workers Committee
LANGUAGE: E

BE IT RESOLVED THAT the CEIU Young Worker's Committee have two (2) annual meetings; and

BE IT FURTHER RESOLVED THAT this comes into effect immediately following the CEIU 2020 2021 Convention: and

BE IT FURTHER RESOLVED THAT the money be found within the existing budget.

A-62

This resolution forms part of Composite Resolution A-62A.

TITLE: National Young Workers' Committee – Meetings
ORIGINATOR: National Young Workers Committee
LANGUAGE: E

WHEREAS the National Young Workers Committee only has funds for one in person meeting per year; and

WHEREAS the National Human Rights and Race Relations Committee and the National Women's Committee both have funds for two in person meetings per year; and

WHEREAS the National Young Workers Committee has no other line item in the budget.

BE IT RESOLVED THAT the CEIU Young Workers Committee have two (2) annual meetings; and

BE IT FURTHER RESOLVED THAT this comes into effect immediately following the CEIU 2020 2021 Convention.

BE IT FURTHER RESOLVED THAT the money be found within the existing budget.

A-63

This resolution forms part of Composite Resolution A-62A.

TITLE: National Young Workers' Committee – Meetings
ORIGINATOR: MAN/SASK Regional Council
LANGUAGE: E

WHEREAS the National Young Workers Committee only has funds for one in person meeting per year; and

WHEREAS the National Young Workers Committee has no other line item in the budget.

BE IT RESOLVED THAT the CEIU Young Workers Committee have two (2) annual meetings; and

BE IT FURTHER RESOLVED THAT this comes into effect immediately following the CEIU 2020 2021 Convention: and

BE IT FURTHER RESOLVED THAT the money be found within the existing budget.

A-64

This resolution forms part of Composite Resolution A-64A.

TITLE: National Young Workers' Committee – Term Limits
ORIGINATOR: National Young Workers Committee
LANGUAGE: E

WHEREAS the National Young Workers Committee prioritizes the need for mentorship and succession planning within the union; and

WHEREAS: the definition of a young worker will result in a high turnover in committee members.

BE IT RESOLVED THAT the there be a two consecutive term limit per position on the CEIU National Young Workers Committee.

A-65

This resolution forms part of Composite Resolution A-64A.

TITLE: National Young Workers' Committee – Term Limits

ORIGINATOR: MAN/SASK Regional Council

LANGUAGE: E

WHEREAS the National Young Workers Committee prioritizes the need for mentorship within the union; and

WHEREAS: the definition of a young worker will result in a high turnover in committee members.

BE IT RESOLVED THAT the there be a two consecutive term limit per position on the CEIU National Young Workers Committee.

RESOLUTION RULED 'OUT OF ORDER'

A-6

TITLE: Women's Training Monies
ORIGINATOR: National Women's Committee
LANGUAGE: E

WHEREAS the needs of women in the union are constantly evolving; and

WHEREAS the needs of women are best defined by those experiencing them; and

WHEREAS regional women's committees are best placed to determine what the training needs are for women in their region; and

WHEREAS in consideration for their region-specific knowledge, the spending of regional monies should be within the purview of regions as much as possible.

BE IT RESOLVED THAT resolution of record 87/B-13 be changed to read:

BE IT RESOLVED THAT 25% of the national training budget be allocated to training organized by the regional women's committee; and

BE IT FURTHER RESOLVED THAT no regions would lose any money for training because of this resolution.

This resolution was ruled out of order by the National President, as it is the responsibility of the National Vice-President in each of their respective region to access those monies.

The By-Laws Resolutions Committee would like to acknowledge that the National Women's Committee has, however, identified an issue with the present Resolutions of Record 87/B-13.

**RESOLUTIONS REFERRED TO THE
GENERAL/PSAC RESOLUTIONS COMMITTEE**

A-49

TITLE: CEIU Regulation 22
ORIGINATOR: National Young Workers Committee
LANGUAGE: E

WHEREAS the Regional Young Workers' Committees have differences in budgeted funds; and

WHEREAS the CEIU regions are geographically vast; and

WHEREAS union leadership should reflect the makeup of its members.

BE IT RESOLVED THAT every CEIU local be encouraged to add a Young Worker Representative to their Executive.

A-50

TITLE: CEIU Regulation 22
ORIGINATOR: MAN/SASK Regional Council
LANGUAGE: E

WHEREAS the Regional Young Workers' Committees have differences in budgeted funds; and

WHEREAS the CEIU regions are geographically vast; and

WHEREAS union leadership reflect the makeup of its members.

BE IT RESOLVED THAT every CEIU local be encouraged to add a Young Worker Representative to their Executive.